

# Significant Illinois Legislation Changes Coming: Harassment and Discrimination

Illinois Chamber of Commerce, Seminar; Chicago, IL 60606  
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URGENT! all Illinois employers no matter the size...changes are coming that will affect you! During this in-depth interactive timely presentation, Jeff Risch provides attendees with the very latest detailed recap and summary of key statutory changes coming to Illinois on the topic of workplace harassment and discrimination.

Other notable topics from the seminar include:

- Currently debated legislation that will change how Illinois employers manage harassment and discrimination issues under Illinois law;
- Requirements to update training practices, key policies, personnel forms, severance agreements, nondisclosure and arbitration agreements;
- How (and if) employers will voluntarily resolve employment disputes;
- Clarify that it is illegal to discriminate against an employee if they are perceived to be part of a protected class (i.e. gender, sexual orientation, ethnicity), even if they are not;
- Expand the Victims Economic Security & Safety Act (VESSA) to allow victims of sexual harassment to take unpaid leave from work to seek medical help, legal assistance, counseling, safety planning and other assistance;
- Require employers to disclose the number of sexual harassment and discrimination settlements or actions against them to the Department of Human Rights;
- Require employers to annually train their employees on preventing sexual harassment;
- Expand Illinois harassment and discrimination law to ALL employers regardless of size;
- Protect independent contractors from harassment and discrimination

## PROFESSIONALS

Jeffrey A. Risch  
Partner

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