



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

HB3272

Introduced 2/18/2025, by Rep. Janet Yang Rohr

#### SYNOPSIS AS INTRODUCED:

210 ILCS 125/21.2 new

Amends the Swimming Facility Act. Requires all employers operating outdoor aquatic centers to provide access to independently-purchased structures that provide sufficient shade to cover the entire body; make reasonable efforts to avoid exposing employees to excessive sun exposure during peak ultraviolet hours; permit employees to regularly apply sunscreen; not restrict employees from wearing sun-protective clothing; and not compel aquatic center employees to wear sun-protective clothing. Provides that, if an employee chooses to wear sun-protective clothing, the employer may require the sun-protective clothing to be within the guidelines the employer sets for appropriate work attire. Requires the Department of Public Health to provide documents to employers so that the employers may inform employees about cancer risks associated with ultraviolet radiation, the significance of sun protection throughout life, and the importance of regularly monitoring their skin for potentially worrisome changes.

LRB104 08395 BAB 18446 b

1 AN ACT concerning regulation.

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

4 Section 5. The Swimming Facility Act is amended by adding  
5 Section 21.2 as follows:

6 (210 ILCS 125/21.2 new)

7 Sec. 21.2. Protection against ultraviolet radiation.

8 (a) As used in this Section:

9 "Outdoor aquatic centers" means any swimming facility  
10 where aquatic activities take place, including, but not  
11 limited to, pools, beaches, water parks, and splash pads  
12 located outdoors.

13 "Sun-protective clothing" includes hats, sunglasses, rash  
14 guards or shirts (including long-sleeve rash guards or  
15 long-sleeve shirts), and shorts or pants.

16 (b) All employers operating outdoor aquatic centers shall:

17 (1) provide access to independently purchased  
18 structures that provide sufficient shade to cover the  
19 entire body, which may include, but not be limited to,  
20 umbrellas, awnings, or canopies;

21 (2) make reasonable efforts to avoid exposing  
22 employees to excessive sun exposure during peak  
23 ultraviolet hours.

1           (3) permit employees to regularly apply sunscreen;  
2           (4) not restrict employees from wearing sun-protective  
3           clothing; and  
4           (5) not compel employees to wear sun-protective  
5           clothing.

6           (c) If an employee chooses to wear sun-protective  
7           clothing, the employer may require the sun-protective clothing  
8           to be within the guidelines the employer sets for appropriate  
9           work attire. Aquatic center employers shall inform employees  
10           verbally or in writing of the requirements in paragraphs (3)  
11           through (5) of subsection (b).

12           (d) The Department shall provide documents to employers so  
13           that the employers may inform employees, verbally or in  
14           writing, about cancer risks associated with ultraviolet  
15           radiation, the significance of sun protection throughout life,  
16           and the importance of regularly monitoring their skin for  
17           potentially worrisome changes.