

ILLINOIS DEPARTMENT OF
Human Rights

ROD R. BLAGOJEVICH, GOVERNOR
ROCCO J. CLAPS, DIRECTOR



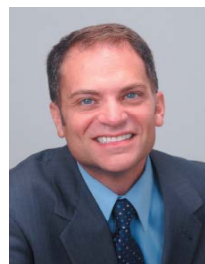
2006

ANNUAL REPORT





Rod R. Blagojevich
Governor



Rocco J. Claps
Director

TO: THE HONORABLE GOVERNOR ROD R. BLAGOJEVICH
AND THE MEMBERS OF THE GENERAL ASSEMBLY

Dear Friends,

We are pleased to present to you this annual report of the Illinois Department of Human Rights for fiscal year 2006. On behalf of the State of Illinois, the Department's staff members, and the people who benefit from our programs and services, I thank you for your support of our efforts and accomplishments.

The Department's staff and I would like to thank Governor Rod R. Blagojevich and the Illinois legislators for their support in securing the passage of HB2547, amending the Illinois Human Rights Act by striking credibility as a factor in determining whether there is substantial evidence that a violation of the Illinois Human Rights Act has been committed. This law was effective July 8, 2006, improving our efforts to protect the citizens of our State from discrimination.

Additional accomplishments during this period include:

- Completing a Housing Discrimination Study involving U.S. Department of Housing and Urban Development ("HUD") funding to address discrimination against Hispanic homebuyers and renters in the Chicago area;
- Being awarded and implementing a special project with funds from HUD to conduct testing of race and disability discrimination activities.
- Translating the "Filing a Charge" brochure into Korean, Polish, and Italian to meet the needs of the many Illinois residents whose native language is not English. In addition, IDHR produced and printed a revised Spanish-language version of the brochure.

I would also like to specifically thank the Department's staff members for their hard work and contributions toward accomplishing our ultimate mission and vision - to secure for all individuals within the State of Illinois freedom from unlawful discrimination.

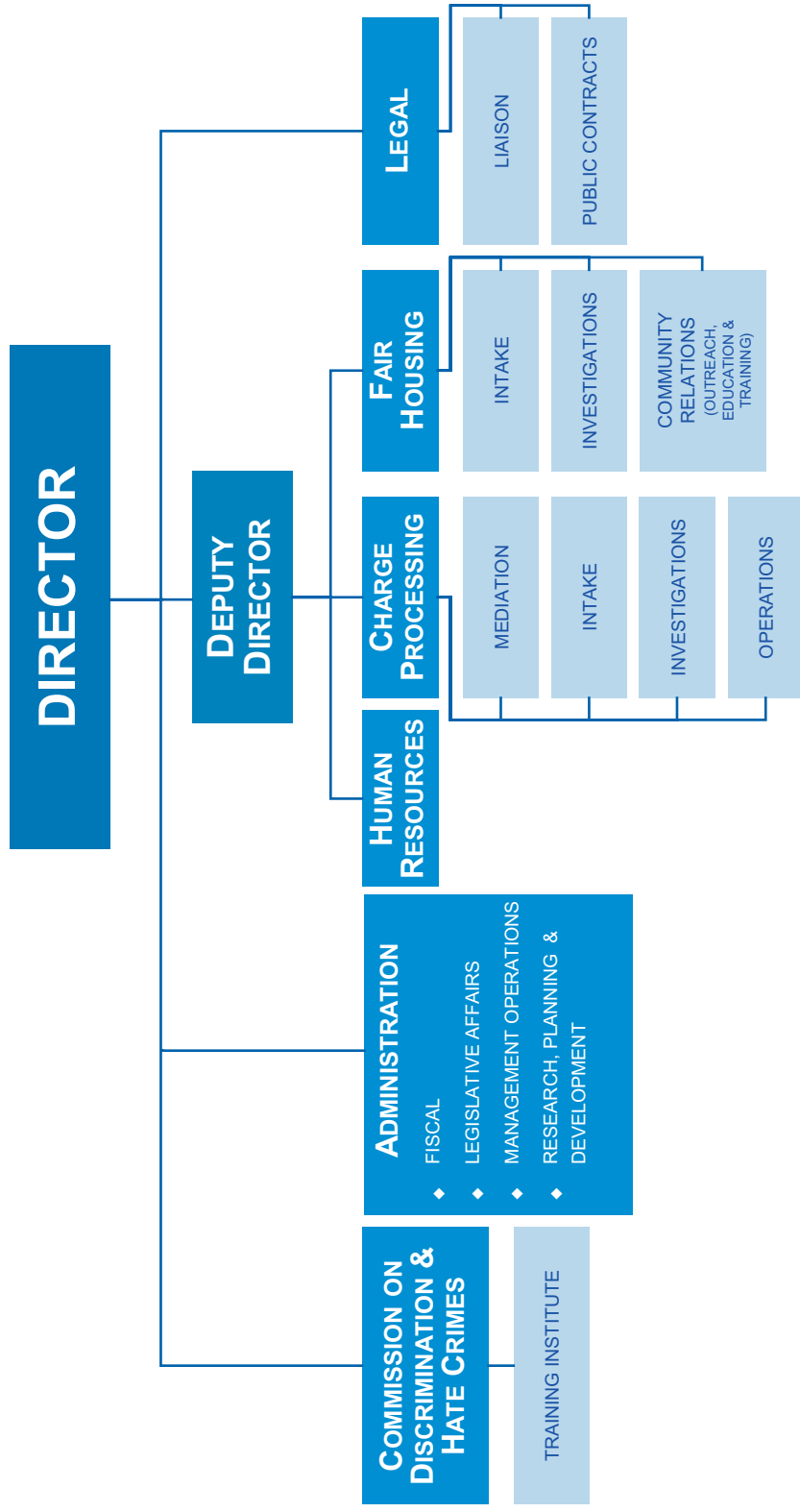
Sincerely,

Rocco J. Claps

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IDHR TABLE OF ORGANIZATION 2006



MISSION STATEMENT

- To secure for all individuals within the State of Illinois freedom from unlawful discrimination; and
- To establish and promote equal opportunity and affirmative action as the policy of this state for all its residents.

VISION STATEMENT

We, the employees of the Illinois Department of Human Rights, believe that everyone has an inalienable right to live free from discrimination of any kind, in every aspect of life. We are dedicated to delivering quality service to the people of Illinois with integrity, honesty and respect.



ADMINISTRATION

FISCAL

Funds were appropriated for the Department of Human Rights in the amount of \$9,422,200 during fiscal year 2006 ("FY06"). General Revenue Funds totaled \$6,932,600 and Special Projects Funds or federal dollars totaled \$2,489,600 in contracts with:

- o The U.S. Equal Employment Opportunity Commission ("EEOC") to investigate dual-filed employment

discrimination charges (\$1,328,400);

- o The U. S. Department of Housing and Urban Development ("HUD") to process dual-filed housing discrimination complaints (\$526,452);

Expenditures for FY06 totaled \$8,357,013, of which \$6,895,793 derived from General Revenue Funds and \$1,461,220 derived from Special Projects Funds.

At the end of FY06 the Department's headcount was 133.

INCOME AND EXPENDITURE STATEMENT		
FISCAL YEAR 2006		
	Appropriations	Expenditures
<u>Personal Services</u>	7,005,700	6,269,342
Retirement (PU)	67,700	36,578
Retirement	560,600	488,355
Social Security	500,053	467,158
Group Insurance	400,200	208,013
Contractual Services	540,293	540,275
Travel	90,319	90,314
Commodities	33,810	33,584
Printing	24,582	24,494
Equipment	1,999	1,998
Telecommunications	45,144	45,128
Operation Automotive Equipment	3,000	2,977
Commission on Discrimination and Hate Crimes	148,800	148,797
<u>Total</u>	<u>9,422,200</u>	<u>8,357,013</u>

END OF YEAR HEADCOUNT						
	FY01	FY02	FY03	FY04	FY05	FY06
Administration	11	11	11	11	11	11
Charge Processing	136	136	136	126	116	111
Compliance	18	18	18	12	11	11
<u>Total</u>	<u>165</u>	<u>165</u>	<u>165</u>	<u>149</u>	<u>138</u>	<u>133</u>

LEGISLATIVE AFFAIRS

The Legislative Affairs office works to positively represent the Department of Human Rights ("DHR") to the legislators and their offices, as well as to the Governor's staff. DHR staff members answer questions about DHR's programs for constituents with concerns that fall under DHR's jurisdiction.

DHR supported several legislative initiatives as well as several agency bills to amend the Human Rights Act during fiscal year 2006. The following bill was passed and signed into law:

- o **HB2547 HUMAN RIGHTS - CREDIBILITY:** This bill amends the Illinois Human Rights Act by striking credibility as a factor in determining whether there is substantial evidence that a violation of the Illinois Human Rights Act has been committed.
Sponsor: Representative Mary Flowers
Final Action: passed 7/8/05 as Public Act 94-0146, effective 7/8/05.

MANAGEMENT OPERATIONS

Management Operations is administratively responsible for all general office services for the Department of Human Rights ("DHR"), ensuring that DHR employees are provided the necessary tools to effectively and efficiently perform their respective tasks.

The functions of Management Operations include Information Systems, Telecommunications Services, Operational Planning and Office Management. In addition to serving the Department's employees (147 in FY06), Management Operations staff assisted

approximately 16,900 visitors in the Chicago and Springfield Offices in fiscal year 2006.

RESEARCH, PLANNING AND DEVELOPMENT

The Department's Research, Planning and Development ("RPD") staff engaged in the following activities during fiscal year 2006 ("FY06")

1. Strategic Planning

Continued compiling the Department's Performance Metrics data to report to the Governor's Office of Management and Budget ("GOMB"). RPD has been specifically responsible for processing the data for the Charge Processing Customer Survey responses (Performance Metric #1) and the Charge Processing Case Resolution Timeline (Performance Metric #2) by quarterly increments. The Charge Processing Customer Satisfaction overall rate averaged 2.9 (72.25% on a 4-point scale) during FY06. The number of days from perfection of a charge to its resolution averaged 349.4 days during FY06.

2. Research

- a. *Public Contractor Monitoring:* RPD conducted an analysis of the Public Contractor Registration data, comprised of information from over 27,000 vendors registered with the Department as eligible to bid on public contracts. The purpose of the analysis was to assist the Public Contracts Unit to identify contractors to be selected for in-depth document audits in fiscal year 2007 ("FY07"). Specifically, RPD targeted 9,367 vendors (of

which 5,671 were Illinois vendors) who registered with the Department during fiscal years 2003, 2004, and 2005.

Among the Illinois companies in the data pool, 1,335 companies had 50 or more employees, and 53.6% of those companies (716) did not meet the "four-fifths rule" (the Affirmative Action requirement in work force configuration). RPD generated a list of 100 Chicago area vendors who failed the 80% rule (in violation of the Affirmative Action Guidelines), and recommended targeting them for the FY07 desk audit. While performing the analysis, RPD identified incorrect or outdated information.

- b. *Hate Crimes Study:* RPD initiated a research project to conduct longitudinal studies of hate crimes in the U.S. and in Illinois. By using the nationwide hate crimes data reported to the FBI during 1995-2004, RPD analyzed patterns of hate crimes involving Asian and Pacific Islanders. In addition, RPD conducted in-depth pattern analysis of hate crimes reported to the Illinois State Police, and identified counties/police agencies where hate crimes are not reported or under-represented. Of the 1,119 IL UCR reporting agencies, 281 (including 1 unnamed agency) reported a total of 3,179 hate crimes during 1996-2005.
- c. *Charge Data Tabulation:* RPD Continued tabulating monthly charge statistics by cities and counties. The monthly tabulations were published on the Department website.

3. Grant Development and Project Administration

- a. *Housing Test Project:* RPD assisted the Housing Study Project operated by the Department's Fair Housing Division under a contract with the U.S. Department of Housing and Urban Development ("HUD"). The Department subcontracted the project to HOPE Fair Housing Center of Wheaton in May 2005. RPD worked with the Fair Housing Division to prepare the subcontract, monitor and evaluate the contractor's performance. Upon receiving the contractor's work product, RPD created a database of 120 testing results.
- b. *New Grant Development:* In conjunction with the Fair Housing Division, RPD prepared and submitted a grant proposal to HUD under the Fair Housing Initiatives Program for education and outreach, in the amount of \$97,739. With the fund, the Department aimed to conduct 28 fair housing events in 10 downstate target areas during the 12 month period beginning October 1, 2006. However, HUD did not fund this project.

4. Web Page Management

- a. *Web Site Maintenance:* RPD continued to manage the web sites of the Department, Commission on Discrimination and Hate Crimes, and the Illinois Fair Housing Network.
- b. *Publishing Orders:* In compliance with a court order, the Department has been publishing the Request for Review ("R/R") orders (decisions issued by the Chief Legal Counsel after complainants' requests for

review) on the web. RPD converted and published 544 R/R files on the Department's web site in fiscal year 2006.

- c. *Publication of Non-English Brochures:* In support of the Department's project to publish the Department's Filing a Charge Brochure for the non-English-speaking audience, RPD completed the Korean language version of the brochure, working with consultants and the designer. The Korean brochure and two others, Polish and Italian versions, were published on the Department's web site by September 2006.

The Legal Division (“Division”) oversees the legal work of the Department and manages the Liaison unit and the Public Contracts unit. The Legal Division reviews substantial evidence determinations; conciliates cases; drafts complaints and files them with the Human Rights Commission (“Commission”), if no settlement is reached; hears and decides Request for Review cases filed with the Department’s Chief Legal Counsel; litigates fair housing cases before the Commission; responds to Freedom of Information Act requests and subpoenas issued by the Commission, Illinois circuit court, and federal district court; litigates other issues; enforces the equal employment opportunity and affirmative action programs under the Illinois Human Rights Act (“Act”) and Department Rules and Regulations; and enforces provisions under the Act and Department Rules and Regulations as to public contractors and eligible bidders.

Complaints

During fiscal year 2006 (“FY06”), the Division filed 179 complaints with the Commission.

Freedom of Information Act Requests

During FY06, the Division responded to 51 Freedom of Information Act requests.

Requests for Review

The Department’s Chief Legal Counsel continued to hear and decide Requests for Review as mandated by the Act, as amended.

During FY06, the Division completed 650 Request for Review cases.

Direct Appeals

The amended Act provides that the Chief Legal Counsel’s final decision on a Request for Review may be appealed to the Illinois Appellate Court. Since January 1, 1996, 327 appeals of Chief Legal Counsel decisions have been filed. Of these, 295 have been disposed, either by court decision or withdrawal by the petitioner/appellant. During FY06, the Division received 25 direct appeals; the Division disposed of 23 cases in FY06. The Appellate Court has sustained about 95% of the Chief Legal Counsel decisions.

LIAISON UNIT

Functions

The Liaison unit administers and enforces the equal employment opportunity/affirmative action provisions of the Act and implementing Department Rules and Regulations and provides technical assistance and training on the disability program.

The Liaison unit ensures compliance by state executive departments, state agencies, boards, commissions, and instrumentalities (collectively, “state entities”). All state entities are required to submit affirmative action plans, quarterly and annual progress reports, and layoff reports to the Department. The Liaison unit reviews the reports for conformance with the Act and Department Rules and Regulations. Additionally, the Liaison unit monitors each state entity to assure compliance with goals established in the state entity’s Affirmative Action Plan. It provides on-going technical assistance and training to Equal Employment Opportunity/Affirmative Action (“EEO/AA”) Officers of state entities on the

requirements of the Act and Department Rules and Regulations.

The Liaison unit prepares annual affirmative action performance profiles for all state entities. State entities found in non-compliance are required to establish or continue training programs to come into compliance. The state entity is referred to the Department of Central Management Services for technical assistance in establishing or continuing the training program. The Liaison unit also recommends notices to show cause where the state entity fails to come into compliance.

In accord with the disability provisions of the Act, the Liaison unit provides technical assistance on disability issues to state entities, members of the public, employers, housing providers, and organizations serving people with disabilities. A member of the Liaison unit serves as the Department's ADA Coordinator and Section 503/504 Coordinator for disability issues and represents the Department Director in the Director's capacity as co-chair of the Interagency Committee on Employees with Disabilities ("ICED").

Major FY06 Liaison Unit Actions:

- o Conducted a full-day training session for new EEO/AA Officers regarding development of effective affirmative action programs. This included establishment and preparation of affirmative action plans, and quarterly and annual reports.
- o Conducted a training session for the State Senate staff of 100 members on sexual harassment.
- o Conducted two trainings for Illinois

Department of Transportation ("IDOT") employees on disability-related issues.

- o Implemented procedures for preparing layoff analysis reports, which went into effect for all executive State agencies.
- o Revised rules pertaining to the hire and promotion monitors used by executive State agencies.
- o Updated and placed on the Department's website the statistics for the availability analysis used by executive State agencies for their affirmative action plans.
- o Conducted an analysis on executive State agencies' underutilization and hires for each of the affirmative action group members.
- o Reviewed a layoff report submitted by one agency, the **Toll Highway Authority**.
- o Issued a "Deficiency Notice" to the **Department of Veterans' Affairs** regarding its affirmative action plan.
- o Issued a "Show Cause Notice" to the **Department of Veterans' Affairs** for failure to correct the deficiency in its affirmative action plan. The **Department of Veterans' Affairs** failed to have an approved affirmative action plan for FY06.
- o Issued "Late Notices" to the following state agencies for failure to submit their quarterly reports:
Criminal Justice Information Authority, Historic Preservation Agency, Department of Military Affairs and Prisoner Review Board.

- Issued a “Late Notice” to the Department of Military Affairs for failure to submit an annual report for FY06.
- In coordination with ICED, which addresses concerns of about 2,700 state employees with disabilities, the Department’s ADA Coordinator worked on the ICED Internship Program for College Students with Disabilities and other activities such as the ICED newsletter, a legislative education reception, and a teleconference on reasonable accommodation.
- The ADA Coordinator ensured the Department’s compliance with the Americans with Disabilities Act (“ADA”) by updating and posting ADA notices, arranging for accommodations for individuals with disabilities and training staff about reasonable accommodation issues. In addition, the ADA Coordinator advised people with disabilities, state agency staff, and Departmental staff about disability issues on 115 occasions during FY06.
- Approved affirmative action plans submitted by fifty-seven state agencies, and disapproved one plan. During FY06, 84% of agencies met the Department of Human Rights standard for affirmative action performance, which is that 25% of an agency’s hires and promotions in underutilized areas must address established goals. There were six state agencies that did not meet the Department’s standard and must establish or continue training with the Department of Central Management Services in accordance with Section 7-105 (H) of the Human Rights Act. Of these, four agencies were required

to establish training: **Department on Aging, State Board of Education, Office of the State Fire Marshal and Department of Human Services.** Two agencies were required to continue training: **Department of Children & Family Services and Department of Veterans’ Affairs.**

- During FY06, the Liaison unit responded to 876 technical assistance inquiries from state entities.

PUBLIC CONTRACTS UNIT

Functions

The Public Contracts Unit (“PCU”) administers and enforces public contracts provisions of the Act and the implementing Department Rules and Regulations. The PCU provides technical assistance to public contractors and eligible bidders and conducts audits to assure these entities refrain from unlawful discrimination, undertake affirmative action in employment, and develop a written sexual harassment policy pursuant to the Act and Department Rules and Regulations. The PCU registers entities seeking to establish eligibility for competitively bidding on state contracts. Prospective bidders are required to submit a properly completed and signed Employer Report Form (PC-1). Prospective bidders are required to register with the Department prior to bid opening.

Major FY06 PCU Actions

- Provided information and technical assistance to public contractors, state agencies, eligible bidders, and the general public regarding equal employment opportunity/affirmative

action ("EEO/AA") laws, guidelines, compliance methods, Department's procedures, and the development of equal employment opportunity statements.

- Initiated and developed, in conjunction, with the Business Enterprise Program, a training program for vendors seeking eligible bidding status, and minority and female certification.
 - Established joint monitoring procedures and sanctions, in conjunction with the Capitol Development Board.
 - Registered potential bidders seeking to establish eligibility status for competitively bid state contracts.
 - Received 4,468 PC-1 forms from prospective bidders and current eligible bidders.
 - Processed 4,608 PC-1 forms for initial registrants and eligible bidders renewing their status. Out of these, 2,064 entities were initial registrants.
 - Mailed 4,157 renewal notices to eligible bidders and public contractors notifying them of renewal registration procedures.
 - Responded to 6,312 inquiries from current and prospective contractors, government contracting agencies, business groups, and other interested parties. Answered questions regarding the state's registration process, contractor's EEO/AA requirements, compliance methods, workforce utilization, sexual harassment policy requirements, and filled many requests for registration forms.
- Conducted desk audits of selected public contractors and eligible bidders for the purpose of examining equal employment opportunity/affirmative action practices, policies, procedures, and efforts made in meeting their obligations to refrain from unlawful discrimination. Initiated and completed twenty (20) desk audits. Nineteen (19) or 95% of the eligible bidders were in compliance with the Act and the Department's Rules and Regulations.
- Developed and finalized auditing selection procedures for the Department's FY07 desk audit.
- Maintained statewide eligibility status records consisting of approximately 25,500 bidders.
- Website. Established registration form and instructions, frequently asked questions, and model sexual harassment policy on the Department's website under PCU-Contractor Assistance.



CHARGE PROCESSING DIVISION

ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DE

The Human Rights Act (“Act”) prohibits discrimination in Illinois with respect to employment, financial credit, public accommodations and real estate transactions on the bases of race, color, religion, sex, national origin, ancestry, military status, age (40 and over), marital status, sexual orientation, unfavorable military discharge and physical and mental disability*. The Act also prohibits sexual harassment in employment and higher education, discrimination because of citizenship status in employment, discrimination based on familial status in real estate transactions, and discrimination based on arrest record in employment.

Within 180 days (one year for real estate transactions) of the occurrence of an alleged civil rights violation, a prospective complainant may file a charge of discrimination with the Intake Unit of the Charge Processing Division. Since January 1, 1996, when Public Act 89-370 (also known as House Bill 741) became effective, the Department has 365 days from the date a perfected charge of discrimination is filed to investigate and determine whether or not substantial evidence of discrimination exists. The parties to a charge may mutually agree to extend the time for investigation.

Since 1994, parties to a charge have had the opportunity to participate in voluntary mediation of their charges in Chicago before they are assigned for investigation. DHR mediators schedule mediation conferences and meet with the parties to facilitate communication towards a possible resolution of the charge.

Department investigators investigate and attempt to amicably resolve those charges over which the Department has

jurisdiction. If an investigation reveals substantial evidence of discrimination, attorneys from the Department’s Legal Division conduct conciliation between the affected parties. If conciliation efforts are successful, terms of settlement and agreement are drafted and signed by the parties and forwarded to the Human Rights Commission (“HRC”) for approval. If conciliation efforts are not successful, a formal legal complaint is filed with the HRC, which is a separate adjudicatory agency.

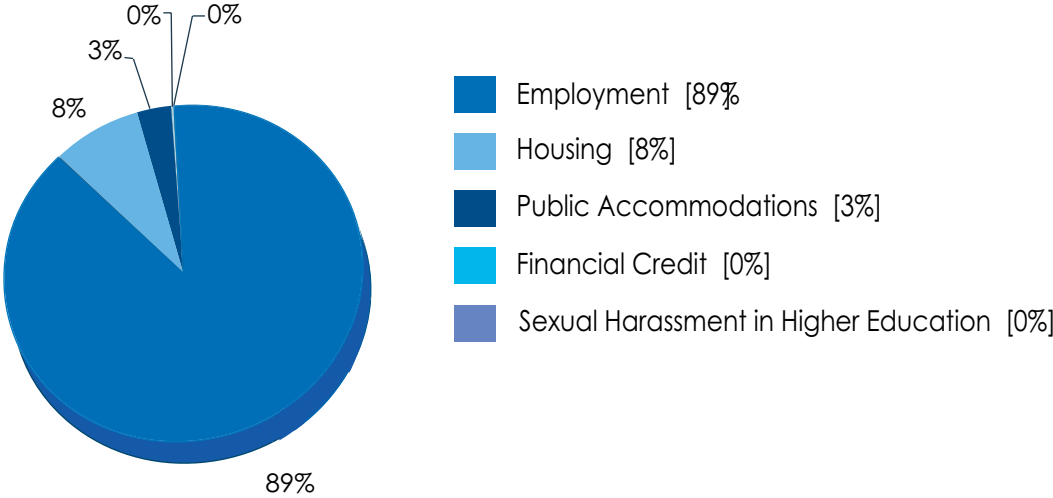
If the Department finds a lack of substantial evidence of discrimination, the charge is dismissed and the Complainant has 30 days to file a Request for Review (appeal) of that dismissal with the Chief Legal Counsel. If the Chief Legal Counsel denies the appeal, the Complainant may appeal to the appropriate State Appellate Court.

The following pages offer a graphic summary of the activities of the Charge Processing Division during FY06.

* The Human Rights Act uses the term “handicap,” and includes a specific definition for the term.

CHARGES DOCKETED BY JURISDICTION	
FISCAL YEAR 2006	
Employment	3430
Housing	310
Public Accommodations	121
Financial Credit	0
Sexual Harassment in Higher Education	4
<u>TOTAL</u>	<u>3865</u>

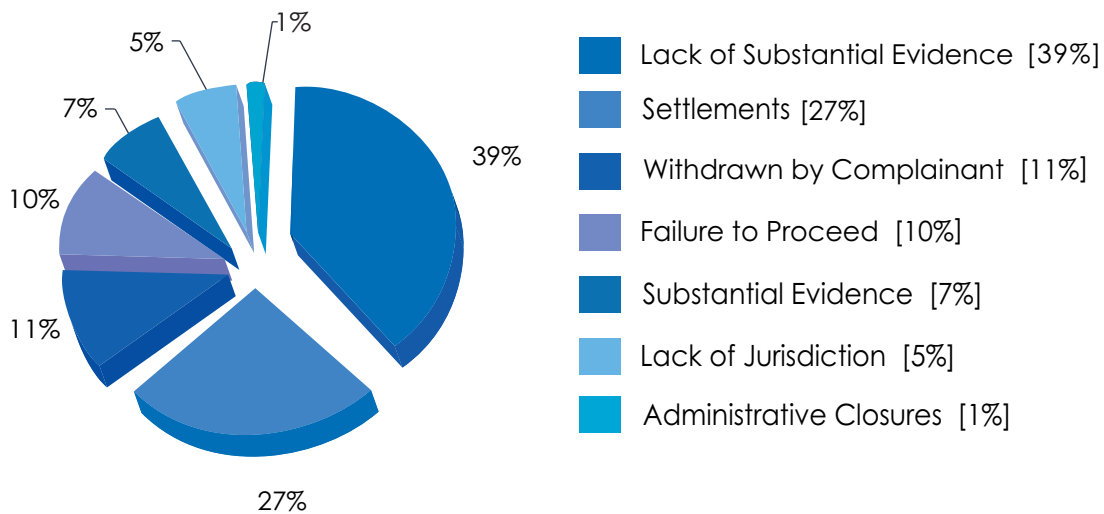
CHARGES DOCKETED BY JURISDICTION
FISCAL YEAR 2006



DISPOSITION OF COMPLETED INVESTIGATIONS*	
FISCAL YEAR 2006	
Inquiries Received	13,043
Charges Filed	3,555
Completed Investigations	3,240
COMPLETED INVESTIGATIONS	
Lack of Substantial Evidence	1,299
Settlements	864
Withdrawn by Complainant	364
Failure to Proceed	318
Substantial Evidence	214
Lack of Jurisdiction	161
Administrative Closures	20
<i>Completed Investigations</i>	<i>3,240</i>

*Excluding Housing cases

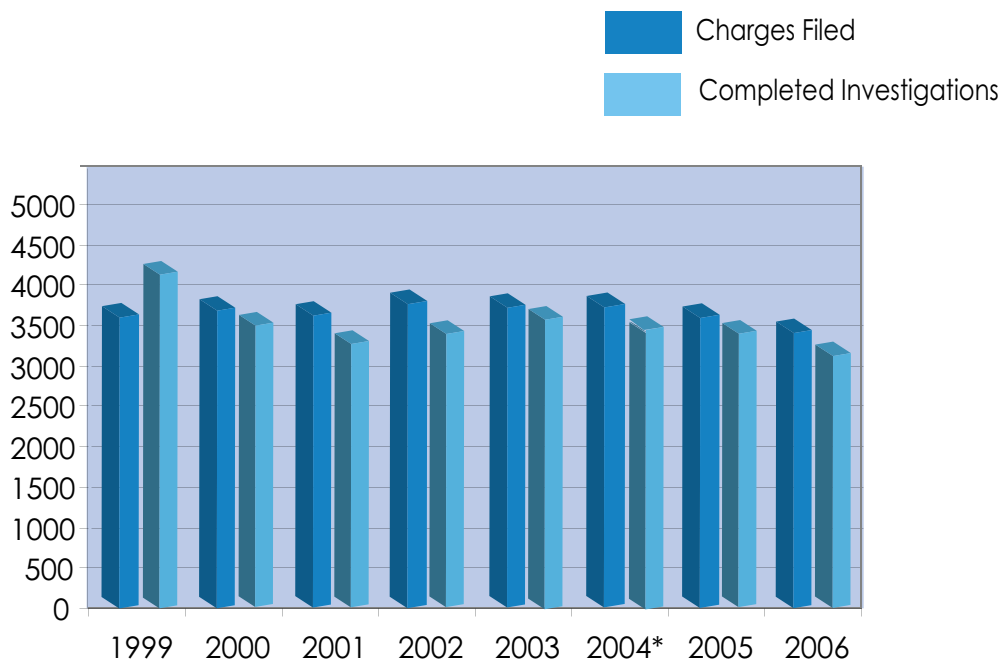
DISPOSITION OF COMPLETED INVESTIGATIONS
FISCAL YEAR 2006



CHARGES FILED AND COMPLETED INVESTIGATIONS Fiscal Year 2006 <i>(Excluding Housing starting 2004)</i>							
	2000	2001	2002	2003	2004*	2005	2006
Charges Filed	3856	3757	3918	3876	3809	3791	3555
Completed Investigations	3621	3396	3530	3733	3566	3567	3240

*In 2004 Fair Housing Division was created; see housing section for numbers.

CHARGES FILED AND COMPLETED INVESTIGATIONS
 FISCAL YEAR 2006

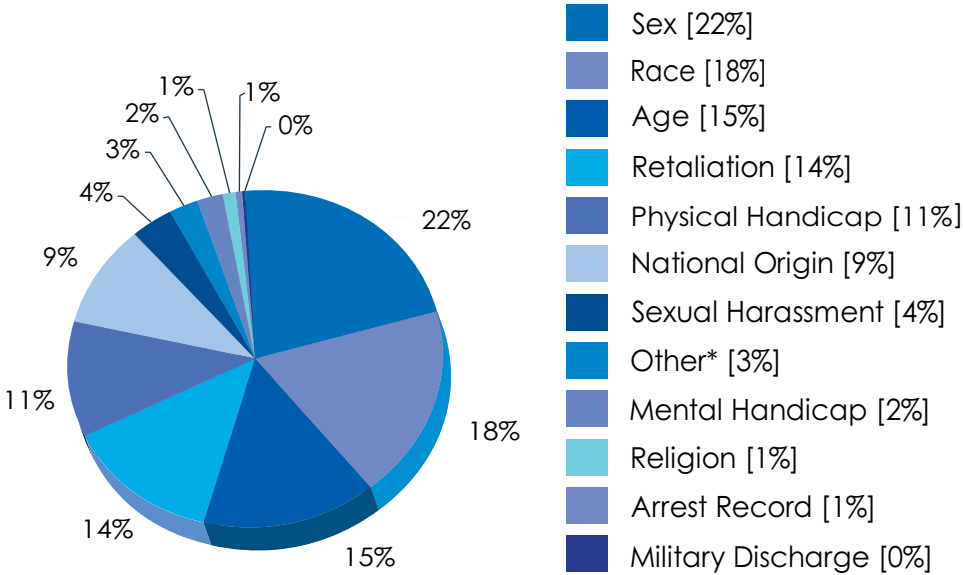


EMPLOYMENT CHARGES BY BASIS	
FISCAL YEAR 2006	
BASIS OF DISCRIMINATION	
Sex	1208
Race	1008
Age	826
Retaliation	755
Physical Handicap	616
National Origin	521
Sexual Harassment	201
Other*	140
Mental Handicap	128
Religion	56
Arrest Record	39
Military Discharge	1

Note: Percent of total charges filed is greater than 100% because charges can be filed on more than one basis

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

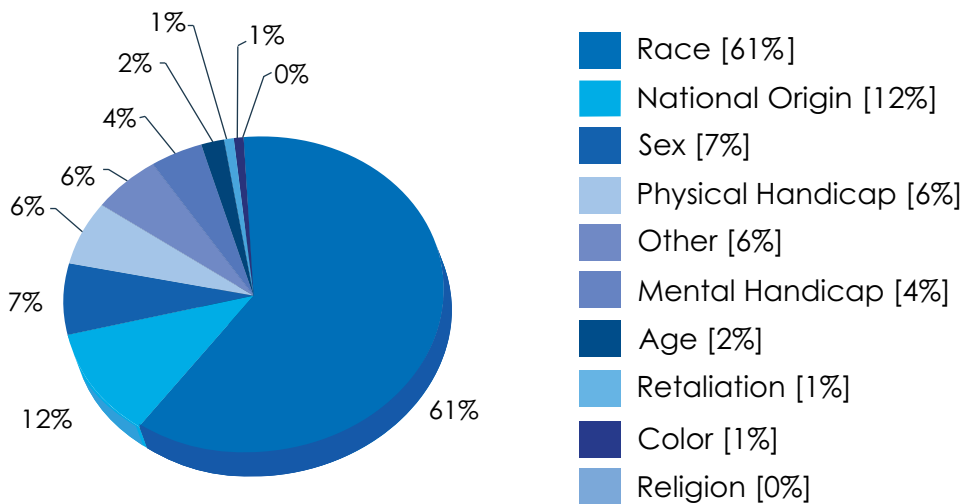
EMPLOYMENT CHARGES BY BASIS
FISCAL YEAR 2006



PUBLIC ACCOMMODATIONS CHARGES BY BASIS	
FISCAL YEAR 2006	
Race	85
National Origin	16
Sex	10
Physical Handicap	9
Other	8
Mental Handicap	6
Age	3
Retaliation	1
Color	1
Religion	0

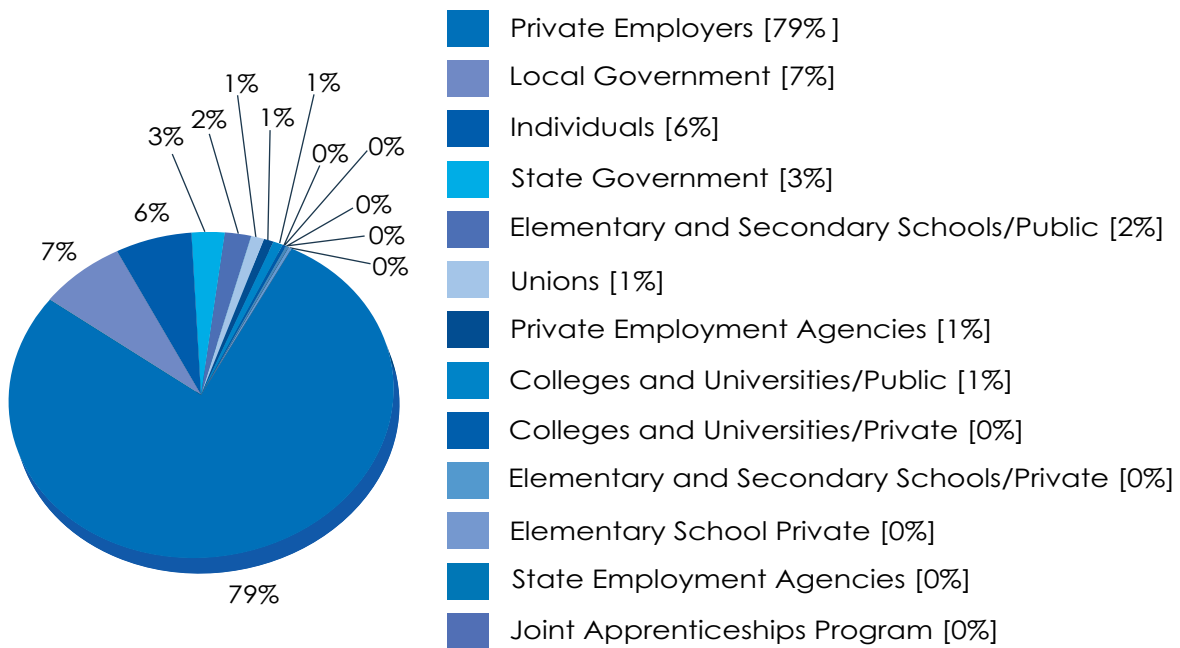
Note: Percent of total charges filed is greater than 100% because charges can be filed on more than one basis.

PUBLIC ACCOMMODATIONS CHARGES BY BASIS
FISCAL YEAR 2006



EMPLOYMENT CHARGES BY RESPONDENT TYPE	
FISCAL YEAR 2006	
Private Employers	2677
Local Government	243
Individuals	218
State Government	97
Elementary and Secondary Schools/Public	75
Unions	38
Private Employment Agencies	28
Colleges and Universities/Public	27
Colleges and Universities/Private	17
Elementary and Secondary Schools/Private	5
Elementary School Private	3
State Employment Agencies	1
Joint Apprenticeships Program	1
TOTALS	3430

EMPLOYMENT CHARGES BY RESPONDENT TYPE
FISCAL YEAR 2006



EMPLOYMENT DISCRIMINATION ISSUES ALLEGED AS ACTS OF DISCRIMINATION* FISCAL YEARS 2001 - 2006						
Issue	2001	2002	2003	2004	2005	2006
Discharge	1783	2066	1968	1978	1983	1810
Harassment	414	468	579	747	756	826
Terms and Conditions	372	313	250	298	240	324
Suspension	261	257	218	237	276	246
Written Reprimand	234	235	216	213	207	181
Hiring	243	158	129	163	170	163
Failure to Accommodate	160	173	133	135	146	158
Promotion	228	171	171	160	147	143
Unequal Pay	85	100	74	77	95	106
Demotion	102	92	105	95	79	103
Layoff	110	181	172	105	98	88
Wages	85	73	60	80	113	77
Others	77	106	69	69	57	64
Transfer	50	61	59	51	46	40
Reduction in Hours	26	30	40	33	46	32
Oral Reprimand	41	35	30	24	23	30
Position Elimination	32	34	31	24	36	29
Racial Harassment	36	52	39	19	27	28
Constructive Discharge	42	44	54	55	33	25
Union Representation	13	12	12	13	24	24
Failure to Return/Medical Leave	42	28	24	23	28	17
Unequal Job Assignments	32	38	20	26	20	16
Training/Apprenticeship	22	7	7	7	20	16
Benefits	14	13	11	23	12	16
Tenure	2	4	15	0	6	16
Forced Resignation	13	9	23	5	9	15
Performance Evaluation	27	28	28	26	21	14
Probation	17	26	20	21	19	14
Forced Medical Leave	11	14	6	12	9	14
Recall	32	29	36	29	24	9
Referral	4	7	5	3	9	8
Overtime	10	6	10	12	8	7
Failure to Reassign	8	1	6	5	12	5
Employment Reference	3	1	2	5	7	4
Severance Pay	7	12	2	5	5	4
Forced Retirement	6	7	4	3	5	2
Vacation	3	0	0	0	3	1
Seniority	0	1	1	0	1	1
Drug Testing	0	0	1	0	0	1
Aiding and Abetting	7	5	2	0	5	0
Job Classification	1	2	2	1	1	0
Intimidation/Reprisal	10	8	3	2	0	0
Exclusion	1	0	9	0	0	0
Qualification/Testing	1	0	0	0	0	0
Advertising	0	0	0	0	0	0
Totals	4667	4907	4646	4784	4826	4677

Note: List arranged according to FY 2006 figures.

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

TYPE OF CHARGES FILED BY COUNTY						
FISCAL YEAR 2006						
County	Employment	Public Accommodations	Housing	Financial Credit	Sexual Harassment Higher Education	Total
Adams	21		1			22
Alexander	3					3
Bond	1					1
Boone	9	1	2			12
Bureau	2					2
Carroll	2		1			3
Cass	2					2
Champaign	45		5			50
Christian	7					7
Clinton	3					3
Coles	11	3	6			20
Cook	1966	77	189	1	4	2236
Crawford	2		1			3
Cumberland	1					1
DeKalb	15	1				16
DeWitt	3					3
Douglas	1					1
DuPage	254	4	25			283
Edgar	1		1			2
Edwards	1					1
Effingham	1					1
Fayette	2					2
Ford	2					2
Franklin	2					2
Fulton	6					6
Gallatin	1					1
Greene	1					1
Grundy	2		1			3
Hamilton	2					2
Hancock	1					1
Henry	5					5
Iroquois	1					1
Jackson	11		1			12
Jasper	1					1
Jefferson	9		2			11
Jersey	3					3
Jo Daviess	1					1
Kane	96		7			103
Kankakee	32		4			36
Kendall	11		1			12
Knox	9					9
Lake	120	11	6			137

TYPE OF CHARGES FILED BY COUNTY						
FISCAL YEAR 2006						
County	Employment	Public Accommodations	Housing	Financial Credit	Sexual Harassment Higher Education	Total
LaSalle	15		3			18
Lawrence	2					2
Lee	5					5
Livingston	2					2
Logan	9		2			11
McDonough	8	1				9
McHenry	37		2			39
McLean	38	4	2			44
Macon	36					36
Macoupin	1		2			3
Madison	22	1	5			28
Marion	5					5
Massac	1					1
Menard	2					2
Mercer	1					1
Montgomery	5		1			6
Morgan	13		1			14
Moultrie	3					3
Ogle	7		3			10
Peoria	64	1	3			68
Perry	2					2
Piatt	1					1
Randolph	7		1			8
Richland	1					1
Rock Island	30	3	5			38
St. Clair	34	2	6			42
Saline	3		1			4
Sangamon	183	8	1			192
Shelby	4					4
Stark	2					2
Stephenson	11		3			14
Tazewell	10	1				11
Union	1					1
Vermilion	18	1	1			20
Wabash	2		1			3
Washington	2					2
Whiteside	11					11
Will	93		7			100
Williamson	11	1	1			13
Winnebago	58	1	2			61
Woodford	3		2			5

MEDIATION PROGRAM

The Mediation Unit of the Charge Processing Division offers parties the opportunity to work out a settlement of their charges rather than go through a full, time-consuming investigation. This innovative and nationally-recognized program came about as a result of collaboration between the Department and its stakeholders. It is free of cost to the parties.

Since its inception as a pilot program in July 1994, mediation has afforded the parties to employment discrimination charges the opportunity to settle their cases prior to an investigation. The parties meet with an IDHR Human Rights Mediator in a confidential, non-confrontational atmosphere to discuss settlement options. The mediator helps facilitate communication between the parties as they explore terms of settlement

to resolve the charge and eliminate the need for an investigation. Mediation does not affect the investigation if there is no settlement. If the parties fail to reach a resolution, the case is sent back for investigation.

The mediators facilitate communication and help ensure that both parties are satisfied with the resolution. Mediation has diverted a significant number of charges from the traditional investigation process, and participants have indicated they are very satisfied with all aspects of mediation.

In FY06, the Mediation Unit held 201 conferences, of which 162 cases were settled, or 81% of the cases that were mediated. Total known monetary recovery for charging parties for FY06 cases successfully mediated was \$891,332.00.

MEDIATION UNIT ACTIVITY	
FISCAL YEAR 2006	
Number of Mediation Conferences Held	201
Number of Resolutions at Conference	162
Percent of Resolutions to Conferences Held	81%
<i>Total Reported Monetary Portion of Settlements</i>	<i>\$891,332</i>

(The monetary portion of settlements are frequently kept confidential.)



Housing Charge Investigations

The Illinois Department of Human Rights ("DHR") takes and investigates charges involving real estate transactions (housing) on the bases of race, color, religion, sex, sexual orientation, national origin, ancestry, age (40 and over), marital status, physical, mental and perceived disability,* familial status (children under 18), and unfavorable discharge from military service.

Within one year of an occurrence of an alleged civil rights violation, the Complainant may file a charge of discrimination with the Fair Housing Division. Once a charge is docketed, an investigator conducts an investigation of the charge and discusses the possibility of a voluntary settlement with the parties. In many cases, the investigator conducts an on-site investigation to interview witnesses and obtain pertinent documentation. The Human Rights Act requires that charges involving real estate transactions be completed within 100 days of filing (unless it is impracticable to do so). If DHR dismisses the case for lack of substantial evidence, the Complainant has 30 days to file a Request for Review (appeal) of that dismissal with the Department's Chief Legal Counsel. Where the DHR's investigation leads to a substantial evidence finding of discrimination, and conciliation is not successful, the Complainant or Respondent (the party alleged to have discriminated) can elect to have the case heard administratively before the Illinois Human Rights Commission or in circuit court, in which case the Illinois Attorney General's Office represents the Department.

DHR completed 250 housing cases during the year, including 82 cases (33%) with a finding of lack of substantial evidence, 68 cases (27%) categorized as administrative closure (withdrawn, lack of

jurisdiction or failure to proceed), and 88 cases (35%) resolved via settlements (either adjusted with terms or adjusted and withdrawn). In addition, 12 cases (5%) were completed with findings of substantial evidence or default.

Special Project

During FY06, DHR completed work on a special project involving HUD funding to address discrimination against Hispanic home buyers and renters in the Chicago area. The study project consisted of two distinct parts, testing, and education and outreach. DHR subcontracted the testing portion of the project to HOPE Fair Housing Center of Wheaton to conduct enforcement testing in selected parts of the Chicago metropolitan area with significant and/or rapidly growing Hispanic populations. The education and outreach portion of the project involved conducting a focused education and outreach campaign to inform Hispanic residents of their fair housing rights and what they can do if those rights are violated. During FY06, DHR participated in numerous outreach events in various Hispanic communities, and worked with organizations serving Hispanic communities to reach Hispanic residents. In addition, the project funded a media campaign that targeted Hispanics and included 101 radio spots and 76 print ads in various daily, weekly and monthly Spanish-language and bilingual newspapers between January and June 2006.

Outreach Activities

DHR conducts education and outreach efforts to disseminate information about DHR's programs. During FY06, DHR fair housing and community relations staff participated in 75 outreach events, and distributed over 24,000 pieces of information to over 13,000 people. Presentations about fair housing were

* The Human Rights Act uses the term "handicap" and includes a specific definition of that term.

conducted in numerous locations across the state, including Decatur, DuQuoin, East Moline, Harvard, Peoria, and Rantoul, as well as communities in the Chicago metropolitan area. DHR partnered with many organizations in order to provide information about fair housing to Illinois residents, including Access Living, Asian American Coalition, City of Chicago Commission on Human Relations, City of Naperville, City of Rantoul, El Imparcial, Elgin Latino Political Team, Governor's Office (State of Illinois), Illinois Association of Realtors, Illinois Department of Children and Family Services, Illinois Migrant Council, Interfaith Housing Center of the Northern Suburbs, John Marshall Law School, Latinos United, NAACP, Radio Arte, The Resurrection Project, Teleguia, and the Village of Cicero.

During Fair Housing Month in April 2006, DHR presented its Third Annual Fair Housing Month event, a fair housing and first-time homebuyer seminar and fair held at the Lawndale Christian Community Church in North/South Lawndale in Chicago. This event was presented with help from many sponsors including the LULAC National Housing Commission, the U.S. Department of Housing and Urban Development, Lawndale Christian Development Corporation, Little Village Community Development Corporation, National Training and Information Center, Citibank, Citimortgage, and Washington Mutual Bank.

DHR is a member of the Chicago Area Fair Housing Alliance ("CAFHA"), and through this affiliation, networks with private fair housing organizations, municipalities, and other organizations working on fair housing issues in the Chicago area. Marian Honel, Manager of the Fair Housing Division, served as CAFHA's Vice President from 2005-2006. DHR also networks with non-profit advocacy organizations through participation in the housing meetings coordinated by the

Office of Housing Coordination Services at the Illinois Housing Development Authority ("IHDA"). DHR is a member of the Intergovernmental Subcommittee of the Illinois Housing Task Force, which coordinates strategies to meet the goals and objectives identified to increase affordable housing for Illinois residents. This year, DHR helped to train staff of DCFS's Extended Families program on fair housing issues. DHR works with the Illinois Municipal Human Relations Agencies ("IMHRA") to coordinate programs of mutual benefit for the education of municipal officials and staff.

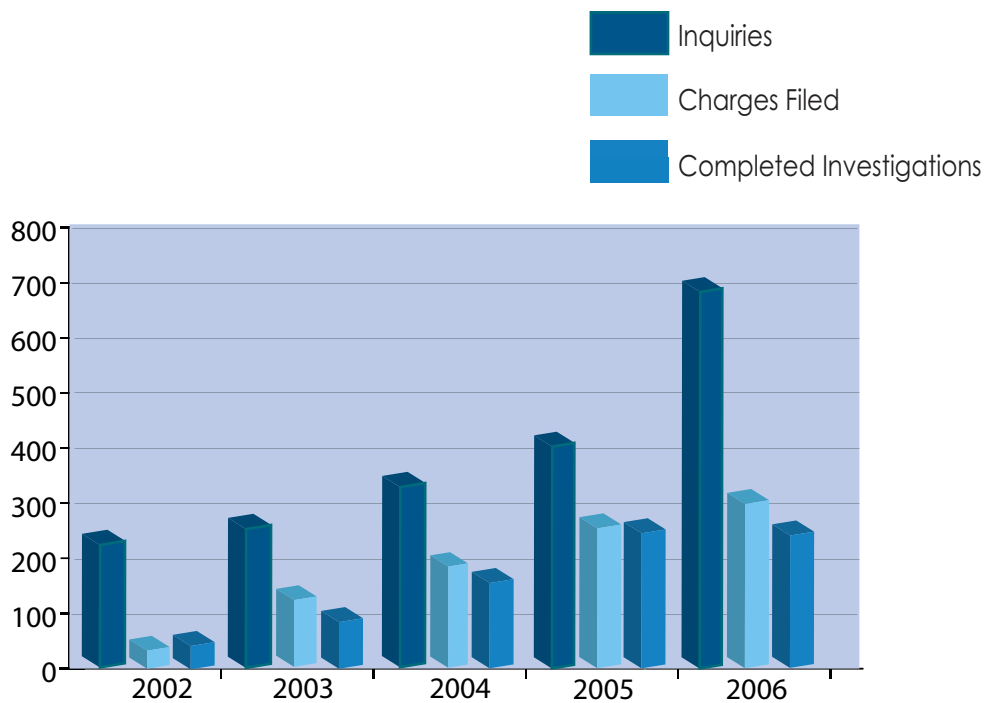
Community Relations

DHR's Community Relations staff works with other DHR and Commission on Discrimination and Hate Crimes staff to ensure that DHR's programs are well known to all communities of Illinois, especially those in particular need of DHR's services. To accomplish this goal, the staff networks with numerous community, municipal, and governmental organizations, and conducts outreach at various events as indicated above. The Community Relations staff also cooperates in statewide efforts, including helping the Illinois Department of Central Management Services recruit a diverse group of applicants for State of Illinois positions and working with the Governor's statewide TEAM Illinois program to bring information and resources to underserved areas in Illinois, specifically, Venice, East Aurora, Englewood, Pembroke (Township), Savanna, and Alexander County.

The following pages offer a graphic summary of fair housing charge activity.

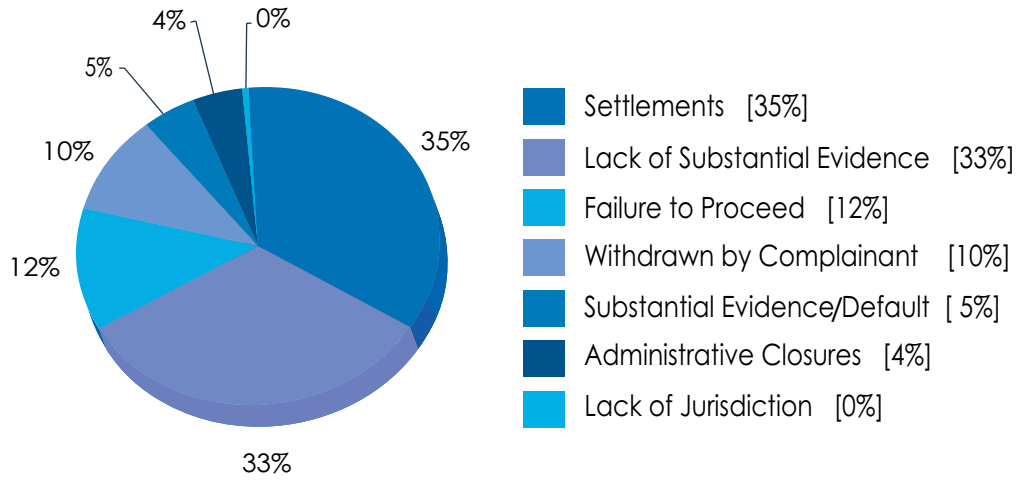
HOUSING INQUIRIES, CHARGES FILED AND COMPLETED INVESTIGATIONS					
<i>Fiscal Year</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>
Inquiries	231	262	340	419	711
Charges Filed	34	126	191	264	310
Completed Investigations	44	88	161	255	250

HOUSING INQUIRIES, CHARGE FILED AND COMPLETED INVESTIGATIONS



Disposition of Completed Housing Investigations	
FISCAL YEAR 2006	
Inquiries Received	711
Charges Filed	310
Completed Investigations	250
Completed Investigations:	
Settlements	88
Lack of Substantial Evidence	82
Failure to Proceed	31
Withdrawn by Complainant	25
Substantial Evidence/Default	12
Administrative Closures	11
Lack of Jurisdiction	1
Total:	250

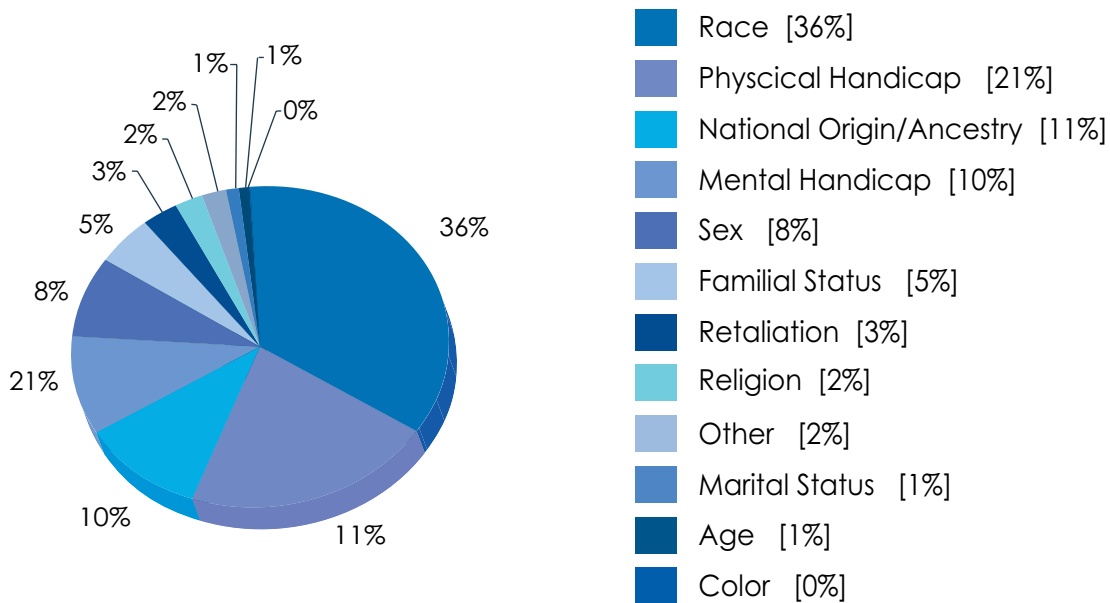
DISPOSITION OF COMPLETED HOUSING INVESTIGATION
FISCAL YEAR 2006



HOUSING CHARGES BY BASIS	
BASIS OF DISCRIMINATION	
FISCAL YEAR 2006	
<i>Basis of Discrimination</i>	
Race	129
Physical Handicap	77
National Origin/Ancestry	40
Mental Handicap	36
Sex	29
Familial Status	18
Retaliation	11
Religion	9
Other	8
Age	3
Marital Status	2
Color	1

Note: Percent of total charges filed is greater than 100% because charges can be filed on more than one basis

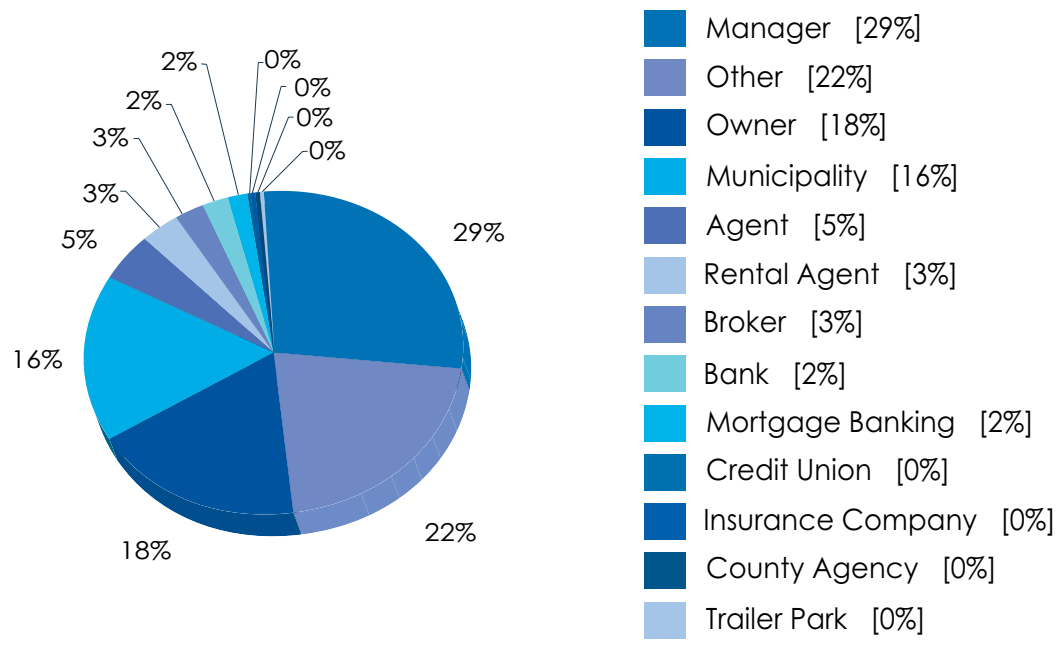
HOUSING CHARGES BY BASIS FISCAL YEAR 2006

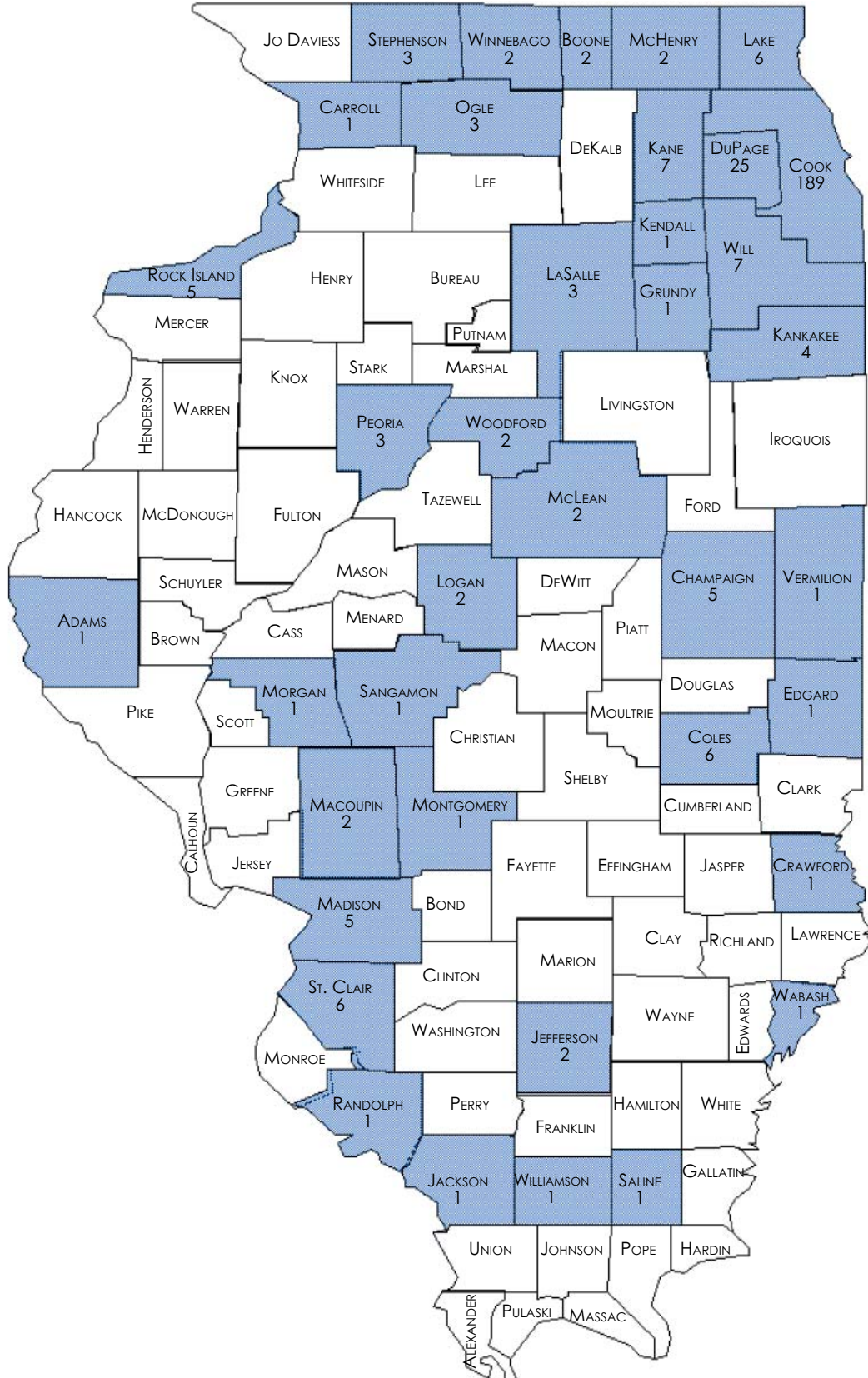


HOUSING CHARGES BY RESPONDENT TYPE	
FISCAL YEAR 2006	
	<i>Number of Charges</i>
Manager	87
Other	66
Owner	57
Municipality	51
Agent	15
Rental Agent	10
Broker	8
Bank	7
Mortgage Banking	5
Credit Union	1
Insurance Company	1
County Agency	1
Trailer Park	1
TOTALS	310

Note: Percent of total charges filed is greater than 100% because charges can be filed on more than one basis

HOUSING CHARGES BY RESPONDENT TYPE
FISCAL YEAR 2006







GOVERNOR'S COMMISSION ON DISCRIMINATION AND HATE

ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS ILLINOIS DEPARTMENT OF HUMAN RIGHTS

The Governor's Commission on Discrimination and Hate Crimes ("Commission") helps to ensure that state and local governments effectively respond to incidents of discrimination and hate crimes in a swift and appropriate manner. During fiscal year 2005, the Commission staff expanded its focus to include management of the Department of Human Rights' Institute for Training and Development. As part of this new role, staff oversaw all aspects of training, including content and delivery of service. By broadening its efforts, the Commission staff has been successful in increasing the number of people who receive human rights training across the board. The staff of the Commission also continued to serve Illinois residents who may have fallen victim to acts of discrimination and hate.

During fiscal year 2005 and 2006 (while the Training Institute was under the Commission staff's management) more than 3800 people received training in nearly 120 training sessions in the areas of Diversity Awareness, Sexual Harassment Prevention, and the Americans with Disabilities Act. In addition, the Commission, through its partnership with the Illinois Department of Human Rights, reached out to more than 18,000 people in 35 different outreach events throughout the state.

Whether participating in a community event or training Illinois citizens, we are working to build a society that is respectful of all people regardless of their race, color, religion, sex, national origin, ancestry, citizenship status (with regard to employment), age (40 and over), marital status, familial status (with regard to housing), arrest record, physical and mental disability, military status, sexual orientation and unfavorable discharge from military service.

On an annual basis, the Commission receives a few thousand hits to its website resulting in more than 100 e-mails and phone calls from citizens needing assistance because they believe an act of discrimination or a hate crime has been committed against them. The staff works hard to answer correspondence and intervene on behalf of citizens who find themselves in distress. Our goal simply is to build bridges between tolerance and respect among people of diverse cultures and to connect people in ways that allow individuals to celebrate their differences rather than foster hate.

The Commission may also make statutory and programmatic recommendations designed to address current issues and trends in the pursuit of eliminating discrimination and hate-based violence across the state. In fiscal year 2006 the Youth Leadership Sub-Committee of the Commission began the task of researching the impact of school-aged bullying in the State of Illinois. As a result, the sub-committee will submit its findings and recommendations to the Governor for consideration.

While the Commission has made a significant impact in educating and outreach, there is still more work to do at the grassroots level. In the future, the Commission members and staff will continue to focus on expanding current outreach methods and encouraging education and training opportunities in non-traditional formats and venues.

The following pages offer a summary of the training provided during fiscal year 2006.

For more information about the Commission go to our website:

www.state.il.us/cdhc/

TRAINING INSTITUTE

The Governor's Commission on Discrimination and Hate Crimes ("Commission") manages the Illinois Department of Human Rights' Institute for Training and Development, which conducts training for both the Illinois Department of Human Rights and the Commission. During fiscal year 2006 the Institute Training and Development has trained more than 3,000 people in 81 training sessions while maintaining a ninety-six percent satisfaction rating from training participants. The Institute continues to provide internal training to Department staff relative to computer applications and new employee orientation and testing. The Training Institute offers several training modules on topics relevant to the mission of IDHR and Commission including:

- *EEO Law (state and federal Equal Employment Opportunity laws)*
- *Combating Intolerance and Bias*
- *Interpersonal Skills*
- *Sexual Harassment Prevention*
- *Diversity Awareness*
- *ADA (Americans with Disabilities Act)*
- *Law Enforcement*
- *Conflict Resolution*
- *Prosecutor Training*

AGENCIES AND COMPANIES TRAINED IN FISCAL YEAR 2006

<i>Company Name</i>	<i>Type of Training</i>
Beatrice Jaffrey Youth Service	Sexual Harassment Prevention
Calumet City Police Department	Diversity Awareness
Catholic Charities	Diversity Awareness Fair Housing
Center For Addictive Problems (CAP)	Sexual Harassment Prevention
Cook County Recorder of Deeds Office	Diversity Awareness
Department of Public Aid	Sexual Harassment Prevention Conflict Resolution
DOVE Inc.	Diversity Awareness Fair Housing
First Northern Credit Union	Sexual Harassment Prevention
Hillsboro Area Hospital	Sexual Harassment Prevention
Holy Family Villa Nursing Home	Diversity Awareness
Illinois Department of Transportation	Diversity Awareness Sexual Harassment Prevention
Illinois Housing Development Authority (IHDA)	Diversity Awareness
In-House Investigators	MS Word
Mayor's Office of Workforce Development	Sexual Harassment Prevention
National Able Network	Sexual Harassment Prevention Diversity Awareness
Recorder of Deeds	Diversity Awareness
Sesser-Valier School District #196	Sexual Harassment Prevention
The Marcus Evans Group	Sexual Harassment Prevention
<i>Total FY06</i>	

ILLINOIS DEPARTMENT OF
 **Human Rights**

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