**Section 5220.100 Definition of National Origin Discrimination**

a) Under section 1-103(K) of the Illinois Human Rights Act, Ill. Rev. Stat. 1985, ch. 68, par. 1-103(K), "national origin" means – *"...the place in which a person or one of his or her ancestors was born."*

b) An individual has been discriminated against on the basis of "national origin" if the individual has been denied equal employment opportunity because of national origin or because the individual has physical, cultural or linguistic characteristics or a name which identifies that person's national origin.