ILLINOIS DEPARTMENT OF
HUMAN RIGHTS

YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

The Illinois Human Rights Act states that you have **the right to be free from unlawful discrimination and sexual harassment**. Employers may not treat people differently or harass them based on race, sex, disability, sexual orientation, pregnancy (including related conditions like menopause) or any other protected class named in the Act. This applies to all employer actions, including hiring, promotion, discipline and discharge.

REASONABLE ACCOMMODATIONS

You also have the right to reasonable accommodations based on pregnancy, religion, and disability. This means you can ask for reasonable changes to your job if needed for your disability, religion, pregnancy, recovery from childbirth, or pregnancy-related conditions like lactation or menopause.

RETALIATION

It is also unlawful for employers to treat people differently because they have reported discrimination, participated in an investigation, or helped others exercise their right to complain about discrimination.

Learn more about protections in Illinois and how to file a charge of discrimination:

VISIT: DHR.ILLINOIS.GOV
EMAIL: IDHR.Intake@illinois.gov
CALL: Chicago (312) 814-6200
Springfield (217) 785-5100
TTY (866) 740-3953

Looking for support?
Contact the Sexual Harassment & Discrimination Helpline
Call 877-236-7706, Monday-Friday, 10 AM – 6 PM

Employers shall make this poster available and display it where employees can readily see it. This notice is available for download at: dhr.illinois.gov | Printed by the Authority of the State of Illinois | Version IDHR 9/2026