

ILLINOIS WORKER FREEDOM OF SPEECH ACT  
(820 ILCS 57/)  
EFFECTIVE JANUARY 1, 2025

The Illinois Worker Freedom of Speech Act (WFSA) prohibits an employer or the agent, representative, or designee of the employer, from discharging, disciplining, penalizing, or threatening to take adverse employment action against an employee:

- (1) because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative, or designee of the employer if the meeting or communication is to communicate the opinion of the employer about religious matters or political matters;
- (2) as a means of inducing an employee to attend or participate in meetings or receive or listen to communications described in paragraph (1); or
- (3) because the employee, or a person acting on behalf of the employee, makes a good faith report, orally or in writing, of a violation or a suspected violation of the Act.

The Act does not prohibit an employer from:

- Communicating information that the employer is required by law to communicate.
- Conducting meetings or engaging in communications about religious or political matters as long as attendance or participating is voluntary.
- Communicating information necessary for the employees to perform their required job duties.
- Requiring employees to attend any training intended to foster a civil workplace, or reduce or prevent workplace harassment or discrimination.

WFSA DEFINITIONS

- "Political matters" means matters relating to elections for political office, political parties, proposals to change legislation, proposals to change regulations, proposals to change public policy, and the decision to join or support any political party or political, civic, community, fraternal, or labor organization.
- "Religious matters" means matters relating to religious belief, affiliation, and practice and the decision to join or support any religious organization or association.

ENFORCEMENT

Any employee who believes their WFSA rights have been violated may file a civil action within one year after the date of the alleged violation. The court may order or award injunctive relief, reinstatement, back pay, reestablishment of benefits, and any other appropriate relief.

All covered employers must post and keep posted a notice of employee rights under the WFSA where employee notices are customarily posted.

For more information, email the Illinois Department of Labor (IDOL) at: [DOL.WFSA@Illinois.gov](mailto:DOL.WFSA@Illinois.gov)

Ref.: 820 ILCS 57/30