**Section 325.150 IDHR's Investigation Findings**

a) Upon receipt of IDHR's investigation report, IDOL will review that report and any evidence obtained by IDHR to determine whether a violation of the EPA has occurred.

b) If IDOL determines that further investigation of the EPA Complaint is warranted, IDOL will conduct any further investigation it deems necessary.

c) If, after reviewing IDHR's investigation report and any other evidence obtained by IDHR or IDOL, IDOL determines that a violation of the EPA has occurred, IDOL will issue a reasonable cause determination pursuant to 56 Ill. Adm. Code 320.330(a)(1).

d) If, after reviewing IDHR's investigation report and any other evidence obtained by IDHR or IDOL, IDOL determines that there is insufficient evidence that a violation of the EPA occurred, IDOL will issue a no reasonable cause determination pursuant to 56 Ill. Adm. Code 320.330(a)(2).

e) In determining whether a violation of the EPA has occurred, IDOL is not bound by any findings of fact or law made by IDHR in its final determination of the IDHR Charge of Discrimination.

f) Neither IDHR nor the Illinois Human Rights Commission shall have the authority to review IDOL's findings as to the EPA Complaint.