

## ADOPTED RULES

**Agency Name:** Illinois Department of Human Rights  
**Contact Person:** David T. Rothal, Staff Attorney  
**Address 1:** Illinois Department of Human Rights – Legal Division  
**Address 2:** 100 W. Randolph St., Ste. 10-100  
**City:** Chicago  
**State:** Illinois  
**Zip:** 60601  
**Phone:** (312) 814-6257 or (866)740-3953 (TTY)  
**Email:** [david.rothal@illinois.gov](mailto:david.rothal@illinois.gov)  
**Fax:** (312) 814-1436

**Heading of the Part:** Joint Rules of the Human Rights Commission and Department of Human Rights: Rules on Pregnancy Discrimination and Accommodation in Employment

**Admin Code Citation:** 56 Ill. Adm. Code 2535

**Section Numbers:** 2535.10, 2535.20, 2535.100, 2535.110, 2535.120, 2535.130, 2535.140, 2535.150, 2535.160, 2535.170, 2535.200, 2535.210, 2535.220, 2535.300.

**Illinois Register Citation (Page Number and Publication Date):** 39 Ill. Reg. 15116 (November 20, 2015).

**Type of Rule:** New rules.  
(New/Emergency/Amended)

**Type of Impact:** The rules require businesses or other entities subject to the employment provisions of the Illinois Human Rights Act to implement any additional procedures or incur any additional costs necessary for compliance.  
(Reporting/Cost or Fee/Education Credit/Other - specify)

**Business or Industry Type Affected:** The rules affect businesses or other entities subject to the employment provisions of the Illinois Human Rights Act.

**Effective Date:** November 4, 2015

### **Plain Language Explanation:**

The adopted rules provide specific implementation procedures for P. A. 98-1050 with regards to the requirement that employers with pregnant employees/workers, including, but not limited to, small businesses, provide reasonable accommodations to those employees/workers. Further, the adopted rules prohibit employers from discriminating against pregnant employees/workers in employment and require that employers post a pregnancy discrimination notice.