

August 6, 2018

The Honorable Bruce Rauner  
Governor of Illinois  
207 State House  
Springfield, IL 62706

RE: Please Approve House Bill 4572 (Illinois Human Rights Act)

Dear Governor Rauner:

As civil rights organizations in Illinois, we urge you to approve House Bill 4572, which passed the Illinois General Assembly with bipartisan support. HB 4572 would extend Illinois' workplace non-discrimination protections to businesses of all sizes in the state and ensure all Illinoisans have access to the legal tools of justice when they experience employment discrimination.

At a time when anti-equality forces seek to establish licenses to discriminate and civil rights laws are under attack in state legislatures and courts across the country, signing HB 4572 would send the powerful and unmistakable message that Illinois is best and strongest when state law protects all people from discrimination. Your approval on this bill would be consistent with our state's bipartisan values of fairness, justice, and the freedom to be who you are without burden or discrimination.

HB 4572 seeks to ensure that all protected workers have access to the legal tools of justice that are provided by the Illinois Human Rights Act. The Illinois Human Rights Act includes workplace protections that prohibit discrimination on the basis of race, color, religion, national origin, ancestry, age, sex, sexual orientation, gender identity, and other protected categories. However, the law only applies to employers with 15 or more workers. HB 4572 would strengthen those protections by making the law apply to all businesses in Illinois.

The legislation synchronizes the Illinois Human Rights Act with ordinances in Cook County and Chicago that already apply to employers with one or more employees. HB 4572 would also put Illinois on equal footing with neighboring states, such as Michigan, Minnesota, and Wisconsin, whose existing non-discrimination laws apply to businesses with fewer than 15 employees.

While we have made great progress as a state in matters of equality, it's time for Illinois to ensure all of our workers have access to the tools of justice when they encounter discrimination in the workplace. We urge you to sign HB 4572 and continue Illinois' proud bipartisan tradition of advancing justice for historically marginalized communities.

Sincerely,

Colleen Connell  
Executive Director, ACLU of Illinois

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Midwest Civil Rights Counsel, ADL

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