



Article by: Patty Oji February 26, 2020

Illinois Legislative & Regulatory Highlights

The following is provided for informational purposes only and should not be construed as legal advice. Alpha does not practice law.

Workplace Transparency Act - SB 75 effective 1/1/2020

- Restricts how and when employers can use confidentiality and arbitration provisions in employment agreements.
- Harassment - SB 75 significantly expands worker protections under the Illinois Human Rights Act (IHRA). Includes an expanded definition of 'work environment' for claims; expands to cover independent contractors and consultants, as well as discrimination based on an employee's "actual or perceived" protected characteristic; and lays out new reporting requirements.
- **New sexual-harassment-training requirements that apply to all employers with employees working in the state—not just Illinois-based employers. Employers must provide sexual harassment training to all their Illinois employees at least once a year.** The training will need to meet certain criteria, and the IDHR has listed minimum training requirements ([here](#)). Due dates apply and fines may be levied as well.

Biometric Information Privacy Law

Over 100 [class-action](#) lawsuits have been filed against employers for violations of the Illinois Biometric Information Privacy Act (BIPA). BIPA sets forth stringent requirements for how to handle biometric information including the appropriate disposal. Beware that employers are likely still liable when using a vendor to handle biometric information for background checks, etc.

About:

Alpha is a leadership development and strategic management consulting company focused on serving values-based organizations. We are dedicated to the essential work of leveraging and up-leveling the human side of work and believe that people work is the “true heart and art of work”.

Our mission is to act as a strategic partner supporting our clients to bring their vision to life. We leverage over 20 years of expertise to assist clients in achieving healthy high-performance through leadership development, team development and effective management systems. Alpha employs a suite of strategic and transformational programs delivered through a cadre of highly qualified and ethical associates focused on knowing and supporting the client’s immediate needs and long-term success.



Co-Founder, Executive Coach & Consultant

“As an accomplished woman of color with 20 years of success across multiple sectors, I partner as an executive coach and consultant with diverse leaders and teams to reach high performance.

I specialize in Leadership Development, Team-Building, Thriving in Change & Accountability.”

Patty Oji is a solutions driven leader committed to building and enhancing discerning and courageous leadership necessary to achieve transformation and impact for individuals and organizations. Patty leverages 20 years of multifaceted experience managing high-level projects and initiatives for national and local clients to guide strategy and planning, organizational sustainability, talent development, new ventures, and more. Through Alpha, she offers trusted coaching and consulting to values-based businesses, which include corporations, government and social impact organizations.

As a dynamic executive coach - with an innate aptitude for listening - she is known for bridging cultures, motivating client performance and developing leadership competencies. She has a strong and proven track record of employing her significant training and education in human/organizational development to galvanize and elevate client performance and outcomes.

Integrity, growth, conscious leadership and values-aligned accountability are hallmarks of her leadership and professionalism. Her clients describe her as a trusted advisor, highly qualified and capable, passionate, a collaborator, committed and knowledgeable.

Patty's credentials include a Bachelor's of Arts (Linguistics, Cross-Cultural Communication and Spanish), Master's Degree in Public Administration, Certified Professional CoActive Coach, International Coach Federation ACC Credential, Certified Practitioner of the Leadership Circle Profile and the Leadership Culture Survey, Organizational and Relationship Systems Coach, training in the Art of Developmental Coaching, Leaders certified by CRR Global, Executive Coach training by the Coaching and Positive Psychology Institute, and native fluency in Spanish.