740 ILCS 174/1, et seq.

ILLINOIS WHISTLEBLOWER ACT

West's Smith-Hurd Illinois Compiled Statutes Annotated

Chapter 740. Civil Liabilities

Act 174. Whistleblower Act

174/1. Short title

§ 1. Short title. This Act may be cited as the Whistleblower Act.

174/5. Definitions

§ 5. Definitions. As used in this Act:

"Employer" means: an individual, sole proprietorship, partnership, firm, corporation, association, and any other entity that has one or more employees in this State, except that "employer" does not include any governmental entity.

"Employee" means any individual who is employed on a full-time, part-time, or contractual basis by an employer.

174/10. Certain policies prohibited

§ 10. Certain policies prohibited. An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from disclosing information to a government or law enforcement agency if the employee has reasonable cause to believe that the information discloses a violation of a State or federal law, rule, or regulation.

174/15. Retaliation for certain disclosures prohibited

§ 15. Retaliation for certain disclosures prohibited. 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.
174/20. Retaliation for certain refusals prohibited

§ 20. Retaliation for certain refusals prohibited. 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.

174/25. Civil penalty

§ 25. Civil penalty. Violation of this Act is a Class A misdemeanor.

174/30. Damages

§ 30. Damages. If an employer takes any action against an employee in violation of Section 15 or 20, the employee may bring a civil action against the employer for all relief necessary to make the employee whole, including but not limited to the following, as appropriate:

(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.

174/35. Exception

§ 35. Exception. This Act does not apply to disclosures that would constitute a violation of the attorney-client privilege.