



Alerts

IDHR Publishes New Mandatory "Pregnancy Rights" Poster; Employers Must Modify Handbooks

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Employment Practices Alert

Clear some space on your bulletin boards -- the Illinois Department of Human Rights has published a new poster that all Illinois employers must display by January 1, 2015. The notice reflects important amendments to the Illinois Human Rights Act that will take effect at the beginning of 2015; the amendments provide additional rights to all pregnant employees, including most notably the right to work accommodations based upon pregnancy. **Employers are advised to post the notice (English and Spanish) on employee bulletin boards**, where other such mandated posters are displayed.

In addition to the poster requirement, the amendments **also require Illinois employers to modify any employee handbooks to include a summary of pregnant employees' new rights**. The handbook requirement also takes effect on January 1, 2015. Hinshaw attorneys have prepared a model provision, and are available to assist with the necessary modification.

Going forward, employers of course also need to be aware of their new obligations toward pregnant employees under Illinois law. Hinshaw recently presented a webinar on this topic, including a full review of the new law and practical advice on how to comply with the new requirements. Hinshaw attorneys are available for consultation regarding the changes.

Attorneys

Aimee E. Delaney

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