

# CHICAGO ANTI-RETALIATION ORDINANCE

## CHICAGO LABOR STANDARDS

IF YOU WORK AT LEAST 2 HOURS IN ANY 2 WEEK PERIOD FOR AN EMPLOYER IN CHICAGO,  
YOU ARE COVERED BY THE ANTI-RETALIATION ORDINANCE



### ANTI-RETALIATION

#### PROTECTS EMPLOYEES FROM RETALIATION RELATED TO COVID-19

The **Anti-Retaliation Ordinance** prohibits Employers from taking adverse action against Covered Employees for obeying a quarantine order, isolation order, or order from public authorities having to do with COVID-19, **and for taking care of someone subject to such an order**

The Anti-Retaliation Ordinance applies to **five types of orders**

#	Order	Issued by	Example
1	Stay at home to <b>minimize the transmission</b> of COVID-19	The Mayor, the Governor, or the Chicago Department of Public Health	You are a non-essential employee and there is a stay at home order in effect; or an emergency travel order mandates that you stay at home upon return from out of state
2	Remain at home while <b>experiencing COVID-19 symptoms or sick with COVID-19</b>	Treating healthcare provider	A doctor tells you to stay home because you have COVID-19 symptoms, such as a fever
3	Obey a <b>quarantine order</b> issued to the Covered Employee	Treating healthcare provider	A doctor tells you to stay home for a period of time because you might have been exposed to COVID-19
4	Obey an <b>isolation order</b> issued to the Covered Employee	Treating healthcare provider	A doctor tells you to stay home because you are or might be sick with COVID-19
5	Obey an order issued by the Commissioner of Health regarding the <b>duties of hospitals and other congregate facilities</b>	Commissioner of Health	You work at a hospital, nursing home, or other congregate facility, and your Employer is not abiding by an order to implement certain public health measures



### FILE A COMPLAINT

Call 311, use the CHI 311 app, or file a Complaint Form at  
[www.chicago.gov/laborstandards](http://www.chicago.gov/laborstandards)



For further detail, visit [www.chicago.gov/laborstandards](http://www.chicago.gov/laborstandards) or contact the Office of Labor Standards at [bacplaborstandards@cityofchicago.org](mailto:bacplaborstandards@cityofchicago.org) or 312-744-2211.

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