

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Human Rights Act is amended by
5 changing Sections 7A-104, 8-105, 8-106.1, 8-111, 10-102,
6 10-103, and 10-104 as follows:

7 (775 ILCS 5/7A-104) (from Ch. 68, par. 7A-104)

8 Sec. 7A-104. Judicial Proceedings.

9 (A) Temporary Relief. (1) At any time after a charge is
10 filed, the Department or complainant may petition the
11 appropriate court for temporary relief, pending final
12 determination of the proceedings under this Act, including an
13 order or judgment restraining the respondent from doing or
14 causing any act which would render ineffectual an order which
15 the Commission may enter with respect to the complainant.
16 Whether it is brought by the Department or by the complainant,
17 the petition shall contain a certification by the Director that
18 the particular matter presents exceptional circumstances in
19 which irreparable injury will result from a civil rights
20 violation in the absence of temporary relief.

21 (2) The petition shall be filed in the circuit court for
22 the county in which the respondent resides or transacts
23 business or in which the alleged violation took place, and the

1 proceedings shall be governed by Part I of Article XI of the
2 "Code of Civil Procedure", as amended. Except as provided in
3 subsection (A) (3), the court may grant temporary relief or a
4 temporary restraining order as it deems just and proper.

5 (3) When the petition is based upon a civil rights
6 violation as defined in Article 3 of this Act, the relief or
7 restraining order entered by the court shall not exceed 5 days
8 unless:

9 (a) A longer period is agreed to by the respondent; or

10 (b) The court finds that there is substantial evidence to
11 demonstrate that the respondent has engaged in unlawful
12 discrimination.

13 (B) Expedited Proceedings. (1) A complainant or the
14 Department at the request of the complainant may at any time
15 petition the circuit court for expedited proceedings. Except as
16 to causes the circuit court considers to be of greater
17 importance, consideration of petitions for expedited
18 proceedings under this subsection shall take precedence on the
19 docket over all other causes and be assigned for hearing at the
20 earliest practicable date and expedited in every way.

21 (2) Venue for a petition filed under this subsection shall
22 lie in the county where the respondent resides or is found or
23 where the alleged violation was committed.

24 (3) Any petition filed by the complainant shall name the
25 Department, Commission and the respondent. Any petition filed
26 by the Department, upon request of the complainant, shall name

1 the Commission and the respondent.

2 (4) If the circuit court determines that the complainant is
3 likely to die before the termination of the proceedings under
4 this Act, it may order the proceedings expedited. When an order
5 for expedited proceedings is issued, the processing of the
6 complainant's charge by the Department and Commission shall
7 take precedence over all matters except older matters of the
8 same character. Where such order is issued, the Department, the
9 Commission, any panel of the Commission, or any Commission
10 hearing officer shall be authorized to shorten any time period,
11 other than the filing period set by Section 7A-102(A)(1) ~~180~~
12 ~~day charge filing period set by this Act or by rule~~. If such an
13 order is issued and the complainant is before the Department,
14 the Department shall immediately appoint an investigator if an
15 investigator has not been appointed and shall in 90 days either
16 file a complaint or order that no complaint be issued. If the
17 Department fails to make a determination within 90 days the
18 complainant shall have 30 days to file his complaint with the
19 Commission.

20 (C) Enforcement of Commission Orders. When authorized by
21 this Act, the Department, at the request of the Commission, may
22 take whatever action may be authorized for the enforcement of
23 Commission orders.

24 (Source: P.A. 86-910; 86-1028.)

25 (775 ILCS 5/8-105) (from Ch. 68, par. 8-105)

1 Sec. 8-105. Settlement.

2 (A) Approval.

3 (1) When a proposed settlement is submitted by the
4 Department, the Commission, through a panel of 3 members,
5 shall determine whether to approve its terms and
6 conditions.

7 (2) A settlement of any complaint and its underlying
8 charge or charges may be effectuated at any time upon
9 agreement of the parties, with or without the Commission's
10 approval, and shall act as a full and final resolution of
11 the matter. If the parties desire that the Commission
12 retain jurisdiction over the matter for purposes of
13 enforcing the terms of the settlement, the terms shall be
14 reduced to writing, signed by the parties, and submitted to
15 the Commission for approval. The Commission, through a
16 panel of 3 members, shall determine whether to approve the
17 settlement.

18 (3) Approval of the settlement shall be accomplished by
19 an order, served on the parties and the Department, in
20 accord with the written terms of the settlement.

21 (B) Violation. When the Department files notice of a
22 settlement order violation, the Commission, through a panel of
23 three members, may either order the Department to seek
24 enforcement of the settlement order pursuant to paragraph (C)
25 ~~(B)~~ of Section 8-111 or remand for any type of hearing as it
26 may deem necessary pursuant to paragraph (D) of Section 8A-103.

1 (C) Dismissal for Refusal to Accept Settlement Offer. The
2 Commission shall dismiss a complaint and the underlying charge
3 or charges of the complaint if the Commission is satisfied
4 that:

5 1. the respondent has eliminated the effects of the
6 civil rights violation charged and taken steps to prevent
7 repetition of the violation; or

8 2. the respondent offers and the complainant declines
9 to accept the terms of settlement that the Commission
10 determines are sufficient to eliminate the effect of the
11 civil rights violation charged and to prevent repetition of
12 the violation.

13 In determining whether the respondent has eliminated the
14 effects of the civil rights violation charged, or has offered
15 terms of settlement sufficient to eliminate same, the
16 Commission shall consider the extent to which the respondent
17 has either fully provided, or reasonably offered by way of
18 terms of settlement, as the case may be, the relevant relief
19 available to the complainant under Section 8A-104 of this Act.

20 At any time after the service of a complaint pursuant to
21 Section 8A-102 of this Act, and prior to service of a decision
22 prepared pursuant to Section 8A-102(I), a respondent may move
23 for a recommended order dismissing a complaint and the
24 underlying charge or charges for complainant's refusal to
25 accept terms of settlement that are sufficient to eliminate the
26 effects of the civil rights violation charged in the complaint

1 and to eliminate repetition of the violation. Respondent's
2 motion and complainant's reply, if any, shall comply with the
3 requirements for summary decision set forth in Section 8-106.1
4 of this Act.

5 (D) This amendatory Act of 1996 applies to causes of action
6 filed on or after January 1, 1996.

7 (Source: P.A. 91-357, eff. 7-29-99.)

8 (775 ILCS 5/8-106.1) (from Ch. 68, par. 8-106.1)

9 Sec. 8-106.1. Summary Decision.

10 (1) At any time after the service of a complaint and prior
11 to service of a decision pursuant to Section 8A-102(I) or
12 8B-102(J) ~~8-106(I)~~, complainant or respondent may move with or
13 without supporting affidavits for a summary order in the moving
14 party's favor as to all or any part of the relief sought. A
15 hearing officer may not preclude the filing of said motion
16 except within the 60-day period prior to hearing on the merits
17 of the complaint.

18 (2) Procedure. The non-moving party may file
19 counteraffidavits prior to the time of the ruling on the
20 motion. The hearing officer shall decide the motion without
21 delay and shall grant it if the pleadings and affidavits, if
22 any, show that there is no genuine issue as to any material
23 fact and that the moving party is entitled to a recommended
24 order as a matter of law. The term "without delay" shall be
25 defined by rule promulgated by the Commission. An interim

1 summary recommended order, interlocutory in character, may be
2 rendered on the issue of liability alone although there is a
3 genuine issue as to the relief to be awarded.

4 (3) Affidavits or Motions Made in Bad Faith. If it appears
5 to the satisfaction of the hearing officer at any time that any
6 affidavit or motion presented pursuant to this Section is
7 presented in bad faith or solely for the purpose of delay, the
8 hearing officer may recommend that the party employing the use
9 of affidavits for dilatory purposes shall pay to the other
10 party the amount of reasonable expenses incurred as a result of
11 the filing of the affidavit or motion, including reasonable
12 attorney's fees.

13 (Source: P.A. 89-370, eff. 8-18-95.)

14 (775 ILCS 5/8-111) (from Ch. 68, par. 8-111)

15 Sec. 8-111. Court Proceedings.

16 (A) Civil Actions Commenced in Circuit Court.

17 (1) Venue. Civil actions commenced in a circuit court
18 pursuant to Section 7A-102 shall be commenced in the
19 circuit court in the county in which the civil rights
20 violation was allegedly committed.

21 (2) If a civil action is commenced in a circuit court,
22 the form of the complaint shall be in accordance with the
23 Code of Civil Procedure.

24 (3) If a civil action is commenced in a circuit court
25 under Section 7A-102, the plaintiff or defendant may demand

1 trial by jury.

2 (4) Remedies. Upon the finding of a civil rights
3 violation, the circuit court or jury may award any of the
4 remedies set forth in Section 8A-104.

5 (B) Judicial Review.

6 (1) Any complainant or respondent may apply for and
7 obtain judicial review of a final order of the Commission
8 entered under this Act by filing a petition for review in
9 the Appellate Court within 35 days from the date that a
10 copy of the decision sought to be reviewed was served upon
11 the party affected by the decision. If a 3-member panel or
12 the full Commission finds that an interlocutory order
13 involves a question of law as to which there is substantial
14 ground for difference of opinion and that an immediate
15 appeal from the order may materially advance the ultimate
16 termination of the litigation, any party may petition the
17 Appellate Court for permission to appeal the order. The
18 procedure for obtaining the required Commission findings
19 and the permission of the Appellate Court shall be governed
20 by Supreme Court Rule 308, except the references to the
21 "trial court" shall be understood as referring to the
22 Commission.

23 (2) In any proceeding brought for judicial review, the
24 Commission's findings of fact shall be sustained unless the
25 court determines that such findings are contrary to the
26 manifest weight of the evidence.

1 (3) Venue. Proceedings for judicial review shall be
2 commenced in the appellate court for the district wherein
3 the civil rights violation which is the subject of the
4 Commission's order was allegedly committed.

5 (C) Judicial Enforcement.

6 (1) When the Commission, at the instance of the
7 Department or an aggrieved party, concludes that any person
8 has violated a valid order of the Commission issued
9 pursuant to this Act, and the violation and its effects are
10 not promptly corrected, the Commission, through a panel of
11 3 members, shall order the Department to commence an action
12 in the name of the People of the State of Illinois by
13 complaint, alleging the violation, attaching a copy of the
14 order of the Commission and praying for the issuance of an
15 order directing such person, his or her or its officers,
16 agents, servants, successors and assigns to comply with the
17 order of the Commission.

18 (2) An aggrieved party may file a complaint for
19 enforcement of a valid order of the Commission directly in
20 Circuit Court.

21 (3) Upon the commencement of an action filed under
22 paragraphs (1) or (2) of this subsection, ~~(B) of this~~
23 ~~Section~~ the court shall have jurisdiction over the
24 proceedings and power to grant or refuse, in whole or in
25 part, the relief sought or impose such other remedy as the
26 court may deem proper.

1 (4) The court may stay an order of the Commission in
2 accordance with the applicable Supreme Court rules,
3 pending disposition of the proceedings.

4 (5) The court may punish for any violation of its order
5 as in the case of civil contempt.

6 (6) Venue. Proceedings for judicial enforcement of a
7 Commission order shall be commenced in the circuit court in
8 the county wherein the civil rights violation which is the
9 subject of the Commission's order was committed.

10 (D) Limitation. Except as otherwise provided by law, no
11 court of this state shall have jurisdiction over the subject of
12 an alleged civil rights violation other than as set forth in
13 this Act.

14 (E) This amendatory Act of 1996 applies to causes of action
15 filed on or after January 1, 1996.

16 (F) The changes made to this Section by this amendatory Act
17 of the 95th General Assembly apply to charges or complaints
18 filed with the Department or the Commission on or after the
19 effective date of those changes.

20 (Source: P.A. 95-243, eff. 1-1-08.)

21 (775 ILCS 5/10-102) (from Ch. 68, par. 10-102)

22 Sec. 10-102. Court Actions. (A) Circuit Court Actions. (1)
23 An aggrieved party may commence a civil action in an
24 appropriate Circuit Court not later than 2 years after the
25 occurrence or the termination of an alleged civil rights

1 violation or the breach of a conciliation or settlement
2 agreement entered into under this Act, whichever occurs last,
3 to obtain appropriate relief with respect to the alleged civil
4 rights violation or breach. Venue for such civil action shall
5 be determined under Section 8-111 (A) (1) ~~(B) (6)~~.

6 (2) The computation of such 2-year period shall not include
7 any time during which an administrative proceeding under this
8 Act was pending with respect to a complaint or charge under
9 this Act based upon the alleged civil rights violation. This
10 paragraph does not apply to actions arising from a breach of a
11 conciliation or settlement agreement.

12 (3) An aggrieved party may commence a civil action under
13 this subsection whether or not a charge has been filed under
14 Section 7B-102 and without regard to the status of any such
15 charge, however, if the Department or local agency has obtained
16 a conciliation or settlement agreement with the consent of an
17 aggrieved party, no action may be filed under this subsection
18 by such aggrieved party with respect to the alleged civil
19 rights violation practice which forms the basis for such
20 complaint except for the purpose of enforcing the terms of such
21 conciliation or settlement agreement.

22 (4) An aggrieved party shall not commence a civil action
23 under this subsection with respect to an alleged civil rights
24 violation which forms the basis of a complaint issued by the
25 Department if a hearing officer has commenced a hearing on the
26 record under Article 3 of this Act with respect to such

1 complaint.

2 (B) Appointment of Attorney by Court. Upon application by a
3 person alleging a civil rights violation or a person against
4 whom the civil rights violation is alleged, if in the opinion
5 of the court such person is financially unable to bear the
6 costs of such action, the court may:

7 (1) appoint an attorney for such person, any attorney so
8 appointed may petition for an award of attorneys fees pursuant
9 to subsection (C) (2) of this Section; or

10 (2) authorize the commencement or continuation of a civil
11 action under subsection (A) without the payment of fees, costs,
12 or security.

13 (C) Relief which may be granted. (1) In a civil action
14 under subsection (A) if the court finds that a civil rights
15 violation has occurred or is about to occur, the court may
16 award to the plaintiff actual and punitive damages, and may
17 grant as relief, as the court deems appropriate, any permanent
18 or preliminary injunction, temporary restraining order, or
19 other order, including an order enjoining the defendant from
20 engaging in such civil rights violation or ordering such
21 affirmative action as may be appropriate.

22 (2) In a civil action under subsection (A), the court, in
23 its discretion, may allow the prevailing party, other than the
24 State of Illinois, reasonable attorneys fees and costs. The
25 State of Illinois shall be liable for such fees and costs to
26 the same extent as a private person.

1 (D) Intervention By The Department. The Attorney General of
2 Illinois may intervene on behalf of the Department if the
3 Department certifies that the case is of general public
4 importance. Upon such intervention the court may award such
5 relief as is authorized to be granted to a plaintiff in a civil
6 action under Section 10-102(C).

7 (Source: P.A. 86-910.)

8 (775 ILCS 5/10-103) (from Ch. 68, par. 10-103)

9 (Text of Section before amendment by P.A. 101-530)

10 Sec. 10-103. Circuit court actions pursuant to election.

11 (A) If an election is made under Section 8B-102, the
12 Department shall authorize and not later than 30 days after the
13 election is made the Attorney General shall commence and
14 maintain a civil action on behalf of the aggrieved party in a
15 circuit court of Illinois seeking relief under this Section.
16 Venue for such civil action shall be determined under Section
17 8-111(A)(1) ~~(B)(6)~~.

18 (B) Any aggrieved party with respect to the issues to be
19 determined in a civil action under this Section may intervene
20 as of right in that civil action.

21 (C) In a civil action under this Section, if the court
22 finds that a civil rights violation has occurred or is about to
23 occur the court may grant as relief any relief which a court
24 could grant with respect to such civil rights violation in a
25 civil action under Section 10-102. Any relief so granted that

1 would accrue to an aggrieved party in a civil action commenced
2 by that aggrieved party under Section 10-102 shall also accrue
3 to that aggrieved party in a civil action under this Section.
4 If monetary relief is sought for the benefit of an aggrieved
5 party who does not intervene in the civil action, the court
6 shall not award such relief if that aggrieved party has not
7 complied with discovery orders entered by the court.

8 (Source: P.A. 86-910.)

9 (Text of Section after amendment by P.A. 101-530)

10 Sec. 10-103. Circuit court actions pursuant to election.

11 (A) If an election is made under Section 8B-102, the
12 Department shall authorize and not later than 30 days after the
13 entry of the administrative closure order by the Commission the
14 Attorney General shall commence and maintain a civil action on
15 behalf of the aggrieved party in a circuit court of Illinois
16 seeking relief under this Section. Venue for such civil action
17 shall be determined under Section 8-111 (A) (1) ~~(B) (6)~~.

18 (B) Any aggrieved party with respect to the issues to be
19 determined in a civil action under this Section may intervene
20 as of right in that civil action.

21 (C) In a civil action under this Section, if the court
22 finds that a civil rights violation has occurred or is about to
23 occur the court may grant as relief any relief which a court
24 could grant with respect to such civil rights violation in a
25 civil action under Section 10-102. Any relief so granted that

1 would accrue to an aggrieved party in a civil action commenced
2 by that aggrieved party under Section 10-102 shall also accrue
3 to that aggrieved party in a civil action under this Section.
4 If monetary relief is sought for the benefit of an aggrieved
5 party who does not intervene in the civil action, the court
6 shall not award such relief if that aggrieved party has not
7 complied with discovery orders entered by the court.

8 (Source: P.A. 101-530, eff. 1-1-20.)

9 (775 ILCS 5/10-104)

10 Sec. 10-104. Circuit Court Actions by the Illinois Attorney
11 General.

12 (A) Standing, venue, limitations on actions, preliminary
13 investigations, notice, and Assurance of Voluntary Compliance.

14 (1) Whenever the Illinois Attorney General has
15 reasonable cause to believe that any person or group of
16 persons is engaged in a pattern and practice of
17 discrimination prohibited by this Act, the Illinois
18 Attorney General may commence a civil action in the name of
19 the People of the State, as parens patriae on behalf of
20 persons within the State to enforce the provisions of this
21 Act in any appropriate circuit court. Venue for this civil
22 action shall be determined under paragraph (1) ~~(6)~~ of
23 subsection (A) ~~(C)~~ of Section 8-111. Such actions shall be
24 commenced no later than 2 years after the occurrence or the
25 termination of an alleged civil rights violation or the

1 breach of a conciliation agreement or Assurance of
2 Voluntary Compliance entered into under this Act,
3 whichever occurs last, to obtain relief with respect to the
4 alleged civil rights violation or breach.

5 (2) Prior to initiating a civil action, the Attorney
6 General shall conduct a preliminary investigation to
7 determine whether there is reasonable cause to believe that
8 any person or group of persons is engaged in a pattern and
9 practice of discrimination declared unlawful by this Act
10 and whether the dispute can be resolved without litigation.
11 In conducting this investigation, the Attorney General
12 may:

13 (a) require the individual or entity to file a
14 statement or report in writing under oath or otherwise,
15 as to all information the Attorney General may consider
16 necessary;

17 (b) examine under oath any person alleged to have
18 participated in or with knowledge of the alleged
19 pattern and practice violation; or

20 (c) issue subpoenas or conduct hearings in aid of
21 any investigation.

22 (3) Service by the Attorney General of any notice
23 requiring a person to file a statement or report, or of a
24 subpoena upon any person, shall be made:

25 (a) personally by delivery of a duly executed copy
26 thereof to the person to be served or, if a person is

1 not a natural person, in the manner provided in the
2 Code of Civil Procedure when a complaint is filed; or

3 (b) by mailing by certified mail a duly executed
4 copy thereof to the person to be served at his or her
5 last known abode or principal place of business within
6 this State.

7 (4) In lieu of a civil action, the individual or entity
8 alleged to have engaged in a pattern or practice of
9 discrimination deemed violative of this Act may enter into
10 an Assurance of Voluntary Compliance with respect to the
11 alleged pattern or practice violation.

12 (5) The Illinois Attorney General may commence a civil
13 action under this subsection (A) whether or not a charge
14 has been filed under Sections 7A-102 or 7B-102 and without
15 regard to the status of any charge, however, if the
16 Department or local agency has obtained a conciliation or
17 settlement agreement or if the parties have entered into an
18 Assurance of Voluntary Compliance no action may be filed
19 under this subsection (A) with respect to the alleged civil
20 rights violation practice that forms the basis for the
21 complaint except for the purpose of enforcing the terms of
22 the conciliation or settlement agreement or the terms of
23 the Assurance of Voluntary Compliance.

24 (6) Subpoenas.

25 (a) Petition for enforcement. Whenever any person
26 fails to comply with any subpoena issued under

1 paragraph (2) of this subsection (A), or whenever
2 satisfactory copying or reproduction of any material
3 requested in an investigation cannot be done and the
4 person refuses to surrender the material, the Attorney
5 General may file in any appropriate circuit court, and
6 serve upon the person, a petition for a court order for
7 the enforcement of the subpoena or other request. Venue
8 for this enforcement action shall be determined under
9 paragraph (E) (1) ~~(C) (6)~~ of Section 8-104 ~~8-111~~.

10 (b) Petition to modify or set aside a subpoena.

11 (i) Any person who has received a subpoena
12 issued under paragraph (2) of this subsection (A)
13 may file in the appropriate circuit court, and
14 serve upon the Attorney General, a petition for a
15 court order to modify or set aside the subpoena or
16 other request. The petition must be filed either
17 (I) within 20 days after the date of service of the
18 subpoena or at any time before the return date
19 specified in the subpoena, whichever date is
20 earlier, or (II) within such longer period as may
21 be prescribed in writing by the Attorney General.

22 (ii) The petition shall specify each ground
23 upon which the petitioner relies in seeking relief
24 under subdivision (i) and may be based upon any
25 failure of the subpoena to comply with the
26 provisions of this Section or upon any

1 constitutional or other legal right or privilege
2 of the petitioner. During the pendency of the
3 petition in the court, the court may stay, as it
4 deems proper, the running of the time allowed for
5 compliance with the subpoena or other request, in
6 whole or in part, except that the petitioner shall
7 comply with any portion of the subpoena or other
8 request not sought to be modified or set aside.

9 (c) Jurisdiction. Whenever any petition is filed
10 in any circuit court under this paragraph (6), the
11 court shall have jurisdiction to hear and determine the
12 matter so presented and to enter such orders as may be
13 required to carry out the provisions of this Section.
14 Any final order so entered shall be subject to appeal
15 in the same manner as appeals of other final orders in
16 civil matters. Any disobedience of any final order
17 entered under this paragraph (6) by any court shall be
18 punished as a contempt of the court.

19 (B) Relief which may be granted.

20 (1) In any civil action brought pursuant to subsection
21 (A) of this Section, the Attorney General may obtain as a
22 remedy, equitable relief (including any permanent or
23 preliminary injunction, temporary restraining order, or
24 other order, including an order enjoining the defendant
25 from engaging in such civil rights violation or ordering
26 any action as may be appropriate). In addition, the

1 Attorney General may request and the Court may impose a
2 civil penalty to vindicate the public interest:

3 (a) for violations of Article 3 and Article 4 in an
4 amount not exceeding \$25,000 per violation, and in the
5 case of violations of all other Articles in an amount
6 not exceeding \$10,000 if the defendant has not been
7 adjudged to have committed any prior civil rights
8 violations under the provision of the Act that is the
9 basis of the complaint;

10 (b) for violations of Article 3 and Article 4 in an
11 amount not exceeding \$50,000 per violation, and in the
12 case of violations of all other Articles in an amount
13 not exceeding \$25,000 if the defendant has been
14 adjudged to have committed one other civil rights
15 violation under the provision of the Act within 5 years
16 of the occurrence of the civil rights violation that is
17 the basis of the complaint; and

18 (c) for violations of Article 3 and Article 4 in an
19 amount not exceeding \$75,000 per violation, and in the
20 case of violations of all other Articles in an amount
21 not exceeding \$50,000 if the defendant has been
22 adjudged to have committed 2 or more civil rights
23 violations under the provision of the Act within 5
24 years of the occurrence of the civil rights violation
25 that is the basis of the complaint.

26 (2) A civil penalty imposed under subdivision (B) (1) of

1 this Section shall be deposited into the Attorney General
2 Court Ordered and Voluntary Compliance Payment Projects
3 Fund, which is a special fund in the State Treasury. Moneys
4 in the Fund shall be used, subject to appropriation, for
5 the performance of any function pertaining to the exercise
6 of the duties of the Attorney General including but not
7 limited to enforcement of any law of this State and
8 conducting public education programs; however, any moneys
9 in the Fund that are required by the court or by an
10 agreement to be used for a particular purpose shall be used
11 for that purpose.

12 (3) Aggrieved parties seeking actual damages must
13 follow the procedure set out in Sections 7A-102 or 7B-102
14 for filing a charge.

15 (Source: P.A. 97-1032, eff. 1-1-13.)

16 Section 95. No acceleration or delay. Where this Act makes
17 changes in a statute that is represented in this Act by text
18 that is not yet or no longer in effect (for example, a Section
19 represented by multiple versions), the use of that text does
20 not accelerate or delay the taking effect of (i) the changes
21 made by this Act or (ii) provisions derived from any other
22 Public Act."

23 Section 999. Effective date. This Act takes effect upon
24 becoming law.