

The Continuing Education Institute of Illinois offers clarification of the sweeping regulations passed in Illinois regarding sexual harassment prevention training effective January 1, 2020.

To alleviate confusion related to compliance as set down by different Illinois departments, let's review the regulations:

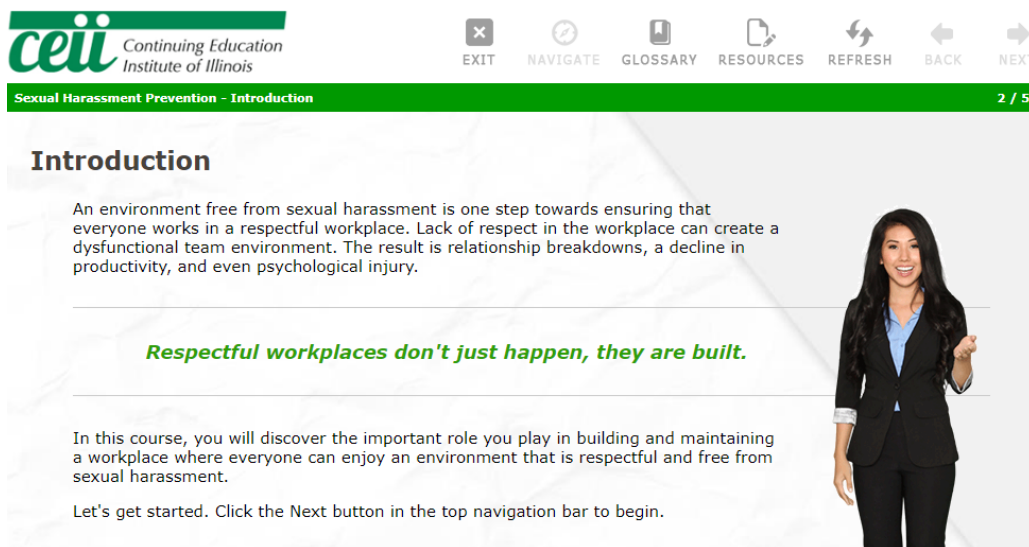
Illinois Department of Human Rights 775 ILCS 5/2-109 – This regulation impacts all Illinois employers. The IDHR will be releasing online and live training opportunities for no fee. The requirements, with the regulation's language, are as follows:

- The Department shall produce a model sexual harassment prevention training program aimed at the prevention of sexual harassment in the workplace. The model program shall be made available to employers and to the public online at no cost. This model program shall include, at a minimum, the following:
 - an explanation of sexual harassment consistent with this Act;
 - examples of conduct that constitutes unlawful sexual harassment;
 - a summary of relevant federal and State statutory provisions concerning sexual harassment, including remedies available to victims of sexual harassment; and
 - a summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment.
- Except for those employers subject to the requirements of Section 5-10.5 of the State Officials and Employees Ethics Act, every employer with employees working in this State shall use the model sexual harassment prevention training program created by the Department or establish its own sexual harassment prevention training program that equals or exceeds minimum standards. The sexual harassment prevention training shall be provided at least once a year to all employees. For the purposes of satisfying the requirements, the Department's model sexual harassment prevention training program may be used to supplement any existing program an employer is utilizing or develops.

The Illinois Department of Financial and Professional Regulation Title 68: Chapter VII(a): Section 1130.400 – This regulation impacts all persons who hold a professional license issued by the Division and are subject to a continuing education requirement. The requirements, with the regulation's language, are as follows:

- Licensed professionals shall complete a one-hour course in sexual harassment training. A licensee may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education.
- The sexual harassment prevention training course shall only be provided by existing Division-approved continuing education providers or by persons or entities who become Division-approved continuing education providers.

- The sexual harassment prevention training course shall include, at a minimum, the following topics:
 - What is sexual harassment, including its forms and types;
 - What should one do if one experiences or witnesses unwelcome sexual contact;
 - Reporting sexual harassment within one's place of employment and to outside entities, such as the Illinois Department of Human Rights; and
 - Whistleblower protections.
- The course shall be presented in a classroom setting, a webinar or online.
- The presentation of this course shall be subject to all other continuing education requirements for each profession.
- Completion of this course shall be a condition of renewing a license. This requirement shall become effective for all applicable license renewals occurring on or after January 1, 2020.



The Continuing Education Institute has developed an online sexual harassment prevention that complies with both IDHR and IDFPD requirements. CEII’s online sexual harassment prevention program is unique with:

- focus is on creating and maintaining a respectful workplace
- assurance of all the elements required by the regulation
- content that includes scenarios and knowledge checks to ensure comprehension
- additional meaningful content, i.e. social media and harassment

The Continuing Education Institute of Illinois is approved to provide continuing education for the following professions:

Acupuncturists
 Advanced Practice Nurses
 Athletic Trainers
 Counselors – Professional/Clinical
 Dentists/Dental Hygienists
 Dietitians/Nutrition Counselors
 Licensed Practical Nurses
 Marriage and Family Counselors

Nursing Home Administrators
 Occupational Therapists/COTAs
 Physical Therapists/PTAs
 Physicians
 Psychologists
 Registered Nurses
 Respiratory Therapists
 Social Workers

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