



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB5159

by Rep. Michelle Mussman

SYNOPSIS AS INTRODUCED:

775 ILCS 5/2-103.5 new

Amends the Illinois Human Rights Act. Provides that it is a civil rights violation for an employer to ask an applicant for employment to supply his or her date of graduation from college or any other age identifier in an application or an initial interview. Provides that the new provisions do not prohibit an employer from requesting this information at a later stage of the hiring process. Effective immediately.

LRB101 16380 JLS 65758 b

1 AN ACT concerning employment.

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 adding Section 2-103.5 as follows:

6 (775 ILCS 5/2-103.5 new)

7 Sec. 2-103.5. Graduation date; age identifier. It is a
8 civil rights violation for any employer to ask an applicant for
9 employment to supply his or her date of graduation from college
10 or any other age identifier in an application or an initial
11 interview. This Section does not prohibit an employer from
12 requesting this information at a later stage of the hiring
13 process.

14 Section 99. Effective date. This Act takes effect upon
15 becoming law.