

ADOPTED RULES

Agency Name: Illinois Department of Human Rights
Contact Person: David T. Rothal, Staff Attorney
Address 1: Illinois Department of Human Rights – Legal Division
Address 2: 100 W. Randolph St., Ste. 10-100
City: Chicago
State: Illinois
Zip: 60601
Phone: (312) 814-6257 or (866) 740-3953 (TTY)
Email: david.rothal@illinois.gov
Fax: (312) 814-1436

Heading of the Part: Procedures of the Department of Human Rights
Admin Code Citation: 56 Ill. Adm. Code 2520
Section Numbers: 2520.415, 2520.490, 2520.700, 2520.710, 2520.720, 2520.730, 2520.795, 2520.APPENDIX A
Illinois Register Citation (Page Number and Publication Date): 38 Ill. Reg. 9481 (May 2, 2014).
Type of Rule: Amended rules.
(New/Emergency/Amended)
Type of Impact: None.
(Reporting/Cost or Fee/Education Credit/Other - specify)
Business or Industry Type Affected: None.
Effective Date: April 21, 2014.

Plain Language Explanation:

The proposed amendments update the Department's affirmative action rules to be consistent with the statutory amendments to the Illinois Human Rights Act which modified the name of the affirmative action groups by P.A. 97-396, reduce the number of state regions from 11 to 10, and realign the regions to be consistent with the regions used by the Department of Commerce and Economic Development. Additionally, the amendments clarify that State Colleges and Universities are not covered by the Illinois Human Rights Act's affirmative action requirements. Further, the amendments add a new rule to explain the procedures for processing charges of discrimination initially filed with the Equal Employment Opportunity Commission and dual filed with the Department pursuant to the Department's work-sharing agreement with the EEOC and P.A. 97-596. Additionally, the amendments set forth the procedures for the Department's mediation program, including who is permitted to be present for the mediation conference, what happens if the case settles or does not settle, when the mediation conference will be terminated, and confidentiality of the mediation conference.