



## ILLINOIS DEPARTMENT OF LABOR

Pat Quinn  
Governor

Catherine M. Shannon  
Director

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Policy Statement

### ILLINOIS DEPARTMENT OF LABOR

The Department of Labor is committed to equal employment opportunity in its staffing and its service to the public. The policy of this Department is to comply with the laws of the State of Illinois and the United States of America to assure that there will be no discrimination in employment based on race, color, religion, sex, age, national origin or handicapped conditions.

To assure equal employment opportunity, the objectives of the Department include the following:

- 1) To provide fair, objective service to all citizens of the State of Illinois in the performance of the agency's mandates.
- 2) To establish hiring goals to rectify underutilization of EEO categories within the Department's staffing.
- 3) To achieve reasonable progress toward these goals within the budgetary and staffing constraints of the agency and to endeavor to hire minorities and females into the agency when hiring opportunities are available. This commitment is not limited to categories in which there is underutilization.
- 4) To provide a workplace free of tension in which the staff will feel free to express their concerns about discriminatory perceptions or incidents.
- 5) To comply with the provisions of the Americans With Disabilities Act and provide employment and service to the qualified disabled citizens.
- 6) To provide a complaint process to employees as a mechanism for equitably resolving problems without fear of retaliation.
- 7) To continue to improve promotional opportunities for current staff as a method of reaching goals in underutilized categories and as a means of stimulating interest in the operations and quality of performance of the agency.
- 8) To work diligently to prevent incidents of discrimination in both employment and in the provision of services to the workers, employers and citizens of the State of Illinois.

This policy statement is a reaffirmation of the Department's commitment to equal employment opportunity in employment and service. This Affirmative Action Plan has the endorsement of the Director and managerial staff who will continue to make concerted efforts to achieve the goals outlined in this Plan.

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