



State of Illinois  
Department of Human Rights

## *Institute for* Training & Development

In today's diverse workplace, employers and employees are faced with the challenge of creating and maintaining environments free of discrimination and harassment. However, a variety of factors related to differences in demographics can often lead to miscommunication and legal repercussions.

In an effort to resolve and prevent workplace inequities, the Illinois Department of Human Rights (IDHR) offers, through its Institute for Training and Development, valuable trainings designed to enhance the professional and personal development of all attendees.

### *Why Train With Us?*

It's good for business. Training helps to reduce risks and liability.

It's good for employees. Training helps improve productivity and staff morale.

IDHR trainings focus on obligations and responsibilities under the Illinois Human Rights Act and provide soft skills that will aid employers and employees in their daily work lives.

Classes are taught by certified trainers with more than a decade of experience in human and civil rights. Our interactive approach combines proven adult learning techniques and real-world case studies for a high impact and engaging training environment.

We offer a wide range of modules on current laws and trends related to the workplace. Customization options are available on a limited basis to reflect your organization's unique situation.

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## *Sample Course Offerings:*

Human Resources Certification (HRC) Accredited

- Americans with Disability Act: How to Comply with Federal and State Disability Laws (HRC)
- Legal and Effective Interviewing Techniques (HRC)
- Sexual Harassment Prevention: How to Avoid Costly Litigation (HRC)
- Employer Responsibility for Preventing Workplace Harassment (HRC)

*Note: All HRC trainings are tuition-based.*

## *Open to the Public Trainings (OTP)- Complimentary:*

- Diversity Awareness
- Building Bridges with LGBT Employees
- Working Effectively Across Generational Lines
- Harassment in the Workplace
- Harnessing the Power of Emotional Intelligence
- Sexual Harassment Prevention: Is It or Isn't It?
- An Employee's Guide for Navigating Social Media in Workplace

*Note: We also offer on-site training for public and private sector clients. Please contact us for more information.*

## *For More Information*

Contact the Illinois Department of Human Rights  
Institute for Training and Development:

James R. Thompson Center  
100 W. Randolph St. Suite 10-100  
Chicago, IL 60601

**Voice:** (312) 814-2477

**TTY:** (866) 740-3953

**Email:** [idhr.training@illinois.gov](mailto:idhr.training@illinois.gov)

**Office hours:** 8:00 a.m. to 5:00 p.m., Mon - Fri

**Register for an upcoming training by visiting:**

Eventbrite: [illinoishrtraining.eventbrite.com](http://illinoishrtraining.eventbrite.com)

Facebook: [IllinoisDepartmentOfHumanRights](https://www.facebook.com/IllinoisDepartmentOfHumanRights)

**Full course offerings and descriptions available at:**  
[www.illinois.gov/dhr/](http://www.illinois.gov/dhr/)