



State of Illinois  
Department of Human Rights

# Employment Rights

Under the Illinois Human Rights Act, employers in Illinois are prohibited from discriminating against employees. The Illinois Department of Human Rights can investigate charges of Employment discrimination filed against a covered employer, public contractor, employment agency, labor organization or union.

## PROHIBITED EMPLOYMENT ACTIONS

The law protects persons from discrimination in all terms and conditions of employment, including:

- Recruitment
- Hiring
- Promotion or Demotion
- Renewal of Employment
- Selection for Training or Apprenticeship
- Transfer
- Pay
- Tenure
- Discharge
- Discipline
- Terms or Privileges of Employment

## TYPES OF DISCRIMINATION COVERED

- Race
- Color
- Religion
- Sex (*including Sexual Harassment*)
- National Origin
- Ancestry
- Age (40 and over)
- Order of Protection Status
- Marital Status
- Physical or Mental Disability
- Sexual Orientation (*including Gender-Related Identity*)
- Pregnancy
- Military Status
- Unfavorable Military Discharge
- Citizenship Status
- Native Language
- Arrest Record
- Immigration-Related Practices
- Retaliation for opposing unlawful discrimination and Coercion

