

OFFICIAL NOTICE

Worker Freedom of Speech Act (820 ILCS 57/)

Effective January 1, 2025

This workplace is committed to upholding employee rights under the **Worker Freedom of Speech Act**, which protects employees from mandatory participation in meetings that express an employer's religious or political views.

Your Rights:

Under this Act, employees are entitled to:

- Decline participation in meetings or communications conveying an employer's religious or political stance.
- Protection from disciplinary actions, termination, or retaliation for exercising this right.
- Legal recourse, including reinstatement and back pay, for any violations of these protections.

Employer Responsibilities:

Employers must ensure that all communications regarding religious or political matters remain voluntary. Retaliation against employees for exercising their rights under this Act is strictly prohibited.

Enforcement & Reporting:

Violations can be reported to the **Illinois Department of Labor** for investigation. Employers found in violation may face civil penalties of \$1,000 per offense. Employees may also pursue legal action within one year of an alleged violation.

For more information or to file a complaint, contact: **Illinois Department of Labor**

Website: www.illinois.gov/idol

This notice is displayed in compliance with **Section 30** of the Worker Freedom of Speech Act (820 ILCS 57/30).