

1 AN ACT concerning human rights.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Illinois Human Rights Act is amended by  
5 changing Sections 7A-102 and 7B-102 as follows:

6 (775 ILCS 5/7A-102) (from Ch. 68, par. 7A-102)  
7 Sec. 7A-102. Procedures.

8 (A) Charge.

9 (1) Within 180 days after the date that a civil rights  
10 violation allegedly has been committed, a charge in writing  
11 under oath or affirmation may be filed with the Department  
12 by an aggrieved party or issued by the Department itself  
13 under the signature of the Director.

14 (2) The charge shall be in such detail as to  
15 substantially apprise any party properly concerned as to  
16 the time, place, and facts surrounding the alleged civil  
17 rights violation.

18 (3) Charges deemed filed with the Department pursuant  
19 to subsection (A-1) of this Section shall be deemed to be  
20 in compliance with this subsection.

21 (A-1) Equal Employment Opportunity Commission Charges.

22 (1) If a charge is filed with the Equal Employment  
23 Opportunity Commission (EEOC) within 180 days after the

1 date of the alleged civil rights violation, the charge  
2 shall be deemed filed with the Department on the date filed  
3 with the EEOC. If the EEOC is the governmental agency  
4 designated to investigate the charge first, the Department  
5 shall take no action until the EEOC makes a determination  
6 on the charge and after the complainant notifies the  
7 Department of the EEOC's determination. In such cases,  
8 after receiving notice from the EEOC that a charge was  
9 filed, the Department shall notify the parties that (i) a  
10 charge has been received by the EEOC and has been sent to  
11 the Department for dual filing purposes; (ii) the EEOC is  
12 the governmental agency responsible for investigating the  
13 charge and that the investigation shall be conducted  
14 pursuant to the rules and procedures adopted by the EEOC;  
15 (iii) it will take no action on the charge until the EEOC  
16 issues its determination; (iv) the complainant must submit  
17 a copy of the EEOC's determination within 30 days after  
18 service of the determination by the EEOC on complainant;  
19 and (v) that the time period to investigate the charge  
20 contained in subsection (G) of this Section is tolled from  
21 the date on which the charge is filed with the EEOC until  
22 the EEOC issues its determination.

23 (2) If the EEOC finds reasonable cause to believe that  
24 there has been a violation of federal law and if the  
25 Department is timely notified of the EEOC's findings by  
26 complainant, the Department shall notify complainant that

1 the Department has adopted the EEOC's determination of  
2 reasonable cause and that complainant has the right, within  
3 90 days after receipt of the Department's notice, to either  
4 file his or her own complaint with the Illinois Human  
5 Rights Commission or commence a civil action in the  
6 appropriate circuit court or other appropriate court of  
7 competent jurisdiction. The Department's notice to  
8 complainant that the Department has adopted the EEOC's  
9 determination of reasonable cause shall constitute the  
10 Department's Report for purposes of subparagraph (D) of  
11 this Section.

12 (3) For those charges alleging violations within the  
13 jurisdiction of both the EEOC and the Department and for  
14 which the EEOC either (i) does not issue a determination,  
15 but does issue the complainant a notice of a right to sue,  
16 including when the right to sue is issued at the request of  
17 the complainant, or (ii) determines that it is unable to  
18 establish that illegal discrimination has occurred and  
19 issues the complainant a right to sue notice, and if the  
20 Department is timely notified of the EEOC's determination  
21 by complainant, the Department shall notify the parties  
22 that the Department will adopt the EEOC's determination as  
23 a dismissal for lack of substantial evidence unless the  
24 complainant requests in writing within 35 days after  
25 receipt of the Department's notice that the Department  
26 review the EEOC's determination.

1           (a) If the complainant does not file a written  
2 request with the Department to review the EEOC's  
3 determination within 35 days after receipt of the  
4 Department's notice, the Department shall notify  
5 complainant that the decision of the EEOC has been  
6 adopted by the Department as a dismissal for lack of  
7 substantial evidence and that the complainant has the  
8 right, within 90 days after receipt of the Department's  
9 notice, to commence a civil action in the appropriate  
10 circuit court or other appropriate court of competent  
11 jurisdiction. The Department's notice to complainant  
12 that the Department has adopted the EEOC's  
13 determination shall constitute the Department's report  
14 for purposes of subparagraph (D) of this Section.

15           (b) If the complainant does file a written request  
16 with the Department to review the EEOC's  
17 determination, the Department shall review the EEOC's  
18 determination and any evidence obtained by the EEOC  
19 during its investigation. If, after reviewing the  
20 EEOC's determination and any evidence obtained by the  
21 EEOC, the Department determines there is no need for  
22 further investigation of the charge, the Department  
23 shall issue a report and the Director shall determine  
24 whether there is substantial evidence that the alleged  
25 civil rights violation has been committed pursuant to  
26 subsection (D) of Section 7A-102. If, after reviewing

1           the EEOC's determination and any evidence obtained by  
2           the EEOC, the Department determines there is a need for  
3           further investigation of the charge, the Department  
4           may conduct any further investigation it deems  
5           necessary. After reviewing the EEOC's determination,  
6           the evidence obtained by the EEOC, and any additional  
7           investigation conducted by the Department, the  
8           Department shall issue a report and the Director shall  
9           determine whether there is substantial evidence that  
10          the alleged civil rights violation has been committed  
11          pursuant to subsection (D) of Section 7A-102 of this  
12          Act.

13           (4) Pursuant to this Section, if the EEOC dismisses the  
14          charge or a portion of the charge of discrimination  
15          because, under federal law, the EEOC lacks jurisdiction  
16          over the charge, and if, under this Act, the Department has  
17          jurisdiction over the charge of discrimination, the  
18          Department shall investigate the charge or portion of the  
19          charge dismissed by the EEOC for lack of jurisdiction  
20          pursuant to subsections (A), (A-1), (B), (B-1), (C), (D),  
21          (E), (F), (G), (H), (I), (J), and (K) of Section 7A-102 of  
22          this Act.

23           (5) The time limit set out in subsection (G) of this  
24          Section is tolled from the date on which the charge is  
25          filed with the EEOC to the date on which the EEOC issues  
26          its determination.

1 (B) Notice and Response to Charge. The Department shall,  
2 within 10 days of the date on which the charge was filed, serve  
3 a copy of the charge on the respondent. This period shall not  
4 be construed to be jurisdictional. The charging party and the  
5 respondent may each file a position statement and other  
6 materials with the Department regarding the charge of alleged  
7 discrimination within 60 days of receipt of the request by the  
8 Department ~~notice of the charge~~. The position statements and  
9 other materials filed shall remain confidential unless  
10 otherwise agreed to by the party providing the information and  
11 shall not be served on or made available to the other party  
12 during pendency of a charge with the Department. The Department  
13 ~~may shall~~ require the respondent to file a ~~verified~~ response to  
14 the allegations contained in the charge within 60 days of  
15 receipt of the request by the Department ~~notice of the charge~~.  
16 The respondent shall serve a copy of its response on the  
17 complainant or his or her representative. All allegations  
18 contained in the charge not timely denied by the respondent ~~may~~  
19 ~~shall~~ be deemed admitted, unless the respondent states that it  
20 is without sufficient information to form a belief with respect  
21 to such allegation. The Department may issue a notice of  
22 default directed to any respondent who fails to file a ~~verified~~  
23 response to a charge within 60 days of receipt of the request  
24 by the Department ~~notice of the charge~~, unless the respondent  
25 can demonstrate good cause as to why such notice should not  
26 issue. The term "good cause" shall be defined by rule

1 promulgated by the Department. Within 30 days of receipt of the  
2 respondent's response, the complainant may file a reply to said  
3 response and shall serve a copy of said reply on the respondent  
4 or his or her representative. A party may ~~shall have the right~~  
5 ~~to~~ supplement his or her response or reply at any time that the  
6 investigation of the charge is pending. The Department shall,  
7 within 10 days of the date on which the charge was filed, and  
8 again no later than 335 days thereafter, send by certified or  
9 registered mail written notice to the complainant and to the  
10 respondent informing the complainant of the complainant's  
11 right to either file a complaint with the Human Rights  
12 Commission or commence a civil action in the appropriate  
13 circuit court under subparagraph (2) of paragraph (G),  
14 including in such notice the dates within which the complainant  
15 may exercise this right. In the notice the Department shall  
16 notify the complainant that the charge of civil rights  
17 violation will be dismissed with prejudice and with no right to  
18 further proceed if a written complaint is not timely filed with  
19 the Commission or with the appropriate circuit court by the  
20 complainant pursuant to subparagraph (2) of paragraph (G) or by  
21 the Department pursuant to subparagraph (1) of paragraph (G).

22 (B-1) Mediation. The complainant and respondent may agree  
23 to voluntarily submit the charge to mediation without waiving  
24 any rights that are otherwise available to either party  
25 pursuant to this Act and without incurring any obligation to  
26 accept the result of the mediation process. Nothing occurring

1 in mediation shall be disclosed by the Department or admissible  
2 in evidence in any subsequent proceeding unless the complainant  
3 and the respondent agree in writing that such disclosure be  
4 made.

5 (C) Investigation.

6 (1) After the respondent has been notified, the  
7 Department shall conduct a full investigation of the  
8 allegations set forth in the charge.

9 (2) The Director or his or her designated  
10 representatives shall have authority to request any member  
11 of the Commission to issue subpoenas to compel the  
12 attendance of a witness or the production for examination  
13 of any books, records or documents whatsoever.

14 (3) If any witness whose testimony is required for any  
15 investigation resides outside the State, or through  
16 illness or any other good cause as determined by the  
17 Director is unable to be interviewed by the investigator or  
18 appear at a fact finding conference, his or her testimony  
19 or deposition may be taken, within or without the State, in  
20 the same manner as is provided for in the taking of  
21 depositions in civil cases in circuit courts.

22 (4) Upon reasonable notice to the complainant and the  
23 respondent, the Department shall conduct a fact finding  
24 conference, unless prior to 365 days after the date on  
25 which the charge was filed the Director has determined  
26 whether there is substantial evidence that the alleged

1 civil rights violation has been committed, the charge has  
2 been dismissed for lack of jurisdiction, or the parties  
3 voluntarily and in writing agree to waive the fact finding  
4 conference. Any party's failure to attend the conference  
5 without good cause shall result in dismissal or default.  
6 The term "good cause" shall be defined by rule promulgated  
7 by the Department. A notice of dismissal or default shall  
8 be issued by the Director. The notice of default issued by  
9 the Director shall notify the respondent that a request for  
10 review may be filed in writing with the Commission within  
11 30 days of receipt of notice of default. The notice of  
12 dismissal issued by the Director shall give the complainant  
13 notice of his or her right to seek review of the dismissal  
14 before the Human Rights Commission or commence a civil  
15 action in the appropriate circuit court. If the complainant  
16 chooses to have the Human Rights Commission review the  
17 dismissal order, he or she shall file a request for review  
18 with the Commission within 90 days after receipt of the  
19 Director's notice. If the complainant chooses to file a  
20 request for review with the Commission, he or she may not  
21 later commence a civil action in a circuit court. If the  
22 complainant chooses to commence a civil action in a circuit  
23 court, he or she must do so within 90 days after receipt of  
24 the Director's notice.

25 (D) Report.

26 (1) Each charge shall be the subject of a report to the

1 Director. The report shall be a confidential document  
2 subject to review by the Director, authorized Department  
3 employees, the parties, and, where indicated by this Act,  
4 members of the Commission or their designated hearing  
5 officers.

6 (2) Upon review of the report, the Director shall  
7 determine whether there is substantial evidence that the  
8 alleged civil rights violation has been committed. The  
9 determination of substantial evidence is limited to  
10 determining the need for further consideration of the  
11 charge pursuant to this Act and includes, but is not  
12 limited to, findings of fact and conclusions, as well as  
13 the reasons for the determinations on all material issues.  
14 Substantial evidence is evidence which a reasonable mind  
15 accepts as sufficient to support a particular conclusion  
16 and which consists of more than a mere scintilla but may be  
17 somewhat less than a preponderance.

18 (3) If the Director determines that there is no  
19 substantial evidence, the charge shall be dismissed by  
20 order of the Director and the Director shall give the  
21 complainant notice of his or her right to seek review of  
22 the dismissal order before the Commission or commence a  
23 civil action in the appropriate circuit court. If the  
24 complainant chooses to have the Human Rights Commission  
25 review the dismissal order, he or she shall file a request  
26 for review with the Commission within 90 days after receipt

1 of the Director's notice. If the complainant chooses to  
2 file a request for review with the Commission, he or she  
3 may not later commence a civil action in a circuit court.  
4 If the complainant chooses to commence a civil action in a  
5 circuit court, he or she must do so within 90 days after  
6 receipt of the Director's notice.

7 (4) If the Director determines that there is  
8 substantial evidence, he or she shall notify the  
9 complainant and respondent of that determination. The  
10 Director shall also notify the parties that the complainant  
11 has the right to either commence a civil action in the  
12 appropriate circuit court or request that the Department of  
13 Human Rights file a complaint with the Human Rights  
14 Commission on his or her behalf. Any such complaint shall  
15 be filed within 90 days after receipt of the Director's  
16 notice. If the complainant chooses to have the Department  
17 file a complaint with the Human Rights Commission on his or  
18 her behalf, the complainant must, within 30 days after  
19 receipt of the Director's notice, request in writing that  
20 the Department file the complaint. If the complainant  
21 timely requests that the Department file the complaint, the  
22 Department shall file the complaint on his or her behalf.  
23 If the complainant fails to timely request that the  
24 Department file the complaint, the complainant may file his  
25 or her complaint with the Commission or commence a civil  
26 action in the appropriate circuit court. If the complainant

1 files a complaint with the Human Rights Commission, the  
2 complainant shall give notice to the Department of the  
3 filing of the complaint with the Human Rights Commission.

4 (E) Conciliation.

5 (1) When there is a finding of substantial evidence,  
6 the Department may designate a Department employee who is  
7 an attorney licensed to practice in Illinois to endeavor to  
8 eliminate the effect of the alleged civil rights violation  
9 and to prevent its repetition by means of conference and  
10 conciliation.

11 (2) When the Department determines that a formal  
12 conciliation conference is necessary, the complainant and  
13 respondent shall be notified of the time and place of the  
14 conference by registered or certified mail at least 10 days  
15 prior thereto and either or both parties shall appear at  
16 the conference in person or by attorney.

17 (3) The place fixed for the conference shall be within  
18 35 miles of the place where the civil rights violation is  
19 alleged to have been committed.

20 (4) Nothing occurring at the conference shall be  
21 disclosed by the Department unless the complainant and  
22 respondent agree in writing that such disclosure be made.

23 (5) The Department's efforts to conciliate the matter  
24 shall not stay or extend the time for filing the complaint  
25 with the Commission or the circuit court.

26 (F) Complaint.

1           (1) When the complainant requests that the Department  
2           file a complaint with the Commission on his or her behalf,  
3           the Department shall prepare a written complaint, under  
4           oath or affirmation, stating the nature of the civil rights  
5           violation substantially as alleged in the charge  
6           previously filed and the relief sought on behalf of the  
7           aggrieved party. The Department shall file the complaint  
8           with the Commission.

9           (2) If the complainant chooses to commence a civil  
10          action in a circuit court, he or she must do so in the  
11          circuit court in the county wherein the civil rights  
12          violation was allegedly committed. The form of the  
13          complaint in any such civil action shall be in accordance  
14          with the Illinois Code of Civil Procedure.

15          (G) Time Limit.

16          (1) When a charge of a civil rights violation has been  
17          properly filed, the Department, within 365 days thereof or  
18          within any extension of that period agreed to in writing by  
19          all parties, shall issue its report as required by  
20          subparagraph (D). Any such report shall be duly served upon  
21          both the complainant and the respondent.

22          (2) If the Department has not issued its report within  
23          365 days after the charge is filed, or any such longer  
24          period agreed to in writing by all the parties, the  
25          complainant shall have 90 days to either file his or her  
26          own complaint with the Human Rights Commission or commence

1 a civil action in the appropriate circuit court. If the  
2 complainant files a complaint with the Commission, the form  
3 of the complaint shall be in accordance with the provisions  
4 of paragraph (F)(1). If the complainant commences a civil  
5 action in a circuit court, the form of the complaint shall  
6 be in accordance with the Illinois Code of Civil Procedure.  
7 The aggrieved party shall notify the Department that a  
8 complaint has been filed and shall serve a copy of the  
9 complaint on the Department on the same date that the  
10 complaint is filed with the Commission or in circuit court.  
11 If the complainant files a complaint with the Commission,  
12 he or she may not later commence a civil action in circuit  
13 court.

14 (3) If an aggrieved party files a complaint with the  
15 Human Rights Commission or commences a civil action in  
16 circuit court pursuant to paragraph (2) of this subsection,  
17 or if the time period for filing a complaint has expired,  
18 the Department shall immediately cease its investigation  
19 and dismiss the charge of civil rights violation. Any final  
20 order entered by the Commission under this Section is  
21 appealable in accordance with paragraph (B)(1) of Section  
22 8-111. Failure to immediately cease an investigation and  
23 dismiss the charge of civil rights violation as provided in  
24 this paragraph (3) constitutes grounds for entry of an  
25 order by the circuit court permanently enjoining the  
26 investigation. The Department may also be liable for any

1 costs and other damages incurred by the respondent as a  
2 result of the action of the Department.

3 (4) The Department shall stay any administrative  
4 proceedings under this Section after the filing of a civil  
5 action by or on behalf of the aggrieved party under any  
6 federal or State law seeking relief with respect to the  
7 alleged civil rights violation.

8 (H) This amendatory Act of 1995 applies to causes of action  
9 filed on or after January 1, 1996.

10 (I) This amendatory Act of 1996 applies to causes of action  
11 filed on or after January 1, 1996.

12 (J) The changes made to this Section by Public Act 95-243  
13 apply to charges filed on or after the effective date of those  
14 changes.

15 (K) The changes made to this Section by this amendatory Act  
16 of the 96th General Assembly apply to charges filed on or after  
17 the effective date of those changes.

18 (Source: P.A. 96-876, eff. 2-2-10; 97-22, eff. 1-1-12; 97-596,  
19 eff. 8-26-11; 97-813, eff. 7-13-12.)

20 (775 ILCS 5/7B-102) (from Ch. 68, par. 7B-102)  
21 Sec. 7B-102. Procedures.

22 (A) Charge.

23 (1) Within one year after the date that a civil rights  
24 violation allegedly has been committed or terminated, a  
25 charge in writing under oath or affirmation may be filed

1 with the Department by an aggrieved party or issued by the  
2 Department itself under the signature of the Director.

3 (2) The charge shall be in such detail as to  
4 substantially apprise any party properly concerned as to  
5 the time, place, and facts surrounding the alleged civil  
6 rights violation.

7 (B) Notice and Response to Charge.

8 (1) The Department shall serve notice upon the  
9 aggrieved party acknowledging such charge and advising the  
10 aggrieved party of the time limits and choice of forums  
11 provided under this Act. The Department shall, within 10  
12 days of the date on which the charge was filed or the  
13 identification of an additional respondent under paragraph  
14 (2) of this subsection, serve on the respondent a copy of  
15 the charge along with a notice identifying the alleged  
16 civil rights violation and advising the respondent of the  
17 procedural rights and obligations of respondents under  
18 this Act and may ~~shall~~ require the respondent to file a  
19 ~~verified~~ response to the allegations contained in the  
20 charge within 30 days of receipt of the request by the  
21 Department. The respondent shall serve a copy of its  
22 response on the complainant or his or her representative.  
23 All allegations contained in the charge not timely denied  
24 by the respondent may ~~shall~~ be deemed admitted, unless the  
25 respondent states that it is without sufficient  
26 information to form a belief with respect to such

1 allegation. The Department may issue a notice of default  
2 directed to any respondent who fails to file a ~~verified~~  
3 response to a charge within 30 days of the receipt of the  
4 request by the Department ~~date on which the charge was~~  
5 ~~filed~~, unless the respondent can demonstrate good cause as  
6 to why such notice should not issue. The term "good cause"  
7 shall be defined by rule promulgated by the Department.  
8 Within 10 days of the date he or she receives the  
9 respondent's response, the complainant may file his or her  
10 reply to said response. If he or she chooses to file a  
11 reply, the complainant shall serve a copy of said reply on  
12 the respondent or his or her representative. A party may  
13 ~~shall have the right to~~ supplement his or her response or  
14 reply at any time that the investigation of the charge is  
15 pending.

16 (2) A person who is not named as a respondent in a  
17 charge, but who is identified as a respondent in the course  
18 of investigation, may be joined as an additional or  
19 substitute respondent upon written notice, under  
20 subsection (B), to such person, from the Department. Such  
21 notice, in addition to meeting the requirements of  
22 subsections (A) and (B), shall explain the basis for the  
23 Department's belief that a person to whom the notice is  
24 addressed is properly joined as a respondent.

25 (C) Investigation.

26 (1) The Department shall conduct a full investigation

1 of the allegations set forth in the charge and complete  
2 such investigation within 100 days after the filing of the  
3 charge, unless it is impracticable to do so. The  
4 Department's failure to complete the investigation within  
5 100 days after the proper filing of the charge does not  
6 deprive the Department of jurisdiction over the charge.

7 (2) If the Department is unable to complete the  
8 investigation within 100 days after the charge is filed,  
9 the Department shall notify the complainant and respondent  
10 in writing of the reasons for not doing so.

11 (3) The Director or his or her designated  
12 representative shall have authority to request any member  
13 of the Commission to issue subpoenas to compel the  
14 attendance of a witness or the production for examination  
15 of any books, records or documents whatsoever.

16 (4) If any witness whose testimony is required for any  
17 investigation resides outside the State, or through  
18 illness or any other good cause as determined by the  
19 Director is unable to be interviewed by the investigator or  
20 appear at a fact finding conference, his or her testimony  
21 or deposition may be taken, within or without the State, in  
22 the same manner as provided for in the taking of  
23 depositions in civil cases in circuit courts.

24 (5) Upon reasonable notice to the complainant and the  
25 respondent, the Department shall conduct a fact finding  
26 conference, unless prior to 100 days from the date on which

1 the charge was filed, the Director has determined whether  
2 there is substantial evidence that the alleged civil rights  
3 violation has been committed or the parties voluntarily and  
4 in writing agree to waive the fact finding conference. A  
5 party's failure to attend the conference without good cause  
6 may result in dismissal or default. A notice of dismissal  
7 or default shall be issued by the Director and shall notify  
8 the relevant party that a request for review may be filed  
9 in writing with the Commission within 30 days of receipt of  
10 notice of dismissal or default.

11 (D) Report.

12 (1) Each investigated charge shall be the subject of a  
13 report to the Director. The report shall be a confidential  
14 document subject to review by the Director, authorized  
15 Department employees, the parties, and, where indicated by  
16 this Act, members of the Commission or their designated  
17 hearing officers.

18 The report shall contain:

19 (a) the names and dates of contacts with witnesses;

20 (b) a summary and the date of correspondence and  
21 other contacts with the aggrieved party and the  
22 respondent;

23 (c) a summary description of other pertinent  
24 records;

25 (d) a summary of witness statements; and

26 (e) answers to questionnaires.

1           A final report under this paragraph may be amended if  
2 additional evidence is later discovered.

3           (2) Upon review of the report and within 100 days of  
4 the filing of the charge, unless it is impracticable to do  
5 so, the Director shall determine whether there is  
6 substantial evidence that the alleged civil rights  
7 violation has been committed or is about to be committed.  
8 If the Director is unable to make the determination within  
9 100 days after the filing of the charge, the Director shall  
10 notify the complainant and respondent in writing of the  
11 reasons for not doing so. The Director's failure to make  
12 the determination within 100 days after the proper filing  
13 of the charge does not deprive the Department of  
14 jurisdiction over the charge.

15           (a) If the Director determines that there is no  
16 substantial evidence, the charge shall be dismissed  
17 and the aggrieved party notified that he or she may  
18 seek review of the dismissal order before the  
19 Commission. The aggrieved party shall have 90 days from  
20 receipt of notice to file a request for review by the  
21 Commission. The Director shall make public disclosure  
22 of each such dismissal.

23           (b) If the Director determines that there is  
24 substantial evidence, he or she shall immediately  
25 issue a complaint on behalf of the aggrieved party  
26 pursuant to subsection (F).

1 (E) Conciliation.

2 (1) During the period beginning with the filing of  
3 charge and ending with the filing of a complaint or a  
4 dismissal by the Department, the Department shall, to the  
5 extent feasible, engage in conciliation with respect to  
6 such charge.

7 When the Department determines that a formal  
8 conciliation conference is feasible, the aggrieved party  
9 and respondent shall be notified of the time and place of  
10 the conference by registered or certified mail at least 7  
11 days prior thereto and either or both parties shall appear  
12 at the conference in person or by attorney.

13 (2) The place fixed for the conference shall be within  
14 35 miles of the place where the civil rights violation is  
15 alleged to have been committed.

16 (3) Nothing occurring at the conference shall be made  
17 public or used as evidence in a subsequent proceeding for  
18 the purpose of proving a violation under this Act unless  
19 the complainant and respondent agree in writing that such  
20 disclosure be made.

21 (4) A conciliation agreement arising out of such  
22 conciliation shall be an agreement between the respondent  
23 and the complainant, and shall be subject to approval by  
24 the Department and Commission.

25 (5) A conciliation agreement may provide for binding  
26 arbitration of the dispute arising from the charge. Any

1 such arbitration that results from a conciliation  
2 agreement may award appropriate relief, including monetary  
3 relief.

4 (6) Each conciliation agreement shall be made public  
5 unless the complainant and respondent otherwise agree and  
6 the Department determines that disclosure is not required  
7 to further the purpose of this Act.

8 (F) Complaint.

9 (1) When there is a failure to settle or adjust any  
10 charge through a conciliation conference and the charge is  
11 not dismissed, the Department shall prepare a written  
12 complaint, under oath or affirmation, stating the nature of  
13 the civil rights violation and the relief sought on behalf  
14 of the aggrieved party. Such complaint shall be based on  
15 the final investigation report and need not be limited to  
16 the facts or grounds alleged in the charge filed under  
17 subsection (A).

18 (2) The complaint shall be filed with the Commission.

19 (3) The Department may not issue a complaint under this  
20 Section regarding an alleged civil rights violation after  
21 the beginning of the trial of a civil action commenced by  
22 the aggrieved party under any State or federal law, seeking  
23 relief with respect to that alleged civil rights violation.

24 (G) Time Limit.

25 (1) When a charge of a civil rights violation has been  
26 properly filed, the Department, within 100 days thereof,

1 unless it is impracticable to do so, shall either issue and  
2 file a complaint in the manner and form set forth in this  
3 Section or shall order that no complaint be issued. Any  
4 such order shall be duly served upon both the aggrieved  
5 party and the respondent. The Department's failure to  
6 either issue and file a complaint or order that no  
7 complaint be issued within 100 days after the proper filing  
8 of the charge does not deprive the Department of  
9 jurisdiction over the charge.

10 (2) The Director shall make available to the aggrieved  
11 party and the respondent, at any time, upon request  
12 following completion of the Department's investigation,  
13 information derived from an investigation and any final  
14 investigative report relating to that investigation.

15 (H) This amendatory Act of 1995 applies to causes of action  
16 filed on or after January 1, 1996.

17 (I) The changes made to this Section by Public Act 95-243  
18 apply to charges filed on or after the effective date of those  
19 changes.

20 (J) The changes made to this Section by this amendatory Act  
21 of the 96th General Assembly apply to charges filed on or after  
22 the effective date of those changes.

23 (Source: P.A. 96-876, eff. 2-2-10; 97-22, eff. 1-1-12.)

24 Section 99. Effective date. This Act takes effect upon  
25 becoming law.