

1 AN ACT concerning human rights.

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 1-102, 5A-101, 5A-102, 6-101, 7-106, and  
6 7-108 and the heading of Article 5A as follows:

7 (775 ILCS 5/1-102) (from Ch. 68, par. 1-102)

8 Sec. 1-102. Declaration of Policy. It is the public policy  
9 of this State:

10 (A) Freedom from Unlawful Discrimination. To secure for all  
11 individuals within Illinois the freedom from discrimination  
12 against any individual because of his or her race, color,  
13 religion, sex, national origin, ancestry, age, order of  
14 protection status, marital status, physical or mental  
15 disability, military status, sexual orientation, or  
16 unfavorable discharge from military service in connection with  
17 employment, real estate transactions, access to financial  
18 credit, and the availability of public accommodations.

19 (B) Freedom from Sexual Harassment-Employment and  
20 Elementary, Secondary, and Higher Education. To prevent sexual  
21 harassment in employment and sexual harassment in elementary,  
22 secondary, and higher education.

23 (C) Freedom from Discrimination Based on Citizenship

1 Status-Employment. To prevent discrimination based on  
2 citizenship status in employment.

3 (D) Freedom from Discrimination Based on Familial  
4 Status-Real Estate Transactions. To prevent discrimination  
5 based on familial status in real estate transactions.

6 (E) Public Health, Welfare and Safety. To promote the  
7 public health, welfare and safety by protecting the interest of  
8 all people in Illinois in maintaining personal dignity, in  
9 realizing their full productive capacities, and in furthering  
10 their interests, rights and privileges as citizens of this  
11 State.

12 (F) Implementation of Constitutional Guarantees. To secure  
13 and guarantee the rights established by Sections 17, 18 and 19  
14 of Article I of the Illinois Constitution of 1970.

15 (G) Equal Opportunity, Affirmative Action. To establish  
16 Equal Opportunity and Affirmative Action as the policies of  
17 this State in all of its decisions, programs and activities,  
18 and to assure that all State departments, boards, commissions  
19 and instrumentalities rigorously take affirmative action to  
20 provide equality of opportunity and eliminate the effects of  
21 past discrimination in the internal affairs of State government  
22 and in their relations with the public.

23 (H) Unfounded Charges. To protect citizens of this State  
24 against unfounded charges of unlawful discrimination, sexual  
25 harassment in employment and sexual harassment in elementary,  
26 secondary, and higher education, and discrimination based on

1 citizenship status in employment.

2 (Source: P.A. 95-668, eff. 10-10-07; 96-447, eff. 1-1-10.)

3 (775 ILCS 5/Art. 5A heading)

4 ARTICLE 5A. ELEMENTARY, SECONDARY, AND HIGHER EDUCATION

5 (775 ILCS 5/5A-101) (from Ch. 68, par. 5A-101)

6 Sec. 5A-101. Definitions. The following definitions are  
7 applicable strictly in the content of this Article, except that  
8 the term "sexual harassment in elementary, secondary, and  
9 higher education" as defined herein has the meaning herein  
10 ascribed to it whenever that term is used anywhere in this Act.

11 (A) Institution of Elementary, Secondary, or Higher  
12 Education. "Institution of elementary, secondary, or higher  
13 education" means: (1) a ~~any~~ publicly or privately operated  
14 university, college, community college, junior college,  
15 business or vocational school, or other educational  
16 institution offering degrees and instruction beyond the  
17 secondary school level; or (2) a publicly or privately operated  
18 elementary school or secondary school.

19 (B) Degree. "Degree" means: (1) a ~~any~~ designation,  
20 appellation, series of letters or words or other symbols which  
21 signifies or purports to signify that the recipient thereof has  
22 satisfactorily completed an organized academic, business or  
23 vocational program of study offered beyond the secondary school  
24 level; or (2) a designation signifying that the recipient has

1 graduated from an elementary school or secondary school.

2 (C) Student. "Student" means any individual admitted to or  
3 applying for admission to an institution of elementary,  
4 secondary, or higher education, or enrolled on a full or part  
5 time basis in a course or program of academic, business or  
6 vocational instruction offered by or through an institution of  
7 elementary, secondary, or higher education.

8 (D) Elementary, Secondary, or Higher Education  
9 Representative. "Elementary, secondary, or higher education  
10 representative" means and includes the president, chancellor  
11 or other holder of any executive office on the administrative  
12 staff of an institution of higher education, an administrator  
13 of an elementary school or secondary school, a ~~and any~~ member  
14 of the faculty of an institution of higher education, including  
15 but not limited to a dean or associate or assistant dean, a  
16 professor or associate or assistant professor, and a full or  
17 part time instructor or visiting professor, including a  
18 graduate assistant or other student who is employed on a  
19 temporary basis of less than full time as a teacher or  
20 instructor of any course or program of academic, business or  
21 vocational instruction offered by or through an institution of  
22 higher education, and any teacher, instructor, or other  
23 employee of an elementary school or secondary school.

24 (E) Sexual Harassment in Elementary, Secondary, and Higher  
25 Education. "Sexual harassment in elementary, secondary, and  
26 higher education" means any unwelcome sexual advances or

1 requests for sexual favors made by an elementary, secondary, or  
2 ~~a~~ higher education representative to a student, or any conduct  
3 of a sexual nature exhibited by an elementary, secondary, or a  
4 higher education representative toward a student, when such  
5 conduct has the purpose of substantially interfering with the  
6 student's educational performance or creating an intimidating,  
7 hostile or offensive educational environment; or when the  
8 elementary, secondary, or higher education representative  
9 either explicitly or implicitly makes the student's submission  
10 to such conduct a term or condition of, or uses the student's  
11 submission to or rejection of such conduct as a basis for  
12 determining:

13 (1) Whether the student will be admitted to an institution  
14 of elementary, secondary, or higher education;

15 (2) The educational performance required or expected of the  
16 student;

17 (3) The attendance or assignment requirements applicable  
18 to the student;

19 (4) To what courses, fields of study or programs, including  
20 honors and graduate programs, the student will be admitted;

21 (5) What placement or course proficiency requirements are  
22 applicable to the student;

23 (6) The quality of instruction the student will receive;

24 (7) What tuition or fee requirements are applicable to the  
25 student;

26 (8) What scholarship opportunities are available to the

1 student;

2 (9) What extracurricular teams the student will be a member  
3 of or in what extracurricular competitions the student will  
4 participate;

5 (10) Any grade the student will receive in any examination  
6 or in any course or program of instruction in which the student  
7 is enrolled;

8 (11) The progress of the student toward successful  
9 completion of or graduation from any course or program of  
10 instruction in which the student is enrolled; or

11 (12) What degree, if any, the student will receive.

12 (Source: P.A. 83-91.)

13 (775 ILCS 5/5A-102) (from Ch. 68, par. 5A-102)

14 Sec. 5A-102. Civil Rights Violations-Elementary,  
15 Secondary, and Higher Education. It is a civil rights  
16 violation:

17 (A) Elementary, Secondary, or Higher Education  
18 Representative. For any elementary, secondary, or higher  
19 education representative to commit or engage in sexual  
20 harassment in elementary, secondary, or higher education.

21 (B) Institution of Elementary, Secondary, or Higher  
22 Education. For any institution of elementary, secondary, or  
23 higher education to fail to take remedial action, or to fail to  
24 take appropriate disciplinary action against an elementary,  
25 secondary, or a higher education representative employed by

1 such institution, when such institution knows that such  
2 elementary, secondary, or higher education representative was  
3 committing or engaging in or committed or engaged in sexual  
4 harassment in elementary, secondary, or higher education.

5 (Source: P.A. 96-574, eff. 8-18-09.)

6 (775 ILCS 5/6-101) (from Ch. 68, par. 6-101)

7 Sec. 6-101. Additional Civil Rights Violations. It is a  
8 civil rights violation for a person, or for two or more persons  
9 to conspire, to:

10 (A) Retaliation. Retaliate against a person because he or  
11 she has opposed that which he or she reasonably and in good  
12 faith believes to be unlawful discrimination, sexual  
13 harassment in employment or sexual harassment in elementary,  
14 secondary, and higher education, discrimination based on  
15 citizenship status in employment, or because he or she has made  
16 a charge, filed a complaint, testified, assisted, or  
17 participated in an investigation, proceeding, or hearing under  
18 this Act;

19 (B) Aiding and Abetting; Coercion. Aid, abet, compel or  
20 coerce a person to commit any violation of this Act;

21 (C) Interference. Wilfully interfere with the performance  
22 of a duty or the exercise of a power by the Commission or one of  
23 its members or representatives or the Department or one of its  
24 officers or employees.

25 (D) Definitions. For the purposes of this Section, "sexual

1 harassment" and "citizenship status" shall have the same  
2 meaning as defined in Section 2-101 of this Act.

3 (Source: P.A. 87-579.)

4 (775 ILCS 5/7-106) (from Ch. 68, par. 7-106)

5 Sec. 7-106. Recruitment; Research; Public Communication)

6 For the purpose of promoting equal employment and housing  
7 opportunities and eliminating unlawful discrimination, sexual  
8 harassment in employment and sexual harassment in elementary,  
9 secondary, and higher education, the Department shall have  
10 authority to:

11 (A) Recruitment. Cooperate with public and private  
12 organizations, as well as the Department of Central Management  
13 Services, in encouraging individuals in underrepresented  
14 classifications to seek employment in state government.

15 (B) Publications; Research. Issue publications, conduct  
16 research, and make surveys as it deems necessary.

17 (C) Public Hearings. Hold public hearings to obtain  
18 information from the general public on the effectiveness of the  
19 state's equal employment opportunity program and the  
20 protection against unlawful discrimination, sexual harassment  
21 in employment and sexual harassment in elementary, secondary,  
22 and higher education afforded by this Act and to accept public  
23 recommendations concerning changes in the program and the Act  
24 for inclusion in its annual report.

25 (D) Promotion of Communication and Goodwill. Establish a



1 program to cooperate with civic, religious and educational  
2 organizations in order to improve human communication and  
3 understanding, foster equal opportunities in employment and  
4 housing, and promote and encourage communication, goodwill and  
5 interfaith and interracial harmony.

6 (Source: P.A. 85-1229; 86-1343.)

7 (775 ILCS 5/7-108) (from Ch. 68, par. 7-108)

8 Sec. 7-108. Local Departments, Commissions.

9 (A) Authority. A political subdivision, or two or more  
10 political subdivisions acting jointly, may create a local  
11 department or commission as it or they see fit to promote the  
12 purposes of this Act and to secure for all individuals within  
13 the jurisdiction of the political subdivision or subdivisions  
14 freedom from unlawful discrimination, sexual harassment in  
15 employment and sexual harassment in elementary, secondary, and  
16 higher education. The provisions of any ordinance enacted by  
17 any municipality or county which prohibits broader or different  
18 categories of discrimination than are prohibited by this Act  
19 are not invalidated or affected by this Act.

20 (B) Concurrent Jurisdiction. When the Department and a  
21 local department or commission have concurrent jurisdiction  
22 over a complaint, either may transfer the complaint to the  
23 other under regulations established by the Department.

24 (C) Exclusive Jurisdiction. When the Department or a local  
25 department or commission has jurisdiction over a complaint and

1 the other does not, the Department or local department or  
2 commission without jurisdiction may transfer the complaint to  
3 the other under regulations established by the Department.

4 (D) To secure and guarantee the rights established by  
5 Sections 17, 18 and 19 of Article I of the Illinois  
6 Constitution, any ordinance, resolution, rule or regulation of  
7 any county, municipality or other unit of local government or  
8 of any local department or commission which prohibits,  
9 restricts, narrows or limits the housing choice of any person  
10 is unenforceable and void. Nothing in this amendatory Act of  
11 1981 prohibits a unit of local government from making special  
12 outreach efforts to inform members of minority groups of  
13 housing opportunities available in areas of majority white  
14 concentration and make similar efforts to inform the majority  
15 white population of available housing opportunities located in  
16 areas of minority concentration. This paragraph is applicable  
17 to home rule units as well as non-home rule units.

18 Pursuant to Article VII, Section 6, paragraph (i) of the  
19 Illinois Constitution, this amendatory Act of 1981 is a  
20 limitation of the power of home rule units.

21 (Source: P.A. 85-1229; 86-1343.)

22 Section 99. Effective date. This Act takes effect upon  
23 becoming law.