

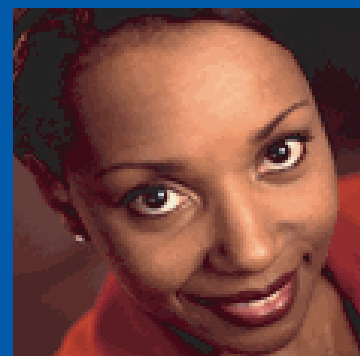
ILLINOIS DEPARTMENT OF
Human Rights

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



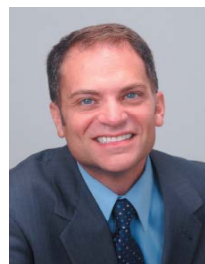
2007

ANNUAL REPORT





Rod R. Blagojevich
Governor



Rocco J. Claps
Director

TO: THE HONORABLE GOVERNOR ROD R. BLAGOJEVICH,
MEMBERS OF THE GENERAL ASSEMBLY AND
ALL FRIENDS OF HUMAN RIGHTS:

Dear Friends,

I am pleased to present to you this annual report of the Illinois Department of Human Rights for fiscal year 2007. On behalf of the Department's hard-working staff members and the many individuals who benefit from our programs and services, I thank you for your support.

The information contained in this report reflects the work of our Department between July 1, 2006 and June 30, 2007. I hope you will find this material helpful and that it gives you a good overview of the work we are doing every day to protect the human and civil rights of all Illinoisans.

I'd like to make special note of some of the highlights of the year. As a result of an amendment to the Illinois Human Rights Act that became effective on January 1, 2006, we began to see employment and housing charges filed and investigated based on sexual orientation and gender identity. We continued to maintain strong relationships with our federal partners, the US Department of Housing and Urban Development (HUD) and the Equal Employment Opportunity Commission (EEOC). With special funding from HUD, we implemented a study conducting race and disability testing. The race testing targeted several areas in the state that were historically considered "sundown towns," meaning that minorities, most commonly African American, Asian and Jewish individuals, were not safe in these towns after sundown.

Continuing our tradition of employing a diverse staff that rightly reflects the populations we serve, I am proud that twenty percent of our staff is bilingual, the vast majority speaking Spanish but also including Polish- and Korean-speaking investigators. Nearly 43 percent of our staff is African American, nearly 20 percent Latino. In addition, our brochure entitled "Filing a Charge of Discrimination" is now available in English, Spanish, Korean, Polish, Chinese, Bosnian and Italian, with more languages slated for production next year. The brochures are available in print and on our web site.

Again, thank you for your interest and support toward accomplishing our ultimate mission and vision—to secure for all individuals within the State of Illinois freedom from unlawful discrimination.

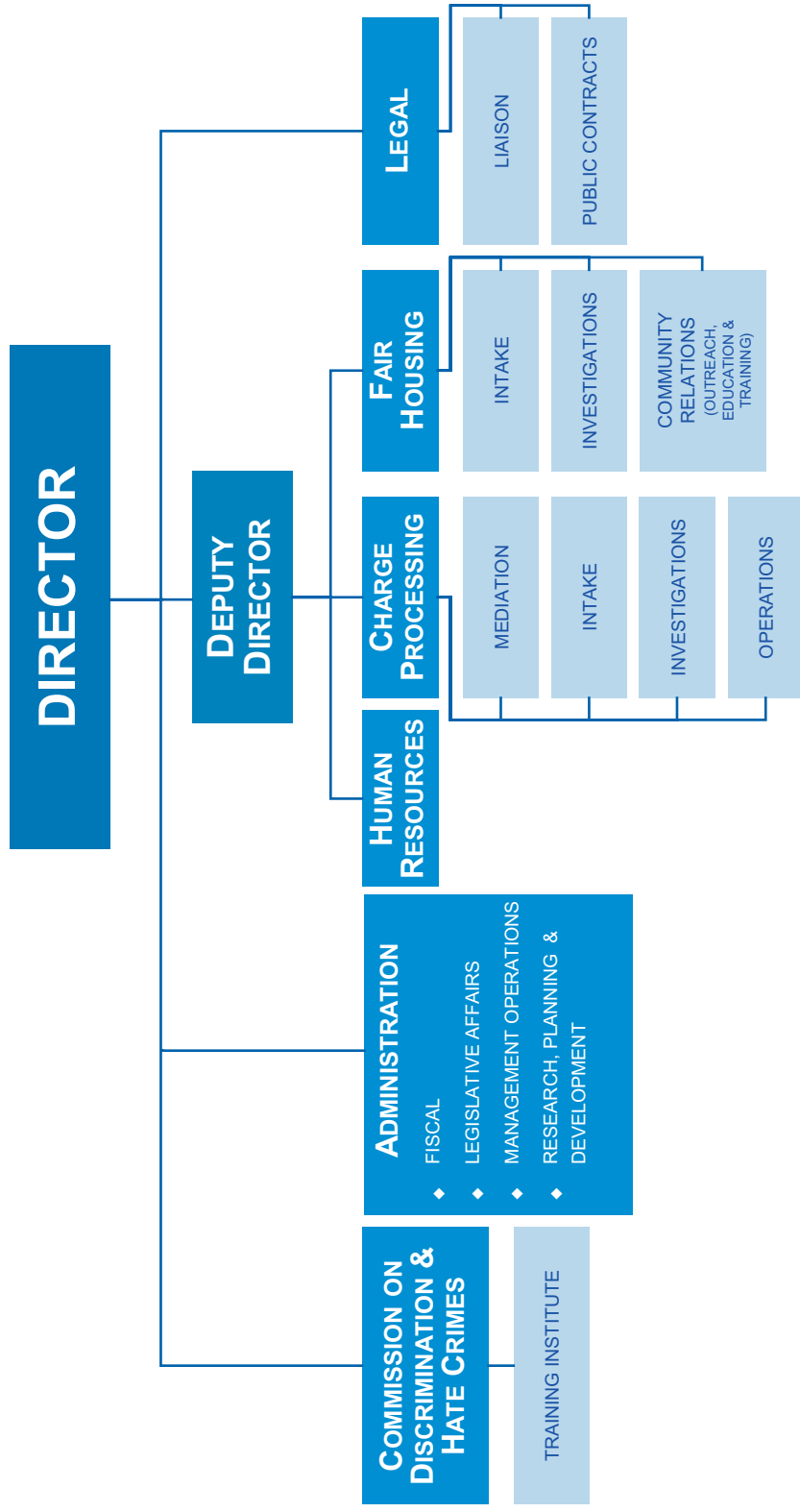
Sincerely,

Rocco J. Claps
Director

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IDHR TABLE OF ORGANIZATION 2007



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 \$10,344,200 during fiscal year 2007 ("FY07"). General Revenue Funds totaled \$7,737,900 and Special Projects Funds or federal dollars totaled \$2,606,300 in contracts with:

- o The U.S. Equal Employment Opportunity Commission ("EEOC")

to investigate dual-filed employment discrimination charges (\$1,239,700);

- o The U. S. Department of Housing and Urban Development ("HUD") to process dual-filed housing discrimination complaints (\$607,888);

Expenditures for FY07 totaled \$9,857,340, of which \$7,726,722 derived from General Revenue Funds and \$2,130,618 derived from Special Projects Funds.

INCOME AND EXPENDITURE STATEMENT		
FISCAL YEAR 2007		
	Appropriations	Expenditures
<u>Personal Services</u>	7,022,200	6,269,342
Retirement (PU)	0	36,578
Retirement	809,700	488,355
Social Security	523,312	467,158
Group Insurance	464,000	208,013
Contractual Services	375,088	540,275
Travel	118,200	90,314
Commodities	37,600	33,584
Printing	16,300	24,494
Equipment	49,500	1,998
Telecommunications	71,500	45,128
Operation Automotive Equipment	3,000	2,977
Commission on Discrimination and Hate Crimes	153,800	148,797
Lump Sums	700,000	700,000
<u>Total</u>	<u>10,344,200</u>	<u>9,857,340</u>

END OF YEAR HEADCOUNT						
	FY02	FY03	FY04	FY05	FY06	FY07
Administration	11	11	11	11	11	11
Charge Processing	136	136	126	116	111	135
Compliance	18	18	12	11	11	11
<u>Total</u>	<u>165</u>	<u>165</u>	<u>149</u>	<u>138</u>	<u>133</u>	<u>157</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 2007.

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 (averaging 155 in FY07), Management Operations staff assisted approximately 17,830 visitors in the Chicago and Springfield Offices in fiscal year 2007.

The Legal Division oversees the investigative works 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

Substantial Evidence Reviews

During fiscal year 2007 ("FY07"), the Division conducted 214 substantial evidence reviews.

Complaints

During FY07, the Division filed 267 complaints with the Commission.

Freedom of Information Act Requests

During FY07, the Division responded to 66 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 FY07, the Division completed 599 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, 352 appeals of Chief Legal Counsel decisions have been filed. Of these, 333 have been disposed, either by court decision or withdrawal by the petitioner/appellant. During FY07, the Division received 25 direct appeals; the Division disposed of 39 cases in FY07. The Appellate Court has sustained about 95% of the Chief Legal Counsel decisions.

LIAISON UNIT

Functions

The Liaison unit administers and enforces the statutory regulations of the Human Rights Act to ensure state governmental compliance with equal employment opportunity and affirmative action requirements. The Human Rights Act requires State executive agencies, boards, commissions, and instrumentalities to rigorously take affirmative action and to provide equal employment opportunity in employment. All state entities must submit affirmative action plans, quarterly and annual progress reports, and layoff reports to the Department.

All required reports are reviewed in accordance with the Human Rights Act and modifications are recommended as needed. The Liaison unit monitors each State executive agency to determine compliance with goals established within its affirmative action plan. The Liaison unit meets with covered entities on a

regular basis to discuss their affirmative action progress and Equal Employment Opportunity/Affirmative Action (“EEO/AA”) accomplishments. The Liaison unit throughout the year provides technical assistance regarding statutory/regulatory requirements, complaint investigation, disability compliance, and sexual harassment prevention. It provides full-day training to agency EEO/AA Officers on developing an affirmative action plan and other required reports.

Annual affirmative action performance profiles are prepared for all State executive agencies. The Liaison unit determines whether remedial efforts by State executive agencies are needed. Such efforts may include implementation of training programs, month-to-month reporting, and meetings with Directors, compliance reviews and/or other remedies.

Through the Disability Program, consultation and technical assistance on disability issues is provided to agency staff, members of the public, employers, landlords, and organizations serving people with disabilities. This program serves as a resource on disability-related matters within state government and throughout the state in regards to compliance with the disability provisions of the Human Rights Act. Through provision of technical assistance in this area, job and housing problems are more likely to be resolved at an early level, resulting in fewer formal charges of discrimination.

Unit Activities

- o Conducted a full-day training session for new EEO/AA Officers regarding development of effective affirmative action programs. This included

establishment of and preparation of affirmative action plans, quarterly and annual reports, and layoff report analysis.

- o Revised and posted on the Department's website the Guidebook for the Development of Affirmative Action Plans, Quarterly Reports, and the Annual Report for Illinois State Executive Agencies.
- o Placed on the Department's website the latest statistics for the availability analysis used by state executive agencies for their affirmative action plan.
- o Conducted an analysis on executive State agencies' underutilization and hires for each of the affirmative action group members.
- o Recommended changes to the Department's rules dealing with quarterly and annual reports (Department's Administrative Code [Title 56, Chapter II, Part 2520, Subpart H: Equal employment Opportunity and Affirmative Action, Section 2520.770 (c) (d)]); the revised rules will eliminate the vacancy report and omit the annual report.
- o Revised the affirmative action monthly report for State agencies that fail to meet the minimum compliance criteria.
- o Participated in a training seminar on the Americans with Disabilities Act (“ADA”) sponsored by the Department of Corrections and Department of Juvenile Justice for the agencies' facility ADA Coordinators and Personnel Officers. There were fifty people who attended the training.
- o Participated as a moderator and presenter for the Department's Institute for Training and Development ADA seminar. A presentation was given on comparing the ADA and the Human Rights Act. Twenty-one

people were in attendance.

- Conducted an EEO/AA presentation to managers and supervisors of Department of Children and Family Service ("DCFS") in Chicago and Springfield. 400 people were in attendance. Also provided EEO/AA training to the Department of Transportation's executive staff in Springfield. Fifty people were in attendance.
- Met with Thiago Thobias, Legal Advisor/Coordinator from Brazil to discuss the affirmative action policies of the State of Illinois. He was provided with a copy of the Human Rights Act, Department's Rules and Regulations for Charge Processing and EEO/AA, Guidebook for the Development of Affirmative Action Plans, Executive Order 15 (Diversified Workforce), and Executive Order 16 (Sexual Harassment).
- Reviewed layoff reports submitted by the following agencies: **Department of Agriculture, Criminal Justice Information Authority, Department of Healthcare and Family Services, Historic Preservation Agency, Department of Public Health, Department of Revenue, and State Treasurer's Office.**
- Issued "Late Notices" to agencies who failed to submit their affirmative action plan during the fiscal year: **Department of Central Management Services and Workers' Compensation Commission.**
- Issued a "Show Cause Notice" for failure to submit their affirmative action plan during the fiscal year: **Department of Central Management Services.**
- Issued "Late Notices" to agencies who failed to submit their quarterly reports during the fiscal year: **Secretary of State's Office and Workers' Compensation Commission.**

- Represented the Department by the Liaison Disability Coordinator as co-chair of the State Interagency Committee on Employees with Disabilities ("ICED"). The Committee addresses the concerns of nearly 2,600 people with disabilities who work in state government. The Committee maintains a website, www.state.il.us/iced, and issues a newsletter that contains information about state programs for employees with disabilities, Committee activities, and developments in state/federal civil rights laws. In FY07, the Committee continued its Internship Program for College Students with Disabilities. In honor of the Committee's 30th anniversary, ICED sponsored a signature event in October 2006, including a conference for state employees with disabilities, an awards ceremony, and entertainment from students with disabilities. At the end of the year, ICED sponsored a reception for employees with disabilities and members of the legislature.
- In FY07, the Liaison unit's Disability Coordinator worked to ensure the Department's compliance with the Americans with Disabilities Act ("ADA"), by updating and posting ADA notices to clients, arranging for accommodations for clients with disabilities, and educating staff about reasonable accommodation issues. In addition, the Disability Coordinator advised people with disabilities, state agency staff, and Departmental staff about disability issues on 150 occasions during the year.

In FY07, sixty agencies submitted affirmative action plans and all were approved. During the year, 89% 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 four 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. There was one agency that had to establish training: **Student Assistance Commission**. There were four agencies that had to continue training: **Department of Children & Family Services, State Board of Education, and Department of Veterans' Affairs**.

During FY07, the Liaison unit responded to 789 technical assistance inquiries to state entities.

PUBLIC CONTRACTS UNIT

Functions

The Public Contracts Unit ("PCU") enforces provisions of the Human Rights Act and the Department's Rules and Regulations that apply to public contractors and eligible bidders, requiring them to refrain from unlawful discrimination, undertake affirmative action in employment, and develop a written sexual harassment policy.

The PCU registers entities seeking to establish eligibility status for competitively bidding on state contracts. The PCU provides technical assistance and training on how to develop equal opportunity policies and procedures. Additionally, the PCU reviews entities' affirmative action plans to ensure compliance with established equal employment opportunity laws and guidelines. The PCU conducts audits to examine policies, procedures, and efforts expended by the contractor toward meeting its EEO/AA obligations.

In accordance with Department Rule, 44 Ill. Code, Section 750.140, the PCU reviews relevant information, reports, facilities, and personnel practices to determine compliance with the Act. In accordance with Department Rule, 44 Ill. Code, Section 750.210, prospective bidders are required to submit a properly completed and signed Employer Report Form (PC-1). Prospective bidders are to register with the Department prior to bid opening.

Major FY07 PCU Actions

- o Developed, coordinated and implemented the 2007 Desk Audit process for the Department. Desk audits allow for examination of employers' policies, forms, procedures, rules, practices, and efforts made by them regarding their commitment and obligation to refrain from unlawful discriminatory practices. For FY07, 100 entities were selected.

Year-end results:

- 78 responses received, reviewed and analyzed
- 66 (84.61%) were found in compliance with the Department's Rules & Regulations and Human Rights Act.
- o Registered potential public contractors and eligible bidders seeking to establish state eligibility status for competitively bidding on state contracts.
- Received 3,994 PC-1 forms from prospective bidders and current eligible bidders.

- Processed 4,095 PC-1 forms from initial registrants applying for and eligible bidders renewing their DHR number. Out of these, 1,944 were initial registrants.
- Mailed 4,473 renewal notices to eligible bidders and public contractors notifying them of renewal registration procedures.
- Responded to 5,822 inquiries from eligible bidders, government and non-government contracting agencies, potential bidders, and other interested parties. Addressed questions relating to registration procedures, workforce utilization, contractor's EEO/AA obligations, sexual harassment policy requirements, Office of Federal Contract Compliance Program ("OFCCP") new regulations, and filled numerous requests for registration forms.
- Implemented enforcement of the Orders and Decisions issued by the Illinois Human Rights Commission terminating two companies from doing business with the state of Illinois for up to three years. Both companies were found to have committed a civil rights violation.
- Researched, reviewed and revised the United Airlines Sexual Harassment Policy via the Department of Commerce and Economic Opportunity ("DCEO"). The policy's new language reflects the required elements according to the Illinois Human Rights Act. The policy will be distributed to employees nationwide.
- Provided input to the Capitol Development Board ("CDB") in developing a process for imposing and implementing sanctions against public contractors found in non-compliance with affirmative action hiring guidelines.
- Conducted five registration workshops for vendors seeking state eligibility status through the Illinois Department of Human Rights ("DHR") – Public Contracts Program. Through the registration process vendors are issued an DHR number and obtain eligibility status, which allows them to competitively bid on state contracts. Fifty-two (52) vendors became state eligible bidders.
- Instituted a process by which Central Management Services ("CMS") - Procurement Business Section verify eligibility status of vendors who seek to do business with the State of Illinois. The significant increase in verification requests from CMS is an indication of an effective process, as well as compliance with Department Rules.
- Reviewed, edited, and approved the revision of the Department's PC-2 (Contractor Projection Hiring Form) for CDB. The revision provides for a comprehensive breakout of minority and non-minority groups by race and sex. Public contractors statewide are required to complete and submit the form to CDB.
- Researched and compiled information on the Office of Federal Contract Compliance Program (OFCCP) newly revised EEO-1 Report also, known as the Employer's Report Form. These required changes affect how employers maintain and report workforce information to OFCCP. These new race and sex requirements

would be communicated to employers and eligible bidders statewide.

- o Completed a yearly analysis of the Public Contracts Information System ("PCIS"). As of June 30, 2007:
 - Number of Current Records: 27,580
 - Number of Expired Records: 10,456
 - Number of Deleted/Defunct Records: 1,147

Sited on the Department's website (www.state.il.us/dhr) under PCU – Contractor Assistance is a Model Sexual Harassment Policy.



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.**

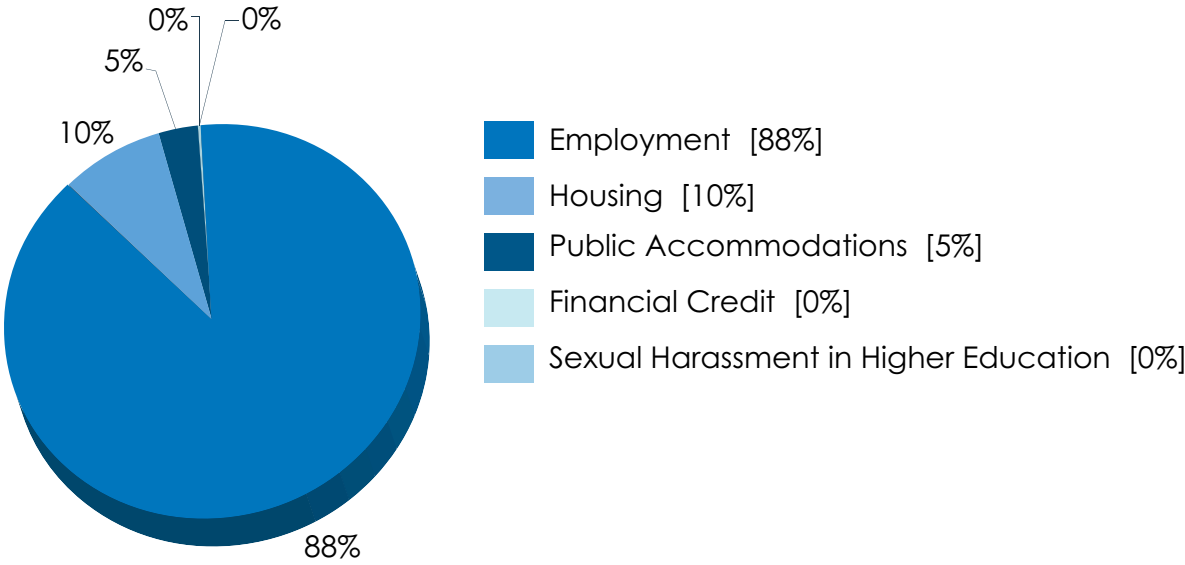
The following pages offer a graphic summary of the activities of the Charge Processing Division during FY07.

* Effective October 17, 2007, Public Act 95-0668 changed the term "handicap" in the Human Rights Act to "disability."

** For all charges filed after January 1, 2008, Public Act 95-0243 provides that where the Department finds substantial evidence of discrimination, complainant has 14 days to request that the Legal Division file a complaint with the HRC, or complainant has 90 days to file a complaint with the appropriate circuit court. Alternatively, where the Department dismisses for lack of substantial evidence a charge filed after January 1, 2008, P.A. 95-0243 allows a complainant 30 days to file a Request for Review with the HRC or 90 days to file a complaint with the appropriate circuit court.

CHARGES DOCKETED BY JURISDICTION	
FISCAL YEAR 2007	
Employment	3287
Housing	397
Public Accommodations	90
Financial Credit	5
Sexual Harassment in Higher Education	3
TOTAL	3,782

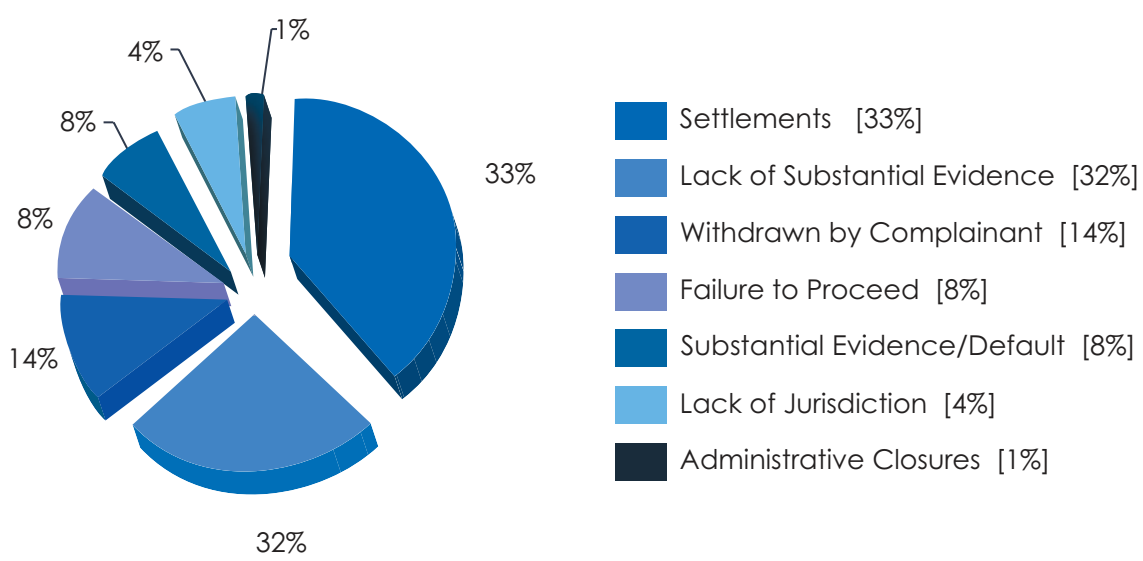
CHARGES DOCKETED BY JURISDICTION
FISCAL YEAR 2007



DISPOSITION OF COMPLETED INVESTIGATIONS*	
FISCAL YEAR 2007	
Inquiries Received	13,841
Charges Filed	3,385
Completed Investigations	2,897
COMPLETED INVESTIGATIONS	
Lack of Substantial Evidence	922
Settlements	962
Withdrawn by Complainant	406
Failure to Proceed	229
Substantial Evidence/Default	239
Lack of Jurisdiction	122
Administrative Closures	17
<i>Completed Investigations</i>	<i>2,897</i>

*Excluding Housing cases

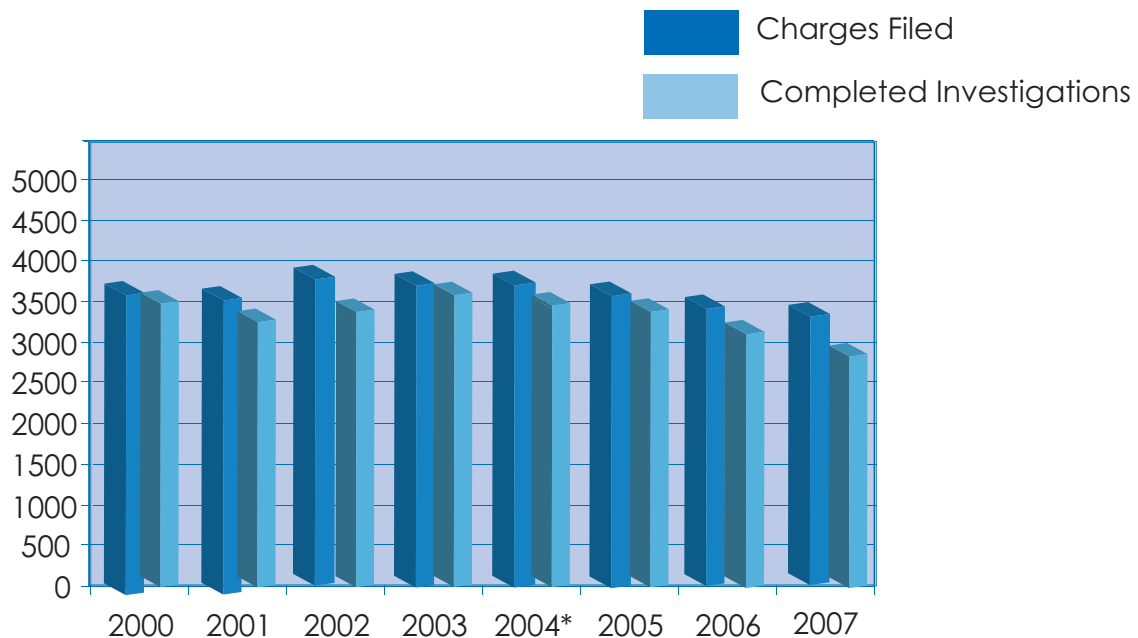
DISPOSITION OF COMPLETED INVESTIGATIONS FISCAL YEAR 2007



CHARGES FILED AND COMPLETED INVESTIGATIONS Fiscal Year 2007 (Excluding Housing starting 2004)							
	2001	2002	2003	2004*	2005	2006	2007
Charges Filed	3757	3918	3876	3809	3791	3555	3385
Completed Investigations	3396	3530	3733	3566	3567	3240	2897

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

CHARGES FILED AND COMPLETED INVESTIGATIONS
 FISCAL YEAR 2007

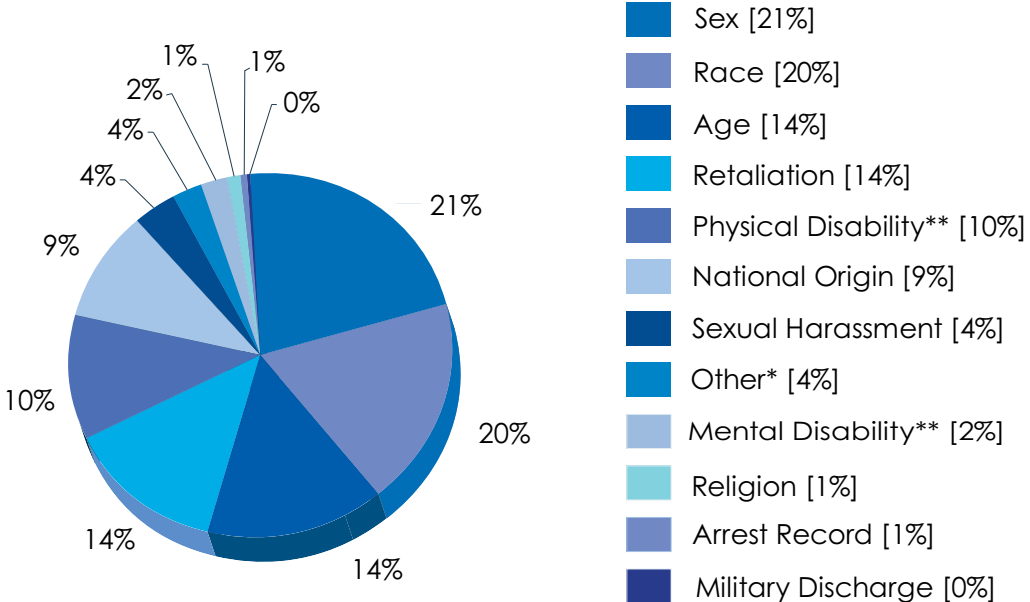


EMPLOYMENT CHARGES BY BASIS	
FISCAL YEAR 2007	
BASIS OF DISCRIMINATION	
Sex	1098
Race	1056
Age	762
Retaliation	738
Physical Disability**	529
National Origin	478
Sexual Harassment	209
Other*	193
Mental Disability	122
Arrest Record	59
Religion	44
Military Discharge	11

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.
 **Effective October 17 2007, Public Act 95-0668 changed the term "handicap" in the Human Rights Act to "disability."

EMPLOYMENT CHARGES BY BASIS
 FISCAL YEAR 2007

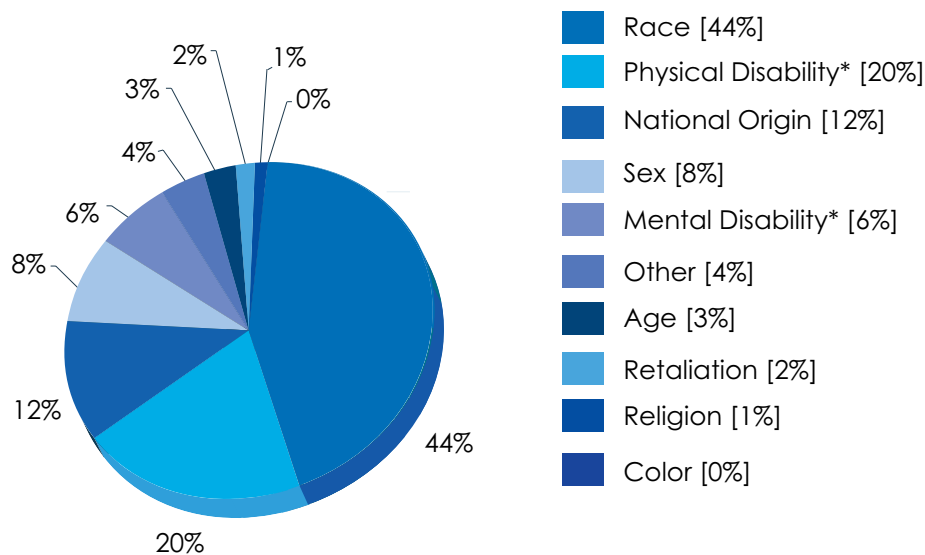


PUBLIC ACCOMMODATIONS CHARGES BY BASIS	
FISCAL YEAR 2007	
Race	48
Physical Disability*	22
National Origin	13
Sex	9
Mental Disability*	7
Other	4
Age	3
Retaliation	2
Religion	1
Color	0

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

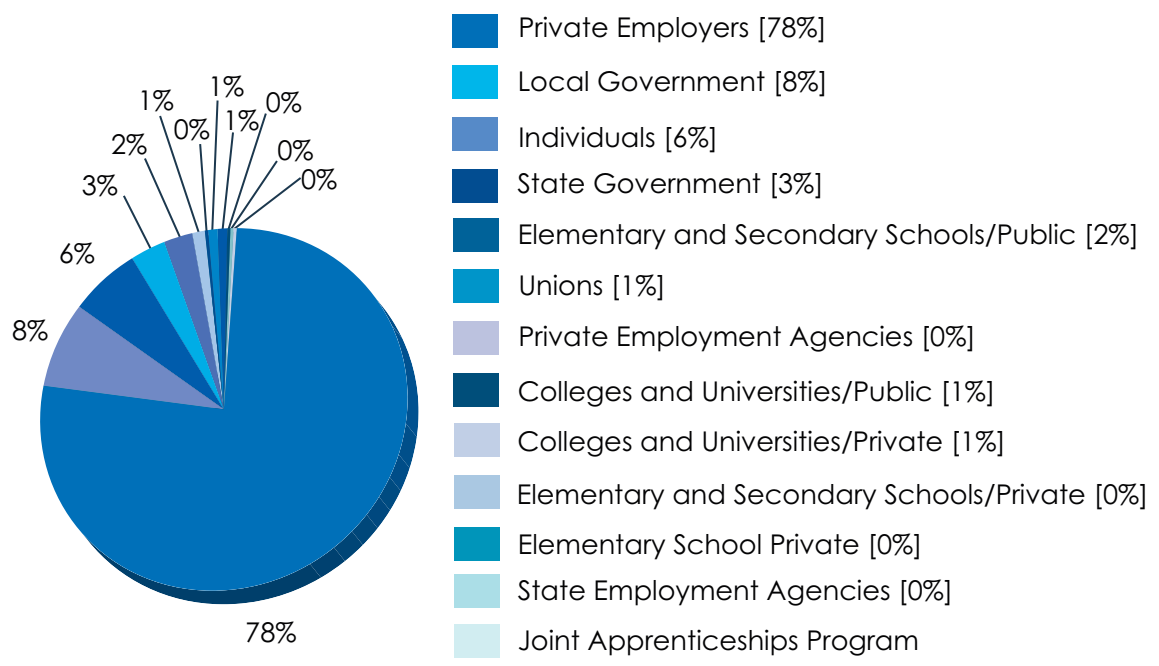
*Effective October 17, 2007, Public Act 95-0668 changed the term "handicap" in the Human Rights Act to "disability."

PUBLIC ACCOMMODATIONS CHARGES BY BASIS
FISCAL YEAR 2007



EMPLOYMENT CHARGES BY RESPONDENT TYPE	
FISCAL YEAR 2007	
Private Employers	2537
Local Government	240
Individuals	208
State Government	100
Elementary and Secondary Schools/Public	79
Unions	37
Private Employment Agencies	10
Colleges and Universities/Public	28
Colleges and Universities/Private	29
Elementary and Secondary Schools/Private	7
Elementary School Private	9
State Employment Agencies	1
Joint Apprenticeships Program	2
TOTALS	3287

EMPLOYMENT CHARGES BY RESPONDENT TYPE
FISCAL YEAR 2007



EMPLOYMENT DISCRIMINATION ISSUES ALLEGED AS ACTS OF DISCRIMINATION* FISCAL YEARS 2002 - 2007						
ISSUE	2002	2003	2004	2005	2006	2007
DISCHARGE	2066	1968	1978	1983	1810	1689
HARASSMENT	468	579	747	756	826	777
TERMS AND CONDITIONS	313	250	298	240	324	242
SUSPENSION	257	218	237	276	246	233
WRITTEN REPRIMAND	235	216	213	207	181	187
HIRING	158	129	163	170	163	164
PROMOTION	171	171	160	147	143	140
FAILURE TO ACCOMMODATE	173	133	135	146	158	120
OTHERS	106	69	69	57	64	103
UNEQUAL PAY	100	74	77	95	106	78
LAYOFF	181	172	105	98	88	72
DEMOTION	92	105	95	79	103	70
WAGES	73	60	80	113	77	51
TRANSFER	61	59	51	46	40	37
UNION REPRESENTATION	12	12	13	24	24	34
RACIAL HARASSMENT	52	39	19	27	28	31
REDUCTION IN HOURS	30	40	33	46	32	30
ORAL REPRIMAND	35	30	24	23	30	25
FAILURE TO RETURN/MEDICAL LEAVE	28	24	23	28	17	22
POSITION ELIMINATION	34	31	24	36	29	21
TRAINING/APPRENTICESHIP	7	7	7	20	16	20
CONSTRUCTIVE DISCHARGE	44	54	55	33	25	19
PERFORMANCE EVALUATION	28	28	26	21	14	19
TENURE	4	15	0	6	16	17
PROBATION	26	20	21	19	14	15
OVERTIME	6	10	12	8	7	14
FORCED RESIGNATION	9	23	5	9	15	13
UNEQUAL JOB ASSIGNMENTS	38	20	26	20	16	11
BENEFITS	13	11	23	12	16	9
RECALL	29	36	29	24	9	8
FORCED MEDICAL LEAVE	14	6	12	9	14	7
FAILURE TO REASSIGN	1	6	5	12	5	4
SEVERANCE PAY	12	2	5	5	4	3
FORCED RETIREMENT	7	4	3	5	2	3
AIDING AND ABETTING	5	2	0	5	0	3
REFERRAL	7	5	3	9	8	2
JOB CLASSIFICATION	2	2	1	1	0	2
INTIMIDATION/REPRISAL	8	3	2	0	0	2
EMPLOYMENT REFERENCE	1	2	5	7	4	1
VACATION	0	0	0	3	1	1
SENIORITY	1	1	0	1	1	0
DRUG TESTING	0	1	0	0	1	0
EXCLUSION	0	9	0	0	0	0
QUALIFICATION/TESTING	0	0	0	0	0	0
ADVERTISING	0	0	0	0	0	0
TOTALS	4907	4646	4784	4826	4677	4299

Note: List arranged according to FY2007 figures.

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

TYPE OF DISCRIMINATION BY COUNTY						
FISCAL YEAR 2007						
COUNTY	EMPLOYMENT	PUBLIC ACCOMMODATIONS	HOUSING	FINANCIAL CREDIT	SEXUAL HARASSMENT IN HIGHER EDUCATION	TOTAL
ADAMS	14		1			15
ALEXANDER	1					1
BOND	1					1
BOONE	5					5
BROWN	1					1
BUREAU			1			1
CARROLL			1			1
CASS	2	2				4
CHAMPAIGN	51		3			54
CHRISTIAN	2					2
CLARK	2					2
CLINTON	2					2
COLES	7	1				8
COOK	1942	42	234	5	3	2226
CRAWFORD	1		1			2
CUMBERLAND						0
DEKALB	10		4			14
DEWITT	2					2
DOUGLAS	6					6
DUPAGE	190	3	31			224
EDGAR						0
EDWARDS						0
EFFINGHAM	3		2			5
FAYETTE						0
FORD	3					3
FRANKLIN	3		1			4
FULTON	3					3
GALLATIN						0
GREENE	1					1
GRUNDY	5					5
HAMILTON	2					2
HANCOCK	2					2
HENRY	2					2
IROQUOIS	2					2
JACKSON	15		4			19
JASPER						0
JEFFERSON	14	1	2			17
JERSEY	2					2
JO DAVIESS		1				1
KANE	80	1	2			83
KANKAKEE	24	1	4			29
KENDALL	6		2			8
KNOX			3			3
LAKE	125	3	20			148
LA SALLE	9		2			11
LAWRENCE	1					1
LEE	6					6

TYPE OF DISCRIMINATION BY COUNTY						
FISCAL YEAR 2007						
COUNTY	EMPLOYMENT	PUBLIC ACCOMMODATIONS	HOUSING	FINANCIAL CREDIT	SEXUAL HARASSMENT IN HIGHER EDUCATION	TOTAL
LIVINGSTON	3		1			4
LOGAN	8					8
McDONOUGH	2		2			4
McHENRY	31		3			34
McLEAN	44	2	4			50
MACON	54	1	1			56
MACOUPIN	7					7
MADISON	28	2	3			33
MARION	5		2			7
MARSHALL	2					2
MASON	3					3
MASSAC	2					2
MENARD						0
MERCER						0
MONROE	2		1			3
MONTGOMERY	5					5
MORGAN	15		1			16
MOULTRIE	4					4
OGLE	7		2			9
PEORIA	66		8			74
PERRY	1		1			2
PIATT	1					1
PIKE	2					2
PULASKI	2					2
PUTNAM	1					1
RANDOLPH	6		1			7
RICHLAND	2					2
ROCK ISLAND	19	1	8			28
ST. CLAIR	34	4	10			48
SALINE	9	1				10
SANGAMON	163	15	4			182
SHELBY						0
STARK						0
STEPHENSON	5	2	2			9
TAEZEWELL	13		1			14
UNION	5					5
VERMILION	28		1			29
WABASH						0
WARREN	3					3
WASHINGTON	1		1			2
WHITESIDE	4					4
WILL	69	4	11			84
WILLIAMSON	11		1			12
WINNEBAGO	47	2	10			59
WOODFORD	3	1				4

MEDIATION PROGRAM

The Charge Processing Division's Mediation Program 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 DHR Human Rights Mediator in a confidential, nonconfrontational 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 FY07, the Mediation Unit held 229 conferences, of which 193 cases were settled, or 84% of the cases that were mediated. Total known monetary recovery for charging parties for FY07 cases successfully mediated was \$1,361,656.00.

MEDIATION UNIT ACTIVITY	
FISCAL YEAR 2007	
Number of Mediation Conferences Held	229
Number of Resolutions at Conference	193
Percent of Resolutions to Conferences Held	84%
<u>Total Reported Monetary Portion of Settlements</u>	<u>\$1,361,656</u>

(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 (including sexual harassment), national origin, familial status (children under 18), ancestry, age (40 and over), marital status, physical, mental and perceived disability*, sexual orientation (including gender identity), military status, retaliation, 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. (Cases filed on or after January 1, 2008 may be appealed to the Human Rights Commission.) 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 handled 936 housing inquiries and docketed 397 housing charges during

FY07. Of the housing charges, 182 (40%) included race as a basis; 117 (29%) included physical or mental disability; 55 (12%) included familial status as a basis, and 10 cases (2%) were filed based on religion. The rest (20) were filed on other bases. DHR housing investigators completed 374 investigations during FY07, including 103 cases (28%) with a finding of lack of substantial evidence, 103 cases (28%) resolved via settlements (either adjusted with terms or adjusted and withdrawn), 78 (21%) dismissed for failure to proceed, 33 (9%) withdrawn by Complainant, and 17 (5%) dismissed for lack of jurisdiction. In addition, 20 cases (5%) were completed with findings of substantial evidence or default.

Special Project

During FY07, DHR continued work on a special project involving HUD funding to conduct testing for disability and race-based discrimination against homebuyers and renters. The disability testing focused on discrimination against wheelchair users and users of TTY machines seeking housing in the Chicago metropolitan area. The race-based testing targeted cities and towns that were historically considered "sundown towns," meaning that African Americans were not safe in these towns after sundown. Testing was subcontracted to fair housing organizations who hired testers and analyzed the results of the testing. Where the testing resulted in evidence of disparate treatment against disabled persons or African Americans, the results were turned over to the U.S. Department of Housing and Urban Development for enforcement.

Outreach Activities

DHR conducts education and outreach efforts to disseminate information about DHR's programs. During FY07, DHR fair housing and community relations staff participated in over 100 outreach events,

* Effective October 17, 2007, Public Act 95-0668 changed the term "handicap" in the Human Rights Act to "disability."

and distributed over 50,000 pieces of information to over 90,000 people. Presentations about fair housing were conducted in various locations across the state, including Bloomington, Champaign/ Urbana, Decatur, DuQuoin, Joliet, Peoria, Rantoul, and Springfield, as well as numerous 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, Chicago City Colleges, Chicago Urban League, City of Chicago Commission on Human Relations, City of Naperville, City of Rantoul, Committee for the Integration of Latinos with Disabilities, Governor's Office (State of Illinois), Housing Action Illinois, Illinois Association of Agencies and Community Organizations for Migrant Advocacy (IAACOMA), Illinois Department of Children and Family Services, Illinois Department of Human Services, Illinois Housing Development Authority, Illinois Migrant Council, Interfaith Housing Center of the Northern Suburbs, League of United Latin American Citizens, Mainstreet Organization of Realtors, Mexican Consulate, Latinos United, Polish American Association, the Village of Cicero, and others.

During Fair Housing Month in April 2007, DHR presented its Fourth Annual Fair Housing Seminar and fair, held this year in Rockford, and a kick-off celebration of fair housing month in Chicago also sponsored by DHR, featuring Kim Kendrick, FHEO Secretary, U.S. Department of Housing and Urban Development. DHR also implemented a media campaign during the month to publicize DHR's fair housing program to the public. A series of fair housing ads were run in various papers in Chicago, Rockford, and Decatur. The target audience for the selected newspapers included papers targeted to African Americans, Spanish-speaking readers, and Gay/Lesbian/Bisexual and Transgender (GLBT) persons and

included the following papers: N'DIGO, The Chicago Defender and the Gospel Tribune in Chicago, Decatur Herald and Review, Rockford Register Star (Spanish) and Chicago's ExtraNews (bilingual), and the Chicago Free Press (GLBT).

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. 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.

Since March 2007, DHR's Fair Housing Manager has written a monthly column in the free Polish-language housing newspaper Wlasny Kat ("Your Own Place"). This newspaper circulates approximately 10,000 copies monthly to over 200 locations in the City of Chicago and a number of suburbs. Topics for this column have included DHR's fair housing program, landlord responsibilities, tenant rights, affordable housing, sexual harassment in housing, ethnic steering, immigrant issues, and housing rights of families with children.

Community Relations

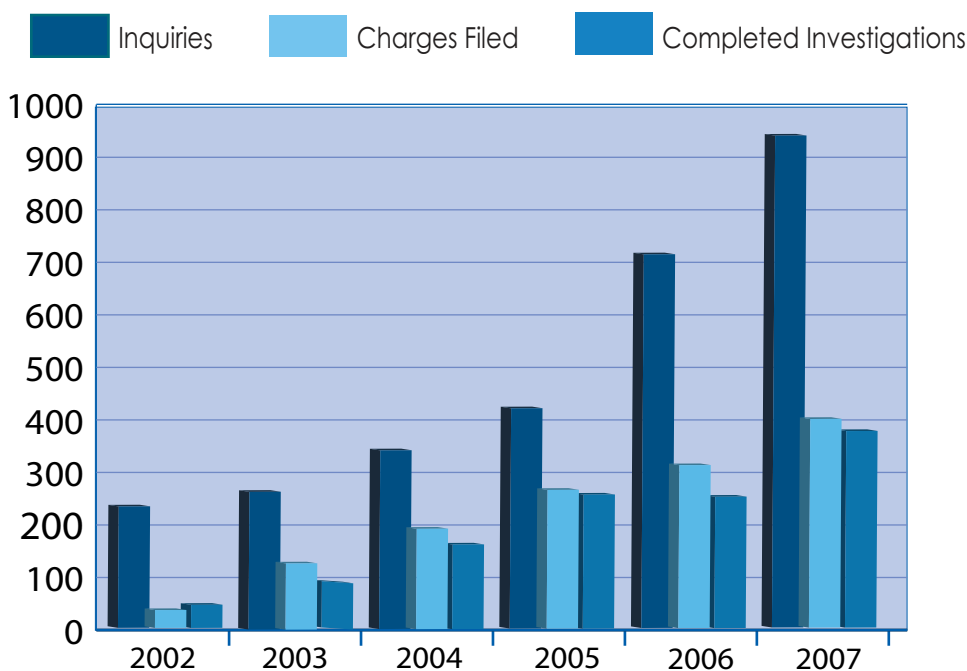
DHR's Community Relations staff works with other DHR and Discrimination and Hate Crimes staff to ensure that DHR's programs are well known to all communities of Illinois, especially those in particular need of DHR's services. To accomplish this goal, the staff networks with numerous community, municipal, 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.

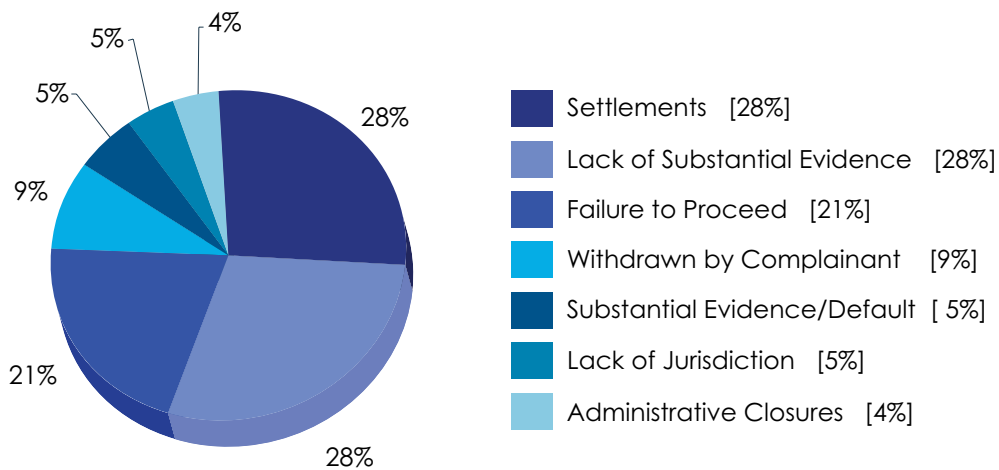
HOUSING INQUIRIES, CHARGES FILED AND COMPLETED INVESTIGATIONS						
<i>Fiscal Year</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>
Inquiries	231	262	340	419	711	936
Charges Filed	34	126	191	264	310	397
Completed Investigations	44	88	161	255	250	374

HOUSING INQUIRIES, CHARGE FILED AND COMPLETED INVESTIGATIONS



Disposition of Completed Housing Investigations	
FISCAL YEAR 2007	
Inquiries Received	936
Charges Filed	397
Completed Investigations	374
Completed Investigations:	
Settlements	103
Lack of Substantial Evidence	108
Failure to Proceed	78
Withdrawn by Complainant	33
Substantial Evidence/Default	20
Lack of Jurisdiction	17
Administrative Closures	15
Total:	374

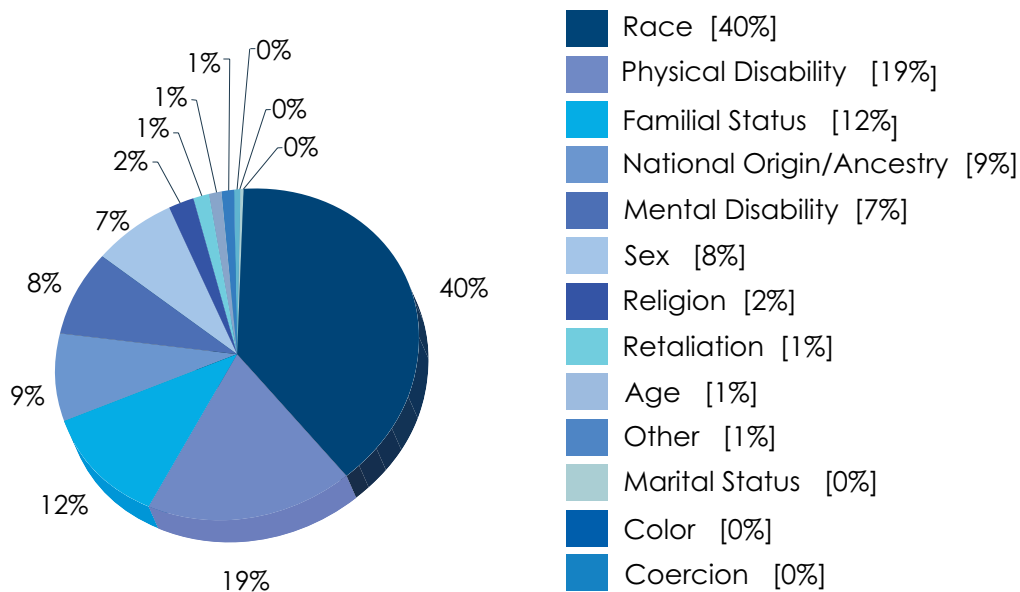
DISPOSITION OF COMPLETED HOUSING INVESTIGATIONS
FISCAL YEAR 2007



HOUSING CHARGES BY BASIS	
BASIS OF DISCRIMINATION	
FISCAL YEAR 2007	
<i>Basis of Discrimination</i>	
Race	182
Physical Disability	84
Familial Status	55
National Origin/Ancestry	40
Sex	38
Mental Handicap	33
Religion	10
Retaliation	6
Age	6
Other	5
Marital Status	2
Coercion	1
Color	0

Note: Number of charges by basis is greater than number of charges filed because charges can be filed on more than one basis.

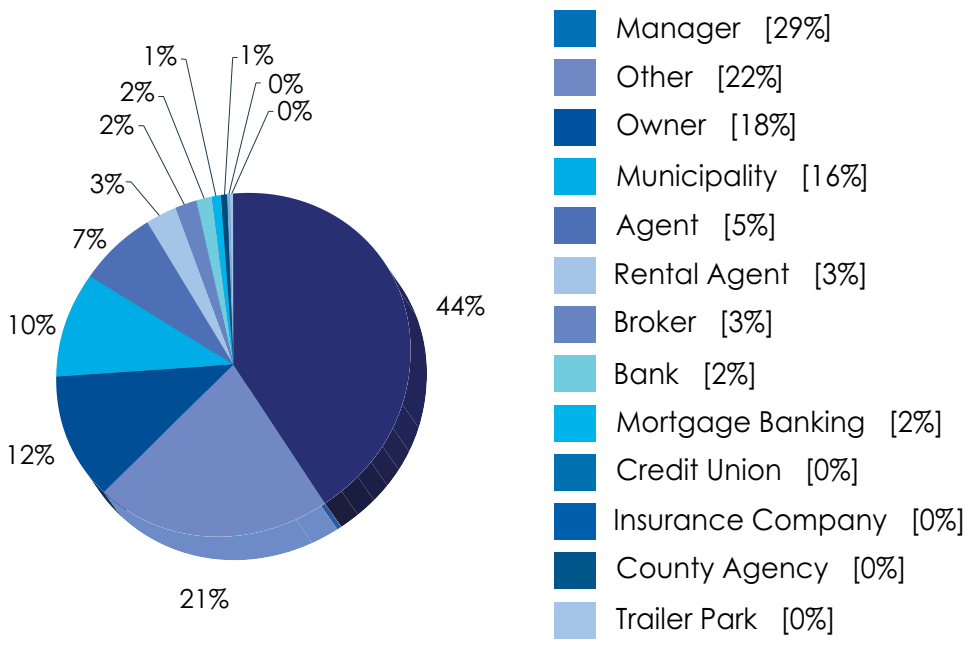
HOUSING CHARGES BY BASIS FISCAL YEAR 2007



HOUSING CHARGES BY RESPONDENT TYPE	
FISCAL YEAR 2007	
	<i>Number of Charges</i>
Manager	165
Other	86
Owner	48
Agent	39
Municipality	28
Broker	11
Mortgage Banking	7
Rental Agent	6
Bank	3
Trailer Park	2
Salesman	1
Savings and Loan	1
Total	397

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 2007





GOVERNOR'S COMMISSION ON DISCRIMINATION AND HATE CRIMES

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. In the latter part of fiscal year 2005 ("FY05"), the Commission staff expanded its focus to include management of the Department of Human Rights' Institute for Training and Development ("Institute"). By broadening its efforts, the Commission has been successful in bringing its message of acceptance to a larger audience.

Since the Commission staff took over the management of the Institute, the number of training participants has increased significantly. Trainings conducted by the Institute included Diversity Awareness, Conflict Resolution, Sexual Harassment Prevention for both management and employees, and Compliance with the Americans with Disabilities Act. In FY07, the Institute trained nearly 7,000 people in 197 training sessions, and maintained a 96% customer satisfaction rating.

Whether participating in a community event or training Illinois citizens, the Commission is 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.

The Commission annually receives a few thousand hits to its website, resulting in numerous emails and phone calls from citizens who need help because they believe an act of discrimination or a hate crime has been committed against them.

The Commission engages itself in activities that are designed to encourage honest dialogue among diverse communities. The goal simply is to connect people in ways that allow them to celebrate their differences rather than foster hate. Working with law enforcement, the courts, employers, religious leaders, schools, community organizations and social service agencies to educate and initiate positive change still remains a priority.

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 FY06 the Youth Leadership Sub-Committee of the Commission began the task of researching the impact of school-aged bullying in the State of Illinois. A full report of the sub-committee's findings and recommendations was submitted to the Governor in FY07.

The following pages offer a summary of the training provided during fiscal year 2007 as well as statewide statistics on hate crimes in Illinois as reported by the Illinois State Police.

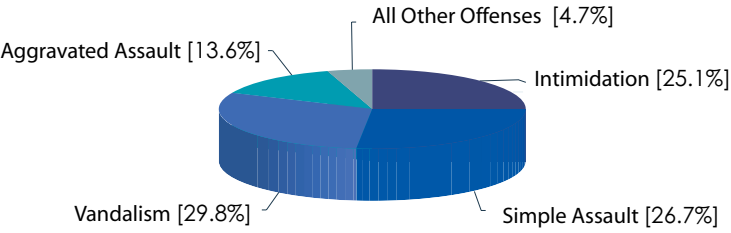
For more information about the Commission go to our website:

www.state.il.us/cdhc/

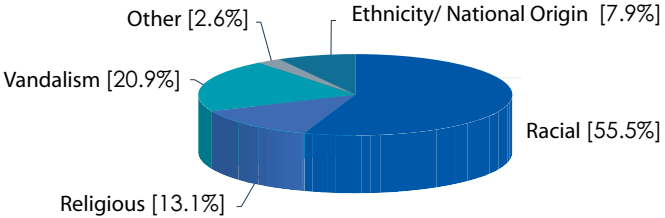
2006* Bias Motivation Totals

Bias Motivation					
Bias Nature	Group Percent	Bias Type	# of Offenses	Percent of Category	Percent of Total
Racial	55.5%	Asian/Pacific Islander	5	4.7%	2.6%
		Anti-Black	80	75.5%	41.9%
		Anti-Multi-Racial Group	7	6.6%	3.7%
		Anti-White	14	13.2%	7.3%
Sexual Orientation	20.9%	Anti-Female Homosexual (Lesbian)	11	27.5%	5.8%
		Anti-Homosexual (Gay & Lesbian)	5	12.5%	2.6%
		Anti-Male Homosexual (Gay)	24	60.0%	12.6%
Ethnicity/ National Origin	7.9%	Anti-Arab	6	40.0%	3.1%
		Anti-Hispanic	6	40.0%	3.1%
		Anti-Other Ethnicity/Nat'l Origin	3	20.0%	1.6%
Religious	13.1%	Anti-Islamic (Muslim)	4	16.0%	2.1%
		Anti-Jewish	20	80.0%	10.5%
		Anti-Other Religion	1	4.0%	0.5%
Gender/Age Disability	2.6%	Anti-Elderly	5	100.0%	2.6%
TOTAL	100.0%	TOTAL	191	100.0%	100.0%

Hate Crime Offenses



Bias Motivation



*The last year for which information is available from the Illinois State Police.

2006 Hate/Bias Crimes Percentages

Motivation	Aggravated Assault	Simple Assault	Robbery	Theft	Intimidation	Destruction/ Damage/ Vandalism	Arson	TOTAL
Anti-Arab	--	1	--	--	2.1	--	--	3.1
Anti-Islander Asian/Pacific	--	1.6	--	--	--	1	--	2.6
Anti-Black	4.7	9.9	--	--	14.7	12.6	--	41.9
Anti-Elderly	--	--	--	1	--	0.5	1	2.6
Anti-Female(Homosexual Lesbian)	--	3.1	--	--	1.0	1.6	--	5.8
Anti-Hispanic	1.6	--	0.5	0.5	--	0.5	--	3.1
Anti Homosexual (Gay & Lesbian)	0.5	1.6	--	--	--	0.5	--	2.6
Anti-Islamic (Muslim)	--	--	--	--	1.6	0.5	--	2.1
Anti-Jewish	0.5	0.5	--	--	2.6	6.8	--	10.5
Anti-Male Homosexual (Gay)	5.2	4.7	1	--	1	0.5	--	12.6
Anti-Multi-Racial Group	--	--	--	--	1	2.6	--	3.7
Anti-Other-Ethnicity/Nat'l Origin	--	0.5	--	--	--	1	--	1.6
Anti-Other Religion	--	--	--	--	--	0.5	--	0.5
Anti-White.	1	3.7	0.5	--	1	1	--	7.3
TOTAL	13.6	26.7	2.1	1.6	25.1	29.8	1	100

Hate Crime Incidents by Location

Location	# of Incidents	Percent of Total
Bar/Night Club	10	5.2%
Church/Synagogue/Temple	4	2.1%
Commercial/Office Building	2	1.0%
Store Convenience	2	1.0%
Department/Discount Store	3	1.6%
Drug Store/Dr.'s Off./Hospital	1	0.5%
Government/Public Building	2	1.0%
Grocery/Supermarket	4	2.1%
Highway/Road/Alley/Street	46	24.1%
Hotel/Motel/Etc.	2	1.0%
Other/Unknown	10	5.2%
Parking Lot/Garage	4	2.1%
Residence/Home	64	33.5%
School/College	35	18.3%
Service/Gas Station	1	0.5%
Specialty Store (TV, Fur, etc)	1	0.5%
TOTAL	191	100.0%

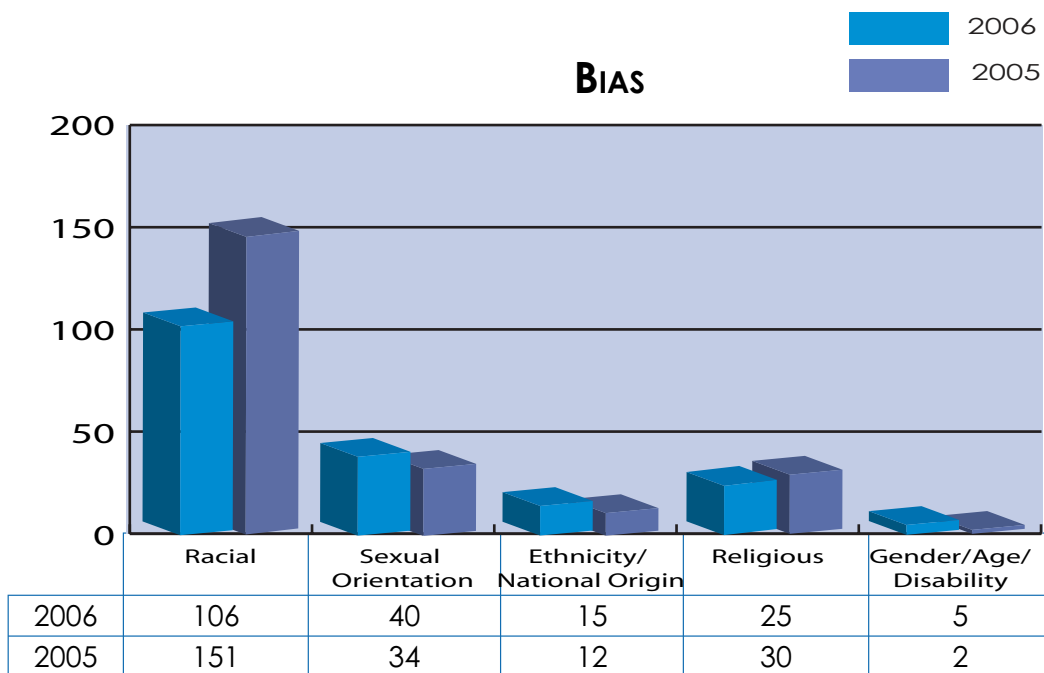
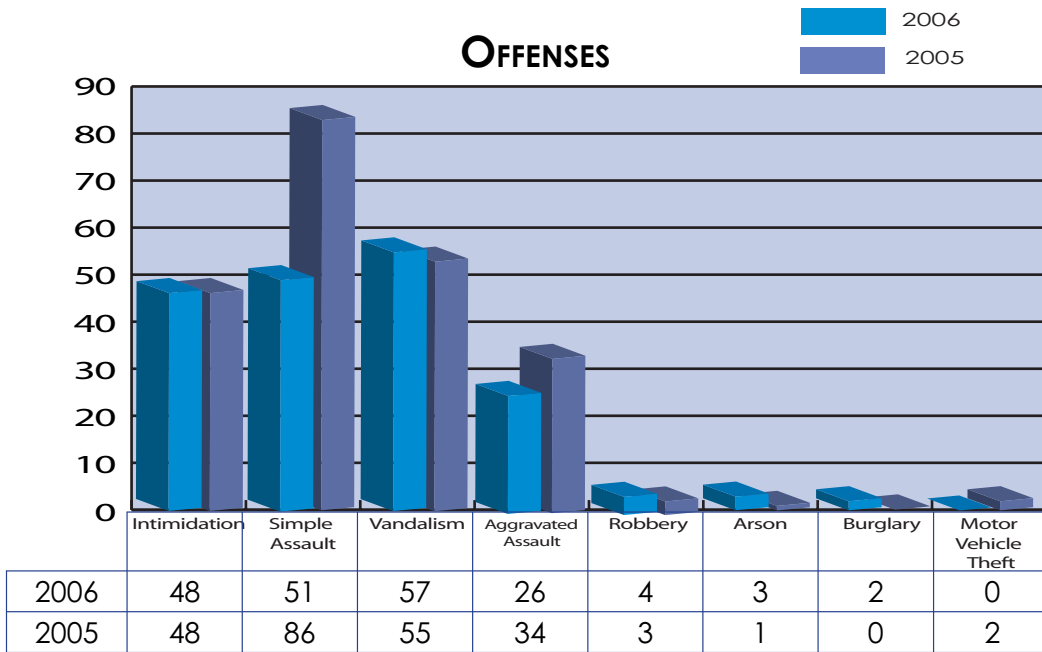
Hate Crime Offenses by Offender Race

Offender's Race	# of Offenders	Percent of Total
Asian/Pacific Islander	0	0.0%
Black	116	35.8%
Multi-Racial Group	45	13.9%
Unknown	3	0.9%
White	160	49.4%
TOTAL	324	100.0%

Hate Crimes Incidents by Type of Victim

Type of Victim	# of Incidents	Percent of Total
Business	2	1.0%
Government	2	1.0%
Individual	164	85.9%
Other	16	8.4%
Organization Religious Society/Public	4	2.1%
Society/Public	1	0.5%
Unknown	2	1.0%
TOTAL	191	100.0%

Hate Crimes Comparison 2006/2005



INSTITUTE FOR TRAINING AND DEVELOPMENT

The Governor's Commission on Discrimination and Hate Crimes ("Commission") manages the Illinois Department of Human Rights' Institute for Training and Development ("Institute"), which conducts training for both the Illinois Department of Human Rights ("Department") and the Commission. During fiscal year 2007 the Institute has trained more than 6,900 people in 197 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 Institute offers several training modules on topics relevant to the mission of Department and Commission including:

- *EEO Law (state and federal Equal Employment Opportunity laws)*
- *Combating Intolerance and Bias*
- *Interpersonal Skills: Unleashing the Power of Emotional Intelligence*
- *Sexual Harassment Prevention for Managers and Employees*
- *Diversity Awareness*
- *Compliance with ADA (Americans with Disabilities Act)*

PARTIAL LIST OF AGENCIES AND COMPANIES TRAINED IN FISCAL YEAR 2007	
<i>Company Name</i>	<i>Type of Training</i>
Antioch Housing/Paradise Haven Homes	Sexual Harassment Prevention
Beacon Hill Retirement Community	Sexual Harassment Prevention
Center for Addictive Problems (CAP)	Sexual Harassment Prevention
Chicago Commission on Human Relations	Diversity Awareness
Chicago Housing Authority	Sexual Harassment Prevention
City of Decatur Commission on Human Relations	Overview of Department and How to Respond to Charges of Discrimination
Clay County Health Department	Diversity Awareness Sexual Harassment Prevention
Cook County Bureau of Human Resources	Overview of Department and How to Respond to Charges of Discrimination
First Northern Credit Union	Sexual Harassment Prevention
IDOT-Central Office (Springfield)	ADA Americans with Disabilities Act (ADA) Diversity Awareness Disability Compliance Training
IL Dept of Agriculture	Diversity Awareness
IL Dept. of Employment Security - Citywide Employer Seminar	Sexual Harassment Prevention
Illinois Laborers' & Contractors Joint Apprenticeship & Training Program	Sexual Harassment Prevention Overview of IDHR
Illinois Medical District Commission	Diversity Awareness Sexual Harassment Prevention
Illinois State Board of Education	Diversity Awareness
Morton Grove Public Library	Sexual Harassment Prevention
Office of The Comptroller	Diversity Awareness
Office of The State Treasurer	Sexual Harassment Prevention
Pepsico Americas	Diversity Awareness
Prairie Management	Sexual Harassment Prevention
QSS Group - Rock Island Arsenal	Diversity Awareness Sexual Harassment Prevention
Salvation Army	Overview of Department and How to Respond to Charges of Discrimination
Senate President's Staff	Diversity Awareness Sexual Harassment Prevention
The F.I.M. Store	Sexual Harassment Prevention
The First Northern Credit Union - Chicago & Rockford	Diversity Awareness Sexual Harassment Prevention
The Mayors' Office of Workforce Development	Sexual Harassment Prevention Diversity Awareness
The Mexican Fine Art Museum	Sexual Harassment Prevention
The Ritz Carlton/Four Seasons Hotels	Sexual Harassment Prevention

ILLINOIS DEPARTMENT OF
 **Human Rights**

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(312) 263-1579 (TDD)

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