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LRB100 11956 MST 23797 r

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HOUSE RESOLUTION

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WHEREAS, Violence in the workplace stemming from a domestic partner of an employee is disturbing and costly; and

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WHEREAS, The unfortunate reality for many victims of domestic abuse that manage to leave their abuser is that they are still able to be tracked down at their place of employment; and

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WHEREAS, Data on domestic violence shows that during the few months after a breakup the potential victim is at the greatest risk of suffering from an act of violence from a former partner; and

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WHEREAS, Employees need reasonable accommodations from their employers in order to minimize the risk to the employee from a former domestic partner as well as the risk of violence to other employees; and

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WHEREAS, Many employers have well-developed security plans in place to protect employees from risks, including the risk of a domestic partner entering the workplace with an intent to inflict violence; and

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WHEREAS, A dangerous communications gap often exists in

1 which the employee who is aware of the danger from a former  
2 domestic partner does not share this information with the  
3 employer because he or she does not want to face retaliation  
4 from the employer; and

5 WHEREAS, Current State law protects employees from  
6 employer retaliation due to disclosing a potential risk of  
7 workplace violence from a current or former domestic partner;  
8 and

9 WHEREAS, This statutory protection is not widely known or  
10 understood; and

11 WHEREAS, The Department of Labor currently has statutory  
12 authority to issue a posting requirement to inform employees  
13 and employers of this statutory right to disclose the existence  
14 of a risk of workplace violence without retaliation of any kind  
15 pursuant to 820 ILCS 180, but to date has not chosen to issue a  
16 posting requirement with that language; and

17 WHEREAS, If the Department of Labor were to issue a revised  
18 posting requirement with clear language that informs employers  
19 and employees of the right to disclose the risk of workplace  
20 violence due to a current or former domestic partner without  
21 any retaliation, more employees would likely disclose to their  
22 employers the risk they are facing and more employers could

1 take necessary precautions to protect their employees from the  
2 risk of violence; therefore, be it

3       RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE  
4 HUNDREDTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that we  
5 urge the Department of Labor to issue revised posting  
6 requirements that clearly and unambiguously inform employers  
7 and employees of the legal prohibition on retaliation or firing  
8 of any employee who discloses the existence of a current or  
9 former domestic partner that represents a threat of workplace  
10 violence in order to help save lives; and be it further

11       RESOLVED, That a suitable copy of this resolution be  
12 delivered to the Department of Labor Acting Director Anna Hui.