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

April 1 and Dec. 31 and this year between Jan. 1 and March 31

Jan. 1 and Dec. 31

RETRIBUTION

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

REPORT DISCRIMINATION

To report discrimination, you may:

1. Contact your employer’s human resources or personnel department.
2. Contact the Illinois Human Rights Act (IHRA) for a copy of this pamphlet. For more information, visit our website at www.illinois.gov/dhr

Employers shall affix the poster in a conspicuous place and display it where employees can readily see it. This notice is available for download at www.posterguard.com or call the Illinois Human Rights Department toll-free at 866-463-4574.

WHAT ARE YOUR RIGHTS AND BENEFITS UNDER ISERRA?

ISERRA provides the same protections to all persons (including, but not limited to, individuals with disabilities, those residing in a domestic partnership or civil union) as are provided to employees who marry or have a child. ISERRA allows for an employer to receive a reduced contribution to a retirement plan.

ISERRA grants the same rights to all persons (including, but not limited to, individuals with disabilities, those residing in a domestic partnership or civil union) as are provided to employees who marry or have a child.

WHAT IS ISERRA?

ISERRA is the Illinois equal employment opportunity law.

WHO PROHIBITS DISCRIMINATION?

It is the role of the Illinois Attorney General to promote compliance and ensure ISERRA by providing information, training, and advocacy.

WHO ENFORCE ISERRA?

The Illinois Attorney General is the Attorney General appointed by the Illinois Attorney General to provide both advocacy and enforcement under ISERRA.

WHERE TO FIND MORE INFORMATION?

For more information on how you can become involved in our work, visit www.illinois.gov/dhr or call the Illinois Human Rights Department toll-free at 866-463-4574.

PREGNANCY RIGHTS

Are you pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy?

If you are, you have the right to:

• Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent breaks, occasional assistance with heavy work, or a private space for nursing.
• Request an unpaid leave of absence if your employer has 4 or more employees.
• Continue working during your pregnancy if your reasonable accommodation is available, which would allow you to continue performing your job.
• Obtain counseling or other aid from a victim services organization.
• A victim or family member may use this time off as needed. It may be taken in increments.
• A victim or family member may use this time to:
  • Seek medical attention for injuries related to domestic violence.
  • Obtain counseling or other aid from a victim services organization.
  • Take action to further any criminal, administrative or civil matter.
  • Seek legal assistance or participating in court proceedings.

DISTRIBUTION – An employer may not discriminate against any employee for any reason under this law.

Leave permitted during a 12-month period under the act based on the number of employees:

Number of employees

Leaves permitted

15-48 employees

8 weeks

49 or more employees

12 weeks

For information on filing a complaint please call: 713-297-8797 or visit the website: https://www2.illinois.gov/idol/Laws-Rules/CONMED/Pages/vessa.aspx

Is the law now clear for you?

If you have questions about this pamphlet, or any other Illinois worker rights, you may call our toll-free hotline at 1-800-382-3000.

GETTING IN TOUCH WITH US

You can call our toll-free hotline at 1-800-382-3000, or if you prefer to ask a question in writing, mail your questions to Illinois Department of Human Rights, 200 E Washington St, Springfield, IL 62706.

Provided by the Illinois Attorney General to promote compliance and ensure ISERRA by promoting awareness and providing opportunities for employees, employers, and individuals to ask questions or request training.

Minimum Wage $11.00 per hour

(Effective Jan. 1, 2021) and Overtime

Coverage: All employees who work 15 hours or more per week for employers with 4 or more employees; domestic workers and same-sex couples are also covered under ISERRA.

Domestic workers are covered even if the employer only has 1 worker. Certain workers are not covered by the Illinois Minimum Wage Law and some employees may be paid less than the minimum wage under limited conditions. For more information, visit our website at www.illinois.gov/dhr

• Wage payment: Employees must be paid at least 50 percent of the applicable minimum wage. If an employer’s tip credits exceed the wages earned, the employer must make up the difference.

• Benefits: Employers must provide workers, livestock, and same-sex employees with the same benefits and overtime compensation to which they are entitled.

• Unemployment Insurance: Employees are not allowed to pay less than $1,600 to each employee for unemployment insurance.

• Health Benefits: Employers must provide equal opportunities in the workplace and equal compensation to which they are entitled.

• Equal Pay Act: The Equal Pay Act provides equal pay wages to men and women doing the same or substantially similar work, unless such wage differentials are based on a seniority system, a merit system, factor other than gender.

• Salary: Employees must include all tips in their wage calculations, regardless of whether the tips are received by the employer or the employee.

• Overtime: Employers must provide employees with 1 hour of paid time off for every 3 hours worked over 40 in a workweek.

• Recordkeeping: Employers must provide employees with 1 hour of paid time off for every 3 hours worked over 40 in a workweek.

Minimum Wage $11.00 per hour (Effective Jan. 1, 2021) and Overtime

Due to the COVID-19 pandemic, employees working in the gig economy, including but not limited to, delivery drivers, those engaged in work that involves personal services, and those engaged in work that involves personal care services, may be entitled to minimum wage protections.

For more information or to file a complaint, contact us at:

160 N. LaSalle St, Suite C-1300, Chicago, IL 60601 or 312.793.2800 • Springfield 217.782.6200 • Marion 618.993.7090

www.illinois.gov/dhr

This is a summary of a law that satisfies Illinois Labor Law posting requirements. For a complete list of the laws we use at our website, visit www.illinois.gov/dhr

For more information or to file a complaint, contact us at:

160 N. LaSalle St, Suite C-1300, Chicago, IL 60601 or 312.793.2800 • Springfield 217.782.6200 • Marion 618.993.7090

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This poster must be displayed where employees can easily see it. 

Employee Number

Initial

Employee Name

Date

Employee Address

This poster is available for download on the Illinois Attorney General’s website at www.illinois.gov/dhr.