



## 101ST GENERAL ASSEMBLY

### State of Illinois

2019 and 2020

**HB3541**

by Rep. Anne Stava-Murray

#### SYNOPSIS AS INTRODUCED:

775 ILCS 5/6-103 new

Amends the Illinois Human Rights Act. Provides that it is a civil rights violation for a vendor to decide on the basis of unlawful discrimination which candidates are required to take a test required for application or consideration of the government job. Provides that if a vendor violates the Act, then the vendor is subject to a \$1,000,000 civil penalty for each violation. Provides that any government contract with a vendor that violates the Act shall be terminated. Provides that a government entity shall not contract with a vendor for one year after a determination that the vendor has violated the new provisions. Effective immediately.

LRB101 10527 LNS 55633 b

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 adding Section 6-103 as follows:

6 (775 ILCS 5/6-103 new)

7 Sec. 6-103. Government job candidates. It is a civil rights  
8 violation for a vendor to decide on the basis of unlawful  
9 discrimination which candidates are required to take a test  
10 required for application or consideration of the government  
11 job. If a vendor violates this Section, then the vendor is  
12 subject to a \$1,000,000 civil penalty for each violation,  
13 payable to the State. Any government contract with a vendor  
14 that violates this Section shall be terminated. A government  
15 entity shall not contract with a vendor for one year after a  
16 determination that the vendor has violated this Section.

17 Section 99. Effective date. This Act takes effect upon  
18 becoming law.