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DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION

NOTICE OF ADOPTED AMENDMENTS

~~"Individual" means a person with a criminal record, who seeks a license or certificate in an occupation for which a criminal record is not expressly a per se bar, who applies to the Department for a non-binding, advisory opinion to be provided by the Board or body with the authority to issue the license or certificate as to whether his or her criminal record would bar the individual from the licensure or certification sought, should the individual meet all other licensure requirements, including, but not limited to, the successful completion of the relevant examinations [20 ILCS 2105/2105-15(i)].~~

"Person" means an individual human being and not a corporate or other type of legal entity.

"Statute" means Section 2105-15 of the ~~Code Department of Professional Regulation Law of the Civil Administrative Code of Illinois [20 ILCS 2105/2105-15].~~

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

SUBPART E: SEXUAL HARASSMENT PREVENTION TRAINING AND IMPLICIT BIAS AWARENESS TRAINING

Section 1130.400 Sexual Harassment Prevention Training

- a) All persons who hold a professional license issued by the Division and are subject to a continuing education requirement shall complete a one-hour course in sexual harassment prevention training. 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 issued by the Division 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 sexual harassment prevention training course ~~may~~ **shall** only be provided by the following persons or entities: ~~existing Division-approved continuing education providers or by persons or entities who become Division-approved continuing education providers.~~
 - 1) a Division-approved continuing education provider for any profession licensed by the Division;

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- 2) an entity that is recognized as a continuing education provider under any licensing Act administered by the Division or its rules for any profession licensed by the Division;
 - 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 and associates.
- c) Notwithstanding subsection (b), a licensee completing a course on sexual harassment prevention developed or offered by the Illinois Department of Human Rights [775 ILCS 5] or offered by the licensee's employer that complies with the minimum training requirements articulated in the Illinois Human Rights Act may count that course toward the one-hour requirement under this Section.
- d) The sexual harassment prevention training course shall comply with Section 2-109 of the Illinois Human Rights Act and include, at a minimum, the following topics:
- 1) an explanation of sexual harassment consistent with the Illinois Human Rights Act~~What is sexual harassment, including its forms and types;~~
 - 2) examples of conduct that constitutes unlawful sexual harassment~~What should one do if one experiences or witnesses unwelcome sexual contact;~~
 - 3) a summary of relevant federal and State statutory provisions concerning sexual harassment, including remedies available to victims of sexual harassment~~Reporting sexual harassment within one's place of employment and to outside entities, such as the Illinois Department of Human Rights;~~
and

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- 4) a summary of responsibilities of employers in the prevention, investigation, and corrective measures of sexual harassment ~~Whistleblower protections.~~
- ~~e~~d) The course shall be presented in a classroom setting, a webinar, or online.
- ~~f~~e) Course providers ~~The presentation of this course~~ shall be subject to all other continuing education requirements for each profession.
- ~~g~~f) 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;