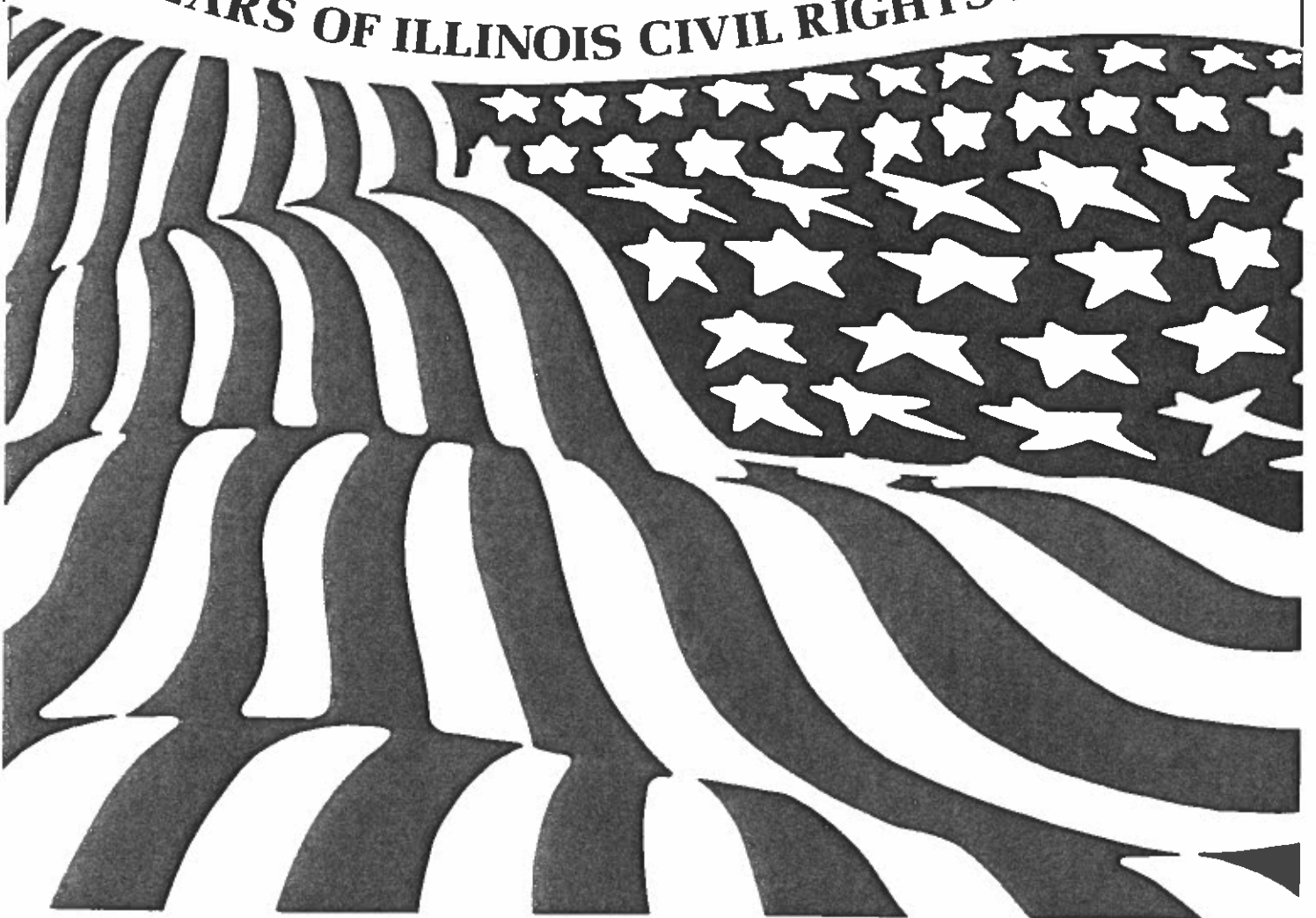


**ILLINOIS DEPARTMENT OF HUMAN RIGHTS**  
**ANNUAL REPORT**



**FISCAL YEAR 1990**

**10 YEARS OF ILLINOIS CIVIL RIGHTS HISTORY**





Jim Edgar  
Governor



STATE OF ILLINOIS  
**Department of Human Rights**  
100 West Randolph Street, Illinois Center, Suite 10-100  
Chicago, Illinois 60601



Rose Mary Bombela  
Director

To The Honorable Jim Edgar  
Governor of Illinois, and the  
Honorable Members of the General Assembly

I am pleased to share with you this annual report of the Illinois Department of Human Rights for fiscal year 1990.

This report reflects the strong and aggressive program of human rights this Department is implementing on behalf of the people of Illinois during the year, and chronicles the last full year of service by Director Joyce E. Tucker.

We are proud of our accomplishments and are proud to share them with you.

Rose Mary Bombela  
Director  
Illinois Department of Human Rights

May 1991

# Illinois Department of Human Rights



## FISCAL YEAR 1990 ANNUAL REPORT

James R. Thompson  
Governor

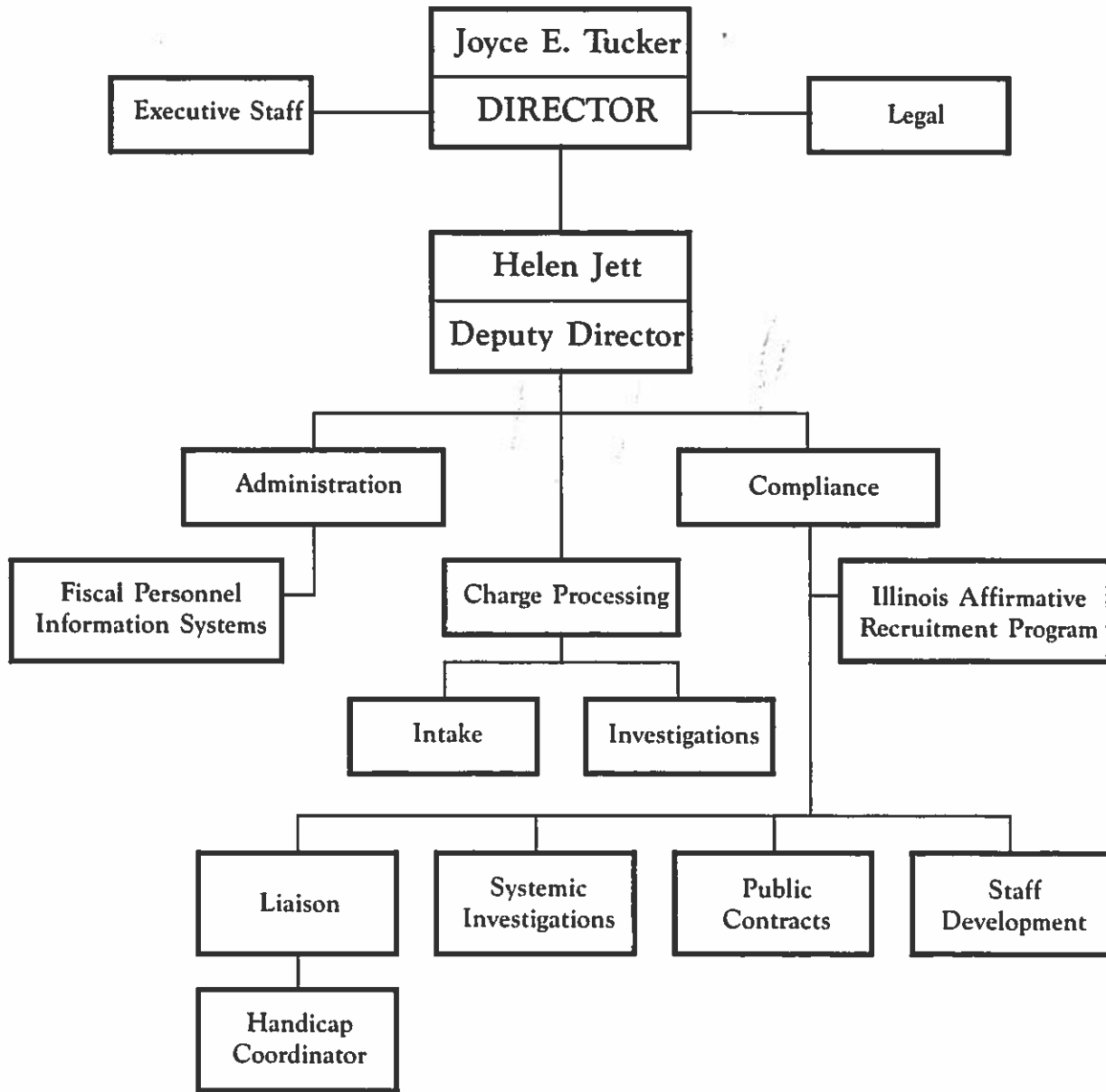
Joyce E. Tucker  
Director

Printed by Authority of the State of Illinois  
(X06316 - 10C - 2/91)

# TABLE OF CONTENTS

Chart of Organization .....	i
Tenth Year Anniversary .....	ii
Introduction .....	iv
Speaking Engagements .....	1
Administration .....	3
Financial Report	
Division Funding	
Budget Review	
Income and Expenditure Statement	
Charge Processing Division .....	7
Data on Charges Docketed	
Processing and Disposition	
Legal Division .....	15
Amendments to the Act	
Compliance Division .....	17
Public Contracts, Systemic Unit,	
Staff Development, Liaison Unit,	
Illinois Affirmative Recruitment Program,	
Handicap Program	

# CHART OF ORGANIZATION



# TENTH YEAR ANNIVERSARY

The Illinois Department of Human Rights marked its tenth anniversary on July 1, 1990.

The history of legislative action against discrimination, however, dates back to 1933 when the Illinois General Assembly passed a bill prohibiting employment discrimination due to race or color on public projects. No remedies or enforcement procedures were provided.

As the nation stepped up industrial output to prepare to wage World War II, women and minorities continued to be excluded from defense jobs despite the great need for more workers. As the need became critical these groups joined the workforce . . . only to see their gains evaporate at war's end.

New York, in 1945, passed the first statewide Fair Employment Practice law. At the start of 1961, 16 of the 17 northern industrial states had enacted such legislation. The one exception was Illinois.

The lack of a fair employment practices law in Illinois may not be attributed to a lack of effort. Unsuccessful attempts were made in each session. They were turned back by the determined opposition of the business community.

At the Federal level, Congress enacted the Civil Rights Act in 1964. Title VII of that law made employment discrimination because of race, color and national origin unlawful. The Equal Employment Opportunity Commission was created to investigate and conciliate charges. Executive Order 11246 was issued in 1965. This Presidential action prohibited discrimination and mandated affirmative action by Federal contractors.

By the 1950's the social climate in Illinois had taken on a new face. Passage of anti-discrimination laws appeared to be more probable.

The growth of the civil rights movement, led by Dr. Martin Luther King, Jr., and other factors resulted in a bi-partisan effort to produce a bill. Determined parliamentary maneuvers combined to frame a bill in 1961, which was signed by Governor Otto Kerner on July 21, 1961.

The preamble stated the purpose "to promote the public health, welfare and safety of the people of Illinois by reducing denial of equality of employment opportunity."

The 1961 Act prohibited employers, labor organizations and employment agencies from discriminating against applicants and employees because of race, color, religion and ancestry. It also protected persons from retaliation when they expressed opposition to discrimination. At the outset, only employers with 100 or more employees were covered.

The Act created the Fair Employment Practices Commission with the power to receive, investigate, and resolve charges of discrimination filed by injured parties.

By January 1, 1965 The Commission had received 596 charges. About 180 were adjusted or conciliated. The rest were dismissed. Despite the stipulation that only employers with 100 or more employees were subject to the law, charges continued to mount. By January, 1970, 3,791 charges had been filed.

In 1971 sex discrimination was added to the law in response to the increasing demands of women for job equality. In 1973 the requirement of affirmative action was placed upon all companies contracting with state agencies.

In 1976 the law's jurisdiction was extended to all employers with 15 or more employees. This made the Illinois law one of the most comprehensive in the nation. But there was a high toll. The expansion of duties was not supported by increased funding. The investigation procedures had become increasingly more complex and time consuming. The resulting backlog of unprocessed charges began to grow. In early 1978 the Illinois Supreme Court ruled the Commission had lost jurisdiction over about 2,000 charges. It observed that 180 days had passed since their filings.

As the state and nation began to attend to the need to guard against discrimination in employment there were other concerns.

Over a 35 year period, serious attention was given to human relations and equal employment opportunity.

In 1943 persons interested in interracial and interfaith harmony formed the private Commission on Human Relations, which was elevated to agency status in 1947 as the Interracial Commission. It was renamed in 1949, the Illinois Commission on Human Relations.

It was the primary vehicle for the resolution of disputes until the Fair Employment Practices Commission started operations in 1962. Although lacking law enforcement authority the human relations agency proved beneficial as the only forum for the presentation of discrimination complaints.

As the civil rights movement gained momentum in the 1960's it became evident agencies of federal, state, and local government needed to respond to the needs of persons with disabilities as well as minorities and women in their work forces.

Executive Order Nine, issued in 1973, created the State Equal Employment Opportunity office with its head reporting directly to the governor, while being housed in the Department of Personnel. In 1976 an Act was signed expanding the coverage of equal opportunity offices to state universities and to the Constitutional officers. It also required every agency to appoint an EEO officer and to submit an annual affirmative action plan.

Affirmative action programs were made more effective on January 1, 1979, when the Illinois Department of Equal Employment was created and elevated to cabinet level status by Governor James Thompson when he signed the bill sealing its creation.

The new department was to be in operation for only 18 months, at which time it was merged into the newly created ILLINOIS DEPARTMENT OF HUMAN RIGHTS.

The emergence of the new agency may be attributed to the formation of a Cost Control Task Force and the national convention of Operation PUSH. Civil rights advocates made it clear there was a need for a refocus on and a strengthening of the civil rights laws in all the states.

The Illinois Human Rights Act was introduced, by the administration, in 1979. The measure called for the consolidation of existing laws and administrative processes addressing civil rights in Illinois.

On December 6, 1979 Governor Thompson signed the law creating the Illinois Department of Human Rights. He signed the bill at the Chicago Historical Society on

the desk at which President Abraham Lincoln had signed the Emancipation Proclamation in 1863. Illinois now had a law which prohibited discrimination in employment, housing, financial credit and public accommodation.

The 19 member Illinois Human Rights Commission was appointed by the Governor on April 2, 1980. Attorney Manuel Barbosa was named chairman.

And on July 1, 1980 the Governor named Joyce E. Tucker the first director of the Illinois Department of Human Rights.

The work was just starting. The Department, during its first year, attended to organizational tasks while receiving, investigating and resolving charges of discrimination.

In its first ten years the agency has received nearly 160,000 inquiries, docketed more than 35,000 charges and completed more than 28,000 investigations.

Through the years the Department has willingly accepted its responsibilities to monitor its own operation and those of other agencies and public contractors. It has responded to issues when brought to the surface, and has consistently worked to find the solutions. Legislative initiatives, and programs to educate the public have been carried out.

"In understanding these tasks, the men and women of the Illinois Department of Human Rights recommit themselves to the mission set forth in the Human Rights Act to promote the public health, welfare, and safety by protecting the interests of all people in Illinois in maintaining their full productive capacities, and in furthering their interests, rights, and privileges as citizens of this state." <sup>1</sup>

Nearly 100 new staff members were hired and trained to fill new positions and vacancies during fiscal year 1990. This thrust came on the heels of administration and legislative efforts which resulted in more than one million dollars being added to the operations budget of the Department, and was a significant factor in pointing to the future.

<sup>1</sup> Illinois Department of Human Rights, "Eliminating Discrimination in Illinois." Ed. Alex Fiedotjew. Chicago: 1990. (Available on request)

# INTRODUCTION

**T**he primary function of the Illinois Department of Human Rights is to administer and enforce the Illinois Human Rights Act and its provisions guaranteeing that all persons in Illinois be free from discrimination in employment, in real estate transactions, in financial lending practices, and in their access to places of public accommodation and the services of public officials.

The Department enforces the law prohibiting discrimination on a wide range of bases: race, color, religion, sex, national origin, ancestry, age (40 and over), marital status, unfavorable military discharge in employment, physical, perceived and mental handicap and arrest record in employment. Discrimination in rental housing against persons with disabilities and families with children under age eighteen is also prohibited. Individuals are also protected against sexual harassment in employment. And finally, sexual harassment of students in higher education is also prohibited.

The Department administers the statutes in several ways. Its primary activities:

- Investigating and attempting to resolve charges alleging violations of the statute.
- Monitoring the employment practices and affirmative action efforts of State executive agencies and of private employers doing business with the State or local governments.
- Providing training and technical assistance to employers and others who seek to comply with the statute.
- Conducting research, holding hearings, and otherwise studying problems which threaten the objectives of the statute, in order to promote better community relations and intergroup harmony.



## SPEAKING ENGAGEMENTS/ PRESENTATIONS — FY '90

### JULY, 1989

Illinois Affirmative Action Officers Association	Chicago
EEO/AA Training (State Agencies)	Chicago & Springfield
International Council of Community Churches' Commission on Social Concerns	New Orleans
Illinois Minority Women's Caucus Conference	Chicago
Council for Disability Rights	Chicago
League United of Latin American Citizens, National Convention	Washington, D. C.
Loyola Institute of Industrial Relations	Chicago
Jones Ware, Grenard Seminar	Chicago
International Association of Official Human Rights Agencies	Washington, D. C.
WSSU Radio	Springfield
NAACP 80th Annual Convention	Detroit, MI
EEOC/IAOHRA Regional Conference	Washington, D. C.

### AUGUST, 1989

Association House	Chicago
Center for Independent Living	Springfield
Illinois Department of Mental Health and Developmental Disabilities	Chicago
National Bar Association	Houston
Northrup Corporation	Arlington Heights
University of Chicago	Chicago
Federal Women's Programs — EEO	Cherry Point, N. C.

### SEPTEMBER, 1989

Rudy Lozano Honors Brunch	Chicago
National Institute for Employment Equity	Columbus, OH
Affirmative Action Association	Kankakee
Bethany Union Community Center	Chicago
Epilepsy Foundation	Chicago
Immigration Reform and Control Act Public Hearing	Chicago
University of Illinois	Urbana-Champaign
Cook County Hospital Officials	Chicago
HUD Conference	Decatur
Secretary of State	Springfield
South Carolina Human Affairs Commission	Columbia, S. C.
Illinois Association of Black Law Enforcement Officers	Lisle
Fall Roundtable, University of Illinois	Urbana

### OCTOBER, 1989

Interagency Anti-Defamation League	Chicago
DePaul University	Chicago
Workshops for State Employees	Springfield & Chicago
Puerto Rican Society	Waukegan
Illinois Department of Energy and Natural Resources	Springfield
5th Legislative Hispanic Advisory Committee	Chicago
Association of Schools of Public Affairs and Administration	Chicago
Illinois Department of Mental Health and Developmental Disabilities	Chicago
Governmental College Relations Council	Chicago

Minority Student Symposium at the Museum of Science and Industry	Chicago
Immigration Reform and Control Act Public Hearing	Chicago
NAACP	Rockford
Illinois Department of Energy and Natural Resources (16 presentations)	Springfield
Housing Seminar	Carbondale
Y-Me Breast Cancer Support Group	Chicago
Illinois Department of Central Management Services	Chicago

### NOVEMBER, 1989

MacNeal Memorial Hospital Cancer Support	Berwyn
Quad City Merit Employers Council	Rock Island
Illinois Association of Hispanic State Employees	Chicago
Illinois Department of Energy and Natural Resources	Champaign
Chicago Foundation for Women	Skokie
Hispanic Alliance for Career Enhancement	Chicago
Minority Career Fair — University of Illinois	Chicago
Department of Energy and Natural Resources (16 presentations)	Urbana

### DECEMBER, 1989

United Black Christian Association United Church of Christ	Chicago
Americans with Disabilities Act Workshop	Chicago
Department of Mental Health and Developmental Disabilities Hispanic Employment Fair	Chicago
Governmental College Relations Council	Chicago
WSNS-TV	Chicago
Illinois Department of Mental Health and Developmental Disabilities	Kankakee
Illinois Department of Rehabilitation Services	Glen Ellyn
Illinois Affirmative Action Officers Association	Normal

### JANUARY, 1990

West Side Veterans Administration Hospital	Chicago
Illinois Association of Hispanic State Employees	Chicago
Youth Motivation	Chicago
All University Minority Career Fair	Chicago
Urban League	Chicago
Department Mental Health and Developmental Disabilities	Chicago
Leadership Conference	Chicago
Triton College	River Grove

### FEBRUARY, 1990

Affirmative Action Association	Chicago
Sangamon State University	Springfield
"Ask An Expert", Definitions of Reasonable Accommodations and Handicap (2)	Chicago
Housing Discrimination Workshop	Chicago
Northwestern University	Evanston
"Ask An Expert"	Chicago
Great Lakes Naval Training Center	Great Lakes
WBBM-TV	Chicago

### MARCH, 1990

Prosser High School	Chicago
Illinois Association of Hispanic State Employees	Chicago
Police Academy	Chicago

MARCH, 1990 *continued*

Sangamon State University	Springfield
Decatur Memorial Hospital	Decatur
Methodist Hospital	Peoria
Illinois Council of Code Administrators Conference	Springfield
"Ask An Expert", Persons with Disabilities	Chicago
Progressive Community Center	Chicago
Veterans Employment Fair	North Riverside
Central Management Services Job Fair	Chicago
SER — Jobs for Progress	Chicago
Northwestern University (Law)	Chicago
Human Relations Conference	Springfield
Secretary of State (2 presentations)	Springfield
Fair Housing Conference (2 presentations)	Rockford
Triton College National Teleconference	River Grove
Illinois Manufacturers Association	Rosemont

APRIL, 1990

Harris YWCA, Cancer Group	Chicago
Christ Hospital Cancer Group	Oak Lawn
Regional Aging Conference	Jacksonville
Veterans Protective League — Job Fair	Dixon
Veterans Job Fair	Aurora
Illinois Association of Hispanic State Employees	Springfield
Central Management Services Job Fair	Dixon
El Hogar del Nino	Chicago
Parent-High School Student Transitional College Preparatory Program	Chicago
DePaul University — Affirmative Action	Chicago
EEO/AA Training (State Agencies)	Chicago & Springfield
Passavant Hospital	Jacksonville
"Ask An Expert", AIDS	Chicago
Women's Conference	Lake Junaluska, N. C.
Chicago State University	Chicago
Veterans Employment Fair	Aurora
Veterans Employment Fair	Dixon
Illinois Department of Professional Regulation	Chicago
Fair Housing Commission	Springfield
Loyola University EEO Conference	Chicago
U. S. Department of Housing and Urban Development	Chicago
Illinois Department of Children and Family Services	Chicago
Illinois Department of Transportation	Chicago
University of Illinois (2 presentations)	Urbana
Fair Housing Seminar	Rock Island
Rural Renter Housing Association	Urbana
Cancer Support Group	Chicago
"Ask An Expert"	Chicago
South Suburban College	South Holland
Fair Housing Board	Springfield
EEO/IIR/IDHR Annual Conference	Chicago

MAY, 1990

Illinois Municipal Human Relations Association, Annual Conference	Chicago
IDHR Adverse Impact Conference	Springfield
Minority and Female Business Enterprise Matchmaker and Award Ceremony	Springfield
Veterans Protective League	Mt. Vernon
Illinois Association of Hispanic State Employees	Chicago

Illinois Affirmative Action Officers Association	Springfield
Legislative Audit Commission	Springfield
Governor's Office Barrier Awareness Day	Chicago
Illinois Department of Employment Security Job Service Employee Committee	Chicago
Sangamon County Legal Professionals	Springfield
"Ask An Expert", Substance Abuse	Chicago
Metropolitan Community Church	Chicago
Minority Veterans Employment Fair	Chicago
Minority Veterans Steering Committee	Chicago
Veterans Employment Fair	Danville
SER Jobs for Progress	Chicago
State Librarians Convention	Springfield
"Ask An Expert"	Chicago
WVON Radio	Chicago
WGCI Radio	Chicago
Anderson and Dub Annual Client Law Update	Chicago
Women Employment Annual Conference	Chicago
University of Illinois Literary Resource Development Center	Chicago
WCIU-TV	Chicago
WSNS-TV	Chicago

JUNE, 1990

Valley View Correctional Center	Valley View
NAACP Conference	Quincy
"Charlando" — WGN-TV	Chicago
Central Management Services Hispanic Job Fair	Peoria
American Cancer Society	Chicago
Mexican Patriotic Committee	Rockford
Illinois Association of Hispanic State Employees	Chicago
WTAQ Radio	La Grange
Latin-American Social Club	Sterling
American Bar Association	Fontana, Wis.
WONX Radio	Evanston
WSNS-TV	Chicago
WOPA Radio	Chicago
"Ask An Expert", Mental Illness	Chicago
CMS Hispanic Employment Fair	Elgin
CMS Hispanic Employment Fair	Rockford
Veterans Employment Fair	Peoria
WIND Radio	Chicago
WPNR Radio	Evanston
American G.I. Forum	Chicago
WCIU-TV	Chicago
WGN-TV	Chicago
League United of Latin American Citizens	Chicago
Association of Latino Affirmative Action Officers	Chicago
California Business Law Institute	Chicago
Illinois Department of Children and Family Services	Springfield
Illinois Department of Corrections	Valley View
Coordinating Council of Proviso Townships	Franklin Park
Chicago Coalition for Immigrant and Refugee Protection	Chicago
ISBA Annual Meeting	Lake Geneva, Wis.
WGCI Radio	Chicago

# ADMINISTRATION

Prepares and monitors the  
annual budget

---

Operates the computerized  
information system

---

Processes personnel  
transactions



# ADMINISTRATION

FINANCIAL REPORT FY '90			DIVISION FUNDING FY '90	
Appropriation Item	Appropriation	Expenditures	Administration	713.6
Personal Services	4187.5	4002.9	Charge Processing	3580.3
Retirement	187.0	179.9	Compliance	923.9
Social Security	322.2	295.7	<b>TOTAL RESOURCES (in thousands)</b>	<b>5217.8</b>
Group Insurance	47.5	39.7		
Contractual Services	162.0	162.0		
Travel	87.3	87.3		
Commodities	30.8	30.8		
Printing	20.2	20.2		
Equipment	56.5	56.5		
EDP	0	0		
Telecommunications	116.8	116.8		
Operation Auto. Equip.	0	0		
<b>TOTALS</b>	<b>5217.8</b>	<b>4991.8</b>		

FEDERAL APPROPRIATIONS AND CONTRACTS FY '90	
HUD Capacity Building Contract	64.0
EEOC Age Contract	111.6
EEOC New Charge Contract	721.7
<b>Total Federal</b>	<b>897.3</b>
<b>Total State</b>	<b>4320.5</b>
<b>COMBINED TOTAL (in thousands)</b>	<b>5217.8</b>

BUDGET REVIEW					
Resources	FY '86	FY '87	FY '88	FY '89	FY '90
General Revenue Fund	2866.9	2819.7	2717.3	3087.1	4320.5
Federal	1070.5	1028.7	1019.7	960.7	897.3
Other	20.0	20.0	20.0	20.0	0
<b>Total Federal</b>	<b>1090.5</b>	<b>1048.7</b>	<b>1039.7</b>	<b>980.7</b>	<b>897.3</b>
<b>TOTAL RESOURCES</b>	<b>\$3957.4</b>	<b>\$3868.4</b>	<b>\$3757.0</b>	<b>\$4067.8</b>	<b>\$5217.8</b>

APPROPRIATIONS AND EXPENDITURE REVIEW					
Appropriations	FY '86	FY '87	FY '88	FY '89	FY '90
State	2866.9	2819.7	2717.3	3087.1	4320.5
Federal	1070.5	1028.7	1019.7	960.7	897.3
<b>TOTAL</b>	<b>\$3937.4</b>	<b>\$3848.4</b>	<b>\$3737.0</b>	<b>\$4047.8</b>	<b>\$5217.8</b>
Expenditures	FY '86	FY '87	FY '88	FY '89	FY '90
State	2660.2	2735.0	2715.0	3082.4	4251.7
Federal	888.3	919.3	952.5	864.7	740.1
<b>TOTAL</b>	<b>\$3548.5</b>	<b>\$3654.3</b>	<b>\$3667.5</b>	<b>\$3947.1</b>	<b>\$4991.8</b>

## INCOME AND EXPENDITURE STATEMENT FY '90

Income (in thousands)	General Revenue Funds	Federal
Appropriations	4320.5	897.3
Reserve	0.0	0.0
Availability for Expenditure	4320.5	897.3
Expenditures (in thousands)		
Salaries	3511.3	491.6
Fringe Benefits	410.4	104.8
Contractual Services	122.3	39.7
Rental Real Property	3.0	0.0
Registration and Conference	3.1	6.5
Rental Office Equipment	18.5	0.0
Rental Motor Vehicle	9.0	.7
Repair and Maintenance	26.2	7.6
Statistical and Tabulating	16.0	10.8
Freight, Express and Drayage	2.1	.2
Professional and Artistic Service	15.5	10.1
Copying, Photo Printing Service	.1	0.0
Association Dues	.6	0.0
Postage	20.0	.1
Subscription and Information Service	4.3	1.8
Court Reporting and Filing Service	0.0	0.0
Contractual Services Miscellaneous	3.9	1.9
Travel Cost	63.5	23.8
Commodities	19.5	11.4
Printing	11.9	8.3
Equipment	48.1	8.4
Telecommunications	64.7	52.1
Total Expenditures	4251.7	740.1
Lapsed Appropriation	68.8	157.2
Plus Reserve	0.0	0.0
Total Lapse	68.8	157.2

### END OF THE YEAR HEADCOUNT

Division	FY '86	FY '87	FY '88	FY '89	FY '90
Administration	18	17	16	16	16
Charge Processing	94	83	83	83	143
Compliance	<u>25</u>	<u>25</u>	<u>26</u>	<u>26</u>	<u>26</u>
<b>TOTAL</b>	<b>137</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>185</b>

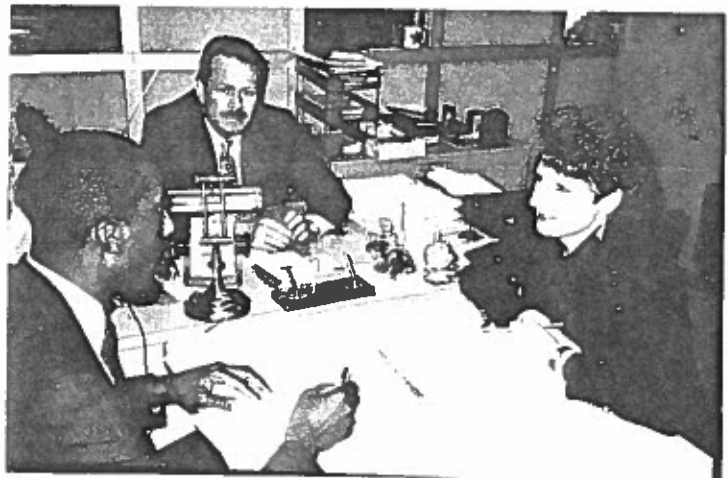
11/11/11

# CHARGE PROCESSING DIVISION

## Charge Intake

---

Charge Investigations in  
employment, housing, financial  
credit, public accommodations  
and sexual harassment of  
students in higher education



# CHARGE PROCESSING

The Human Rights Act prohibits discrimination in Illinois with respect to employment, financial credit, public accommodations, and real estate transactions on the bases of race, color, sex, national origin, ancestry, age, marital status, unfavorable military discharge, and physical or mental handicap and also has jurisdiction to investigate allegations of sexual harassment in higher education.

Within 180 days (360 days for real estate transactions) of the occurrence of an alleged civil rights violation, a resident or employee in Illinois may file a charge of discrimination with the Department. The Charge Processing Division reviews these charges and investigates those for which a legal basis for a charge of discrimination exists. If an investigation reveals substantial evidence of discrimination, division staff encourages conciliation between the affected

parties. The Human Rights Commission reviews all agreements reached through this process; if conciliation fails, the Department files a formal legal complaint with the Commission. Individuals may also file complaints directly with the Commission if the Department is unable to reach a finding within 300 days of receipt of the filed charge.

Intake staff docketed 4,646 charges in fiscal year 1990. Employment charges comprised 94.4 percent of the total; housing 2.4 percent, public accommodations 3 percent and financial credit and sexual harassment in higher education less than one percent.

The Department accepts charges in all the areas depicted in the graphs and charts which follow:

## EMPLOYMENT CHARGES DOCKETED

I. Number	12 Months FY '89		12 Months FY '90	
Average #/month	396.0		366.0	
Average #/week	91.3		84.0	
Average #/day	19.1		17.5	
<b>Total # Docketed</b>	<b>4751.0</b>		<b>4387.0</b>	
II. Types	Total	% of Total Charges *	Total	% of Total Charges *
<b>Bases of Discrimination</b>				
Race	2047	43.1	1686	38.4
Sex **	1092	23.0	1266	28.8
Age	890	18.7	819	18.6
Physical Handicap	840	17.7	791	18.0
Retaliation	606	12.8	585	13.3
National Origin/Ancestry	521	11.0	507	11.5
Mental Handicap	144	3.0	145	3.3
Marital Status	76	1.6	80	1.8
Religion	91	1.9	79	1.8
Color	39	.6	30	.6
Aiding/Abetting	15	.3	20	.4
Coercion/Interference	20	.3	18	.4
Arrest/Conviction Record	29	.5	18	.4
Military Discharge	4	0.0	0	0.0
Other ***	29	.7	9	.2
<b>TOTAL</b>	<b>6433</b>		<b>6053</b>	

\* Percent of total charges filed is greater than 100% because 1,399 charges out of the total 4,571 charges (29.4%) filed in Fiscal Year 1989 and 1,387 charges out of the total 4,387 charges (31.6%) filed in Fiscal 1990 were filed on more than one basis (e.g. race, sex, and physical handicap).

\*\* Includes pregnancy and sexual harassment.

\*\*\* Includes non-jurisdictional bases such as personality conflict.



## CHARGES DOCKETED BY JURISDICTION

Fiscal Years 1986-1990

Jurisdiction	Charges Filed									
	1986	%	1987	%	1988	%	1989	%	1990	%
Employment	4,309	(94)	4,230	(93)	4,527	(91)	4,751	(94)	4387	(94)
Housing	140	(3)	178	(4)	156	(3)	145	(3)	112	(2)
Financial Credit	7	(-)	12	(-)	9	(-)	3	(-)	5	(-)
Public Accommodations	132	(3)	134	(3)	260	(5)	176	(3)	140	(3)
Sexual Harassment, Higher Education	1	(-)	0	(-)	1	(-)	2	(-)	2	(-)
<b>TOTAL</b>	<b>4,589</b>		<b>4,554</b>		<b>4,953</b>		<b>5,077</b>		<b>4646</b>	

## EMPLOYMENT DISCRIMINATION

Issues alleged as an Act of Discrimination \*  
Fiscal Year 1990

Issue	Number	Issue	Number	Issue	Number
Discharge	2384	Failure to Accommodate	107	Training/Apprenticeship	23
Terms and Conditions	649	Unequal Pay	99	Intimidation/Reprisal	17
Harassment	433	Performance Evaluation	91	Referral	15
Sexual Harassment	401	Unequal Job Assignment	76	Position Elimination	15
Promotion	345	Probation	68	Qualification/Testing	10
Wages	334	Racial Harassment	54	Forced Retirement	9
Hiring	252	Union Representation	53	Seniority	5
Lay-off	240	Reduction in Hours	47	Job Classification	5
Suspension	224	Failure to Return		Exclusion	2
Demotion	147	Medical Leave	46	Advertising	2
Written Reprimand	143	Transfer	40	Segregated Facility	2
Benefits	124	Oral Reprimand	36	Tenure	2
Recall	117	Forced Medical Leave	27	Other **	595
Constructive Discharge	111	Forced Resignation	26	<b>TOTAL</b>	<b>7376</b>

\* Includes charges alleging more than one issue as acts of discrimination.

\*\* Includes issues such as failure to issue pay check on time and denial of overtime.

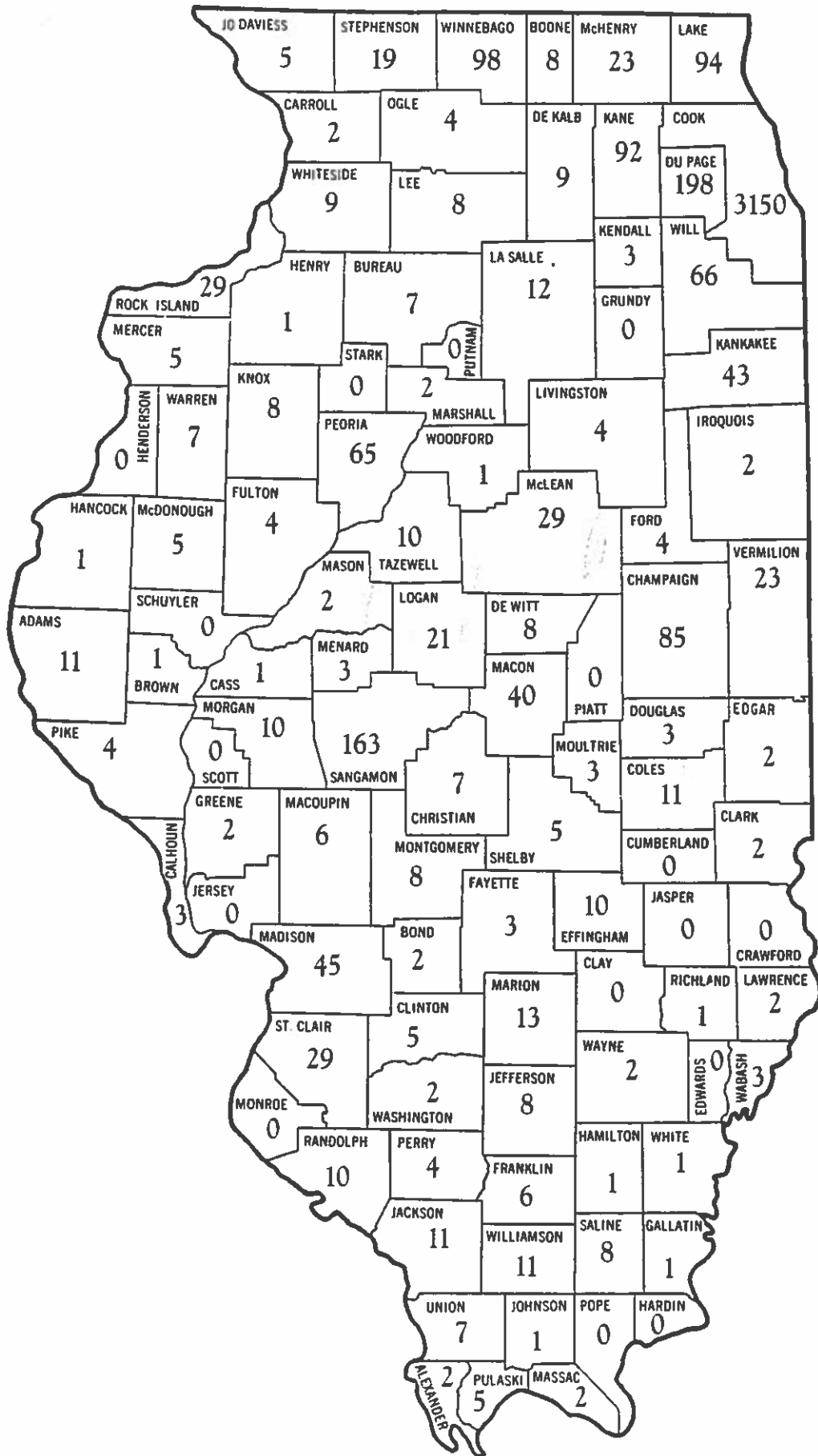
## FY '90 EMPLOYMENT CHARGES

Respondent: By Type	Springfield Office	Chicago Office	Chicago & Springfield Offices Combined
Private Employers	433	3,332	3,765
State Government	45	78	123
Local Government	27	191	218
Colleges and Universities/Public	11	17	28
Colleges and Universities/Private	2	14	16
Elementary and Secondary Schools/Public	10	23	33
Elementary and Secondary Schools/Private	2	5	7
Unions	10	51	61
Joint Apprenticeship Programs	—	—	—
Private Employment Agencies	—	7	7
State Employment Agencies	—	—	—
Individual	35	94	129
<b>TOTALS</b>	<b>575</b>	<b>3812</b>	<b>4387</b>

## DISCRIMINATION CHARGES BY COUNTY — FY '90

County	Housing	Credit	Public Accommodations	Sex-Harrasment Higher Education	Employment	Total
Adams	5		1		5	11
Alexander					2	2
Bond					2	2
Boone					8	8
Brown					1	1
Bureau					7	7
Calhoun					3	3
Carroll					2	2
Cass					1	1
Champaign	6		15		64	85
Christian	2				5	7
Clark					2	2
Clinton					5	5
Coles			1		10	11
Cook	52	3	52		3050	3150
De Kalb	1				8	9
De Witt					8	8
Douglas					3	3
Du Page	16		1		181	198
Edgar					2	2
Effingham			5		5	10
Fayette					3	3
Ford					4	4
Franklin					6	6
Fulton					4	4
Gallatin					1	1
Greene					2	2
Hamilton					1	1
Hancock					1	1
Henry					1	1
Iroquois	1				1	2
Jackson			2		9	11
Jefferson					8	8
Jo Daviess			2		3	5
Johnson					1	1
Kane					92	92
Kankakee			1		42	43
Kendall					3	3
Knox	1				7	8
Lake					94	94
La Salle					12	12
Lawrence					2	2
Lee			1		7	8
Livingston					4	4

County	Housing	Credit	Public Accommodations	Sex-Harrasment Higher Education	Employment	Total
Logan	2		3		16	21
Mc Donough					5	5
Mc Henry					23	23
Mc Lean			2		27	29
Macon	1		10		29	40
Macoupin					6	6
Madison			8		37	45
Marion	4				9	13
Marshall					2	2
Mason					2	2
Massac			1		1	2
Menard			2		1	3
Mercer					5	5
Montgomery			3		5	8
Morgan					10	10
Moultrie					3	3
Ogle					4	4
Peoria			3		62	65
Perry			2		2	4
Pike					4	4
Pulaski					5	5
Randolph			1		9	10
Richland					1	1
Rock Island	1				28	29
St. Claire	3	1	1		24	29
Saline					8	8
Sangamon	12	1	17	2	131	163
Shelby					5	5
Stephenson					19	19
Tazewell					10	10
Union					7	7
Vermilion			1		22	23
Wabash					3	3
Warren					7	7
Washington			1		1	2
Wayne			1		1	2
White					1	1
Whiteside					9	9
Will	4		1		61	66
Williamson					11	11
Winnebago	1		1		96	98
Woodford			1			1
<b>TOTALS</b>	<b>112</b>	<b>5</b>	<b>140</b>	<b>2</b>	<b>4387</b>	<b>4646</b>



## BASES ON WHICH CHARGES WERE FILED IN FY '90

### For Housing, Financial Credit and Public Accommodations

	Housing		Financial Credit		Public Accommodations	
	#	% *	#	% *	#	% *
Race	42	37.5	73	52.1	5	100
Religion	1	.9	4	2.9	—	—
National Origin	5	4.5	10	7.1	—	—
Sex	21	18.6	15	10.7	—	—
Retaliation	1	.9	4	2.9	—	—
Physical Handicap	13	11.6	31	22.1	—	—
Mental Handicap	—	—	6	4.3	—	—
Other	4	3.6	2	1.4	—	—
Age	—	—	3	2.1	—	—
Marital Status	30	26.8	5	3.6	—	—
Exclusion of Children	16	14.3	—	N/A	—	N/A
<b>TOTALS</b>	<b>133</b>		<b>153</b>		<b>5</b>	

\* These percentages total more than 100% because some charges were filed under more than one basis, e.g., failure to rent because of race and sex.

## DISPOSITION OF COMPLETED INVESTIGATIONS BY DIVISION

	Fiscal Year 1990		Totals
	Charge Processing Division	Compliance Systemic Unit	
<b>Substantial Evidence</b>	370	70	440
<b>Settlements</b>			
Adjusted with Terms	502	12	514
Adjusted and Withdrawn	414	29	443
<b>Dismissals:</b>			
Lack of Substantial Evidence	935	87	1022
Failure to Proceed by Complainant	638	24	662
Lack of Jurisdiction	164	39	203
Withdrawn by Complainant	645	26	671
<b>TOTAL</b>	<b>3668</b>	<b>287</b>	<b>3955</b>

## DISPOSITION OF COMPLETED INVESTIGATIONS

Fiscal Years 1986-1990

	1986		1987		1988		1989		1990	
Inquiries Received	18,045		15,111		17,797		21,984		20,985	
Charges Filed	4,589		4,554		4,953		5,077		4,646	
Completed Investigations	3,484		3,547		3,636		3,635		3,955	
	1986		1987		1988		1989		1990	
	No.	%	No.	%	No.	%	No.	%	No.	%
Substantial Evidence	452	(13.0)	579	(16.3)	545	(15.0)	378	(10.4)	440	(11.1)
Settlements	633	(18.2)	716	(20.3)	821	(22.6)	885	(24.3)	957	(24.2)
Withdrawn by Complainant	413	(11.9)	420	(11.8)	447	(12.3)	440	(12.1)	671	(17.0)
Dismissals										
Lack of Substantial Evidence	1193	(34.2)	1028	(29.0)	1013	(27.8)	1225	(33.7)	1022	(25.8)
Lack of Jurisdiction	164	(4.7)	157	(4.4)	203	(5.6)	191	(5.3)	203	(5.1)
Complainant's Failure to Proceed	629	(18.1)	647	(18.2)	607	(16.7)	516	(14.2)	662	(16.7)



# LEGAL DIVISION

Files complaints of  
civil rights violation with the  
Human Rights Commission

---

Responds to requests for  
review of dismissals

---

Conciliates cases and  
files terms of settlement

---

Issues notices of dismissal  
and closes cases

---

Reviews  
substantial evidence findings

---

Analyzes legislative bills

---

Makes presentations at  
seminars & training workshops

---

Responds to public's requests  
for interpretation of the  
Human Rights Act

---

Consults weekly with  
investigation groups

# LEGAL DIVISION

The staff attorneys review investigation reports recommending findings of substantial evidence of discrimination, conciliate cases for full relief, and file complaints of civil rights violation with the Human Rights Commission. Staff attorneys also draft responses to complainant's request for review of dismissals. Staff attorneys began representing the state in housing complaints before the Commission.

In addition to typing complaints, responses to requests for review and terms of settlement, legal clericals send out notices of dismissal to all parties in cases where findings of lack of substantial evidence, lack of jurisdiction or failure to proceed are made. The clericals also send out notices of substantial evidence and close out all cases where final proceedings have been completed. At one stage or another all charges filed with the Department are processed by the Legal Division.

Each staff attorney has an area of legal specialization and throughout the year, attorneys give numerous presentations to agency, community and university groups across the state on topics such as handicap, sex, age and race discrimination.

In addition to responding daily to the public's inquiries about the Human Rights Act's coverage, the attorneys provide a monthly continuing legal update program called "Lunch with Legal" which is open to all agency staff.

## FY '90 — LEGAL PRODUCTION

Complaints of Civil Rights Violation	659
Responses to Requests for Review	550
Terms of Settlement from Conciliation	53
Substantial Evidence Reviews	789
Notices of Dismissal	2061
Cases closed	2527

	FY'86	FY'87	FY'88	FY'89	FY'90
Complaints Filed	242	509	412	485	659
Response to Request for Review	470	413	420	534	550
Settlements in Conciliations	58	48	26	34	53





# COMPLIANCE DIVISION

Equal employment opportunity  
and affirmative action compliance  
of executive State agencies and  
Illinois public contractors

---

Equal employment opportunity  
and affirmative action training

---

Systemic investigation  
of discriminatory patterns  
and practices

---

Affirmative Recruitment

---

Handicap Program Coordination



# COMPLIANCE DIVISION

The Compliance Division of the Illinois Department of Human Rights, with four units and two special programs, provides a broad range of services.

All the Division's units and programs are administered in the Chicago office, except the handicap program coordinator, who is located in the Springfield office.

## STATE AGENCY LIAISON UNIT

The Liaison unit monitors the affirmative action programs for executive state agencies, boards, commissions, and instrumentalities as prescribed in Section 2-105(B) and 7-105 of the Illinois Human Rights Act. All covered entities must practice equal employment opportunity and affirmative action in employment. The Rules & Regulations for the Department states the methods by which the Department monitors and assists agencies in meeting these obligations.

The Liaison unit provides a wide range of ongoing and customized technical assistance to state agencies and other entities to enhance, strengthen and provide their equal employment opportunity/affirmative action compliance obligations, addressing all aspects of employment including but not limited to recruitment, testing, selection, training, promotions, layoffs and terminations.

The following state agencies submitted FY '90 Affirmative Action Plans that were approved:

1. Abandoned Mined Lands Reclamation Council
2. Aging, Illinois Department on
3. Agriculture, Illinois Department of
4. Alcoholism and Substance Abuse
5. Arts Council, Illinois
6. Attorney General
7. Banks and Trusts, Commissioner of
8. Capital Development Board
9. Central Management Services
10. Children and Family Services
11. Civil Service Commission
12. Commerce and Community Affairs
13. Commerce Commission
14. Comptroller
15. Conservation, Department of
16. Corrections, Department of
17. Criminal Justice Information Authority
18. Education, State Board of
19. Educational Labor Relations Board
20. Elections, State Board of
21. Emergency Services & Disaster Agency, Illinois
22. Employment Security, Illinois Department of
23. Energy and Natural Resources
24. Environmental Protection Agency, Illinois
25. Financial Institutions
26. Governor's Office
27. Governor's Purchased Care Review Board
28. Guardianship and Advocacy Commission
29. Higher Education, Board of
30. Historic Preservation Agency
31. Human Rights, Illinois Department of
32. Human Rights Commission
33. Illinois Development Finance Authority
34. Illinois Health Care Cost Containment Council
35. Illinois Housing Development Authority
36. Illinois Industrial Commission
37. Insurance, Illinois Department of
38. Investment, Illinois State Board of
39. Labor, Illinois Department of
40. Lieutenant Governor's Office
41. Liquor Control Commission
42. Local Government Law Enforcement Officers Training Board
43. Local Labor Relations Board
44. Lottery, Department of
45. Medical Center Commission
46. Mental Health and Developmental Disabilities, Department of
47. Military Affairs, Department of
48. Mines & Minerals, Department of
49. Nuclear Safety, Department of
50. Office of Public Counsel
51. Pollution Control Board

52. Prairie State 2000 Authority
53. Prisoner Review Board
54. Professional Regulation, Illinois Department of
55. Property Tax Appeal Board
56. Public Aid, Illinois Department of
57. Public Health, Illinois Department of
58. Racing Board, Illinois
59. Rehabilitation Services, Department of
60. Revenue, Illinois Department of
61. Savings and Loan Commission
62. Secretary of State
63. State Employees' Retirement System
64. State Fire Marshall
65. State Police, Department of
66. State Labor Relations Board
67. Student Assistance Commission  
(formerly Scholarship Commission, Illinois State)
68. Teachers Retirement System
69. Toll Highway Authority, Illinois
70. Transportation, Illinois Department of
71. Treasurer, Illinois State
72. Veterans Affairs, Department of

The following state agencies submitted Affirmative Action Plans that were not approved on first submittal due to deficiencies. Department staff provided technical assistance to these agencies to bring their respective FY '90 Affirmative Action Plans into compliance:

1. Aging, Department of
2. Attorney General, Office of
3. Central Management Services, Department of
4. Children & Family Services, Department of
5. Commerce & Community Affairs, Department of
6. Comptroller
7. Corrections, Department of
8. Employment Security, Department of
9. Guardianship & Advocacy Commission
10. Insurance, Department of
11. Mental Health & Development Disabilities,  
Department of
12. Military Affairs, Department of
13. Nuclear Safety, Department of

The following state agencies received a "Notice to Show Cause" for failure to submit their FY '90 Affirmative Action Plan as mandated per Chapter II, Section 2520.760(a) and authorized per Chapter II, Section 2520.797(a) of the

Department's Rules and Regulations. All agencies subsequently submitted their plans:

1. Comptroller
2. Liquor Control Commission

## UNIT ACCOMPLISHMENTS

For the second consecutive year every state agency under the jurisdiction of the Human Rights Act was able to develop and have approved an Affirmative Action Plan in accordance with the stringent requirements of the Department of Human Rights.

Fifteen Illinois state agencies reached parity by having attained or surpassed affirmative action goals in hiring and promotion of minority and female employees in all their offices in the state. The distinction was attained by careful analysis of the hiring and promotion records of the agencies and a study of the labor forces in 11 DHR regions in eight Equal Employment Opportunity categories. The agencies which reached parity are:

Alcoholism & Substance Abuse  
 Civil Service Commission  
 Governor's Purchased Care Review Board  
 Human Rights Commission  
 Human Rights, Department of  
 Illinois Health Care Cost Containment Council  
 Local Labor Relations Board  
 Medical Center Commission  
 Office of Public Counsel  
 Pollution Control Board  
 Prairie State 2000 Authority  
 Prisoner Review Board  
 State Board of Investment  
 State Labor Relations Board  
 Teachers' Retirement System

## PUBLIC CONTRACTS UNIT

The mission of the Public Contracts Unit (PCU) is to monitor and enforce the compliance of enterprises holding public contracts with the non-discrimination and affirmative action requirements set forth in the Illinois Human Rights Act and the Public Contracts Rules and Regulations of the Illinois Administrative Code. This mission was accomplished by carrying out the following activities:

1. Registration of potential state bidders and the maintenance of records pertaining to bidder eligibility status.
2. Compliance reviews of public contractors to determine adherence to the Act and the Rules.
3. Technical assistance provided to individual contractors, contracting units, community organizations and units of the Department of Human Rights.

4. Oversight of the EEO/AA monitoring programs operated by other units of state government with regard to public contractors.
5. Assistance to Minority and Female Business Enterprises (MFBEs) as necessary to fulfill the Department's responsibility as a statutory member of the Minority and Female Business Enterprise Council (MFBEC).

### COMPLIANCE REVIEWS OF PUBLIC CONTRACTORS

Compliance reviews conducted on public contractors examine contractor affirmative action plan and the degree of effort expended by the contractors toward meeting the commitments made in their plans. The contractor's personnel practices as they pertain to the recruitment, selection, promotion, and compensation of minority and female workers are also examined during the review.

A total of 182 public contractors were reviewed by the PCU during FY '90. This represented a 23% increase over the number of contractors reviewed during FY '89 (148).

### REGISTRATION OF BIDDERS SEEKING ELIGIBILITY FOR COMPETITIVELY-BID CONTRACTS

Department rules require that any prospective bidder on a public contract subject to the competitive bidding requirement of the Illinois Purchasing Act register with the Department prior to bid opening. Upon submission of a properly completed and notarized Employer Report Form, the registrant is assigned an IDHR Bidder Identification Number to evidence its eligibility to bid on state contracts. This number must accompany all bids.

- During FY '90, PCU received 5,209 Employer Report Forms from prospective bidders and processed 4,719 forms.
- At the end of the fiscal year, 59,497 vendors had registered with the program since its inception in 1973.
- PCU staff received and answered 9,078 inquiries from vendors, contracting agencies, and the public during FY '90.

### MINORITY/FEMALE BUSINESS ENTERPRISE COUNCIL ACTIVITY

Under the Minority and Female Business Enterprise Act of 1989, the Department is a statutory member of the Minority and Female Business Enterprise Council (MFBEC). PCU staff have been assigned the task of carrying out the responsibilities accruing to IDHR as result of its membership on the Council.

An IDHR representative served as a member of MFBE's Compliance Plan Committee and participated in the review

and approval of the annual MFBE compliance plan submitted by each of the 65 agencies subject to the Act. This representative also attended monthly meetings of the Certification Committee called to review investigation reports on companies seeking certification as minority or female businesses.

During FY '90, the Council was empowered to receive and hear testimony regarding discrimination experienced by vendors in the state procurement processes and to establish a set-aside program for those products and services where discriminatory exclusion of minority and female vendors was found to exist. An IDHR representative participated in the committee formed to establish procedures for receiving and processing vendor discrimination complaints.

As in past years PCU staff participated in the MFBE matchmaker held in Springfield in May, 1990 and attended by over 600 vendors. They also assisted over 800 vendors individually and conducted 10 certification on-site investigations at the request of MFBE.

### SYSTEMIC UNIT

The Systemic Unit investigates and initiates charges in those instances where discriminatory patterns and practices have been identified. The major investigations completed during the Fiscal Year 1990 included the following:

- A union that used a job referral system which had a disparate impact on minority union members.
- A corporation which allegedly terminated its older employees based on a perceived handicap or a physical handicap.
- A transportation company which allegedly terminated employees who admitted they had a physical or mental handicap (drug or alcohol dependency).
- A company which allegedly assigned sales locations to its sales agents based on race.

Two hundred eighty-seven charges were completed. The monetary awards negotiated directly or indirectly by Unit staff during the year amounted to \$151,988.57.

	FY '88	FY '89	FY '90
Substantial Evidence	65	38	70
Dismissals:			
Lack of Substantial Evidence	190	353	87
Lack of Jurisdiction	6	6	39
Failure to Proceed	26	14	24
Withdrawn	12	18	26
Settlements (*)	<u>34</u>	<u>50</u>	<u>41</u>
	333	479	287

(\*) Settlements are comprised of adjusted with terms and adjusted and withdrawn charges.

## STAFF DEVELOPMENT/ PUBLIC INFORMATION

The Staff Development Unit provides training, throughout the year, to departmental staff and to public and private agencies, to educational institutions and to community organizations.

The primary activity during Fiscal Year 1990 was the coordination of training and orientation for nearly 100 new and replacement staff members. Most were hired as the result of a supplemental personnel services appropriation amounting to more than one million dollars.

Staff refined and restructured the in-service training program to meet the demands for training due to the influx in staff. In recognition of the need to expand the audio-visual support for human rights investigator training, the unit staff produced more than 90 hours of videotapes.

The resulting tape library has given the agency a resource for individual or group training on an as needed basis.

New investigator training was provided for 60 persons. Slight modification of the training modules accommodated the training needs of 28 new attorneys, investigations supervisors, clerical personnel and other specialists.

General orientation programs were carried out for 18 other Department and Human Rights Commission personnel.

Unit personnel worked in cooperation with Charge Processing supervisors to provide four special training programs.

Services to outside agencies included the following:

Speaking engagements conducted by Unit staff; 17

Speaking engagements coordinated by  
the speakers bureau. 63

One unit staff member provided planning and leadership as the Department conducted the annual Spring conference in conjunction with the Illinois Municipal Human Relations Association.

The Director honored a unit staff member with a nomination for an award recognizing long standing efforts on behalf of the civil rights movement. The International Association of Official Human Rights Agencies makes this annual presentation.

The Department's Employee Assistance Program is supervised by a unit staff member, who provided referral and follow up services for six employees.

Unit staff provided technical support for the "Ask An Expert" and "Lunch With Legal" program series presented by the handicap program coordinator and the Legal Division, respectively.

Unit outreach was also measured by the following:

News Releases distributed	15
Media Contacts	174
Information or Literature requests	118
Technical Assistance Contacts	329

## ILLINOIS AFFIRMATIVE RECRUITMENT PROGRAM

The Illinois Affirmative Recruitment Program (IARP) continued to provide a valuable link between minorities, women and people with disabilities who are seeking employment, and state agencies working to meet their affirmative action goals.

A major function is to provide state agencies with technical assistance in the development and implementation of their own affirmative action recruitment efforts. IARP services include recruitment training, resource development, planning and program evaluation and direct linkages with recruitment sources.

Technical assistance was provided to 34 state agencies in an array of services throughout the year, including the following:

- Minority recruitment
- Selection procedures
- Recruitment referral sources
- Planning and coordinating career fairs
- Utilization of the Spanish speaking option in selections\*
- Program evaluation process
- Developing statewide recruitment programs

### Placements by Agency and Position Title

Summary: State Agencies: 27  
Placements: 222

Alcoholism and Substance Abuse — 1  
Administrative Assistant III (1)

Attorney General — 3  
Administrative Assistant (2)  
Clerk Typist (1)

Banks and Trusts — 1  
Financial Institutions Examiner Trainee (1)

**Children and Family Services — 42**

Accountant IV (1)  
Child Protective Investigator (6)  
Child Welfare Specialist I (14)  
Child Welfare Specialist II (8)  
Office Assistant (2)  
Office Associate (1)  
Social Services Career Trainee (10)

**Corrections — 9**

Correctional Counselor I (1)  
Corrections Parole Agent I (4)  
Youth Supervisor Trainee (4)

**Employment Security — 12**

Employment Security Program  
Representative, Intermittent (8)  
Hearings Referee (3)  
Internal Auditor (1)

**Environmental Protection Agency — 2**

Environmental Protection Engineer (1)  
Life Sciences Career Trainee (1)

**Financial Institutions — 2**

Financial Institutions Examiner Trainee (2)

**Governor, Office of the — 1**

Administrative Assistant (1)

**Governor's Planning Council on  
Developmental Disabilities — 1**

Board Member (1)

**Guardianship and Advocacy Commission — 4**

Guardianship Representative I (4)

**Human Rights — 33**

Human Rights Investigator I (28)  
Human Rights Investigations Supervisor (2)  
Office Associate (1)  
Technical Advisor II (2)

**Human Rights Commission — 6**

Administrative Assistant I (1)  
Administrative Law Judge (2)  
Office Assistant (3)

**Illinois Education Labor Relations Board — 1**

Technical Advisor I (1)

**Illinois Student Assistance Commission — 1**

Client Relations Representative (1)

**Industrial Commission — 1**

Court Reporter (1)

**Insurance — 2**

Insurance Analyst I (1)  
Office Assistant (1)

**Mental Health — 40**

Executive III (1)  
Licensed Practical Nurse I (2)  
Mental Health Technician Trainee (31)  
Office Assistant (1)  
Psychologist (1)  
Registered Nurse (4)

**Professional Regulation — 1**

Health Services Investigator I (1)

**Public Aid — 30**

Accounting and Fiscal Administration Career Trainee (3)  
Office Assistant (5)  
Office Clerk (2)  
Programmer Analyst (1)  
Public Aid Eligibility Assistant (4)  
Public Aid Income Maintenance Specialist I (11)  
Social Services Career Trainee (2)  
Switchboard Operator I (1)  
Technical Advisor IV (1)

**Public Health — 6**

Life Sciences Career Trainee (3)  
Office Assistant (2)  
Sanitarian I (1)

**Rehabilitation Services — 9**

Human Relations Representative (2)  
Office Assistant (1)  
Rehabilitation Case Coordinator I (3)  
Rehabilitation Counselor Trainee (3)

**Revenue — 4**

Office Clerk (2)  
Taxpayer Service Representative (2)

**Secretary of State — 5**

Administrative Assistant (1)  
Administrative Hearings Officer (1)  
Public Service Assistant (2)  
Public Service Representative (1)

**State Police — 2**

Forensic Scientist Trainee (1)  
State Trooper (1)

**Toll Highway Authority — 2**

Data Processor I (1)  
Toll Collector (1)

**Transportation — 1**

Highway Maintainer (1)

## STATISTICAL SUMMARY OF SERVICES SKILLS BANK

SEX	WHITE	BLACK	HISPANIC	ASIAN	AM. IND.	DISABLED *	TOTAL
Female	51	188	167	4	1	(16)	411
Male	<u>73</u>	<u>151</u>	<u>152</u>	<u>16</u>	<u>2</u>	<u>(35)</u>	<u>394</u>
<b>TOTAL</b>	124	339	319	20	3	(51)	805

\* All figures for people with disabilities are recorded in parenthesis and not included in the total, having already been counted by race.

## JOB PLACEMENTS

The 222 persons placed by the program were recorded as follows:

SEX	WHITE	BLACK	HISPANIC	ASIAN	AM. IND.	DISABLED *	TOTAL
Female	6	43	80	2	1	( 5)*	132
Male	<u>4</u>	<u>31</u>	<u>52</u>	<u>2</u>	<u>1</u>	<u>( 6)</u>	<u>90</u>
<b>TOTAL</b>	10	74	132	4	2	(11)	222

\* All figures for people with disabilities are recorded in parenthesis and not included in the total, having already been counted by race.

## SPECIAL PROJECTS

### Protected Class Veteran's Employment

A special employment fair was coordinated for minority, female and disabled veterans. A coalition of twenty protected class veteran's organizations and almost 500 veterans participated in the job fair.

The IARP was also at job fairs coordinated by the Veteran's Protective League, Central Management Services and the Department of Veterans Affairs.

### Community Outreach

The IARP's unique relationship with recruitment sources throughout the state was incorporated in the Department's community education outreach campaign. The IARP was in contact with community based organizations, professional associations and colleges and universities. The staff worked with most of the media and appeared on over a dozen radio and television programs.

In addition, the Department maintains a database of community organizations, colleges and universities which are used in recruitment efforts.

## DISABILITY PROGRAM

The disability program serves to inform people with disabilities of their rights, and to remind employers, landlords and owners of public places of their responsibilities under the disability provisions of the Act. These functions are carried out through the publication and distribution of educational materials, presentation of seminars, and consultation provided by the disability program coordinator to members of the public. The coordinator also represents the agency on committees and at events that deal with disability-related subjects.

### The "Ask An Expert" Series of Programs

Seven educational programs in the "Ask An Expert" series, which was initiated by the coordinator in FY '85, were held in FY '90. Offered in an effort to educate the community about the disability requirements of the Act, this series was free and open to the public. More than 60 Chicago employers, law firms, universities, city, state, and federal agencies attended the series this year. On the average, 56 people attended each program. Subjects addressed in FY '90 included: AIDS, substance abuse, mental illness, resources for people with disabilities, reasonable accommodation, and the definition of "handicap". Most of the programs were held in Chicago. Sessions are planned for Decatur and Springfield.

### Consultation and Distribution of Materials

The coordinator provided information and assistance to 125 persons and organizations during the year. On 11 occasions, press contacts were made by the coordinator, including letters to the editor, news releases, articles for disability newsletters, and interviews with the coordinator by broadcast and print media. Nearly 2,500 copies of information sheets dealing with disabilities were distributed in response to requests from people throughout the state. One thousand brochures on learning disabilities were mailed during the year. Four hundred fifty epilepsy brochures were provided when requested. More than 150 sets of information sheets for employers were distributed. Thirty four cancer brochures and 28 copies of the Department's handicap discrimination rules were sent out to Illinois residents.

### Speaking Engagements

The coordinator spoke to 10 groups made up of nearly 300 people during the year. Speaking engagements included participation in state-wide conferences, guest speaker to university classes, and a number of presentations to patient advocacy groups. The coordinator also represented the agency by staffing information tables at the following special events: Barrier Awareness Day, Community Agency Night, and Sangamon State University Job Placement Conference for Students with Disabilities.

### Special Projects

The coordinator initiated an educational campaign concerning the 1989 housing amendment to the Act, as it relates to people with disabilities. An information sheet on the housing rights of people with disabilities was written and issued. Over 700 copies of the sheet were distributed around the state, and the sheet was reprinted in two disability newsletters. The coordinator made presentations on the housing amendment at seminars for people with disabilities on two occasions and to a group of local building code administrators on another occasion. The coordinator was also interviewed on a radio program about how the changes in the law will benefit people with disabilities.

### Committee Involvement

The coordinator represents the Director as the co-chair of the state Interagency Committee on Handicapped Employees. Composed of five agencies and four disabled state employees appointed by the Governor, the committee studies issues of concern to state employees with disabilities. The Committee conducted a disability education workshop that included a variety of exhibits and a barriers course for persons in wheelchairs.

Also, 400 copies of brochures written by the committee were sent to interested parties.

The coordinator also serves on the Service and Rehabilitation Committee of the Illinois Division of the American Cancer Society. An information sheet written by the Department and the Cancer Society on insurance options was issued. For Cancer Survivors Day, the Department and the Cancer Society issued a news release about insurance and employment issues facing people with cancer.

### Analysis of Disability Cases

The following table shows the types of disabilities involved in Department charges (all jurisdictions) and the percentage changes in these charges from FY '89 to FY '90. Overall, disability charges were down 4.5% from FY '89, but all Department charges were down 7.8% from last year. This year back injuries made up the largest category of disability charges and substance abuse the second largest category. Last year those were the two largest categories, but their rankings were reversed. Some new categories were added to the data collection system this year. Added physical disabilities are neurological disorder, digestive disorder, respiratory disorder, hypertension, alcoholism, arthritis and carpal tunnel syndrome. Added mental disabilities are bipolar disorder, learning disability and perceived mental disability.



## TYPES OF DISABILITIES INVOLVED IN FY '90 CASES \*

### All Jurisdictions

Type of Disability	Number Filed	Percentage of Cases	Percentage of Change from FY '89
<b>I. Physical Disabilities</b>			
Back Injuries	118	14.1	+ 19.0
Substance Abuse	76	9.1	- 30.0
Mobility Impairment	68	8.1	+ 13.0
Heart Disorder	45	5.4	+ 2.2
Visual Impairment	44	5.3	+ 26.0
Epilepsy	41	4.9	+ 46.0
Cancer	34	4.1	+ 36.0
Diabetes	33	4.0	- 23.0
Hearing Impairment	31	3.7	0.0
AIDS	18	2.2	- 14.3
Alcoholism	17	2.0	**
Respiratory Impairment	16	1.9	**
Hypertension	14	1.7	**
Degenerative Disorder	13	1.6	- 19.0
Arthritis	13	1.6	--
Neurological Disorder	12	1.4	--
Speech Impediment	10	1.2	+150.0
Carpal Tunnel Syndrome	10	1.2	**
Digestive Disorder	9	1.1	**
Kidney Disorder	7	.8	- 46.0
Perceived Disability	51	6.1	+ 46.0
Other	<u>155</u>	<u>18.6</u>	<u>- 52.0</u>
	<b>835</b>		<b>- 5.5</b>
<b>II. Mental Disabilities</b>			
Bipolar Disorder	24	15.9	**
Learning Disability	8	5.3	**
Perceived Mental Disability	17	11.3	**
Other Mental Illness	<u>102</u>	<u>67.5</u>	<u>**</u>
	<b>151</b>		<b>+ 2.0</b>
<b>III. Total Disabilities</b>			
	<b>986</b>		<b>- 4.5</b>

\* These figures include cases that may be filed under other bases, e.g., race, etc.

\*\* This category was not captured in data systems in previous years.

## CHANGES IN EXISTING LAW

### **Public Act 86-1343 (HB 3597) — Effective 1-1-91**

This bill is a technical cleanup of a previous bill insofar as it deletes the word "or" in the listing of jurisdictional coverage of the Human Rights Act and replaces it with a comma at Sections 1-102, 7-106 and 7-108.

This bill also defines the term "eligible bidder" and adds this term to the public contracts sections of the Human Rights Act, Sections 2-105(A) and (C). Eligible bidders are persons who prior to a bid opening have filed a sworn and completed employer report form (PC-1) with the Department. This bill now requires both public contractors and eligible bidders to refrain from unlawful discrimination in employment, to undertake affirmative action, comply with agency procedures and provide relevant information to the Department.

Finally, this bill adds a new Section, 7-109.1, to the Illinois Human Rights Act which provides for the administrative closing of charges pending before the Department if the issues involved in the case before the Department are the same as those being litigated in a federal or a state court proceeding.

### **Public Act 86-1004 (SB 734) — Effective 7-1-90**

This bill requires state agencies to comply with affirmative action and promote equal opportunity for all state residents. The affirmative action plans are to include the following race and national origin categories: African-American, Hispanic or Latino, Native American, Asian, or other categories required by Department. Each fiscal year written reports recommending improvements or corrections needed with regard to hiring, recruiting or promotions must be filed.

### **Public Act 86-1411 (HB 3894) — Effective 9-11-90**

This bill requires state agencies which have failed to meet the goals in equal employment opportunity or affirmative action to establish training programs for the preparation and promotion of individuals affected by the failure. The Department, either by rule or regulation, has been mandated to implement this amendment.



Joyce E. Tucker, Department of Human Rights Director for its first ten years, addresses a noon-hour audience on the concourse of the State of Illinois Center, Chicago.