**Section 1130.400 Sexual Harassment Prevention Training**

a) All persons who hold a professional license issued by the Division and are subject to a continuing education requirement shall complete a one-hour course in sexual harassment prevention training. A licensee may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education. A licensee who holds multiple licenses issued by the Division may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education for each professional license without having to repeat the course for each license.

b) The sexual harassment prevention training course may only be provided by the following persons or entities:

1) a Division-approved continuing education provider for any profession licensed by the Division;

2) an entity that is recognized as a continuing education provider under any licensing Act administered by the Division or its rules for any profession licensed by the Division;

3) a State of Illinois agency;

4) an Illinois county agency;

5) an Illinois municipality;

6) a federal agency;

7) an accredited community college, college, or university; or

8) a licensed health care institution, such as a hospital or nursing home, for its own employees and associates.

c) Notwithstanding subsection (b), a licensee completing a course on sexual harassment prevention developed or offered by the Illinois Department of Human Rights [775 ILCS 5] or offered by the licensee’s employer that complies with the minimum training requirements articulated in the Illinois Human Rights Act may count that course toward the one-hour requirement under this Section.

d) The sexual harassment prevention training course shall comply with Section 2-109 of the Illinois Human Rights Act and include, at a minimum, the following topics:

1) an explanation of sexual harassment consistent with the Illinois Human Rights Act;

2) examples of conduct that constitutes unlawful sexual harassment;

3) a summary of relevant federal and State statutory provisions concerning sexual harassment, including remedies available to victims of sexual harassment; and

4) a summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment.

e) The course shall be presented in a classroom setting, a webinar, or online.

f) Course providers shall be subject to all other continuing education requirements for each profession.

g) Completion of this course shall be a condition of renewing a license. This course must be repeated for each subsequent renewal period.

(Source: Amended at 46 Ill. Reg. 2648, effective January 28, 2022)