

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 Section 7-101 as follows:

6 (775 ILCS 5/7-101) (from Ch. 68, par. 7-101)

7 Sec. 7-101. Powers and Duties. In addition to other  
8 powers and duties prescribed in this Act, the Department has  
9 ~~shall~~-have the following powers:

10 (A) Rules and Regulations. To adopt, promulgate, amend,  
11 and rescind rules and regulations not inconsistent with the  
12 provisions of this Act pursuant to the Illinois  
13 Administrative Procedure Act.

14 (B) Charges. To issue, receive, investigate, conciliate,  
15 settle, and dismiss charges filed in conformity with this  
16 Act.

17 (C) Compulsory Process. To request subpoenas as it deems  
18 necessary for its investigations.

19 (D) Complaints. To file complaints with the Commission  
20 in conformity with this Act.

21 (E) Judicial Enforcement. To seek temporary relief and  
22 to enforce orders of the Commission in conformity with this  
23 Act.

24 (F) Equal Employment Opportunities. To take such action  
25 as may be authorized to provide for equal employment  
26 opportunities and affirmative action.

27 (G) Recruitment; Research; Public Communication;  
28 Advisory Councils. To engage in such recruitment, research  
29 and public communication and create such advisory councils as  
30 may be authorized to effectuate the purposes of this Act.

31 (H) Coordination with Federal and Local Agencies. To

1 coordinate its activities with federal and local agencies in  
2 conformity with this Act.

3 (I) Public Grants; Private Gifts. To accept public  
4 grants and private gifts as may be authorized.

5 (J) Education and Training. To implement a formal and  
6 unbiased program of education and training for all employees  
7 assigned to investigate and conciliate charges under Articles  
8 7A and 7B. The training program shall include the following:

9 (1) substantive and procedural aspects of the  
10 investigation and conciliation positions;

11 (2) current issues in human rights law and  
12 practice;

13 (3) lectures by specialists in substantive areas  
14 related to human rights matters;

15 (4) orientation to each operational unit of the  
16 Department and Commission;

17 (5) observation of experienced Department  
18 investigators and attorneys conducting conciliation  
19 conferences, combined with the opportunity to discuss  
20 evidence presented and rulings made;

21 (6) the use of hypothetical cases requiring the  
22 Department investigator and conciliation conference  
23 attorney to issue judgments as a means to evaluating  
24 knowledge and writing ability;

25 (7) writing skills;

26 (8) computer skills, including but not limited to  
27 word processing and document management.

28 A formal, unbiased and ongoing professional development  
29 program including, but not limited to, the above-noted areas  
30 shall be implemented to keep Department investigators and  
31 attorneys informed of recent developments and issues and to  
32 assist them in maintaining and enhancing their professional  
33 competence.

34 (Source: P.A. 91-357, eff. 7-29-99.)