

Illinois Employers are Reminded to Submit Their 2019 “Final Judgment”

Disclosures

AUTHOR: CHRISTI COLEMAN

As we near the end of October, Illinois employers are reminded to submit their 2019 “final judgment” disclosures to the Illinois Department of Human Rights (IDHR) by October 31, 2020. This report must include all “adverse judgments” between January 1, 2019 and December 31, 2019. The statute defines “adverse judgment” to include “any final and non-appealable judgment that finds sexual harassment or unlawful discrimination” in the employee’s favor and against the employer for allegations of discrimination/sexual harassment. It includes circuit court decisions, Illinois Commission on Human Rights decisions, and federal court final judgments under Title VII, ADA or ADEA. It does not include settlements. Remember, your report cannot include the victim’s name. The form for reporting is available on IDHR’s website and should be emailed to idhr.webmail@illinois.gov. In future years, the reporting deadline will be July 1 of the following year (i.e. Employers must report final judgments during the period 1/1/20-12/31/20 by July 1, 2021.)