**Section 2535.10 Purpose**

This Part interprets the provisions of Section 2-102(I), (J) and (K) of the Illinois Human Rights Act [775 ILCS 5] prohibiting discrimination in employment on the basis of pregnancy, requiring employers to reasonably accommodate a job applicant's or employee's pregnancy, and requiring employers to notify employees of their rights under these statutes. For purposes of these prohibitions against discrimination on the basis of pregnancy, Section 2-102(I), (J) and (K) apply to all units of State and local government in Illinois, to all persons employing one or more individuals, and to all employment agencies and labor organizations (see Section 2-101(B), (C) and (D) of the Act).