



ATTENTION ILLINOIS EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Obtain No Smoking signs.** As of Jan. 1, 2008, indoor public places and places of employment in Illinois must be smoke-free under the Smoke-free Illinois Act. In addition to posting the notice included on your Illinois poster, No Smoking signs which comply with the specifications in the Act must be posted at each entrance to the place of employment or public place where smoking is prohibited.

For further information, visit the Illinois Department of Health Smoke-free Illinois website at www.smoke-free.illinois.gov or call **(217) 782-4977**.

- Based on amendments to the **Illinois Human Rights Act**, you are required to include information in an employee handbook concerning employees' rights under the law, including the right to be free from unlawful discrimination and sexual harassment and the right to reasonable accommodations based on pregnancy and disability. This information can be found on the **Discrimination and Sexual Harassment** notice on the enclosed Illinois poster.
- The following businesses are required to post **Human Trafficking notices**: On premise consumption retailer licensees under the Liquor Control Act of 1934 where the sale of alcoholic liquor is the principal business carried on by the licensee at the premises and primary to the sale of food, adult entertainment facilities, primary airports, intercity passenger rail or light rail stations, bus stations, truck stops, emergency rooms within general acute care hospitals, urgent care centers, farm labor contractors, Privately-operated job recruitment centers, and massage establishments. Go to our Free Specialty Posters page at the following address to download the Illinois Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters, which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.

For these reasons, E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call 888-464-4218.

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.