

HUMAN RIGHTS COMMISSION

Environment and Business Regulations/Executive agency

FY14 Headcount: 36

<http://www2.illinois.gov/ihrc/Pages/default.aspx>

Summary of Agency Operations

The Human Rights Commission (HRC) adjudicates complaints of unlawful discrimination filed under the Illinois Human Rights Act. The commission also rules on requests for review filed after dismissal or default orders are entered by the Department of Human Rights.

Internal Hiring

Agency positions subject to restrictions based on criminal history

None.

Statutory Restrictions Applicable to Internal Hiring:

None.

System of personnel administration

Personnel Code [20 ILCS 415]

Title 80, Ill Admin Code, Section 302.130 Removal of names from eligible list

See section IV. of the Final Report for the enumerated criminal history restrictions in the Personnel Code related to being qualified for open competitive examinations and subsequent appointment.

Background Check Procedures:

(1) Self-disclosure on application

N/A

(2) Background check review procedure

N/A

Exemption, waiver, or review mechanisms

N/A

Total number of people who underwent a background check

N/A

Occupational Licensing, Certification, Regulation

N/A

Human Rights Commission

Occupational Contracting

Contracting restrictions based on criminal history, by statute or regulation

Illinois Procurement Code [30 ILCS 500/]

- 30 ILCS 500/50-2 (Continuing disclosure; false certification)
- 30 ILCS 500/50-5 (Bribery)
- 30 ILCS 500/50-5 (c) (Conduct on behalf of business)
- 30 ILCS 500/50-10 (Felons)
- 30 ILCS 500/50-10.5 (Prohibited bidders and contractors)

See section IV. of this report for a discussion of criminal history-based restrictions on contracting with the State in the Illinois Procurement Code.

Summary of Employment Restrictions from Agency Report:

Agency “does not” have rules, policies, and practices, including licensing and contracting, that restrict employment of individuals with a criminal history.

To that end, the agency is governed by the personnel code of the State of Illinois when establishing rules and policies that pertain to practice of human resources for the HRC to which also provides no restrictions at this time.