**Section 360.110 Definitions**

a) "Act" means the Right to Privacy in the Workplace Act (Ill. Rev. Stat. 1991, ch. 48, pars. 2851 et seq.).

b) "Department" means the Illinois Department of Labor, its director and his/her authorized representatives.

c) "Director" means the Director of the Illinois Department of Labor.

d) "Employer" includes any individual, partnership, association, corporation, business trust, enterprise or any person or group of persons for whom the employee is performing work with a reasonable expectation of compensation.

e) "Hearing Officer" means an individual authorized by the Department to determine the merits of individual claims alleging violations of the Act.

f) "Prospective employee" or "applicant for employment" means not only an individual applying for a job position, but also an individual to whom an offer of employment has been extended, but who has not yet begun working for the employer.

g) "Lawful Products" shall include, but shall not be limited to, all tobacco products, all alcoholic beverages, all food products, all over-the-counter drugs, and any drugs lawfully prescribed by the employee's own physician. Provided however, that any use or overconsumption of these lawful products that directly impairs the performance of the employee at the workplace shall not be protected under this Act.

h) "Workplace" is any location where work is performed for the benefit of the employer.