



ILLINOIS DEPARTMENT OF  
**Human Rights**



ANNUAL  
REPORT **2014**



ILLINOIS DEPARTMENT OF  
Human Rights

TO: MEMBERS OF THE GENERAL ASSEMBLY AND  
ALL FRIENDS OF HUMAN RIGHTS:

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I am proud to present the Fiscal Year 2014 Annual Report of the Illinois Department of Human Rights ("DHR") and to have the opportunity to continue to serve as Director of this exceptional agency. On behalf of DHR's hard-working staff members and the numerous individuals who come to our agency for help, thank you for your continued support and interest.

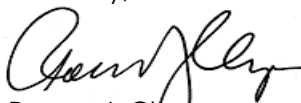
The information contained in this report reflects DHR's work and related data for the period between July 1, 2013 and June 30, 2014. I hope that you will find this material helpful and that it gives you a thorough overview of our day-to-day efforts to fulfill our mission and vision—to secure for all individuals within the State of Illinois freedom from unlawful discrimination.

Overall, while FY2014 continued to be a highly demanding year—demands created by our responsibility to serve the public effectively while holding the line on our operating budget—I believe we accomplished much:

- DHR was a proud partner in the passage and implementation of Public Act 98-1050, which provides job protection for expectant mothers.
- In our quest to ensure fairness in employment, housing, public accommodations, and financial credit, and to prevent sexual harassment in educational settings, DHR docketed over 3,700 charges of discrimination, and completed over 4,000 investigations during FY2014. Our investigators maintain a high level of productivity, resulting in the highest number of cases completed since FY1999.
- Our strong partnership continues with the U.S. Equal Employment Opportunity Commission ("EEOC") and the U.S. Department of Housing and Urban Development ("HUD"). Fulfilling our contractual agreements with both EEOC and HUD allows us to receive much-needed federal funding support, alleviating the pressure on state funds, and also enables our agency to extend our sorely needed outreach and research efforts. Federal contracts made up 17% of our FY2014 Budget, allowing financial stability in addressing civil rights violations in a timely manner.
- Our Mediation Unit continues to perform at a high success rate, resolving charges before going through a costlier and more complicated investigative process. The number of mediation conferences has increased by 50% since FY2013, with a 95% rate of successful resolutions.
- DHR's Institute for Training and Development ("Institute"), with its certified trainers who are subject-matter experts, continues to have extremely high approval ratings from participants in our numerous training offerings. The Institute conducted 115 training sessions throughout Illinois, an increase from 79 in FY2013, and developed a new training course on gender identity and sexual orientation called "LGBTQ and U: Out and Equal in the Workplace."
- DHR is constantly evaluating and adapting to new trends, such as the growth of retaliation-based charges. For the first time, retaliation charges have surpassed sex and race as the leading basis of employment discrimination charges. The introduction of training related to retaliation in the workplace is an example of proactive steps our agency is taking to offset this trend.

Again, it is my honor to lead the skilled workers of the Illinois Department of Human Rights and our efforts to serve the people of Illinois. I thank you for your continued support.

Sincerely,



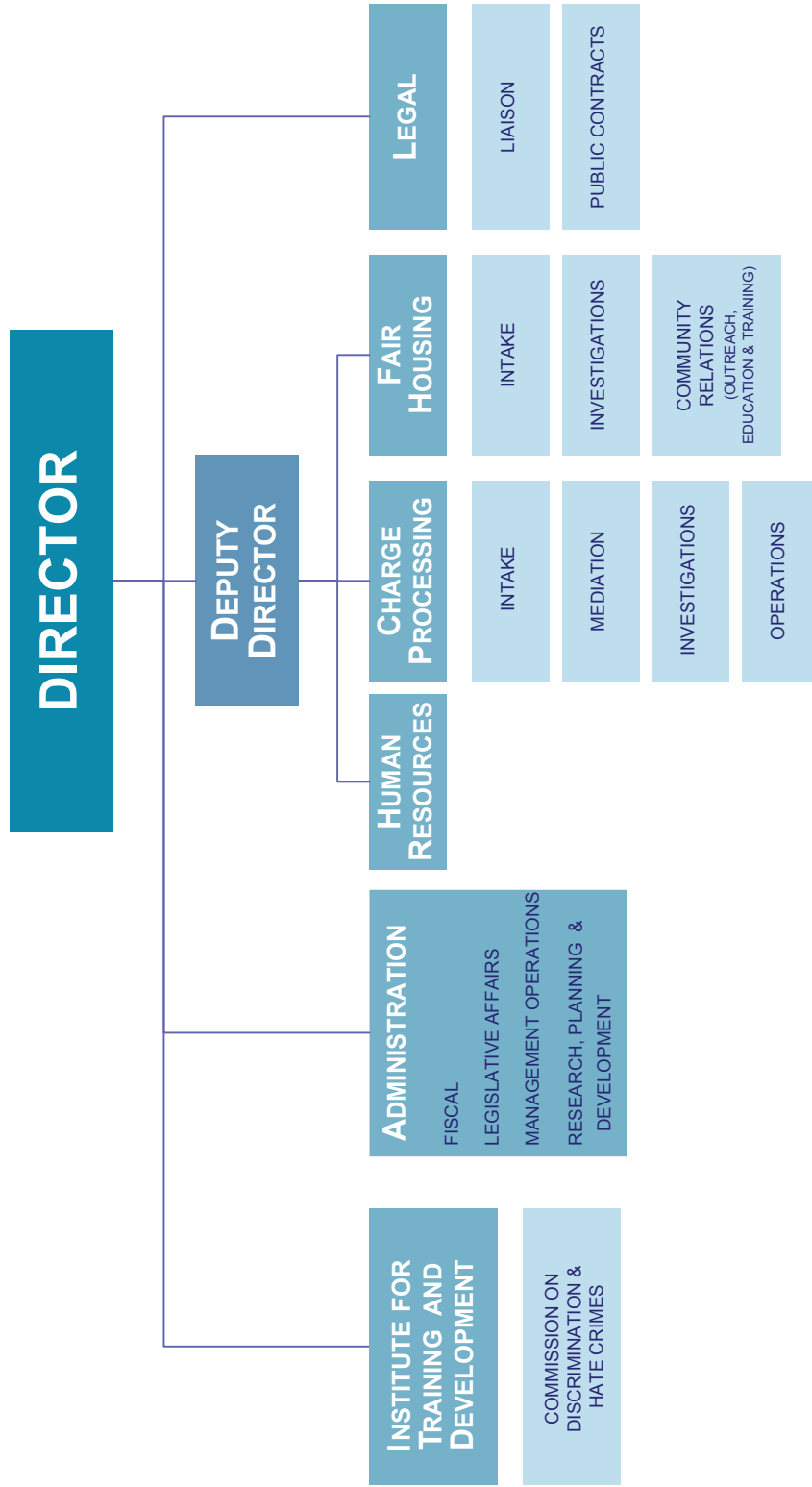
Rocco J. Claps  
Director



## CONTENTS

<b>TABLE OF ORGANIZATION</b>	iv
<b>MISSION / VISION STATEMENT</b>	v
<b>ADMINISTRATION</b>	1
Fiscal	
Legislative Affairs	
Management Operations	
<b>LEGAL DIVISION</b>	3
Liaison Unit	
Public Contracts Unit	
<b>CHARGE PROCESSING DIVISION</b>	9
Mediation Program	
<b>FAIR HOUSING DIVISION</b>	21
<b>INSTITUTE FOR TRAINING AND DEVELOPMENT</b>	29
Outreach Activities	

# IDHR TABLE OF ORGANIZATION 2014



## 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 (“DHR”) in the amount of \$14,665,800 during fiscal year 2014 (“FY14”). General Revenue Funds totaled \$9,480,000, Other State Funds were \$700,000 and Special Projects Funds or federal dollars appropriated were \$4,485,800 in contracts with:

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

discrimination charges (\$1,431,400);

- The U. S. Department of Housing and Urban Development (“HUD”) to process dual-filed housing discrimination complaints and conduct special projects (\$1,013,274);

Expenditures for FY14 totaled \$12,642,397, of which \$9,479,991 derived from General Revenue Funds and \$3,081,158 derived from Special Projects Funds and \$ 81,248 derived from Other State Funds.

EXPENDITURE STATEMENT	
FISCAL YEAR 2014	
	Expenditures
Personal Services	10,308,225
Retirement (PU)	0
Retirement	657,789
Social	752,765
Group Insurance	449,810
Contractual Services	264,015
Travel	89,549
Commodities	22,827
Printing	17,617
Equipment	3,510
Telecommunications	0
Operation Automotive Equipment	964
Commission on Discrimination and Hate Crimes	75,200
Other Purposes	126
<b>Total</b>	<b>12,642,397</b>

END OF YEAR HEADCOUNT						
	FY09	FY10	FY11	FY12	FY13	FY14
Administration	11	11	11	10	10	10
Charge Processing	136	123	126	119	123	122
Compliance	11	11	11	11	11	11
<b>Total</b>	<b>158</b>	<b>145</b>	<b>148</b>	<b>140</b>	<b>144</b>	<b>143</b>



## LEGISLATIVE AFFAIRS

The Legislative and Intergovernmental Affairs ("LIA") office's principal responsibility is the research, development, and promotion of the agency's legislation and the establishment of the DHR's positions on legislation presented by the General Assembly and community groups. The LIA office also functions as the liaison between the agency, the General Assembly and its staff, and the Office of the Governor, as well as with other groups and organizations on the application of the Human Rights Act and agency rules and regulations.

The LIA was responsible for the passage and approval of one public act in fiscal year 2014, and was a key player in the passage of another.

**PA 98-1037**, Amends Section 2-101(A)(1) of the Illinois Human Rights Act to include Unpaid Interns within the definition of "Employee" for purposes of charges of discrimination alleging sexual harassment. Effective January 1, 2015.

**PA 98-1050**, Amends various sections of the Illinois Human Rights Act to add "pregnancy" as a protected basis; requires employers to reasonably accommodate pregnant employees; lowers the requisite number of employees for pregnancy discrimination to 1; requires employers to post a notice of the rights of pregnant employees; and makes it a civil rights violation for an employer to retaliate against an employee for requesting a reasonable accommodation. Effective January 1, 2015.

**PA 98-1051**, Amends the Equal Pay Act to allow the Illinois Department of Labor to refer unequal pay cases to DHR for investigation if the charge is jurisdictional for DHR and the subject matter also alleges a violation of the Illinois Human Rights Act. Effective January 1, 2015.

## MANAGEMENT OPERATIONS

Management Operations is 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 function of Management Operations includes Information Systems, Telecommunications Services, Operational Planning and Office Management. In addition to serving the DHR's employees, Management Operations' staff assisted approximately 12,915 visitors in the Chicago and Springfield Offices in fiscal year 2014.

# LEGAL DIVISION

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The Legal Division ("Division") oversees the investigative work of the Department of Human Rights ("DHR"), manages the Liaison Unit and the Public Contracts Unit, and oversees DHR's ethics program. 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 determines Request for Review cases filed with the DHR's Chief Legal Counsel; responds to Requests for Review filed with the Commission; 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 DHR Rules and Regulations; and enforces provisions under the Act and DHR Rules and Regulations as to public contractors and eligible bidders.

## **Substantial Evidence Reviews**

During FY14, the Division conducted 322 substantial evidence reviews.

## **Complaints**

During FY14, the Division filed 79 complaints with the Commission.

## **Freedom of Information Act Requests**

During FY14, the Division responded to 84 Freedom of Information Act requests and 11 subpoenas.

## **Requests for Review**

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

During FY14, the Division completed 3 Request for Review cases.

The Division also filed 392 HB1509 and HB0059 Responses to Requests for Review filed with the Commission.

## **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, 454 appeals of Chief Legal Counsel decisions have been filed. Of these, 448 have been disposed, either by court decision or withdrawal by the petitioner/appellant. About 96% of the Chief Legal Counsel decisions have been sustained by the Appellate Court. During FY14, the Division received 2 direct appeals.

## **LIAISON UNIT**

### **Functions**

The State Agency Liaison Unit ("Liaison Unit") administers and enforces the equal employment opportunity/affirmative action provisions of the Act and DHR 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 reports, and layoff reports to the DHR. The Liaison Unit reviews the reports for

conformance with the Act and DHR 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 ongoing technical assistance and training to Equal Employment Opportunity/Affirmative Action ("EEO/AA") Officers of state entities on the requirements of the Act and DHR Rules and Regulations.

In accordance 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 DHR's Americans with Disabilities Act ("ADA") Coordinator for programs/services and represents the DHR's Director in the Director's capacity as co-chair of the Interagency Committee on Employees with Disabilities ("ICED").

### Unit Activities

- Provided individual training session for new EEO/AA Officers regarding development of effective affirmative action programs.
- Met with EEO/AA Officers regarding their agencies' affirmative action performance in meeting the minimum compliance criteria.
- Provided to all agency EEO/AA Officers information on the titles and counties for which candidates appeared on a successful disability opportunity list and encouraged the agencies to use the list to address disability underutilization.
- Provided to agency EEO/AA Officers job fair announcements and job vacancy notices from State agencies to assist in recruitment efforts.
- Provided to all agency EEO/AA Officers information on the EEOC charge handling process, EEOC's English only rules, Muslim American Advisory Council sensitivity guide, faith based accommodations, Department of Justice mediation publications, Rutan training, CMS model recruitment plan, Asian Pacific American Community and Asian Pacific Heritage job fair announcements.
- Provided to all agency EEO/AA Officers and ADA Coordinators: Ten things you need to know about the ADA, Disability Resource Guide, National Disability Employment Awareness Month and Disability Mentoring Day, updates on ADA distance learning sessions and legal and legislative developments, Flexibility tool kit to expand job opportunities and accommodation for people with disabilities, and job fair information for people with disabilities for purposes of professional development of the EEO/AA Officers and recruitment of affirmative action groups.
- Coordinated the FY14 online disability survey of state employees through disseminating survey materials to agencies, monitoring survey participation, and encouraging agency follow-up with employees who failed to participate.
- Participated in the Department of Human Services disability hiring initiative meeting, and the CMS disability hiring initiatives committee.

- Met with agencies to discuss the successful disabilities opportunities list.
- Revised the Technical Assistance Guide for the Development of Affirmative Action Plans and Quarterly Reports.
- Drafted amendments to the rules regarding affirmative action for State executive agencies and updated the FAQ for the hire and promotion monitors.
- Conducted an analysis of executive state agencies' underutilization for each of the affirmative action groups.
- Responded to 754 technical assistance inquiries of state entities.
- Approved affirmative action plans submitted by 66 agencies. In FY14, 62 agencies (94%) met the DHR's standard for affirmative action performance. There were 4 agencies (6%) that did not meet the DHR'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. The two agencies that had to establish training: Department of Human Services and Department of Veterans' Affairs. One agency had to continue training: State Police. One agency that did not meet their program goals and is required to submit a corrective action plan to the DHR to achieve compliance: Law Enforcement Training Standards Board.
- Granted extensions for submitting the FY14 affirmative action plan to: Criminal Justice Information Authority, Guardianship and Advocacy Commission, Department of Human Rights, Department of Military Affairs, State Police, Student Assistance Commission, Department of Transportation, and Workers' Compensation Commission.
- Issued late notices in regards to FY14 affirmative action plans to: Historic Preservation Agency and Medical District Commission.
- Issued Notice to Show Cause for failure to submit its FY14 affirmative action plan: Historic Preservation Agency.
- Approved layoff reports during FY14 for: Department of Commerce and Economic Opportunity, Department of Human Services, and Student Assistance Commission.
- Granted extensions for submitting the quarterly report to: Department of Financial and Professional Regulation and State Police.
- Issued late notices for failure to submit quarterly reports to: Historic Preservation Agency and Department of Transportation.
- The unit notified the following agencies that they should have ADA grievance procedures as required by Federal law. These agencies were notified that in the Joint Committee on Administrative Rules ("JCAR") annual report it was listed that they do not have this procedure: Department of Healthcare and Family Services, Historic Preservation Agency, and Department of Juvenile Justice.
- In FY14, the Disability Coordinator represented the DHR as Co-Chair of

the State Interagency Committee on Employees with Disabilities ("Committee"). The Committee addresses the concerns of over 3,200 people with disabilities who work in state government. The Committee maintains a website, [www.state.il.us/iced](http://www.state.il.us/iced), which contains information about state programs for employees with disabilities, Committee activities, and developments in state/federal civil rights laws and issued a newsletter on accessible parking issues. In FY14, the Committee continued its Internship Program for College Students with Disabilities. During the year, the Committee held an Awards Ceremony to honor individuals and organizations that have contributed to improved access and opportunity for people with disabilities. The award winners were the Chicago Zoological Society; Cochlear Implant Awareness Foundation; Alex Bardesi and Addie Maggard, for Willowbrook High School's production of "High School Musical Junior"; State Toll Highway Authority; David Dailey of the Department of Transportation, who won the Employee of the Year Award; Representative Esther Golar; and a posthumous award to Dan Dickerson, for the Advocate of the Year Award. The Committee also honored the following agencies for their participation in the Successful Disability Opportunities Program: Gaming Board, Department of Healthcare and Family Services, Department of Human Services, Department of Natural Resources, Department of Public Health, State Police, Department of Revenue, and the Department of Veterans' Affairs. The Committee presented two webinars during the year,

one on accessible parking issues and the other on employee and applicants' rights. The Committee also co-sponsored two webinars on state employment programs for applicants with disabilities.

- o In FY14, the Disability Coordinator worked to ensure the DHR's compliance with the ADA, by arranging for accommodations for clients with disabilities, and educating staff about reasonable accommodations issues. In addition, the Disability Coordinator advised people with disabilities, state agency staff, and DHR staff about disability issues on 136 occasions during the year.

## PUBLIC CONTRACTS UNIT

### Functions

The Public Contracts Unit ("PCU") enforces provisions of the Human Rights Act and the DHR's Rules and Regulations, which require public contractors and eligible bidders 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 DHR 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 DHR Rule, 44 Ill. Code, Section 750.210, prospective bidders are required to submit a properly completed and signed Employer Report Form ("PC-1") prior to bid opening.

**Major FY14 PCU Actions**

- o Registered potential public contractors and eligible bidders seeking to establish state bidder status through the DHR's Public Contracts Program.
- o Received 2,930 Employer Report Forms submitted by potential bidders, public contractors and eligible bidders seeking to establish state eligibility status in order to competitively bid on state contracts.
- o Processed 2,757 Employer Report Forms received from initial registrants applying for a DHR number and eligible bidders renewing their existing state status.
- o Responded to 1,375 inquiries from government and non-government contracting entities, eligible bidders reinstating their eligibility status, potential bidders applying for a new DHR number, and other interested parties. Additionally, addressed EEO/AA questions relating to requirements for sexual harassment policies, contractor's EEO/AA obligations, audit questions, the PCU registration process, internal procedures for monitoring a workforce, as well as filled numerous requests for how to obtain an Employer Report Form ("PC-1").

- o Granted two (2) registration waiver requests from Central Management Services (CMS) and zero (0) exemptions for companies located wholly outside the United States. These requests were granted in the interest of the State of Illinois.
- o Implemented an on-line registration process for those vendors seeking to renew their existing public contracts number.
- o Number of registered bidders as of June 30, 2014: 14,448.

**2012, 2013 and 2014 Desk Audit**

Developed, coordinated and implemented the DHR's Desk Audit Procedure. Desk audits allow for examination of employers' procedures, rules, forms, policies, practices, and efforts expended by employers regarding their commitment and obligation to refrain from unlawful discriminatory practices.

Audit selection is a systematic process by which entities are randomly selected statewide. The statistics referenced below are as of August 31, 2014.

Below are the statistics for the pending 2012, 2013 and 2014 Desk Audits:

*Calendar Year 2012 Audit Results:*

Total entities selected for audit	171
Total entities notified of selection	171
Audit Results:	
Compliant	131
Non-compliant	3
Closed entities	9
Revoked or Ineligible	28
Audits pending completion	0
TOTAL	171

*Calendar Year 2013 Audit Results:*

Total entities selected for audit	184
Total entities notified of selection	184
Audit Results:	
Compliant	8
Non-compliant	5
Closed entities	10
Revoked or ineligible	34
Audits pending completion	127
TOTAL	184

*Calendar Year 2014 Audit Results:*

Total entities selected for audit	190
Total entities notified of selection	190
Audit Results:	
Compliant	0
Non-compliant	0
Closed entities	5
Revoked or ineligible	11
Audits pending completion	174
TOTAL	190



# CHARGE PROCESSING DIVISION

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The Human Rights Act (“Act”) prohibits discrimination in Illinois with respect to employment, financial credit, public accommodations and real estate transactions. Within those areas, the Act protects the bases of race, color, religion, sex (including sexual harassment), national origin, ancestry, military status, age (40 and over), order of protection status, marital status, sexual orientation (which includes gender-related identity), pregnancy, unfavorable military discharge and physical and mental disability. The Act also prohibits sexual harassment in education; discrimination because of language, citizenship status and arrest record in employment; and discrimination based on familial status in real estate transactions. The Act further prohibits retaliation against a person who filed a charge of unlawful discrimination, opposed discrimination, or participated in an investigation or other proceeding under the Act.

A prospective complainant may file a charge of discrimination with the Department of Human Rights (“DHR”) within 180 days (one year for real estate transactions) of the occurrence of an alleged civil rights violation.<sup>1</sup> Since January 1, 1996, when Public Act 89-370 (also known as House Bill 741) became effective, the DHR 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. DHR investigators investigate and attempt to amicably resolve those charges over which the DHR has jurisdiction.

For charges filed after February 2, 2010, where the DHR’s investigation finds substantial evidence of discrimination, Complainant has the option of:

1. requesting within 30 days the DHR’s Legal Division to file a complaint on Complainant’s behalf with the Human Rights Commission (“Commission”), a separate adjudicatory agency,
2. filing a complaint with the Commission within 90 days, or
3. commencing within 90 days a civil action in a state circuit court of appropriate venue.

Alternatively, if the DHR finds a lack of substantial evidence of discrimination, the charge is dismissed and the Complainant has 90 days to either:

1. file a Request for Review (appeal) of that dismissal with the Commission, or
2. commence a civil action in a state circuit court of appropriate venue.

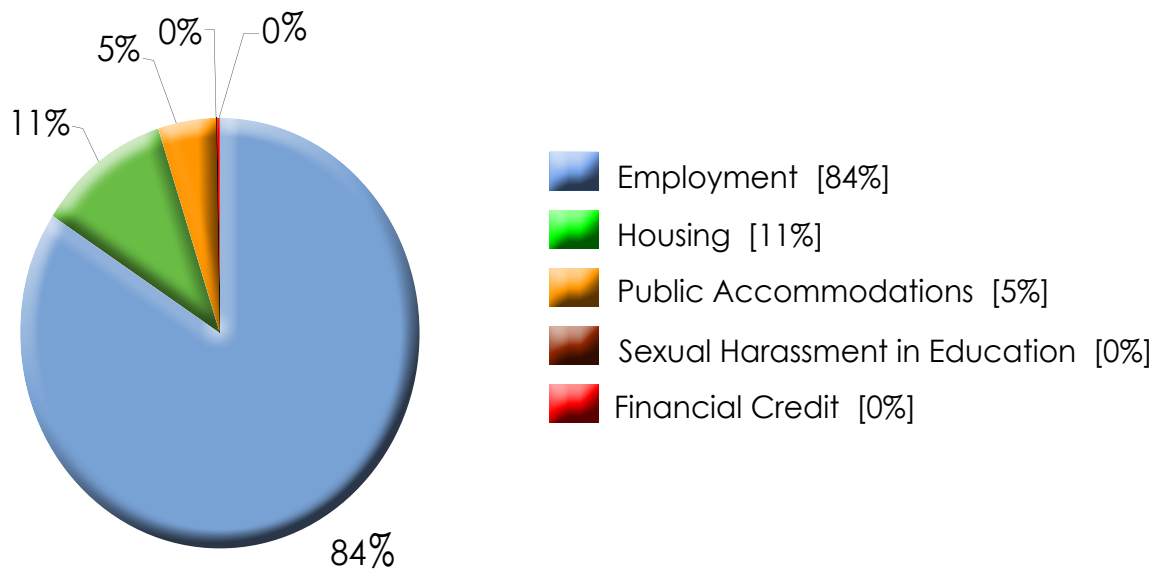
The following pages offer a graphic summary of the activities of the Charge Processing Division during FY14.

<sup>1</sup> See *Fair Housing Division pages for procedures relating to cases involving real estate transactions.*



CHARGES DOCKETED BY JURISDICTION	
FISCAL YEAR 2014	
Employment	3028
Housing	389
Public Accommodations	165
Sexual Harassment in Education	4
Financial Credit	3
<b>TOTAL</b>	<b>3,589</b>

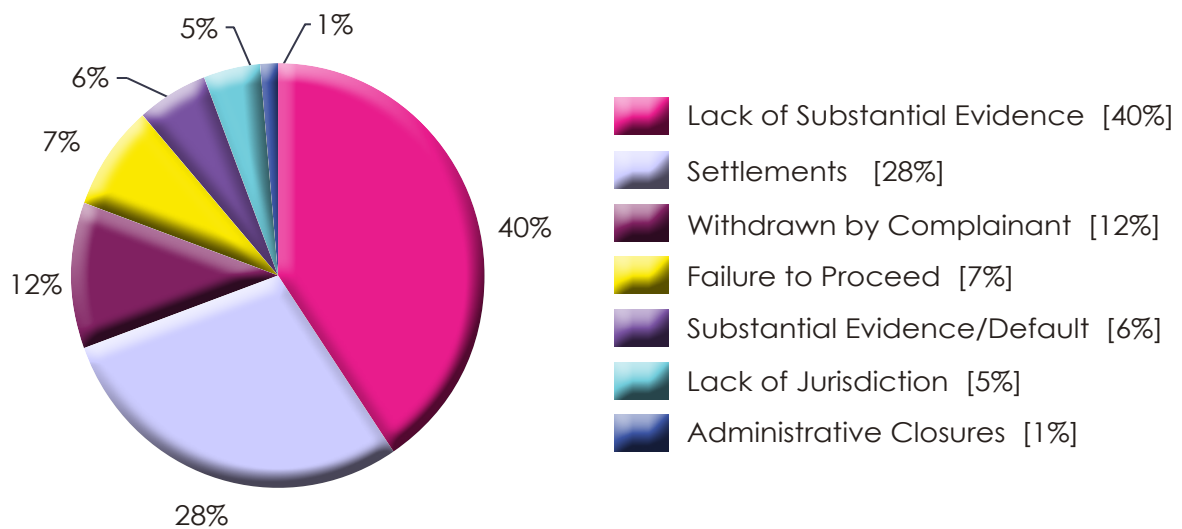
**CHARGES DOCKETED BY JURISDICTION**  
FISCAL YEAR 2014



<b>DISPOSITION OF COMPLETED INVESTIGATIONS*</b>	
FISCAL YEAR 2014	
Inquiries Received	9,644
Completed Investigations	3,742
Charges Filed	3,200
<b>COMPLETED INVESTIGATIONS</b>	
Lack of Substantial Evidence	1,515
Settlements	1,053
Withdrawn by Complainant	448
Failure to Proceed	279
Substantial Evidence/Default	228
Lack of Jurisdiction	178
Administrative Closures	41
<b><u>Completed Investigations</u></b>	<b><u>3,742</u></b>

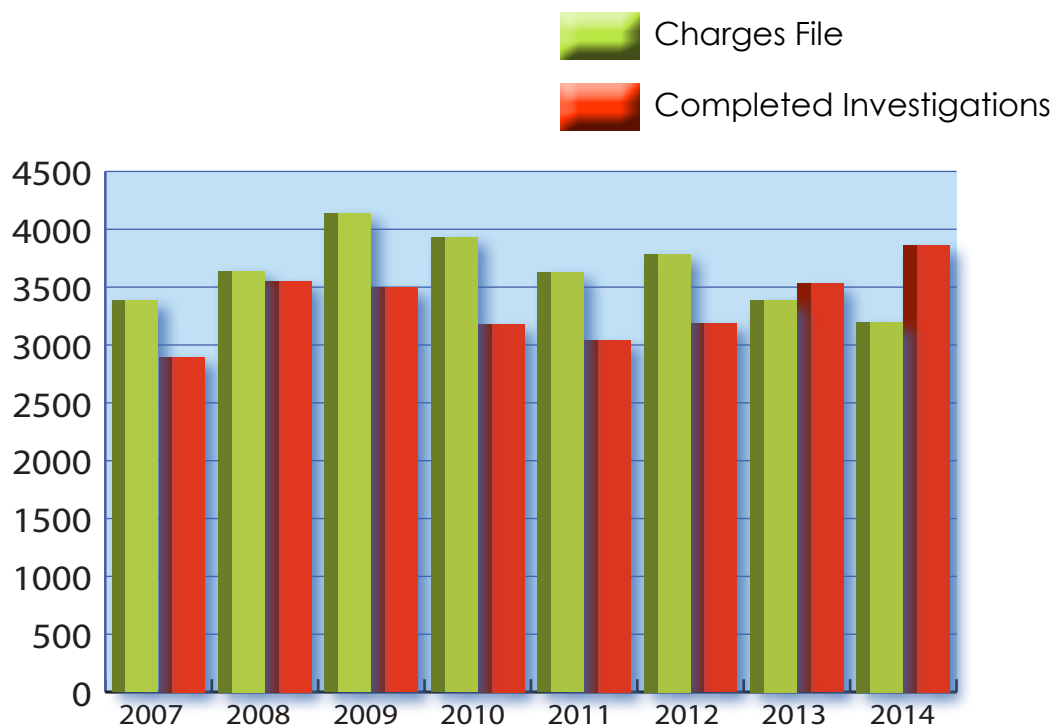
\*Non-Housing Cases Only (see housing section for info on housing cases).

**DISPOSITION OF COMPLETED INVESTIGATIONS**  
FISCAL YEAR 2014  
(Excluding Housing)



<b>CHARGES FILED AND COMPLETED INVESTIGATIONS</b>								
Fiscal Year 2014 (Excluding Housing Cases)								
	2007	2008	2009	2010	2011	2012	2013	2014
Charges Filed	3385	3640	4136	3927	3628	3784	3390	3200
Completed Investigations	2897	3552	3498	3182	3043	3186	3529	3742

**CHARGES FILED AND COMPLETED INVESTIGATIONS**  
FISCAL YEAR 2014

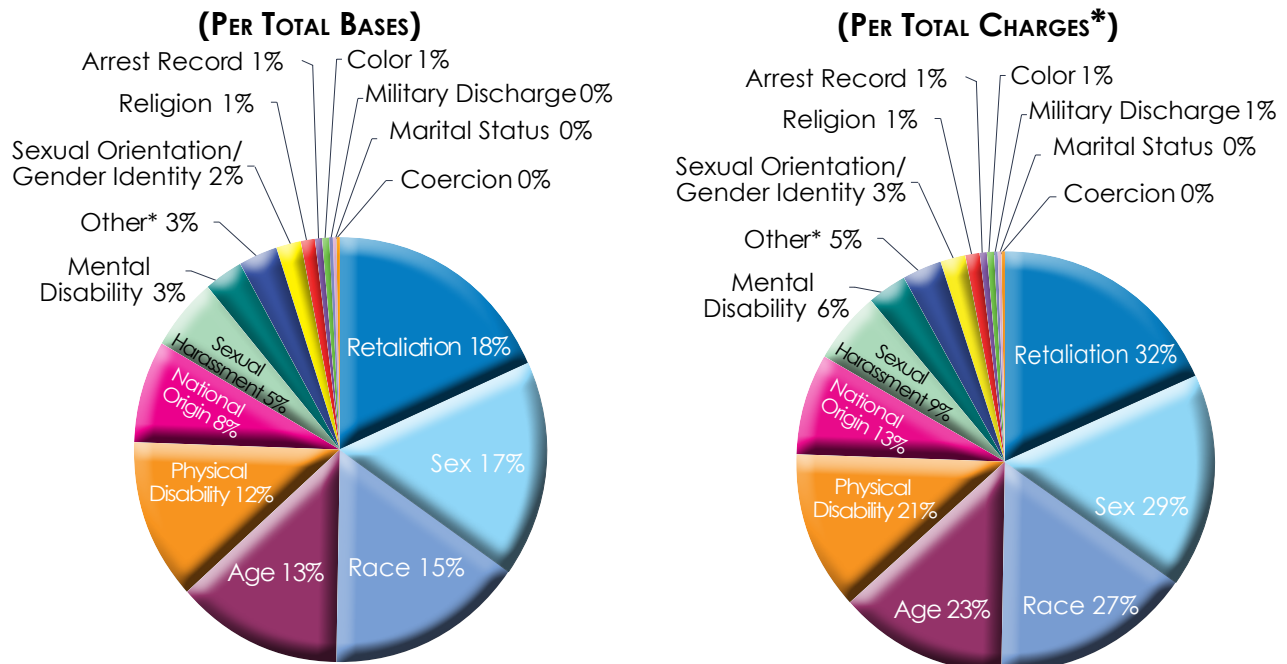


EMPLOYMENT CHARGES BY BASIS	
FISCAL YEAR 2014	
BASIS OF DISCRIMINATION	
Retaliation	1,019
Sex	913
Race	851
Age	726
Physical Disability	686
National Origin	428
Sexual Harassment	296
Mental Disability *	181
Other*	169
Sexual Orientation/Gender Identity	96
Religion	63
Arrest Record	39
Color	29
Military Discharge	18
Marital Status	12
Coercion	3
<b>Total</b>	<b>5,529</b>

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

### EMPLOYMENT CHARGES BY BASIS

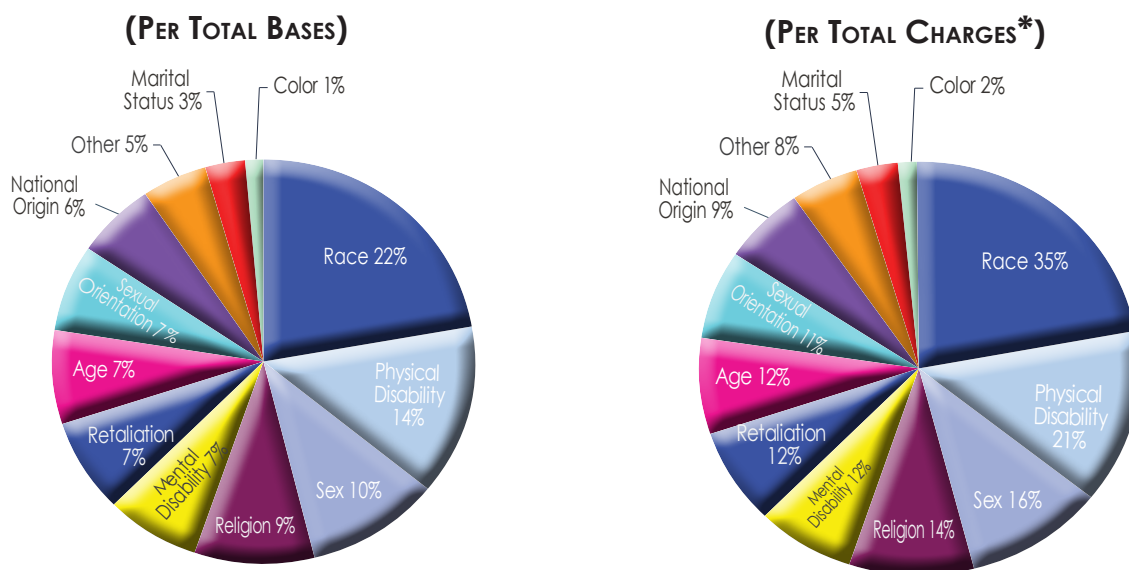
FISCAL YEAR 2014



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

<b>PUBLIC ACCOMMODATIONS CHARGES BY BASIS</b>	
FISCAL YEAR 2014	
Race	57
Physical Disability	35
Sex	26
Religion	23
Mental Disability	19
Retaliation	19
Age	19
Sexual Orientation/Gender Identity	18
National Origin	15
Other	13
Marital Status	8
Color	3
<b><u>Total Bases</u></b>	<b><u>255</u></b>
<b><u>Total Charges Filed</u></b>	<b><u>165</u></b>

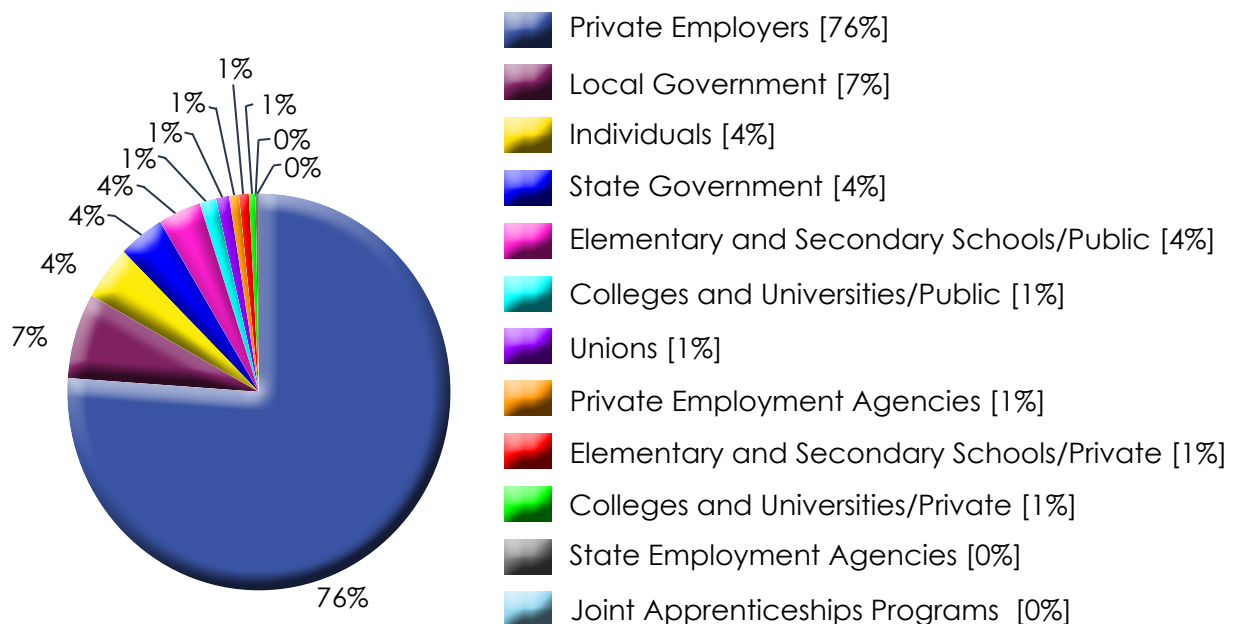
**PUBLIC ACCOMMODATIONS CHARGES BY BASIS**  
FISCAL YEAR 2014



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

EMPLOYMENT CHARGES BY RESPONDENT TYPE	
FISCAL YEAR 2014	
Private Employers	2309
Local Government	207
Individuals	135
State Government	118
Elementary and Secondary Schools/Public	111
Colleges and Universities/Public	42
Unions	36
Private Employment Agencies	26
Elementary and Secondary Schools/Private	23
Colleges and Universities/Private	17
State Employment Agencies	4
Joint Apprenticeship Programs	0
<b>TOTALS</b>	<b>3028</b>

**EMPLOYMENT CHARGES BY RESPONDENT TYPE**  
FISCAL YEAR 2014



<b>EMPLOYMENT DISCRIMINATION</b>					
<b>ISSUES ALLEGED AS ACTS OF DISCRIMINATION*</b>					
<b>FISCAL YEARS 2008 - 2014</b>					
<b>ISSUE</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
DISCHARGE	1898	1698	1907	1635	1535
HARASSMENT	723	568	580	516	563
TERMS AND CONDITIONS	289	279	319	289	302
SUSPENSION	241	219	216	251	220
FAILURE TO ACCOMMODATE	135	96	120	150	173
WRITTEN REPRIMAND	204	209	202	195	146
HIRING	169	150	160	151	135
PROMOTION	120	98	110	103	110
OTHERS	455	77	133	96	81
UNEQUAL JOB ASSIGNMENTS	14	24	63	73	70
DEMOTION	84	65	57	61	62
LAYOFF	117	85	72	72	59
WAGES	42	42	48	46	56
REDUCTION IN HOURS	52	47	46	50	40
ORAL REPRIMAND	56	34	38	31	34
UNION REPRESENTATION	25	27	33	38	32
PERFORMANCE EVALUATION	33	34	34	38	28
TRAINING/APPRENTICESHIP	20	13	11	18	27
CONSTRUCTIVE DISCHARGE	27	25	31	34	25
UNEQUAL PAY	47	39	39	46	23
TRANSFER	28	14	22	36	22
PROBATION	17	10	13	8	20
RACIAL HARASSMENT	30	25	32	50	18
FAILURE TO RETURN/MEDICAL LEAVE	26	23	23	19	18
TENURE	25	12	17	18	15
BENEFITS	18	16	5	11	11
FORCED MEDICAL LEAVE	7	10	5	6	11
OVERTIME	4	5	7	7	11
FAILURE TO REASSIGN	10	3	4	6	10
POSITION ELIMINATION	12	17	7	9	8
FORCED RESIGNATION	10	8	7	5	6
SEVERANCE PAY	1	5	3	3	5
RECALL	15	11	6	12	4
REFERRAL	2	7	10	6	4
EXCLUSION	1	2	2	4	4
FORCED RETIREMENT	7	6	0	4	3
VACATION	3	2	0	2	3
EMPLOYMENT REFERENCE	6	4	6	6	2
AIDING AND ABETTING	0	1	0	2	2
JOB CLASSIFICATIONS	1	1	1	3	1
INTIMIDATION/REPRISAL	3	1	8	4	0
SENIORITY	1	0	0	1	0
DRUG TESTING	0	2	0	0	0
QUALIFICATION/TESTING	0	0	0	1	0
ADVERTISING	0	0	0	1	0
<b>TOTALS</b>	<b>4978</b>	<b>4014</b>	<b>4397</b>	<b>4117</b>	<b>3899</b>

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

## TYPE OF DISCRIMINATION BY COUNTY

FISCAL YEAR 2014

COUNTY	HOUSING	FINANCIAL CREDIT	PUBLIC ACCOMMODATIONS	SEXUAL HARASSMENT IN EDUCATION	EMPLOYMENT	TOTAL
ADAMS					10	10
ALEXANDER	1				3	4
BOND						0
BOONE	2				4	6
BROWN					3	3
BUREAU					5	5
CALHOUN						0
CARROLL					1	1
CASS					3	3
CHAMPAIGN	6		3		36	45
CHRISTIAN	2					2
CLAY					2	2
CLARK					2	2
CLINTON					1	1
COLES			1		4	5
COOK	245	2	94		1773	2114
CRAWFORD					1	1
CUMBERLAND						0
DEKALB			2	1	11	14
DEWITT					1	1
DOUGLAS						0
DUPAGE	26		13		240	279
EDGAR					3	3
EDWARDS						0
EFFINGHAM					8	8
FAYETTE					3	3
FORD					1	1
FRANKLIN	2				2	4
FULTON						0
GALLATIN					2	2
GREENE						0
GRUNDY	1				4	5
HAMILTON	1					1
HENDERSON						0
HANCOCK	1				4	5
HARDIN					4	4
HENRY	1		1		7	9
IROQUOIS						0
JACKSON	1				1	2
JASPER						0
JEFFERSON					13	13
JERSEY	2				1	3
JO DAVIESS					4	4
JOHNSON					3	3
KANE	10		4		80	94
KANKAKEE	1		1		19	21
KENDALL	4				11	15
KNOX					7	7
LAKE	16		8	1	118	143
LA SALLE	2				6	8
LAWRENCE						0



TYPE OF DISCRIMINATION BY COUNTY						
FISCAL YEAR 2014						
COUNTY	HOUSING	FINANCIAL CREDIT	PUBLIC ACCOMMODATIONS	SEXUAL HARASSMENT IN EDUCATION	EMPLOYMENT	TOTAL
LEE					6	6
LIVINGSTON					3	3
LOGAN	1		1		8	10
MCDONOUGH					10	10
McHENRY	2				31	33
McLEAN	8				21	29
MACON	1		2	2	26	31
MACOUPIN	1				2	3
MADISON	6				33	39
MARION					3	3
MARSHALL						0
MASON					1	1
MASSAC					2	2
MENARD						0
MERCER						0
MONROE						0
MONTGOMERY					5	5
MORGAN					5	5
MOULTRIE					1	1
OGLE					1	1
PEORIA	1	1	2		42	46
PERRY					6	6
PIATT					2	2
PIKE	1					1
POPE						0
PULASKI						0
PUTNAM					2	2
RANDOLPH	1				3	4
RICHLAND	1				1	2
ROCK ISLAND					35	35
ST. CLAIR	7		3		53	63
SALINE						0
SANGAMON	6		18		152	176
SCHUYLER						0
SCOTT					3	3
SHELBY					2	2
STARK						0
STEPHENSON	2				7	9
TAZEWELL	1		1		15	17
UNION					1	1
VERMILION	3				9	12
WABASH						0
WARREN					1	1
WASHINGTON					1	1
WAYNE						0
WHITE						0
WHITESIDE						0
WILL	8		7		92	107
WILLIAMSON	5				6	11
WINNEBAGO	9		4		34	47
WOODFORD	1				2	3
<b>TOTAL CHARGES</b>	<b>389</b>	<b>3</b>	<b>165</b>	<b>4</b>	<b>3028</b>	<b>3589</b>



## MEDIATION PROGRAM

DHR's Mediation Program offers parties the opportunity to negotiate a settlement of the 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 DHR 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 cases prior to an investigation. The parties meet with a 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 investigated.

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 FY14, the Mediation Unit held 259 conferences, and obtained a total known monetary recovery for charging parties of \$1,198,260.

MEDIATION UNIT ACTIVITY			
FISCAL YEAR 2014			
Mediation Conferences and Resolutions	FY12	FY13	FY14
Number of Mediation Conferences Held	239	172	259
Number of Conferences with Resolutions	174	131	247
Percent of Conferences with Resolutions	73%	76%	95%
Number of Additional Cases Resolved at Same Conference	56	77	37
Total Number of Cases Resolved Via Mediation	178	208	284
Total Number of Cases Completed*	3,186	3,529	3,742
Percent of Completed Cases Resolved Via Mediation	5.6%	5.9%	7.5%
Known Monetary Amounts (frequently kept confidential)	<b><u>\$1,550,047</u></b>	<b><u>\$1,453,232</u></b>	<b><u>\$1,198,260</u></b>

\*excluding housing cases

# FAIR HOUSING DIVISION

## FAIR HOUSING OUTREACH ACTIVITIES

The Department of Human Rights ("DHR") collaborated with the Illinois Municipal Human Relations Association on its 2014 Annual Conference held May 1, 2014 in Springfield. The conference, entitled "Housing: Right or Privilege?" invited housing organizations, municipalities, commissioners, social service organizations, and concerned citizens to learn more about housing issues in Illinois. The day focused on two specific areas: Implementing the Duty to Affirmatively Further Fair Housing, and Homelessness: Trends and Solutions. Expert panelists included persons representing the U.S. Department of Justice, the U.S. Department of Housing and Urban Development ("HUD"), the Chicago Area Fair Housing Alliance, the Office of the Governor of Illinois, the Tri-County (Peoria Area) Regional Planning Commission, DHR staff and several community organizations. The keynote speaker was Jay Readey, Executive Director, Chicago Lawyers' Committee for Civil Rights Under Law.

**Special Fair Housing Projects-** DHR successfully applied for and began work on two year-long HUD-funded Partnership Opportunities Projects during FY14.

1) **AFFH Training:** DHR and its primary partner **Diversity, Inc.** are conducting training sessions on Affirmatively Furthering Fair Housing ("AFFH"), aimed to assist entitlement communities in Illinois to better understand the requirements to affirmatively further fair housing when they receive funds under federal programs including Community Development Block Grants ("CDBG"). The goals of the training

session are: 1) To publicize the HUD AFFH requirements; 2) To educate the community on HUD's newly proposed regulations; 3) To educate municipal officials, housing industry practitioners, and community members on best practices in moving towards stable, integrated communities; 4) to provide participants with an opportunity to discuss local housing issues and possible solutions; and 5) To publicize DHR and its resources, including educational and enforcement programs. The training sessions are being held in Rockford, Normal, Naperville, East St. Louis, Waukegan, Schaumburg, and Chicago, through January 2015. Additional project partners include **Access Living, Center for Multicultural Communities, Chicago Area Fair Housing Alliance, Equal Housing Opportunity Council of Metropolitan St. Louis, HOPE Fair Housing Center, Oak Park Regional Housing Center, Open Communities, Prairie State Legal Services Fair Housing Program, and South Suburban Housing Center.**

2) **LGBT Training:** DHR and its partners are conducting fair housing education and outreach on unlawful housing discrimination, LGBT housing issues, and HUD's new equal access rule prohibiting discrimination against lesbian, gay, bisexual, and transgender ("LGBT") persons in federally-funded housing. The goals of the training session are: 1) To publicize the HUD Equal Access Rule and HUD's work in the LGBT community; 2) To educate members of the LGBT community on new protections under this rule and educate housing providers and advocates of the new obligations this rule creates; 3) To educate local housing providers and fair housing advocates of the unique fair housing needs of the LGBT community; 4) To publicize DHR's new videos on Fair Housing and LGBT Persons; 5) To educate participants on DHR's intake

and investigation process; and 6) To introduce participants to local LGBT partners as a resource. The project partners include the **Illinois Safe Schools Alliance**, **Lambda Legal**, and the **National Center on Lesbian Rights**. The training sessions are being held through January 2015 in the following locations: Carbondale, Champaign, Rockford, Rock Island, Peoria, and Chicago.

In addition to the above events, DHR conducted outreach or training about DHR's fair housing program in numerous venues. See the outreach section for specifics.

**Fair Housing Affiliations** - In order to further coordinate fair housing activities, DHR is a member of several organizations:

- 1) Through its affiliation with the Chicago Area Fair Housing Alliance ("CAFHA"), DHR networks with private fair housing organizations, municipalities, and other organizations to advance fair housing issues in the Chicago area.
- 2) DHR is a member of the Illinois Housing Task Force on Affordable Housing, which coordinates strategies to meet the goals and objectives identified to increase affordable housing for Illinois residents.
- 3) DHR networks with non-profit organizations through participation in the housing meetings sponsored by the Office of Housing Coordination Services at the Illinois Housing Development Authority ("IHDA"). DHR also submits information to IHDA for annual reports submitted to the U.S. Department of Housing and Urban Development ("HUD") to report on housing activities in the State of Illinois.
- 4) DHR is a member of Housing Action Illinois ("HAI"), which facilitates networking with housing organizations statewide, and increases fair housing information disseminated to other members of HAI.

- 5) DHR works with the Illinois Municipal Human Relations Association ("IMHRA") to coordinate educational events for the benefit of municipal/state officials and staff.

### **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 and mental disability, sexual orientation (including gender-related identity), military status, unfavorable discharge from military service, and order of protection status. The Human Rights Act ("HRA") also prohibits discrimination based on retaliation, and intimidation, interference or coercion in connection with a person's enjoyment of any of the protected housing rights.

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. The investigator may conduct 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). For charges filed after February 2, 2010, if DHR dismisses the case (based on lack of substantial evidence, lack of jurisdiction, or failure to proceed) the Complainant has 90 days to file a Request for Review (appeal) of that dismissal with the Human Rights Commission. Where the DHR's investigation leads to a substantial evidence finding of discrimination,

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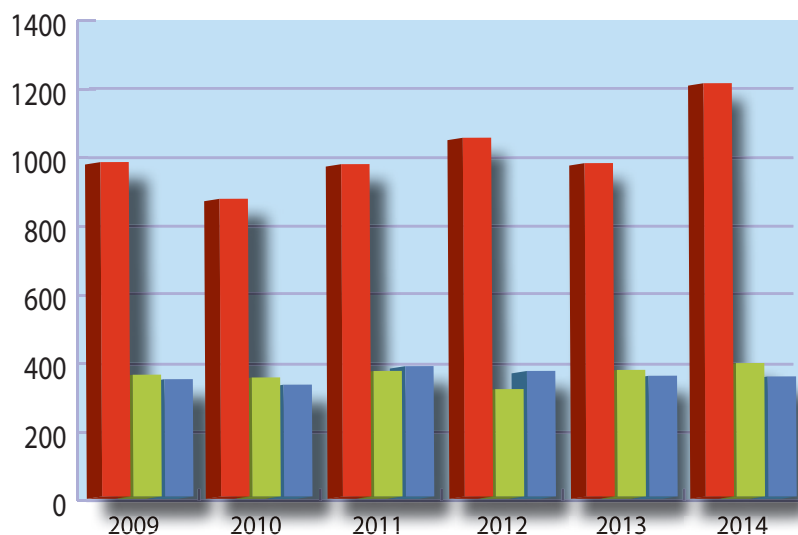
and conciliation is not successful, the Complainant or Respondent (the party alleged to have discriminated) can elect to have the case heard administratively before the Illinois Human Rights Commission or in Circuit Court, in which case the Illinois Attorney General's Office represents the DHR.

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

HOUSING INQUIRIES, CHARGES FILED AND COMPLETED INVESTIGATIONS						
<i>Fiscal Year</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Inquiries	975	868	969	1046	972	1205
Charges Filed	355	347	366	313	369	389
Completed Investigations	342	326	380	366	352	350

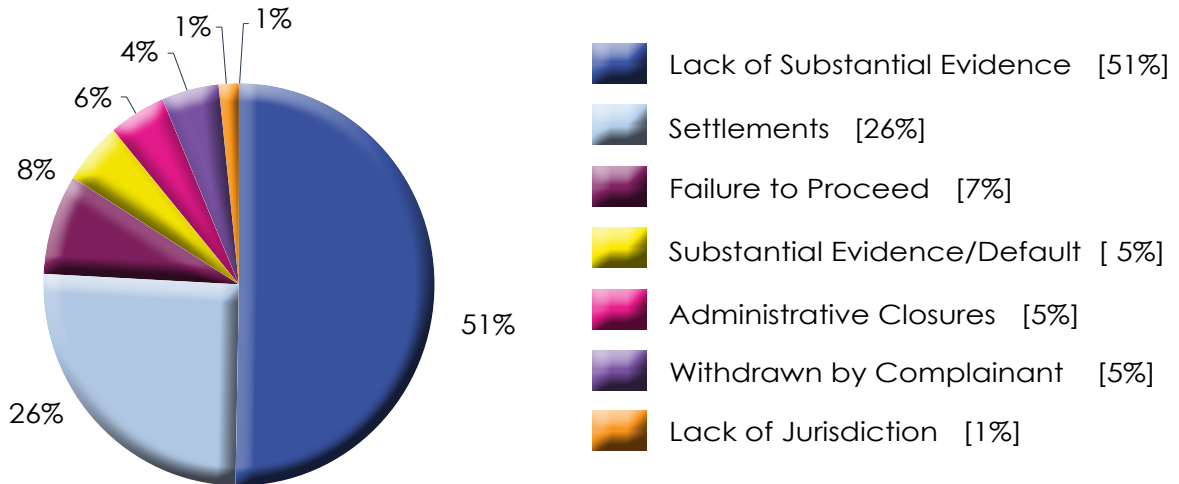
**HOUSING INQUIRIES, CHARGES FILED AND COMPLETED INVESTIGATIONS**

■ Inquiries    
 ■ Charges Filed    
 ■ Completed Investigations



Disposition of Completed Housing Investigations	
FISCAL YEAR 2014	
Inquiries Received	1205
Charges Filed	389
Completed Investigations	350
Completed Investigations:	
Lack of Substantial Evidence	139
Settlement	122
Failure to Proceed	44
Substantial Evidence (18) /Default (3)	21
Administrative Closures	10
Withdrawn by Complainant	9
Lack of Jurisdiction	5
<b>Total:</b>	<b>350</b>

**DISPOSITION OF COMPLETED HOUSING INVESTIGATIONS**  
FISCAL YEAR 2013

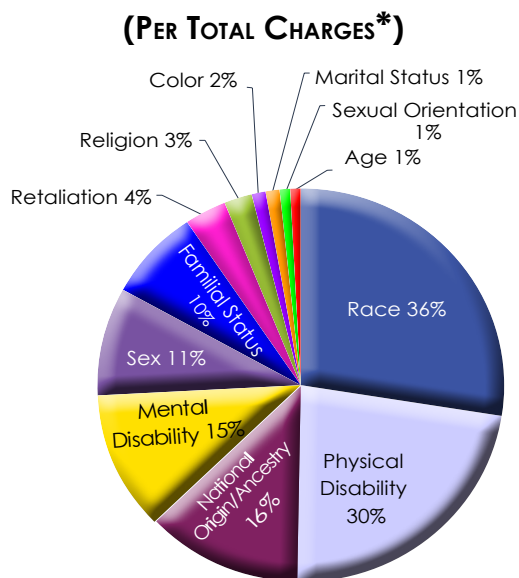
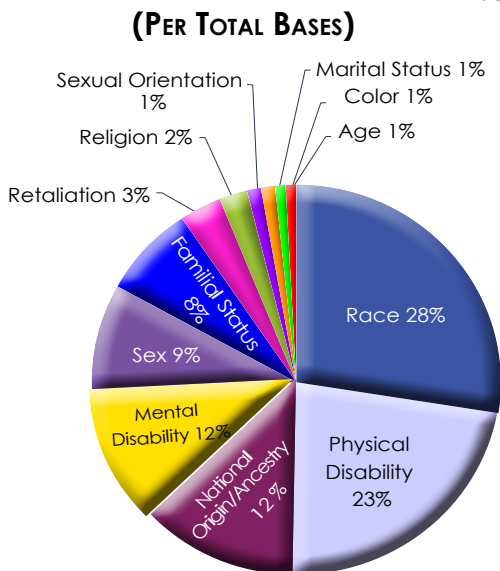




HOUSING CHARGES BY BASIS FISCAL YEAR 2014	
<i>Basis of Discrimination</i>	
Race	141
Physical Disability	115
National Origin/Ancestry	63
Mental Disability	59
Sex	44
Familial Status	39
Retaliation	16
Religion	12
Color	6
Marital Status	5
Sexual Orientation	4
Age	4
<b>Total Bases</b>	<b>508</b>
<b>Total Charges Filed</b>	<b>389</b>

### HOUSING CHARGES BY BASIS

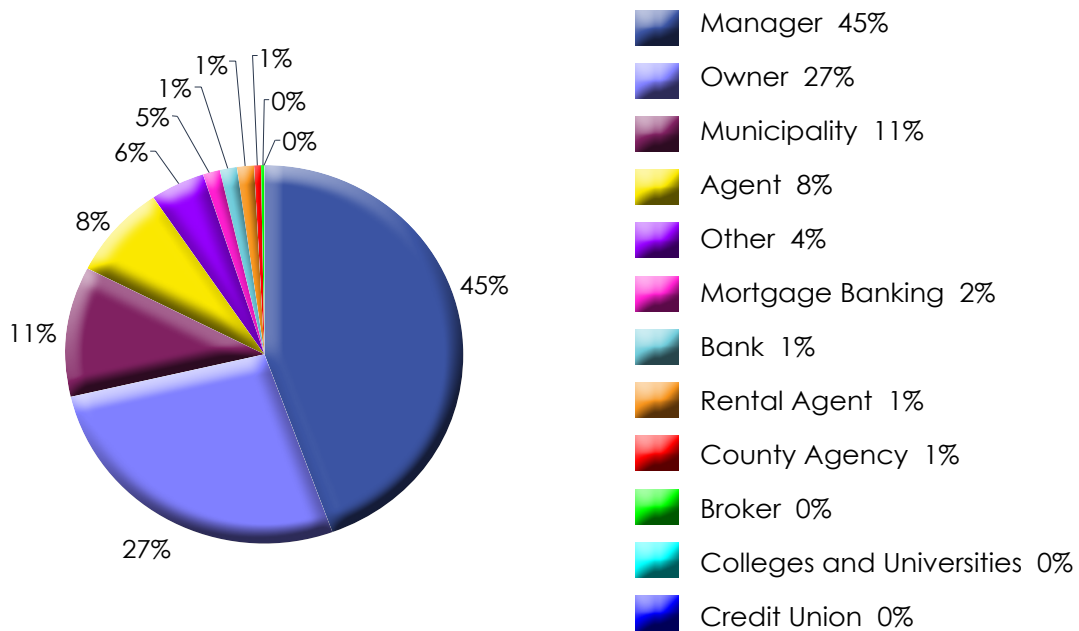
FISCAL YEAR 2014



\*Number and 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 2014	
	<i>Number of Charges</i>
Manager	173
Owner	105
Municipality	44
Agent	31
Other	17
Mortgage Banking	6
Rental Agent	5
Bank	5
County Agency	2
Broker	1
Credit Union	0
Colleges and Universities	0
<b>Total</b>	<b>389</b>

**HOUSING CHARGES BY RESPONDENT TYPE**  
FISCAL YEAR 2014





# INSTITUTE FOR TRAINING AND DEVELOPMENT

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The Illinois Department of Human Rights' Institute for Training and Development ("Institute") was established in fiscal year 1999 ("FY99"). In its first full year of operation, FY00, the Institute trained 750 people in the areas of Diversity Awareness, Sexual Harassment Prevention, Americans with Disabilities Act Laws, Conflict Resolution and Interpersonal Communication Skills.

Today, the Institute offers eleven different training modules to public and private organizations and companies throughout Illinois. These training courses are designed to increase respect among diverse cultures both in the workplace and at home.

The life and self-assessment skills taught by the Institute provide accurate and timely information with respect to federal and state laws regarding fair employment practices; ways to resolve conflict; and requirements for non-discrimination. Much, if not all, that is learned in the courses can be utilized in the workplace as well as in personal settings.

During FY14 the Institute trained more than 2,900 people in 115 training sessions, which adds up to nearly 340 hours of training provided. Our overall customer satisfaction rating remains high at 98 percent.

Since the Institute's reorganization in FY05, the Institute has trained more than 38,300 people. Beginning January 1, 2011 the Illinois Department of Human Rights' Institute for Training and Development obtained preferred provider status from the Human Resource Certification Institute. The designation allows the training unit to provide training and issue

human resources certification credit to human resources professionals.

The Institute continues to provide in-house training for new human rights investigators and other staff on an as-needed basis. Staff members are strongly encouraged to participate in training on an annual basis to stay apprised of changes in the law and for professional growth and development.

## **Courses offered by the Institute include:**

- *Americans with Disabilities Act: How to comply with Federal and State Disability Laws*
- *Conflict Resolution: Take the Win/Win Approach*
- *Diversity Awareness: It's About Respect*
- *Gender Identity and Sexual Orientation in the Workplace: Can't We All Just Get Along?*
- *Harassment in the Workplace: What Every Employee Should Know*
- *Intercultural Communication: How to Overcome Cultural Barriers and Avoid Translation Disasters*
- *Interpersonal Skills: Harnessing the Power of Emotional Intelligence*
- *Legal and Effective Interviewing Techniques*
- *Legal Guidelines for Sexual Harassment Prevention in the*

<b>PARTIAL LIST OF AGENCIES AND COMPANIES TRAINED IN FISCAL YEAR 2014</b>	
<b>Company Name</b>	<b>Type of Training</b>
Auntie Anne's	Sexual Harassment Prevention: Is it or Isn't It?
Big Brothers Big Sisters	Harassment in the Workplace Legal Guidelines for Sexual Harassment Prevention in the Workplace
Catholic Charities	Diversity Awareness: It's About Respect
Central Management Services	Conflict Resolution
Cook County Recorder of Deeds	Conflict Resolution: Take the Win/Win Approach Harnessing the Power of Your Emotional Intelligence in the Workplace
Four Seasons Hotel	Sexual Harassment Prevention: What Every Manager Should Know
City of Kankakee	Harassment in the Workplace
Illinois Auditor General	Conflict Resolution: A Win/Win Approach Four Generations In the Workplace: Working Effectively Across Generational Lines Interpersonal Skills: Harnessing the Power of Emotional Intelligence Sexual Harassment Prevention: Is it or Isn't It? Work Shouldn't Hurt: A Practical Guide to Eliminating Workplace Bullying
Illinois Executive Ethics Commission	Conflict Resolution: A Win/Win Approach
Illinois Department of Transportation	Diversity Awareness: It's About Respect Sexual Harassment Prevention: Is It or Isn't It?
La Chiquita Supermarkets	Sexual Harassment training/Accoso Sexual
Latin United Community Housing Association	Legal Guidelines for Sexual Harassment Prevention in the Workplace Sexual Harassment Prevention: Is it or Isn't It?
Office of the Senate President	Legal Guidelines for Sexual Harassment Prevention in the Workplace
Public Chicago	It's More than Sex: Harassment for Managerial Employees
Ritz Carlton Hotel	Sexual Harassment Prevention: What Every Manager Should Know
The Talbott Hotel	Legal Guidelines for Sexual Harassment Prevention in the Workplace
Village of Glenview	Americans with Disabilities Act (ADA) It's More Than Sex: Harassment in the Workplace
Village of New Lenox	Americans with Disabilities Act (ADA) It's More Than Sex: Harassment in the Workplace
Village of Niles	It's More Than Sex: Harassment in the Workplace
Wirtz Beverage Illinois	It's More Than Sex: Harassment in the Workplace for Managerial Employees

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## OUTREACH ACTIVITIES

### Summary

The Outreach staff is the public relations arm of DHR. In an ongoing effort to keep the public informed about human rights issues, staff coordinates workshops, training, events and programs geared towards community and civic organizations, as well as responds to requests for information from media outlets and the general public.

During Fiscal Year 2014, DHR staff participated in 111 outreach events, and distributed over 10,313 pieces of information to over 6,949 people. The following are highlights of the year's outreach and education activities.

### Public Education and Outreach Efforts

Community trust is essential to DHR's work. For that reason, DHR outreach staff members work to establish working relationships with professionals and community members who exercise their daily practices in disadvantaged communities or with populations who may be particularly affected by discriminatory practices in the workplace, housing market, and in public spaces. These partners provide unique insight that allows DHR to identify the most successful models and strategies for addressing barriers to successful outreach, as well as achieving greater integration and effectiveness with educational programs. Outreach staff members are also well-versed in the various duties fulfilled by DHR in order to ensure that all information is accurately disseminated and that any incoming inquiries and/or charges are properly handled or referred to sister agencies.

DHR also partners with municipal and governmental representatives throughout Illinois to provide targeted groups with information about protections offered under various local

laws and ordinances that pertain to employment, housing, and equal access. Targeted groups include communities that have limited access to government services such as African Americans/Blacks, Latinos, Asian Americans, women, persons with disabilities, veterans, LGBT persons, immigrants, migrants, and low-income persons. The following is a list of partners DHR collaborated with in fiscal year 2014.

DHR conducted general or fair housing outreach about DHR's programs in conjunction with the following events or organizations:

#### 1st Quarter FY14 (*July - September 2013*):

Chicago Area Fair Housing Alliance  
City of Joliet  
Consecre Housing Network  
Consulate General of Mexico in Chicago  
- Centro de Information of Elgin  
- Holy Cross Immaculate Heart of Mary Church in Chicago  
- La Iglesia de Guadalupe in Kankakee  
- River Valley Migrant & Seasonal Head Start in Rockford

Defense Resource Institute  
Equal Employment Opportunity Commission  
Erie Neighborhood House  
Housing Authority of Champaign County  
Illinois Department of Human Services  
Illinois Housing Development Authority  
Office of Illinois Governor  
Rantoul Police Department  
Spanish Coalition for Housing

#### 2nd Quarter FY14 (*October-December 2013*):

Brighton Park Neighborhood Council  
Chicago Area Fair Housing Alliance  
City of Chicago Rents Right Committee  
HOPE Fair Housing Center  
Housing Action Illinois  
Housing Authority of Cook County  
Illinois Latino Legislative Caucus Foundation  
Instituto del Progreso Latino Justice and Leadership Academy  
National Fair Housing Alliance  
Prairie State Legal Services  
State Representative Scott R. Drury

**3rd Quarter FY14 (January - March 2014):**

Access Living  
 Affinity Community Services  
 Black Women's Expo  
 CBA YLA Civil Rights Committee  
 Chicago Area Fair Housing Alliance  
 Chicago Commission on Human Relations  
 Chicago Lawyers' Committee for Civil Rights under Law  
 Chicago Public Schools and Curie High School  
 Corporation for Supportive Housing  
 Illinois Attorney General Lisa Madigan  
 Illinois Department of Commerce and Economic  
 Opportunity  
 Illinois Housing Development Authority  
 Illinois Legal Aid Online  
 Illinois Municipal Human Relations Association  
 Metropolitan Planning Council  
 United Nations Association – United States of  
 America – Greater Chicago Chapter  
 Partners in Community Building, Inc  
 Prairie State Legal Services  
 Respond Now  
 Sarah's Inn  
 United African Organization  
 US Congresswoman Robin Kelly  
 Village of Riverdale

**4th Quarter FY13 (April - June 2014)**

Access Living  
 Chesterfield Community Council  
 Chicago Alderman Lona Lane  
 Chicago Lawyers' Committee for Civil Rights Under  
 Law, Inc.  
 Chicago Area Fair Housing Alliance  
 Chicagoland Apartment Association  
 Collinsville Area Ministerial Alliance  
 Consulate General of Mexico in Chicago  
 Disability Pride Parade Committee  
 Erie Neighborhood House  
 Housing Authority of Cook County  
 Illini Valley Association of Realtors, Inc  
 US Department of Housing and Urban Development  
 Illinois Housing Development Authority  
 Kane County Bar Association  
 KC Homes Realty  
 Lake Co. Bar Association Employment Law  
 Lake County Rehabilitation Center  
 National Association of Human Rights Workers  
 Office of Illinois Governor  
 Open Communities  
 Prairie State Legal Services  
 Rockford Fair Housing Symposium  
 Solomon Schechter Day School  
 South Chicago Community Service Center  
 South Suburban Housing Center

United Nations Association - United States of  
 America- Greater Chicago Chapter  
 United African Organization

**Presentations/Speaking Opportunities**

DHR presentations provide information on a variety of topics related to the Illinois Human Rights Act (IHRA) and the role of the DHR. Various DHR staff members, including the agency Director, are subject matter experts who present facts on how to identify and prevent violations to the IHRA. Included also are ways to access the DHR in order to file a charge, steps to filing a charge of discrimination, and what to expect during the investigation and post-investigation process.

In fiscal year 2014, DHR staff members facilitated 4 sessions, served as speakers for 33 workshops, gave 4 keynote addresses, and moderated at least 1 conference panel. Approximately 1,844 people were reached through these presentations across Illinois.

**Media Engagement**

DHR continues to focus on strengthening community partnerships and leveraging technology to improve its efficiency. DHR has developed a web presence/ Facebook page focusing on DHR events and educational content relevant to equality, diversity, human rights, etc.

The agency Facebook page and website allow thousands of Illinoisans to send inquiries and obtain prompt responses without having to immediately visit our offices. Often, charges are initiated via webmail, phone, and fax. DHR seeks to continue to utilize technological advancements to keep the lines of communication open and direct resources to community members in need.

Below is a partial list of media activities in



fiscal year 2014. These can also be found on the Facebook timeline as well as the DHR Newsroom tab on the agency's website:

- Labor Rights Week in partnership with the Consulate General of Mexico in Chicago (August 2013)
  - Azteca TV Cable Channel (Television Interview, Spanish Language)
  - El Patron 95.5FM Radio (Radio Interview, Spanish Language)
  - La Bamba Radio (Radio Interview, Spanish Language)
  - Univision Radio (Radio Interview, Spanish Language)
- Domestic Violence Awareness Month Social Media Awareness Campaign (October 2013)
- DHR Fair Housing Awareness Campaign in English, Spanish, Polish or Chinese (CTA buses/trains, Facebook, Web Page, November 2013)
- Women's Heritage Month Social Media Awareness Campaign (Facebook and Web Page, May 2014)
- Asian-Pacific American Heritage Month Social Media Awareness Campaign (Facebook and Web Page, May 2014)
- Immigrant Heritage Month Social Media Campaign (Facebook and Web Page, June 2014)

#### **Annual Celebrations/Educational Events:**

*September 20, 2013 – Chicago, IL*

DHR celebrated the 35th Anniversary of Peace Day at Daley Plaza with a public event. Chicago pioneered the celebration of Peace Day and serves as a model for cities throughout the world. Four years before the United Nations established the International Day of Peace, Chicago designated an official Peace Day on September 7, 1978. Chicago is the only major city in the world with a 30+ year history of peacebuilding

through annual Peace Day events, and is an official United Nations Peace Messenger city. The Peace School, the founding organization of Peace Day in Chicago, is a U.N. Peace Messenger organization. DHR Director, Rocco J. Claps, is an Honorary Co-Chair.

*December 13, 2013 – Chicago, IL*

DHR celebrated International Human Rights Day by highlighting the work of six local LGBT civil rights leaders who shared their experiences with a wonderful audience on Friday, December 13, 2013 at the agency-sponsored event, "Human Rights: More than a Movement." The event culminated with a special American Sign Language interpretive dance performance by Phyl Shisha Thomas, a freelance sign language interpreter and community advocate. The LGBT civil rights leaders were recognized for their dedication and commitment to advancing human rights and equal opportunity in Illinois. There were over 75 attendees at this event.

*February 27th, 2014 – Chicago, IL*

DHR Celebrated Black/African American History Month with an educational event and soul food tasting with Donna Battle Pierce, Contributing Editor for Upscale Magazine. Ms. Pierce presented on her love for soul food and her passion for researching family recipes that link people to their heritage and future. She focused her presentation on the African American perspective. The event was titled, A Taste of Soul: An interactive conversation exploring the history of African American culture and cuisine. Over 50 members of the general community joined the celebration.

*May 1, 2014 – Springfield, IL*

DHR collaborated with the Illinois Municipal Human Relations Association on its 2014 Annual Conference held May 1, 2014 in Springfield. The conference, entitled "Housing: Right or Privilege?"



invited housing organizations, municipalities, commissioners, social service organizations, and concerned citizens to learn more about housing issues in Illinois. The day focused on two specific areas: Implementing the Duty to Affirmatively Further Fair Housing, and Homelessness: Trends and Solutions. Expert panelists included persons representing the U.S. Department of Justice, the U.S. Department of Housing and Urban Development, the Chicago Area Fair Housing Alliance, the Office of the Governor of Illinois, the Tri-County (Peoria Area) Regional Planning Commission, DHR staff and several community organizations. The keynote speaker was Jay Readey, Executive Director, Chicago Lawyers' Committee for Civil Rights under Law.

#### *May 20, 2014 – Springfield, IL* ICED Annual Awards

The Interagency Committee on Employees with Disabilities (ICED) serves to support state employees with disabilities and state agencies who have disability-related questions. ICED was created by statute to promote access, independence, and opportunity for state employees with disabilities. Co-chaired by DHR and the Department of Human Services, the ICED has five agency members and four employee members appointed by the Governor. The ICED serves as a resource to state agencies on disability matters and state employees on issues of concern. ICED hosted a successful Awards Ceremony in which about 90 individuals gathered at the office of the Historic Preservation Agency to honor those who are part of the Illinois disability community.

#### **Staff Training & Conferences Attended**

Every year, staff members attend training to keep abreast of any changes in local and federal laws that relate to the work of DHR. Below is a partial list of conferences

attended in fiscal year 2014.

- EEOC 2013 EXCEL Training – Denver, CO (8/27/2013)
- Housing Action Illinois Annual Conference – Bloomington, IL (11/5/2013)
- Illinois Latino Legislative Caucus Foundation Annual Conference – Rosemont, IL (11/22/2013)
- Illinois Municipal Human Relations Association Annual Conference – Springfield, IL (5/1/2014)
- Indiana Consortium of State and Local Human Rights Agencies and National Association of Human Rights Workers Joint Conference – Merrillville, IN (6/17/2014)

DHR provided informational materials for distribution at the following conferences:

- 1st Annual Statewide College Dreamers Conference – Chicago, IL (3/22/2014)
- Illinois Governor's Conference on Affordable Housing – Chicago, IL (4/23/2014)

#### **International Visits**

DHR representatives met with Colonel Assoumani Azali, who was the President of the Union of Comoros from 2001 to 2005. Mr. Azali requested the meeting to learn about DHR and our role in protecting Illinois residents from discrimination by enforcing the Illinois Human Rights Act. (5/21/2014)





ILLINOIS DEPARTMENT OF  
**Human Rights**

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