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DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION

NOTICE OF ADOPTED AMENDMENTS

- 4) a summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment~~Whistleblower protections.~~
- ~~ed~~) The course shall be presented in a classroom setting, a webinar, or online.
- ~~fe~~) Course providers~~The presentation of this course~~ shall be subject to all other continuing education requirements for each profession.
- ~~gf~~) Completion of this course shall be a condition of renewing a license. This course must be repeated for each subsequent renewal period~~This requirement shall become effective for all applicable license renewals occurring on or after January 1, 2020.~~

(Source: Amended at 46 Ill. Reg. 2648, effective January 28, 2022)

Section 1130.500 Implicit Bias Awareness Training

- a) All health care professionals who hold a professional license listed in this Section shall complete a one-hour course in implicit bias awareness training. Implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. A licensee may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education. A licensee who holds multiple licenses subject to this requirement may count this one hour for completion of this course towards meeting the minimum credit hours required for continuing education for each professional license without having to repeat the course for each license.
- b) The requirement of completion of a one-hour course in implicit bias awareness training shall apply to any person who holds one or more of the following licenses:
- 1) Physician (medical);
 - 2) Physician (osteopathic);
 - 3) Chiropractic physician;

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- 4) Advanced practice registered nurse;
- 5) Registered nurse;
- 6) Licensed practical nurse;
- 7) Clinical psychologist;
- 8) Dentist;
- 9) Dental hygienist;
- 10) Optometrist;
- 11) Pharmacist;
- 12) Registered certified pharmacy technician;
- 13) Physical therapist;
- 14) Physical therapist assistant;
- 15) Physician assistant;
- 16) Acupuncturist;
- 17) Athletic trainer
- 18) Clinical social worker;
- 19) Social worker;
- 20) Dietitian nutritionist;
- 21) Naprapath;
- 22) Nursing home administrator;
- 23) Occupational therapist;

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- 24) Occupational therapy assistant;
 - 25) Podiatric physician;
 - 26) Respiratory care practitioner;
 - 27) Clinical professional counselor;
 - 28) Professional counselor;
 - 29) Sex offender evaluator;
 - 30) Sex offender treatment provider;
 - 31) Associate sex offender provider;
 - 32) Speech-language pathologist;
 - 33) Speech-language pathology assistant;
 - 34) Audiologist;
 - 35) Perfusionist;
 - 36) Registered surgical assistant;
 - 37) Registered surgical technologist;
 - 38) Genetic counselor.
- c) The implicit bias awareness training course may only be provided by the following persons or entities:
- 1) a Division-approved continuing education provider for any profession subject to the requirement of implicit bias awareness training;

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- 2) an entity that is recognized as a continuing education provider under any licensing Act administered by the Division for professions subject to the requirements of implicit bias awareness training;
 - 3) a State of Illinois agency;
 - 4) an Illinois county agency;
 - 5) an Illinois municipality;
 - 6) a federal agency;
 - 7) an accredited community college, college, or university; or
 - 8) a licensed health care institution, such as a hospital or nursing home, for its own employees or associates, or an association or other organization in partnership or collaboration with a licensed health care institution.
- d) Notwithstanding subsection (c), a licensee completing a course on implicit bias awareness in order to meet any other State licensure requirement, professional accreditation or certification requirement, or health care institutional practice agreement may count that course toward the one-hour requirement under this Section.
- e) Notwithstanding subsection (c), a licensee completing a course on implicit bias awareness training developed or offered by the licensee's employer that complies with the minimum training requirements articulated herein may count that course toward the one-hour requirement under this Section.
- f) The implicit bias awareness training course shall include, at a minimum, the following topics:
- 1) explanation of implicit bias; the difference between explicit and implicit biases;
 - 2) causes of implicit bias; how they form and operate;
 - 3) effects of implicit bias; the harms they cause; and

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- 4) recognizing, interrupting and mitigating implicit bias.
- g) The course shall be presented in a classroom setting, a webinar, or online.
- h) Course providers shall be subject to all other continuing education requirements for each profession.
- i) Completion of this course shall be a condition of renewing a license. This requirement shall become effective for all applicable license renewals on or after January 1, 2023. The course must be repeated for each subsequent renewal period.

(Source: Added at 46 Ill. Reg. 2648, effective January 28, 2022)