



## **Criminal History Protection Under the Chicago Human Rights Ordinance in Employment**

Effective April 2023, the City of Chicago expanded protections from criminal history discrimination in employment under the Chicago Human Rights Ordinance.

- Individuals who believe they were denied employment based on their criminal history may be able to file a complaint with the Commission on Human Relations.
- These expanded protections also apply to individuals who believe their current employer is discriminating against them based on criminal history.
- The 2023 amendments include all phases of the employment process including recruitment, hiring, promotion, renewal of employment, selection for training, discharge, discipline, different terms and conditions, and tenure.
- For more information, call CCHR's employment discrimination intake line 312-744-4474.

See Section 6-10-054 of the Chicago Municipal Code:

<https://www.chicago.gov/content/dam/city/depts/cchr/AdjSupportingInfo/AdjFORMS/2023AdjudicationForms/Ordinance%20Booklet%2005.24.2023.pdf>