



## Illinois Department of Commerce & Economic Opportunity

JB Pritzker, Governor

February 27, 2026

The Illinois Promotion Act (20 ILCS 665/13a) requires the Department to establish and maintain an affirmative action program designed to promote equal employment opportunity and eliminate the effects of past discrimination and to submit a detailed plan to the General Assembly prior to March 1 of each year.

The Department and specifically, the Illinois Office of Tourism, required each of its grantees to certify pursuant to section 3.5 (p) of the grant agreement that its employees and subcontractors under subcontract made pursuant to the Agreement, must comply with all applicable provisions of State and federal laws and regulations pertaining to nondiscrimination, sexual harassment and equal employment opportunity including, but not limited to: Illinois Human Rights Act (775 ILCS 5/1-101 et seq.), including without limitation, 44 ILL. Admin Code 750- Appendix A, which is incorporated herein; public works Employment Discrimination Act (775 ILCS 10/1 et seq.); Civil Rights Act of 1964 (as amended) (42 USC 2000a – 2000h6); Section 504 of the Rehabilitation Act of 1973 (29 USC 794); Americans with Disabilities Act of 1990 (as amended) (42 USC 12101 et seq.); and the Age Discrimination Act of 1975 (42 USC 6101 et se.).

To further, in 33.6 Business Enterprise for Minorities, Women and Persons with Disabilities Act and Illinois Human Rights Act (30 ILCS 575/0.01; 775 ILCS 5/2-105). The Grantee acknowledges and hereby certifies compliance with the provisions of the Business Enterprise for Minorities, Women, and Persons with Disabilities Act, and the equal employment practices of Section 2-105 of the Illinois Human Rights Act for the provision of services which are directly related to the Award activities to be performed under this agreement. We also establish Business Enterprise for Minorities, Women, and Persons with Disabilities Act (30 ILCS 575) goals in our vendor contracts, as applicable. The BEP Act promotes and encourages the continuing economic development of minority-owned and women-owned and operated businesses and that minority-owned and women-owned and operated businesses participate in the State's procurement process as both prime and subcontractors.