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PRACTICE AREAS

Workers' Compensation
Personal Injury
Employment Discrimination
Sexual Harassment
Family Medical Leave Act
(FMLA)
Collections/ERISA

1/3/2004

SUMMARY OF ILLINOIS WHISTLEBLOWER ACT

Anti-Retaliation

An employer may not retaliate against an employee for disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of a State or federal law, rule, or regulation.

An employer may not retaliate against an employee for refusing to participate in an activity that would result in a violation of a State or federal law, rule, or regulation.

Remedies

- (1) reinstatement with the same seniority status that the employee would have had, but for the violation;
- (2) back pay, with interest; and
- (3) compensation for any damages sustained as a result of the violation, including litigation costs, expert witness fees, and reasonable attorney's fees.