

# ILLINOIS

## Chicago Expands Law Against Workplace Sexual Harassment

Effective July 1, 2022, [a new Chicago ordinance](#) requires all employers to provide a written policy, post notices, and meet new training and other requirements related to workplace sexual harassment.

The [Chicago Commission on Human Rights](#) (Commission) is expected to provide models employers may use to comply with these new requirements by the time they go into effect.

### Written Policy and Posting Requirements

Under the new ordinance, every employer in Chicago must have a written policy that includes certain items, such as statements that sexual harassment is illegal and details about how to report allegations. A copy of this written policy must be provided to each employee in the employee's primary language within the first calendar week of employment.

Employers must also post notices about sexual harassment—in English and Spanish—in conspicuous places where employees commonly gather.

### Training Requirements

An existing state law that went into effect in 2020 requires all employers in Illinois to provide annual employee training on sexual harassment. Under Chicago's new ordinance, employers must ensure the training they provide to managers and supervisors is at least two hours long and includes bystander training. The ordinance also requires the training for all other employees to be at least one hour long. Employers may use [the state-provided model training program](#) for employees and should watch for Commission models for the additional manager and supervisor training.

### Enforcement

Employers that fail to comply with the new requirements may face fines of between \$500 and \$1,000 per day for each violation.

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### Important Dates

#### July 1, 2020

As of this date, a state law requires all employers in Illinois to provide sexual harassment prevention training to all employees every year.

#### April 27, 2022

Chicago enacted a local law aimed at strengthening employee protections against sexual harassment.

#### July 1, 2022

As of this date, all employers in Chicago must meet additional requirements related to workplace sexual harassment.

***Chicago employers must have a written policy, post a notice and provide training on sexual harassment prevention.***