

Notice of Employee Rights Under the Illinois Human Rights Act

To All Employees of Sewa Senior Care:

As part of our commitment to provide a fair, safe, and respectful work environment, Sewa Senior Care complies with the Illinois Human Rights Act (IHRA). This notice summarizes your rights under the Act, ensuring that you are aware of the protections afforded to you regarding unlawful discrimination, sexual harassment, and reasonable accommodations.

1. Right to Freedom from Unlawful Discrimination:

The Illinois Human Rights Act protects employees from discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, and other protected characteristics. Discrimination in employment decisions, such as hiring, salary, training, promotions, and termination, is prohibited under this law.

2. Right to Freedom from Sexual Harassment:

Sexual harassment is illegal under the IHRA. This includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that affects employment conditions or creates a hostile work environment. Sewa Senior Care is committed to investigating and addressing any complaints of sexual harassment promptly and effectively.

3. Right to Reasonable Accommodations:

Employees with disabilities or religious practices may have the right to reasonable accommodations that allow them to perform their job duties without undue hardship on the operation of the business. If you believe you need such an accommodation, please contact the Human Resources department to discuss your specific needs.

4. Information on Filing a Charge:

If you believe your rights under the IHRA have been violated, you may file a charge of discrimination with the Illinois Department of Human Rights (IDHR). Charges must be filed within 180 days of the alleged incident of discrimination or harassment.

For more information or to file a charge, please contact:

Illinois Department of Human Rights (IDHR)

Address: 555 W Monroe Street, 7th Floor, Chicago, IL 60661

Phone: 312 814 2431

Website: [Human Rights \(illinois.gov\)](http://HumanRights(illinois.gov))

Notice Posting:

This notice is posted in accordance with the IHRA requirements at locations where employee notices are customarily placed. You are encouraged to read this notice and familiarize yourself with your rights. If you have any questions or need further clarification, please contact the Human Resources department.

Commitment:

Sewa Senior Care is dedicated to upholding the principles of the Illinois Human Rights Act and ensuring that every employee works in an environment free from discrimination and harassment. We value each member of our team and are committed to promoting dignity, respect, and equality in the workplace.