



**EXECUTIVE ORDER**

IN THE OFFICE OF  
SECRETARY OF STATE

**15-03**

**PREGNANCY DISCRIMINATION IN STATE EMPLOYMENT**

**WHEREAS**, the State of Illinois recently enacted legislation (Public Act 098-1050), effective January 1, 2015, to prohibit discrimination by employers against employees who become pregnant; and

**WHEREAS**, without adequate policies in place, there is the possibility that pregnant women who are temporarily limited in their abilities to perform their work functions because of pregnancy, childbirth, or conditions related to pregnancy or childbirth may be subject to adverse action in the workplace such as being forced to take unpaid leave or even terminated from employment; and

**WHEREAS**, it is imperative that all State agencies in the executive branch that fully comply with the provisions of the new State law prohibiting discrimination against pregnant women and adhere to the same standards that State law applies to other employers; and

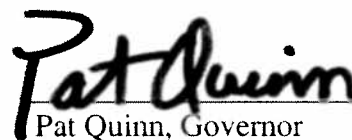
**THEREFORE**, I, Pat Quinn, Governor of the State of Illinois, pursuant to the executive authority vested in me by Article V of the Constitution of the State of Illinois, do hereby direct as follows:

**I. REVISION OF STATE AGENCY PERSONNEL POLICIES TO PROHIBIT DISCRIMINATION AGAINST PREGNANT STATE EMPLOYEES**

- a. Within 30 days of the effective date of this executive order, each executive branch State agency that is responsible to the Governor shall conduct a comprehensive review of all laws, rules, regulations, policies, executive and administrative orders, and any other mandate or directive any kind that apply to personnel management and administration at the agency (cumulatively, "personnel policies") to determine whether or not the prohibition on discrimination against pregnant employees that is set forth in Public Act 098-1050 is fully reflected in the agency's personnel policies.
- b. If the prohibition on pregnancy discrimination set forth in Public Act 098-1050 is absent or only partially reflected in the agency's personnel policies, the Director or Secretary of the Agency shall direct appropriate agency staff to revise the agency's personnel policies such that the agency's personnel policies fully reflect the provisions of Public Act 098-1050. This revision must be completed within 60 days of the effective date of this executive order.
- c. Any State agency that makes a revision to its personnel policies in accordance with this Executive Order shall provide on its website and make available for public inspection a detailed summary of the revisions to that agency's personnel policies.

**II. EFFECTIVE DATE**

This Executive Order shall take effect immediately upon its filing with the Secretary of State and shall remain in effect until terminated or modified.

  
Pat Quinn, Governor