

CHICAGO COMMISSION ON HUMAN RELATIONS

- ❖ Enforces the **Chicago Human Rights Ordinance** and covers employers in the City of Chicago who have at least one employee
- ❖ Covers discrimination in the workplace on the basis of:
 - Race
 - Color
 - Ancestry
 - National Origin
 - Sex/Gender
 - Identity
 - Religion
 - Disability
 - Age
 - Credit History
 - Sexual Orientation
 - Marital/Parental Status
 - Military Discharge Status
 - Source of Income
 - Criminal History
- ❖ Must file complaint within **180 days** of the alleged discrimination
- ❖ Prevailing employees may recover out-of-pocket damages, emotional distress damages, attorneys' fees & costs, & punitive damages (in some cases).
- ❖ CHICAGO OFFICE
740 N. Sedgwick, Ste. 400,
Chicago, IL 60654
312.744.4111

CONTACT US

For any questions regarding the information in this brochure, or want more information about your rights as a worker, contact us via phone or visit our website:

www.raisetheflooralliance.org

RAISE THE FLOOR ALLIANCE

1 N. LaSalle St.
Suite 1275
Chicago, IL 60602
Phone: 312.795.9115



KNOW YOUR RIGHTS

NAVIGATING FEDERAL, STATE, & CITY ANTI- DISCRIMINATION LAWS IN EMPLOYMENT



KNOW YOUR RIGHTS

FEDERAL ANTI-DISCRIMINATION LAWS

TITLE VII OF THE CIVIL RIGHTS ACT

- ❖ Covers discrimination in the workplace based on race, color, sex (including sexual harassment), national origin, or religion
- ❖ Sexual harassment = unwanted sexual proposals, requests for sexual favors, and other verbal/physical behaviors of a sexual nature if the behavior:
 - (1) affects an individual's employment,
 - (2) unduly interferes with an individual's job performance,
 - (3) creates a hostile or offensive work environment.

AMERICANS WITH DISABILITIES ACT

- ❖ Covers discrimination in the workplace based on disability
- ❖ If an employee can perform the essential job duties despite their disability, an employer cannot discriminate against that employee because of their disability and is required to accommodate that employee so long as it is reasonable and does not cause the employer an undue hardship.

FEDERAL ANTI-DISCRIMINATION LAWS

PREGNANCY DISCRIMINATION ACT

- ❖ Covers discrimination in the workplace based on pregnancy
- ❖ An employer must treat any pregnancy-related disability the same as it treats any disability

AGE DISCRIMINATION IN EMPLOYMENT ACT

Covers discrimination in the workplace based on age (persons 40 years old and older)

ILLINOIS ANTI-DISCRIMINATION LAWS

ILLINOIS HUMAN RIGHTS ACT

Covers discrimination in the workplace based on race, color, religion, national origin, sex, sex harassment, ancestry, age, marital status, sexual orientation, disability, military status, arrest record, citizenship status, language, and pregnancy.

RETALIATION

Under federal and state laws, an employer *cannot* retaliate against an employee for bringing a complaint or complaining about discrimination or sexual harassment. Retaliation is more than being fired – it can include changes in schedules and job responsibilities.

AGENCIES

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

- ❖ Enforce the federal anti-discrimination laws
- ❖ Employers need to employ at least 15 employees in order to be covered by federal law
- ❖ Employees must file their complaint within 180 days of the alleged discrimination or within 300 days if there is a state agency that enforces a law that prohibits employment discrimination on the same basis.
- ❖ CHICAGO OFFICE
500 W. Madison, Ste. 2000
Chicago, IL 60661
800.669.4000

ILLINOIS DEPARTMENT OF HUMAN RIGHTS (IDHR)

- ❖ Enforce the state of Illinois anti-discrimination laws
- ❖ Employers need to employ at least 15 employees in order to be covered by state law
- ❖ Employees must file their complaint within 180 days of the alleged discrimination
- ❖ CHICAGO OFFICE
100 W. Randolph, 10th Floor
Chicago, IL 60601
312.814.6200