

HB3057



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3057

Introduced 2/6/2025, by Rep. Sonya M. Harper

SYNOPSIS AS INTRODUCED:

New Act

Creates the Freedom to Train Act. Provides that notwithstanding any other law to the contrary, employers and State-supported institutions of higher learning in this State may establish, maintain, and implement policies, practices, and requirements for the employment and conduct of employees in the workplace that are designed to safeguard employees and applicants for employment from discrimination based on race, creed, color, religion, sex, age, national origin, sexual orientation, or gender identity. Provides that the policies, practices, and requirements may be developed and administered through an office of diversity, equity, and inclusion or another administrative office or program established by the employer or State-supported institution of higher learning. Effective immediately.

LRB104 09382 JRC 19441 b

A BILL FOR

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 1. Short title. This Act may be cited as the
5 Freedom to Train Act.

6 Section 5. Definitions. As used in this Act:

7 "Employer" means any individual, partnership, association,
8 corporation, business trust, governmental or
9 quasi-governmental body, or any person or group of persons
10 that employs any person to work, labor, or exercise skill in
11 connection with the operation of any business, industry,
12 vocation, or occupation.

13 "State-supported institution of higher learning" means the
14 University of Illinois, Southern Illinois University, Chicago
15 State University, Eastern Illinois University, Governors State
16 University, Illinois State University, Northeastern Illinois
17 University, Northern Illinois University, Western Illinois
18 University, and the public community colleges subject to the
19 Public Community College Act.

20 Section 10. DEI policies and practices.

21 (a) Notwithstanding any other law to the contrary,
22 employers in this State may establish, maintain, and implement

1 policies, practices, and requirements for the employment and
2 conduct of employees in the workplace that are designed to
3 safeguard employees and applicants for employment from
4 discrimination based on race, creed, color, religion, sex,
5 age, national origin, sexual orientation, or gender identity.
6 The policies, practices, and requirements described in this
7 Section may be developed and administered through an office of
8 diversity, equity, and inclusion or another administrative
9 office or program established by the employer.

10 (b) Notwithstanding any other law to the contrary,
11 State-supported institutions of higher learning may establish,
12 maintain, and implement policies, practices, and requirements
13 for the conduct of the students, faculty, and staff on the
14 campus of the State-supported institution of higher learning
15 that are designed to safeguard students, faculty, and staff
16 from discrimination based on race, creed, color, religion,
17 sex, age, national origin, sexual orientation, or gender
18 identity. The policies, practices, and requirements described
19 in this Section may be developed and administered through an
20 office of diversity, equity, and inclusion, or another
21 administrative office or program established by the governing
22 board of the State-supported institution of higher learning.

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