

ILLINOIS DEPARTMENT OF
Human Rights

ANNUAL REPORT
FISCAL YEAR
2021

7/1/2020 - 6/30/2021

555 West Monroe Street
7th Floor
Chicago, Illinois 60661
(312) 814-6200 or (800) 662-3942 (Voice)
(866) 740-3953 (TTY)

illinois.gov/DHR

535 West Jefferson Street
1st Floor
Springfield, Illinois 62702
(217) 785-5100 (Voice)
(866) 740-3953 (TTY)





Table of Contents

- 1 Message from the Director
- 2 Mission, Vision, and Core Values
- 3 Introduction/History
- 7 Table of the Organization
- 8 Institute for Training and Development
- 10 Investigations
 - 10 Housing
 - 14 Employment and Non-Housing
 - 19 Mediation
- 20 Legal Division
 - 21 EEO/AA Liason Unit Activites
 - 23 Public Contracts Unit
 - 25 Sexual Harassment and Discrimination Helpline
- 26 Legislative Affairs
- 27 Fiscal
- 28 Management Operations and Information Systems
- 29 Public Affairs / Media Relations
- 30 Appendix

ILLINOIS DEPARTMENT OF Human Rights

Message from the Director James L. Bennett



At the Illinois Department of Human Rights our mission is twofold: 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.

Throughout 2021, IDHR worked diligently to maintain the continuity of its operations and services to ensure the public was able to receive and investigate discrimination complaints. The Department transitioned from in-person fact-finding conferences and mediation services to virtual models using telephone and video technology. Thanks to this innovation, complainants and respondents can now participate in telemediation regardless of their ability to travel or their geographic location. To avoid delays in case processing and to help protect the public from additional health risk, the Department filed emergency rules to permit parties to file their documents and responses via email.

To help employers and workers in Illinois better understand their rights and responsibilities in preventing and responding to discrimination, the IDHR Training Institute also refashioned its training delivery model from in-person to online. The Department's trainers held countless webinars on a continually expanding list of topics, including: preventing sexual harassment in the workplace, managing remote employees, stress management, and social media and the workplace. The IDHR Training Institute responded

to the call for racial equity and justice by developing a Train the Trainer (T3) program for State of Illinois agency leaders on Diversity, Equity, Inclusion & Accessibility (DEIA). The program has certified 132 trainers in 38 state agencies.

In March 2021, the Department launched a new online vendor registration and renewal system to streamline the public contracting process for Illinois businesses. Prospective vendors wishing to do business with the State can now register or renew IDHR Eligibility Number online, submit all pertinent data necessary for application processing, and pay their registration fee at one point of contact. An important new feature of the system includes the ability to download or redownload registration certifications which facilitates timely submission of bids for state contracts.

IDHR collaborated with the Governor's Office to empanel the Commission on Discrimination and Hate Crimes to ensure Illinois is proactively working to address and respond to hate crime incidents. Commissioners were appointed from a cross section of Illinois stakeholders and communities, and an inaugural meeting was convened on April 29, 2021.

It is an honor to lead an agency that provides our entire state the tools to prevent discrimination and affirm the human rights protections that make Illinois one of the best states in the nation for meaningfully assuring justice for all. In accordance with 20 ILCS 5/5-650, I am pleased to present the IDHR Fiscal Year 2021 Annual Report.



Mission, Vision, and Core Values

Mission

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

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.

Core Values

Under the direction of Director Jim Bennett, IDHR has intensified its focus around four core values;

Neutrality – Driven by Evidence

We are fair and impartial in our interactions and in the investigation of discrimination allegations.

Communication – Two Way Communication Promotes Trust

We communicate honestly, frequently, and in a timely manner to ensure internal and external stakeholders have the information they need when they need it.

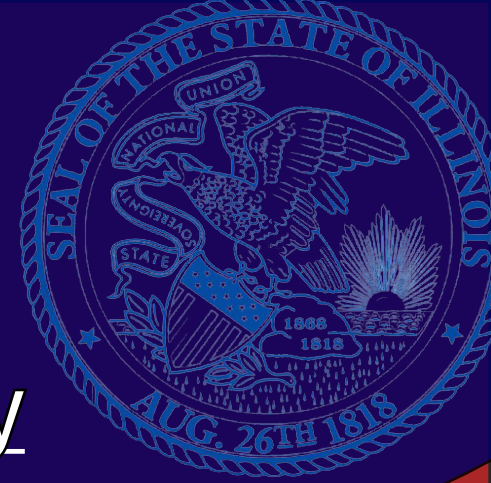
Efficiency – Encouraging Innovation to Promote Efficiency

We maximize IDHR's and our stakeholders' time and resources in new, innovative, and effective ways to ensure greater levels of success in implementing the agency's mission.

High Morale – Valuing One Another

We work together to build a culture of engagement in a workplace where we all contribute to our fullest potential.

ILLINOIS DEPARTMENT OF Human Rights



Introduction and History

Statutory Structure

The Illinois Human Rights Act [775 ILCS 5] directs the activities of the Illinois Department of Human Rights and the Illinois Human Rights Commission. The Director of the Illinois Department of Human Rights (“IDHR”) reports to the Governor and sits on the Human Services Cabinet.

History of IDHR’s Creation

The Illinois Human Rights Act was introduced by the administration in 1979 to consolidate existing laws and administrative processes addressing civil rights in Illinois. The emergence of the new agency may be attributed to two events occurring during 1978. The first was the formation of a Cost Control Task Force that was charged with examining the structure of all state agencies to see how a more effective and efficient state government could be created. The second was the national convention of Operation PUSH, convened in the wake of the U.S. Supreme Court’s Bakke decision, where civil rights advocates called for a strengthening of civil rights laws in all the states.

One issue was the existence of eleven Illinois statutes covering various aspects of discrimination. State laws prohibited employment discrimination, prohibited age discrimination, required equal opportunity for persons with disabilities, required affirmative action in state government, required fairness in lending, prohibited discrimination in credit card issuance, prohibited real estate brokers from discriminating, prohibited blockbusting, and prohibited discrimination against families with children in real estate transactions. The various prohibitions were enforceable through a variety of administrative, civil and criminal mechanisms, although in some instances, no enforcement mechanism had been established. The limited type of discrimination covered by criminal statutes were generally not enforced. Some remedies depended on the filing of a lawsuit and were thus not realistically available to the many complainants unable to afford an attorney. The major administrative agency handling discrimination, the Fair Employment Practices Commission (“FEPC”), was limited to employment matters and was laboring under a severe backlog of charges. The Illinois Commission on Human Relations (“COHR”) and Illinois Department of Equal Employment Opportunity (“DEEO”) had no enforcement authority. A person experiencing

discrimination was thus left with the frustrating task of sorting out which, if any, governmental unit would cover the type of injury sustained. The only action available to a victim of housing discrimination, for example, was to request the state’s attorney to file a criminal complaint or to hire an attorney, and these avenues were only available if the complainant was disabled. If not, the only remedy was potential revocation of the broker’s real estate license.

Businesses, labor organizations, government agencies, and real estate interests were also frustrated by the lack of legal and administrative clarity. Defending against unfounded charges of discrimination and taking steps to comply with the various laws and administrative rules was difficult and costly. Both the Governor’s Task Force and the various members of the civil rights community saw the need for consolidating the laws and administrative mechanisms pertaining to civil rights in Illinois. Governor Thompson introduced Senate Bill 1377, the Illinois Human Rights Act, in 1979. After many proposed amendments and much controversy and opposition, the bill passed the

Governor Thompson signed the bill, creating Public Act 81-1216, on December 6, 1979 at the Chicago Historical Society on the desk at which President Abraham Lincoln had signed the Emancipation Proclamation in 1863. The Governor then appointed a 95-member implementation task force headed by James Compton of the Chicago Urban League, with other members coming from bar associations, the U.S. Department of Housing and Urban Development, the Civil Rights Commission, the League of Women Voters, the NAACP, Operation PUSH, Senators Harold Washington and Dawn Clark Netsch, and Representatives Barbara Flynn-Currie, Jim Reilly and Jim Taylor. The task force made plans to consolidate the personnel, rules, records and activities of the three agencies without disrupting ongoing operations. They also proposed and obtained legislative approval for several clarifications and modifications to the new law. They also needed to develop the four million-dollar budget for the new agency and get it approved. Most importantly, this group had the task of screening candidates for the positions of director of the Department of Human Rights and Commissioners for the Illinois Human Rights Commission and making recommendations to the Governor.

ILLINOIS DEPARTMENT OF Human Rights



Introduction and History

Illinois Department of Human Rights

1979 – The Illinois Human Rights Act merged the Fair Employment Practices Commission, the Illinois Department of Equal Employment Opportunity, and the Commission on Human Relations. The Act prohibited discrimination in employment, housing, financial credit and public accommodations because of race, color, sex, religion, ancestry, national origin, age, physical or mental disability, unfavorable military discharge, and marital status, as well as retaliation for opposing discrimination. The Act created the Illinois Department of Human Rights to receive, investigate and conciliate charges of unlawful discrimination, and to undertake affirmative action and public education activities. Also created was the Illinois Human Rights Commission, a body with the function of hearing and adjudicating cases brought before it by the Department. The purpose behind creating the Commission was the separation of the enforcement and judicial functions. The Act also repealed and replaced the state laws that were administered by the predecessor agencies as well as some other Illinois statutes addressing civil rights issues. Age and marital status were new protections added with the Human Rights Act.

1980 – On June 19, 1980, the Governor named Joyce E. Tucker as the first director of the Illinois Department of Human Rights. She was the first African-American female to become a permanent head of a state cabinet department. The new department began operations on July 1, 1980.

Highlights from IDHR's Early Years

- Exercising its initiatory authority, the Department initiated a charge in 1980 challenging the mandatory retirement policy of the Chicago City Colleges, the first case testing the age provision of the Illinois Human Rights Act. The Human Rights Commission upheld IDHR's position and this decision was upheld by the Illinois Supreme Court in the Fall of 1981 [See Bd. of Trustees of Cmty. Coll. Dist. No. 508 v. Human Rights Comm'n, 88 Ill. 2d 22, 429 N.E.2d 1207 (1981)].
- During Fiscal Year 1990, more than 100 new staff members were hired and trained to fill new positions and vacancies. This action came on the heels of administration and legislative efforts that resulted in more than one million dollars being added to the operations budget of IDHR.
- During Fiscal Year 1991, the harsh realities of state agency layoffs prompted CMS to establish a new procedure whereby IDHR staff trained Affirmative Action officers to analyze layoff plans for possible adverse impact prior to any layoff.
- During FY1993, a supplemental appropriation was passed (SB 312) to address cases held over for investigation from the FEPC, prior to the creation of IDHR.
- Effective July 1, 1993, bidders for public contracts were required to have written policies concerning sexual harassment, and state agencies were required to establish, maintain and carry out continuing programs concerning sexual harassment (PA 87-1257).
- In 1994, IDHR began a pilot mediation program as an alternative to an investigation of the charge.
- During FY1997, IDHR developed a web page to link to the State of Illinois' website.



The Importance of the Human Rights Act

The Illinois Human Rights Act (“Act”) promotes fair treatment for covered groups. The Illinois Department of Human Rights (“IDHR”) fulfills the Act’s goals by investigating allegations of discrimination and educating the public. While often perceived as a social service, in fact, IDHR is a law enforcement agency. Where traditional law enforcement acts to ensure the safety of physical property and the public, IDHR works to ensure equal application of rules, policies, and procedures in the Act’s covered areas of employment, housing, financial credit, public accommodations, and sexual harassment in education.

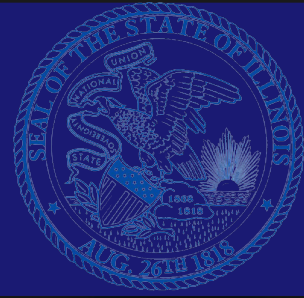
Key Attributes of IDHR’s Enforcement

IDHR provides a unique service to Illinois residents, and plays a critical role in preventing discrimination and enforcing anti-discrimination laws in Illinois:

- 1) **Protects More Groups:** While federal laws cover certain categories, the coverage is not as broad as Illinois law. Categories that are expressly covered under state law but not federal law include: military status, sexual orientation, gender identity, order of protection status, arrest record and reasonable accommodation of pregnancy. Also, the Illinois definition of “disability” may be broader than the federal definition. For local communities within Illinois, the Human Rights Act grants authority for municipalities and counties to establish a department or commission to address discrimination. However, not every community has the resources, expertise or the categories of protection covered by IDHR.
- 2) **Assists Economically Disadvantaged Persons:** Indigent persons who believe they have been discriminated against have a State agency where they can raise their allegations of discrimination and can receive a copy of their completed investigation to assist them in securing representation.
- 3) **Partners with the Federal Government:** IDHR’s partnerships with the federal anti-discrimination agencies (EEOC and HUD) support IDHR’s investigation, training and outreach efforts without duplicating their services. Additionally, IDHR is more intimately involved than federal agencies with the public in Illinois and can more quickly respond to changing conditions.
- 4) **Conducts Outreach and Education:** IDHR conducts training for government entities and the public and interacts with numerous community organizations to educate the public as to their rights and responsibilities. Indirect training through investigations also serves to educate the public and promotes anti-discrimination activities.



ILLINOIS DEPARTMENT OF Human Rights



Historical Changes to the HRA

For a complete list of changes to the Human Rights Act, see page 28 of this report.

1979

Illinois Human Rights Act is enacted.

1980s

1990s

Additional Bases Added to include;

- Familial Status,
- Citizenship Status (employment),
- Arrest Record (employment),
- Military Status.

2006

Additional Bases Added to include;

- Sexual Orientation (including Gender Identity)
- Veteran Status

2009

Mandate for Higher Education Institutions to post Sexual Harassment Laws and Policies.

2010

Sexual Harassment in Higher Education expanded to include ALL school levels.

2011

Additional Basis Added to include Pregnancy.

2015

Additional Employment Protections Added to include;

- Interns
- Pregnant Individuals

2017

Domestic worker exemption removed and Sexual Harassment and Discrimination Hotline and Website established.

2020

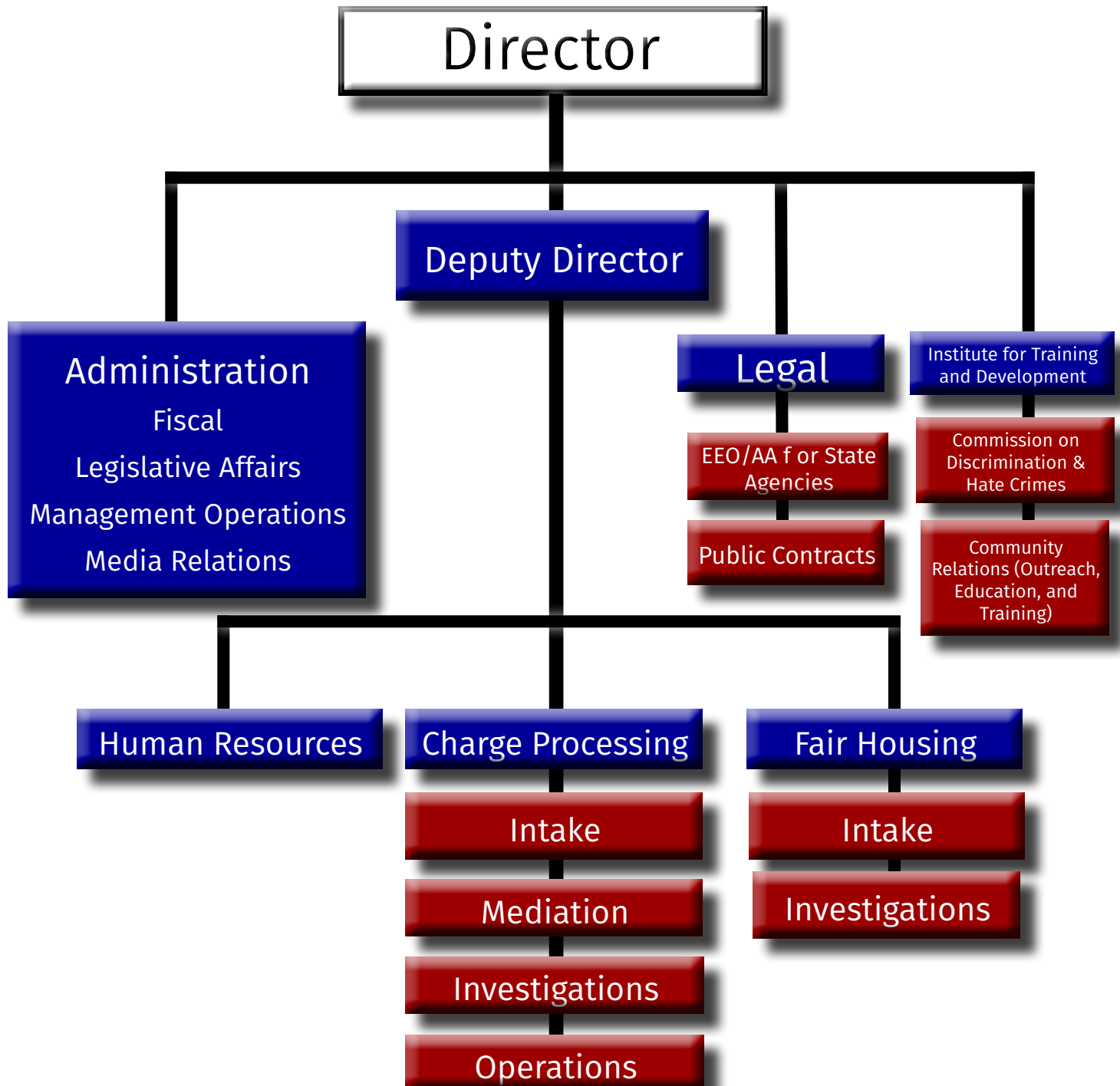
Expanded Employment Protections to include employers with 1 or more employees (previously 15).

2021

- Conviction Record employment protections;
- Association with a disability added to definition of disability;
- Work Authorization Status defined with protections;
- Fair Housing protections from discrimination by third party loan modification providers.



Table of the Organization



ILLINOIS DEPARTMENT OF Human Rights

Institute for Training and Development



The Illinois Department of Human Rights' Institute for Training and Development ("Institute") was established in fiscal year ("FY") 1999. In its first full year of operation, FY2000, 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 training modules to public and private organizations and companies throughout Illinois. The Institute's courses provide accurate and timely information regarding fair employment practices to support staff, supervisors, and agency leadership. The training courses are designed to build knowledge, skills, and abilities of employers to support the development and promotion of safe, diverse, and inclusive work environments.

The 2021 Fiscal year brought new opportunities for growth related to state of Illinois training mandates for all employers and state agencies.

In addition to the direct number of participants accessing training courses, the Institute developed and released through IDHR's website, the Sexual Harassment Prevention compliance training for Restaurants and Bars. The training materials were enhanced to include video accessibility in both English and Spanish to enhance employer deliveries.

In response to institutional racial and social inequity and injustice, the Institute developed a Diversity, Equity, and Inclusion (DEI) Foundation curriculum. In partnership with the Governor's Office of Equity, the Institute delivered a DEI Train the Trainer program for more than 38 state agencies of senior leaders, human resources personnel, and DEI Committee leaders, to reinforce internal training delivery capacity.

These major accomplishments re-centered the importance of IDHR's mission of upholding the Illinois

Human Rights Act. By expanding accessibility of enhanced mandated compliance training, IDHR maintained its support of Illinois employers broadly and governmental agencies specifically in identifying and responding to workplace bias, prejudice, and discrimination.

In response to the on-going pandemic, the Institute has continued to remain flexible and by engaging diverse audiences through remote learning platforms. By doing so, in 2021, the Institute provided direct training to 4,023 people across a broad range of public and private sectors. The training team received an overall customer satisfaction rate of 94%.

The Institute's reach however is far greater because of public access and use of the Sexual Harassment Prevention Compliance training materials required for both general and restaurant and bar employers. Additionally, the 132 leaders that completed the DEI Train the Trainer program will deliver the training across the entire state workforce, which is expected to reach all state employees in Fiscal Year 2022. Since its reorganization in FY 2005, the Institute has trained approximately 70,538 people.

DHR's Fair Housing Division continues to provide basic fair housing training for housing providers and landlords through the Institute's public training schedule on a quarterly basis. DHR's monthly Open to-the-Public training series is publicized across all DHR's social media platforms and on its Eventbrite, site located here: www.IDHRtraining.eventbrite.com.

The Institute continues to provide internal agency training for new IDHR investigators, as well as staff and leadership to promote continuous learning. All IDHR staff members are encouraged to avail themselves of training opportunities for personal and professional growth and development.

ILLINOIS DEPARTMENT OF Human Rights

Institute for Training and Development



Partial List of Agencies Trained FY21

Agency	Course
Abraham Lincoln Presidential Library and Museum	Diversity, Equity and Inclusion: Train the Trainer
Association of Illinois Real Estate Educators	Sexual Harassment Prevention
Capital Development Board	Diversity, Equity and Inclusion: Train the Trainer
Carbondale Police Department	Appreciating Diversity
Cook County Health Systems	Taking Control of Conflict
Department of Natural Resources	Diversity, Equity and Inclusion: Train the Trainer
Equal Employment Opportunity Commission	Emotional Intelligence
GREC Architect	Appreciating Diversity
Illinois Board of Higher Education	Diversity, Equity and Inclusion: Train the Trainer
Illinois Community College Board	Diversity, Equity and Inclusion: Train the Trainer
Illinois Criminal Justice Information Authority	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Agriculture	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Central Management Systems	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Children and Family Services	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Commerce and Economic Opportunity	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Corrections	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Employment Security	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Financial and Professional Regulation	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Healthcare and Family Services	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Human Rights	DEI Foundation Training
Illinois Department of Innovation and Technology	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Insurance	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Juvenile Justice	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Labor	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Public Health	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Revenue	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Transportation	Appreciating Diversity
Illinois Department of Transportation	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Veterans Affairs	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department on Aging	DEI Foundation (Sups and Managers)
Illinois Department of Human Services	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department of Military Affairs	Diversity, Equity and Inclusion: Train the Trainer
Illinois Department on Aging	Diversity, Equity and Inclusion: Train the Trainer
Illinois Emergency Management Agency	Diversity, Equity and Inclusion: Train the Trainer
Illinois Environmental Protection Agency	Diversity, Equity and Inclusion: Train the Trainer
Illinois Gaming Board	Diversity, Equity and Inclusion: Train the Trainer
Illinois Housing Development Authority	Diversity, Equity and Inclusion: Train the Trainer
Illinois Human Rights Commission	Diversity, Equity and Inclusion: Train the Trainer
Illinois Office of Management and Budget	Diversity, Equity and Inclusion: Train the Trainer
Illinois State Board of Education	Diversity, Equity and Inclusion: Train the Trainer
Illinois State Lottery	Diversity, Equity and Inclusion: Train the Trainer
Illinois State Police	Diversity, Equity and Inclusion: Train the Trainer
Illinois Student Assistance Commission	Diversity, Equity and Inclusion: Train the Trainer
Illinois Workers Compensation Commission	Appreciating Diversity
Office of Executive Inspector General	DEI Foundation Training
Office of State Fire Marshals	Appreciating Diversity
Office of the State Fire Marshal	Diversity, Equity and Inclusion: Train the Trainer
The Guardianship and Advocacy Commission	Appreciating Diversity
Training Institute and Governor's Office of Equity	Diversity, Equity, and Inclusion: Train the Trainer Orientation Sessions

225
Training Courses
Conducted

4,023
Total Participants

132 State Agency
Leaders Trained in
DEI Train the Trainer

94% Customer
Satisfaction Rating

#1 Training Course in FY21
Sexual Harassment Prevention Webinars:
Restaurants and Bars
1,887 Participants

ILLINOIS DEPARTMENT OF Human Rights

Investigations: Housing



Fair Housing

The Illinois Department of Human Rights (IDHR), receives and investigates charges of discrimination involving real estate transactions (residential and commercial) on the bases of race, color, religion, sex (including sexual harassment), national origin, familial status (children under 18), pregnancy, 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. DHR also investigates charges of discrimination involving retaliation, intimidation, interference, or coercion in connection to 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 investigates 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 IDHR 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 IDHR'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 IDHR.

IDHR's HUD Partnership as a FHAP Agency

IDHR is a proud partner agency with the U.S. Department of Housing and Urban Development ("HUD") in HUD's Fair Housing Assistance Program ("FHAP"). Under the

Fair Housing Assistance Program, HUD can enter into cooperative agreements with state or local governmental agencies, under which HUD refers housing discrimination charges to the FHAP agency for investigation. For a state or local governmental agency to be qualified to participate in the Fair Housing Assistance Program, HUD must certify that the agency's fair housing laws are substantially equivalent to the federal Fair Housing Act.

"Substantial equivalency" means that the agency is essentially like HUD in regard to regarding the substantive rights protected by the agency, the procedures followed by the agency, the remedies available to the agency, and the availability of judicial review of the agency's actions. IDHR was admitted into HUD's Fair Housing Assistance Program on an interim basis in 2002 and was fully certified as a FHAP agency in 2006. DHR's certification was first renewed in 2012. IDHR is proud that on March 5, 2018, HUD recertified IDHR as a substantially equivalent FHAP partner for another five years. To ensure that IDHR can maintain its eligibility as a FHAP agency, IDHR must continue to meet HUD's case investigation performance goals and standards. IDHR must also ensure that Illinois' fair housing laws remain substantially equivalent with the federal fair housing laws. DHR therefore reviews pending legislation to evaluate the impact the legislation may have on the substantial equivalency of Illinois' fair housing laws. IDHR also recommends legislation that may be beneficial to maintaining the substantial equivalency of Illinois' fair housing laws. One such example is IDHR's initiative to introduce HB5165 (Tort Immunity) to amend the Local Governmental and Governmental Employees Tort Immunity Act (745 ILCS 10/2-101) so that cases brought under the Illinois Human Rights Act would be excluded from local governmental immunity. Similarly, the Fair Housing Division will recommend changes to IDHR's administrative rules and regulations that may be necessary to maintain the substantial equivalency of Illinois' law. IDHR also monitors and, if necessary, intervenes, in litigation that may impact the interpretation of the Illinois Human Rights Act or IDHR's ability to enforce Illinois' fair housing laws in a manner that is substantially equivalent to the federal fair housing laws.

ILLINOIS DEPARTMENT OF Human Rights

Investigations: Housing



Fair Housing Affiliations

To further coordinate fair housing activities, IDHR maintains close working relationships with several organizations:

- Through its affiliation with the Chicago Area Fair Housing Alliance (“CAFHA”), IDHR networks with private fair housing organizations, municipalities, and other organizations to advance fair housing issues in the Chicago area.
- IDHR 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.
- IDHR submits information to the Illinois Housing Development Authority (“IHDA”) to assist IHDA in reporting to HUD on housing activities in the State of Illinois.



CHICAGO AREA FAIR HOUSING ALLIANCE

Fostering collaboration. Advancing fair housing justice.

Fair Housing Case Investigations

It is the goal of the Fair Housing Division to complete its investigations in a timely and thorough manner. During FY2021, IDHR completed 237 fair housing investigations. HUD’s goal for FHAP agencies in FY2021 is to complete at least 50% of its investigations within 100 days. In FY2021, IDHR completed 23% of its investigations (55 out of 237) within 100 days. Further, the average length of time for the Fair Housing Division to complete an investigation in FY2021 was 207 days.



Investigations: Housing

FY2021 Housing Inquiries, Charges Filed, and Completed Investigations

1,480

Inquiries

278

Charges Filed

237

Completed
Investigations

FY2021 Housing Charges by Basis of Discrimination

90

Race

80

Mental
Disability

67

Physical
Disability

23

National
Origin

15

Sex
Discrimination

13

Family Status

11

Retaliation

6

Religion

ILLINOIS DEPARTMENT OF Human Rights



Investigations: Housing

Housing Charges Filed by County

COOK, 142 CHARGES

DUPAGE, 15 CHARGES

WILL, 15 CHARGES

LAKE, 14 CHARGES

KANE, 13 CHARGES

MCLEAN, 13 CHARGES

WINNEBAGO, 6 CHARGES



COUNTIES WITH

2 CHARGES:

ADAMS
LASALLE

COUNTIES WITH

1 CHARGE:

CHRISTIAN
CLAY
DOUGLAS
EDGAR
EFFINGHAM
KANKAKEE
KENDALL
LEE
LIVINGSTON
MACON
OGLE
VERMILLION

COUNTIES WITH

4 CHARGES:

DEKALB
JACKSON
MADISON
MCHENRY
SANGAMON
ST. CLAIR

COUNTIES WITH

3 CHARGES:

CHAMPAIGN
COLES
PEORIA
ROCK ISLAND
STEPHENSON
TAZWELL



ILLINOIS DEPARTMENT OF Human Rights

Investigations: Employment and Other Non-Housing Cases

Since January 1, 1996, when Public Act 89-370 (also known as House Bill 741) became effective, the IDHR 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.

Where the IDHR's investigation finds substantial evidence of discrimination, Complainant has the option of:

1. Requesting within 30 days the IDHR'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 IDHR dismisses the charge of discrimination, 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.

IDHR may dismiss a charge upon finding a lack of jurisdiction, a lack of substantial evidence of discrimination or if complainant fails to proceed with the charge investigation.

Voluntary Mediation and Alternative Dispute Resolution

During an investigation, IDHR investigators investigate and attempt to amicably resolve those charges over which IDHR has jurisdiction. Since 1994, parties to employment and public accommodations charges have had the opportunity to participate in voluntary mediation of their charges in Chicago. IDHR mediators schedule mediation conferences and meet with the parties to facilitate communication towards a possible resolution of the charge. IDHR mediators offer the parties the opportunity to mediate before the charge is assigned for investigation, prior to the scheduling of a fact-finding conference, and where IDHR finds substantial evidence of discrimination.

IDHR's EEOC Partnership as a FEPA

IDHR partners with the U.S. Equal Employment Opportunity Commission ("EEOC") as a Fair Employment Practices Agency ("FEPA"). EEOC contracts with state and local governmental agencies nationwide through work sharing agreements. The work sharing agreements provide for the dual-filing and processing of charges alleging employment discrimination where both agencies would have jurisdiction. In order for a state or local governmental agency to be qualified as a FEPA, EEOC must certify that the agency's laws prohibiting employment discrimination are substantially equivalent to federal laws, in regard to the substantive rights protected by the agency, the procedures followed by the agency, the remedies available to the agency, and the availability of judicial review of the agency's actions.

FEPA contracts undergo periodic performance reviews by EEOC and must be renewed every three years, with the two intervening years as extensions. IDHR began contracting with EEOC as a FEPA partner in 1974 (as the Fair Employment Practices Commission). During Fiscal Year 2020, the EEOC approved IDHR's certification for another three-year term, and the next review is scheduled for Fiscal Year 2023.

IDHR's partnership with EEOC is comprised of four different contract provisions:

1. Intake services: IDHR receives, processes and serves charges on EEOC's behalf where only EEOC has jurisdiction.
2. Case processing: IDHR undertakes and completes a thorough investigation of charges that are filed initially with IDHR and for which EEOC also has jurisdiction. IDHR also investigates charges that EEOC received initially and defers to IDHR.
3. Engagement project: IDHR and EEOC jointly identify and implement cooperative projects to address incidents of discrimination or to jointly conduct a large investigation. In Fiscal Year 2020, the two agencies cooperated to produce a model sexual harassment prevention training program.
4. Mediation: In FY2020, the EEOC approved an extension of a separate contract with the IDHR for the Mediation Unit to mediate charges filed at EEOC (see Mediation Program pages for procedures and information relating to IDHR's Mediation Unit). This contract is for one year and includes options to extend for up to four (4) years, with FY2020 as the first extension year.

ILLINOIS DEPARTMENT OF **Human Rights**



Investigations: Employment and Other Non-Housing Cases

Substantial Equivalency in Law and Process

In order to ensure that IDHR can maintain its eligibility as a FEPA agency under the contract with EEOC, IDHR must ensure that Illinois' laws prohibiting employment discrimination remain substantially equivalent with the federal equal employment laws. DHR therefore reviews pending legislation to evaluate the impact the legislation may have on the substantial equivalency of Illinois' employment anti-discrimination laws. IDHR also recommends legislation that may be beneficial to maintaining the substantial equivalency of Illinois' employment antidiscrimination laws.

Similarly, the Charge Processing Division will recommend changes to IDHR's administrative rules and regulations which are necessary to maintain the substantial equivalency of Illinois' law. IDHR also monitors and, if necessary, intervenes, in litigation that may impact the interpretation of the Illinois Human Rights Act or IDHR's ability to enforce Illinois' laws in a manner that is substantially equivalent to the federal laws.



U.S. Equal Employment Opportunity Commission



ILLINOIS DEPARTMENT OF
Human Rights



Investigations: Employment and
Other Non-Housing Cases

FY2021 Employment and other Non-Housing Inquiries,
Charges Filed, and Completed Investigations

8,702

Inquiries

2,951

Completed
Investigations

2,145

Charges Filed

FY2021 All Charges Docketed by Jurisdiction

1,961

Employment

278

Housing

181

Public
Accommodations

2

Sexual Harassment
in Education

1

Financial Credit

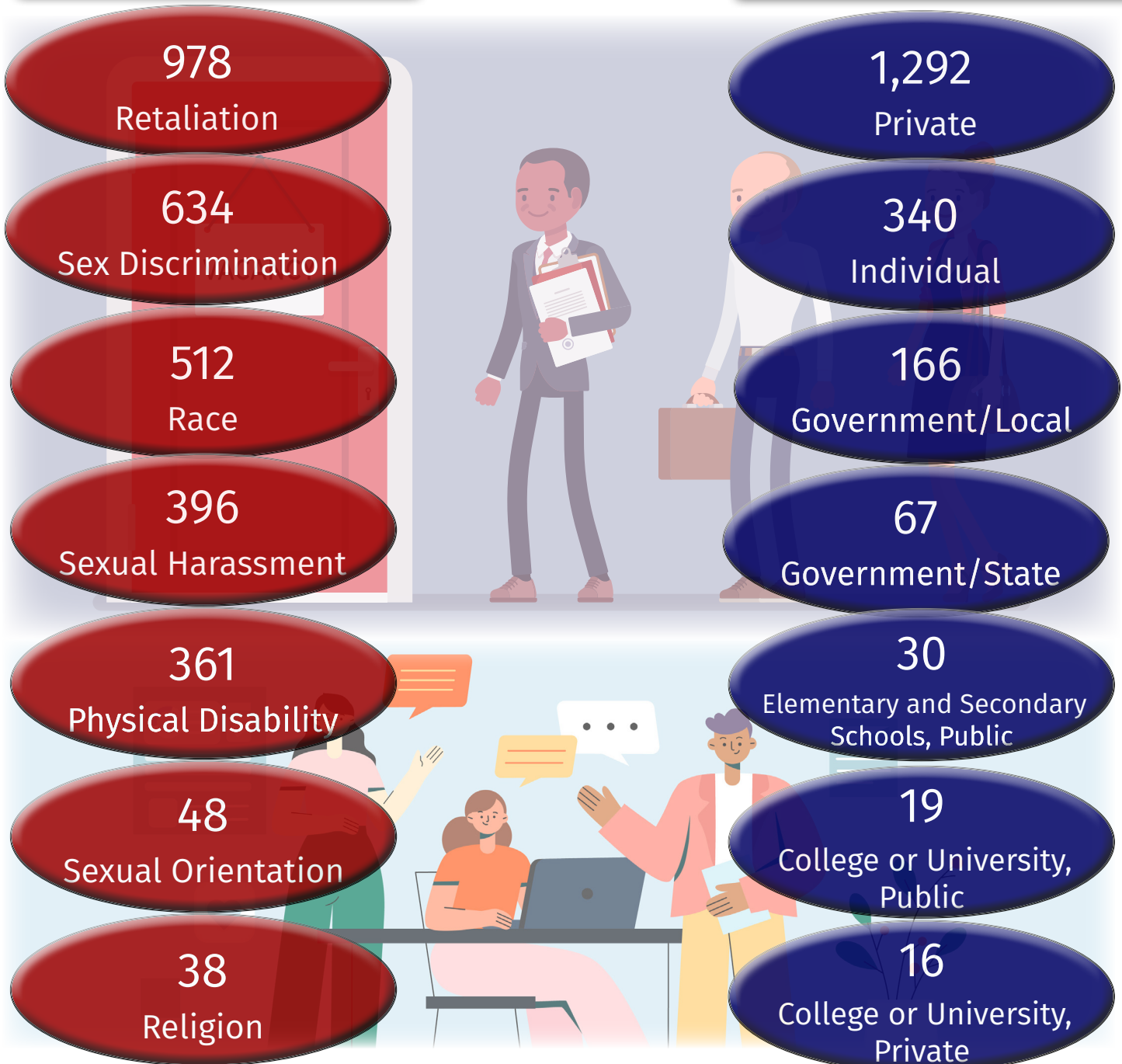
ILLINOIS DEPARTMENT OF Human Rights



Investigations: Employment

FY2021 Employment Charges
by Basis of Discrimination

FY2021 Employment Charges
by Respondent Type





Investigations: Public Accommodations

FY2021 Public Accommodations Charges by Basis of Discrimination





Mediation

IDHR'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 because of collaboration between IDHR and its stakeholders. Mediation is voluntary and free of cost to the parties.

Since its inception as a pilot program in July 1994, IDHR's Mediation Unit has afforded the parties to employment and public accommodations discrimination charges the opportunity to settle cases prior to an investigation. The parties meet with an IDHR Human Rights Mediator in a confidential and 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 Highlights

- In Fiscal Year 2019, the US Equal employment Opportunity Commission ("EEOC") approved a contract with IDHR for the Mediation Unit to mediate charges filed at EEOC. The contract includes options to extend for up to four (4) years.
- In Fiscal Year 2020 and 2021, the EEOC approved an extension of IDHR's mediation contract.
- Due to the pandemic, in Fiscal Year 2021 the Mediation Unit successfully transitioned from all in-person conferences to video and telephone conference formats, and continued operations in this format through Fiscal Year 2021.
- In Fiscal Year 2021, 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.

118

Cases Resolved

150

Conferences Held

\$1,483,131

known monetary recovery for
charging parties

ILLINOIS DEPARTMENT OF Human Rights



Legal Division

Functions

The Legal Division (“Legal”) reviews the investigative work of the Illinois Department of Human Rights (“Department” or “IDHR”), manages the Liaison Unit and the Public Contracts Unit, and oversees the Department’s ethics program. Additionally, Legal enforces the equal employment opportunity and affirmative action programs under the Illinois Human Rights Act (“Act”) and the Department Rules and Regulations, enforces provisions under the Act and Department Rules and Regulations as to public contractors and eligible bidders, reviews legislation and proposed legislation, represents the Department in responding to U-Visa Certification requests, and represents the Department on panels and workshops and other public speaking engagements.

Legal Support for Investigations

Attorneys in the Legal Division are assigned to the Fair Housing and Employment Units. Both units review substantial evidence determinations, conciliate cases, draft and file complaints with the Commission, respond to Requests for Review, respond to motions filed with the Commission and Orders issued by the Commission and Administrative Law Judges, conduct legal research and provide advice to Department staff. The Fair Housing attorneys also litigate Fair Housing cases before the Commission, respond to Freedom of Information Act requests, and subpoenas issued by parties before the Commission, Illinois Circuit Court, and Federal District Court.



ILLINOIS DEPARTMENT OF Human Rights



Equal Employment Opportunity and Affirmative Action for State Agencies

Origin, Purpose, and Public Policy

Government agencies came under scrutiny with the emergence of the civil rights movement in the 1960s over the underrepresentation of minorities, females and people with disabilities in their workforces. Advocates of equal employment rights reasoned that governmental agencies should be mandated to take a leading role in affirmative action efforts as a means of setting examples for other employers and to make government truly representative of the people it governed.

The State of Illinois' response to this issue came in the form of Executive Order 9, promulgated by Governor Daniel Walker in 1973. This order created the State Equal Employment Opportunity Office, which reported to the governor while existing administratively within the Department of Personnel. The office was charged with collecting data regarding the number of minorities, females and persons with disabilities employed by state government, with developing policies and programs for increasing protected class representation in state agencies, and with monitoring state agency compliance with the governor's order. In 1976, Public Act 79-1441 was signed by Governor Walker, giving statutory authority to the Equal Opportunity Office and expanding coverage to state universities and the offices of the state constitutional officers. It required each state agency to appoint an EEO officer and submit an annual affirmative action plan.

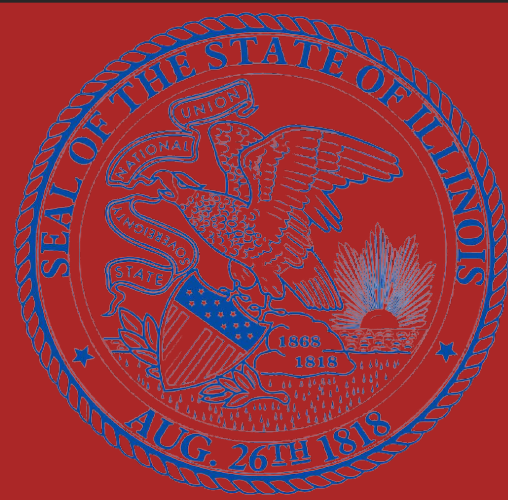
Two years later, Governor James Thompson signed a bill creating the Illinois Department of Equal Employment Opportunity (DEEO), elevating the Office to cabinet-level status and making it an independent agency. The DEEO commenced operations on January 1, 1979, and 18 months later, it was merged into the new Illinois Department of Human Rights ("DHR").

About the Liaison Unit Functions

IDHR administers and enforces the Equal Employment Opportunity and Affirmative Action provisions of the Act and Department Rules and Regulations through the State Agency Liaison Unit ("Liaison Unit"). 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 Department. The Liaison Unit reviews the reports for conformance with the Act and Department Rules and Regulations. Additionally, the Liaison Unit monitors each state entity to ensure compliance with goals established in the state entity's affirmative action plan. The Liaison Unit 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 Department Rules and Regulations. State entities that fail to meet their EEO/AA goals are required to establish training programs with the Illinois Department of Central Management Services. Further, DHR is required to report the identity of any State agency that fails to comply with the requirements of the Act and the circumstances surrounding such violation. In FY2021, there were no agencies recommended to establish training with the Department of Central Management Services in accordance with Section 7-105 (H) of the Human rights Act.



ILLINOIS DEPARTMENT OF Human Rights



Equal Employment Opportunity and Affirmative Action for State Agencies

In order to ensure state entities were meeting the minimum compliance criteria,
the Liason Unit:



- Provided numerous documents, publications, announcements and information to agency EEO/AA Officers and ADA Coordinators to assist recruitment efforts and give them updated, relevant information;
- Revised documents including the Technical Assistance Guide for Development of Affirmative Action Plans and Quarterly Reports for Illinois State Executive and; reasonable accommodation forms for applicants and employees; On-line disability survey form;
- Provided individual training sessions for new EEO/AA Officers on the development of affirmative action plans and quarterly reports;
- Met with the Department of Central Management Services and Department of Innovation and Technology about revising the disability survey form and having the form on One Net system;
- Granted extensions for submitting the quarterly report to: Department of Human Services and Guardianship and Advocacy commission
- Approved layoff reports for: Department of Military Affairs, Teachers' Retirement System, and Workers' Compensation Commission.

ILLINOIS DEPARTMENT OF Human Rights



Public Contracts Unit

Origin, Purpose, and Public Policy

The Fair Employment Practices Act (“FEPA”), the predecessor law to the Illinois Human Rights Act, was amended in 1973 to require the all parties contracting with state agencies practice affirmative action in employment to eliminate the current effects of discrimination. This legislation was modeled on federal Executive Order 11246, signed by President Lyndon B. Johnson in 1965, continuing a mandate for affirmative action by federal contractors. This legislation in Illinois marked an important addition to the state’s civil rights philosophy because of its focus on changing systemic employer patterns and practices and the requirement that employers actively recruit and hire members of protected class groups that had previously been excluded from workforce participation.

In 1979, the Illinois Human Rights Act was passed, merging the Fair Employment Practices Commission (“FEPC”) into the new Illinois Department of Human Rights. The public contractor functions that had been handled by the FEPC were taken over by IDHR.

Historical Highlights

When it became effective in 1980, the Act included a provision authorizing debarment of a company that commits a civil rights violation while holding a public contract. Debarment could result in a fine, termination of the contract, and/or an order barring the company from participating in public contracts for a period up to three years. While this provision is rarely used, in FY2009, the Human Rights Commission ordered two companies disbarred. In response, DHR created a “debarred companies” web page.

A major change to the Act came with Public Act 96-0786, effective January 1, 2010, which allowed DHR to charge a \$75.00 registration fee for processing PC-1 forms for companies wishing to bid on state contracts. The purpose of the filing fee was to provide funds so that DHR could more effectively perform its audit function, ensuring that companies bidding on or being awarded state contracts are following the Act. The

Act restricts monies raised under this amendment to fund DHR’s public contracts compliance monitoring program and other Department programs and activities.

Over the six-year period 2010 through 2015, IDHR developed and improved its electronic systems for the bidder application and registration process. In FY2010, information for eligible bidders and public contractors was placed on DHR’s website; in FY2013, an online registration process was implemented; and as of FY2015, all services were electronically accessible. This process provided more efficient and effective service to the public.

The Public Contracts Unit (“PCU”) enforces the provisions of the Act and the IDHR Rules and Regulations that require public contractors and eligible bidders to refrain from unlawful discrimination, undertake affirmative action in employment and develop a written sexual harassment policy.

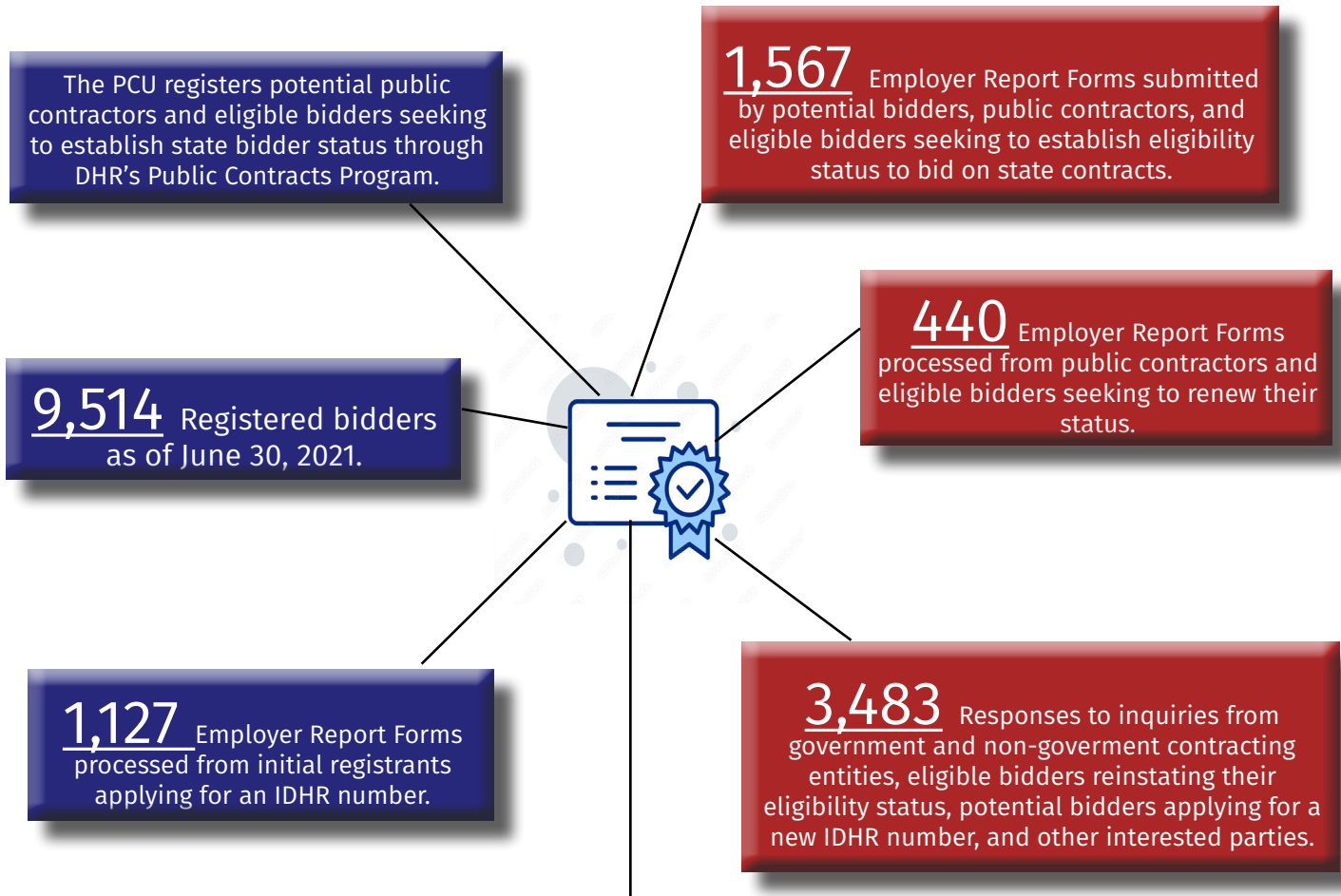
The PCU registers entities seeking to establish eligibility status for competitively bidding on state contracts. The PCU provides technical assistance and training on how to develop equal opportunity policies and procedures. Additionally, the PCU reviews entities’ affirmative action plans to ensure compliance with established equal 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 Rules, 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 Rules, 44 Ill. Code, Section 750.210, persons seeking to establish eligibility status to be awarded a contract by a State agency are required to register with IDHR.

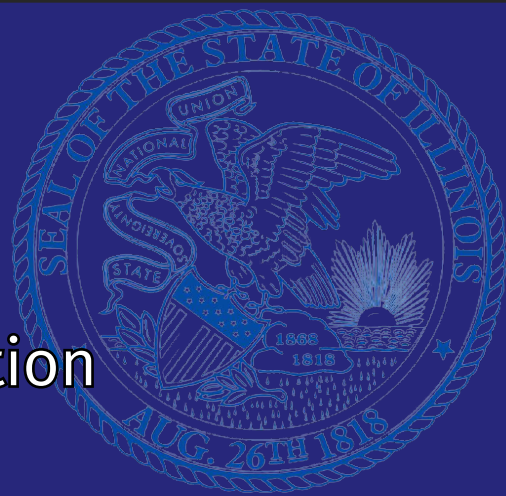




Public Contracts Unit



During FY21, the PCU cleared more than 95% of outstanding audits, better positioning IDHR to improve audit processes under a new system. In October 2019, the Public Contracts Unit transitioned from its legacy system for managing audit data and process and initiated the planning phase of a system upgrade to the enterprise-level licensing and permitting platform provisioned through the Dept of Innovation and Technology (DoIT). This new system, the Enterprise Licensing and Permitting system ("ELP") is an online registration/ renewal system for all eligible bidders and vendors who wish to do business with the State of Illinois. On March 15, 2021, the Public Contracts Unit implemented the ELP system.



ILLINOIS DEPARTMENT OF Human Rights

Sexual Harassment and Discrimination Helpline and Website

In the Fall of 2017, sexual harassment allegations against public figures in Hollywood, media, politics, and other industries began to make headlines and America saw the emergence of the #MeToo movement. Women, strong in unity and no longer silenced, were raising their voices against decades of sexual harassment and abuse in the workplace. The State of Illinois has taken steps to address such forms of sexual harassment and workplace abuses from occurring at both the state and local levels. One such remedy is the Illinois Sexual Harassment and Discrimination Helpline and Website (“Helpline”). The Helpline provides a means through which persons may anonymously report sexual harassment and/or discrimination in both public and private places of employment.

Effective November 16, 2017, P.A. 100-0554 mandated that the Department of Human Rights (“Department”) develop and implement a Hotline to Report Sexual Harassment. See 775 ILCS 5/2-107. On February 16, 2017, the Hotline went live providing services that include: assistance in the filing of sexual harassment charges, referral to counseling services, referral to legal services, and information on how to anonymously report sexual harassment. The Department selected the Chicago Lighthouse for the Blind and Visually Impaired (“Chicago Lighthouse”) and trained Chicago Lighthouse staff to operate the Hotline through its Call Center.

Effective June 18, 2018, P. A. 100-0588, mandated that the Department develop and implement the Illinois Sexual Harassment & Discrimination Helpline (“SH Helpline”) and Sexual Harassment & Discrimination Helpline Website (“SHD Website”). The SH Helpline is still operated by the Chicago Lighthouse and the SHD Website is maintained by the Department. The Helpline and Website were established by the Illinois legislature to provide a centralized resource for all Illinoisans to obtain necessary information and assistance in the filing of sexual harassment and discrimination complaints. Information provided to the SHD Helpline and Website is confidential and not subject to disclosure through the Freedom of Information Act (“FOIA”).

Effective June 18, 2018, Public Act 100-0588 also mandated that the Department annually evaluate the SH Helpline and report the following information to the General Assembly: (i) the total number of calls received, including messages left during non-business hours; (ii) the number of calls reporting sexual discrimination claims; (iii) the number of calls reporting harassment claims; (iv) the number of calls reporting sexual harassment claims; (v) the number of calls that were referred to each Executive Inspector General; and (vi) the number of calls that were referred to the Legislative Inspector General. The number of calls in each category are as follows, for Fiscal Year 2021, July 1, 2020 through June 30, 2021:



ILLINOIS DEPARTMENT OF Human Rights



Legislative Affairs

The Legislative and Intergovernmental Affairs (“LIA”) office’s principal responsibility is the research, development and promotion of the agency’s legislative agenda and the establishment of IDHR’s positions on legislation presented by the General Assembly and community groups. The LIA office functions as the liaison between the agency and the General Assembly and its staff, the Office of the Governor, and other groups and organizations on the application of the Illinois Human Rights Act (“Act”) and agency rules and regulations.

The pandemic and the evolving fight for justice and equality have tested governments’ abilities to respond to the needs of the people they serve. Throughout this time, IDHR did not quit working to protect Illinoisans’ civil rights. This year, IDHR ushered in new and expanded protections in the Act that help create a fairer Illinois.

Public Act 102-0419 prohibits discrimination against any individual resulting from their association with a person with a disability. This protection extends to people who provide care to family or friends with physical or mental disabilities and is critical to protecting this group from discrimination in areas such as employment, real estate transactions, public accommodations, and financial credit.

Public Act 101-0656 extends protections in the Act to any Illinois resident with a conviction record. Under the law, employers can no longer disqualify a job applicant or employee with a conviction record unless it is substantially related to the job.

Public Act 102-0362 protects individuals from discrimination by third-party loan modification services providers, including homeowners in need of assistance in modifying a term of an existing real estate loan. The new law makes it a civil rights violation for a third-party loan modification service provider, because of unlawful discrimination, familial status and arrest record, to refuse to engage in loan modification services, to alter the terms, conditions, or privileges of such services, or to discriminate in making such services available.

Public Act 102-0233 ensures that anyone with a federal work authorization, the legal requirement necessary to work in the United States, is protected from employment discrimination. For example, when verifying employment, employers may not refuse to hire an individual based on the status or length of status of their work authorization. The new law does not alter a person’s employment eligibility as set by federal law, nor does it require an employer to sponsor an employee for changes in work authorization.

ILLINOIS DEPARTMENT OF Human Rights



Fiscal

Funds were appropriated for DHR in the amount of \$17,113,200 during FY2021. General Revenue Funds totaled \$11,718,400, Other State Funds were \$600,000 and Special Projects Funds or federal dollars appropriated were \$4,794,800 in contracts with:

- The U.S. Equal Employment Opportunity Commission (“EEOC”) to investigate dual-filed employment discrimination charges (\$1,818,794); and
- The U. S. Department of Housing and Urban Development (“HUD”) to process dual- filed housing discrimination complaints and conduct special projects (\$12,023,118).

Expenditures for FY2021 totaled \$13,300,069, of which \$10,363,736 derived from General Revenue Funds, \$2,841,912 derived from Special Projects Funds, and \$94,420 derived from Other State Funds.

During Fiscal 2021, The Department had the following accomplishments:

- Maintained its accessibility to the public and continuity of operations during the COVID-19 pandemic by amending agency procedures and rules to permit e-service of documents and correspondence and the use of “oath and affirmation” language in lieu of notarization.
- Continued a multi-year project that will transfer data and case management processes from a decades-old, on-premises mainframe to a cloud-hosted solution that will manage a Department core function, the investigation of charges of discrimination.
- Collaborated with the Governor’s Office to re-empanel the Illinois Commission on Discrimination and Hate Crimes (CDHC).

EXPENDITURE STATEMENT FISCAL YEAR 2021	
Personnel Services	\$10,119,932.05
State Contributions to Social Security	\$741,652.18
State Contributions to State Employees Retirement System	\$672,859.40
Contractual Services	\$668,281.38
Software	\$496,048.77
Group Insurance	\$265,158.34
Telecommunications Services	\$128,939.60
Rent	\$99,717.03
Operation of automotive equipment	\$20,487.54
Rental of office equipment	\$19,424.14
Other	\$17,076.63
Office supplies	\$17,017.00
Printing	\$13,272.45
Repairs and maintenance	\$8,599.00
State Contributions to Medicare	\$3,877.23
Commodities	\$2,096.45
Administrative Expenses	\$1,995.00
Furniture and equipment	\$1,864.89
Travel	\$1,269.85
Postal	\$500.00
GRAND TOTAL	\$13,300,068.93

End of Year Headcount			
	FY19	FY20	FY21
IDHR Total	124	135	129

ILLINOIS DEPARTMENT OF Human Rights



Management Operations and Information Systems

The Management Operations and Information Systems division of IDHR (“MOIS”) oversees and manages general office operations, facilities and equipment, and the core information systems that enable the IDHR to conduct its daily work of three offices in Chicago, Springfield, and Marion. IDHR’s MOIS division operates in tandem and coordination with the State of Illinois Department of Innovation and Technology (“DoIT”) and Central Management Services (“CMS”) to ensure all employees have the tools, resources, and support to uphold the agency’s mission and deliver on the IDHR’s commitment to the people of Illinois.

In alignment with governance and support services from both DoIT and CMS, IDHR’s MOIS division supports key resources and functions of the agency, including:

- Managing and supporting data and mainframe applications necessary for casework and investigations;
- IT equipment provisioning, maintenance and inventory control;
- Facilities management and security;
- IT systems support and security awareness and compliance;
- Communications infrastructure, such as phone, website, and networks;
- Reporting and data controls with information systems;
- Strategic planning for growth and technology expansion of the IDHR.

Highlights of FY2021 Accomplishments

- Supported ongoing COVID-19 mitigation and prevention efforts in office operations and in remote work strategies.
- Initiated IDHR’s multi-year, phased project to develop and implement a new electronic case management system to better serve constituents seeking IDHR investigations and charge processing.
- Completed onboarding of the IDHR Public Contracts Unit to the State of Illinois Enterprise Licensing and Permitting platform (ELP), enabling online application and reducing processing time with public contractors and eligible bidders confirming compliance with the IL Human Rights Act.
- Implemented process improvements to enhance management of internal support requests and better support reporting with the IL Dept of Innovation and Technology (“DoIT”)
- Launched an updated and improved IDHR Employee Portal for staff members, enabling new means of employee communication, education, and internal sharing of information
- Worked with the IDHR Institute for Training and Development to improve internal processes, update website content, and implement online resources and customer inquiry options to better address constituent needs
- Continued the enhancement and update of the IDHR website to help improve accessibility and navigation of site information for people seeking IDHR support and resources

ILLINOIS DEPARTMENT OF Human Rights



Office of Public Affairs

Telling the Illinois Human Rights Story

The Office of Public Affairs communicates the work of the Illinois Department of Human Rights throughout the state of Illinois. Public Affairs tells the Illinois human rights story through the Department's website, social media platforms, speaking engagements, stories, news releases, and events. As the primary spokesperson to the media, Public Affairs responds to media inquiries ranging from requests to confirm the filing of a discrimination charge to general questions about departmental rules, regulations, statistics, and the protections afforded under the Illinois Human Rights Act. At the agency-level, Public Affairs works with division heads throughout the Department to promote the agency's activities, services, and resources to the public at large. In response to the COVID-19 pandemic, Public Affairs focused its resources on growing the Department's online presence through social media, website content, and virtual events to continue supporting the public's access to the Department's services and resources.

THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS

WHAT IS HOUSING DISCRIMINATION?




HOUSING DISCRIMINATION OCCURS WHEN THE RIGHT TO EQUAL HOUSING ACCESS IS DENIED OR WHEN PEOPLE ARE TREATED DIFFERENTLY IN HOUSING BASED ON A PARTICULAR CHARACTERISTIC THAT IS PROTECTED UNDER THE LAW

MLK DAY 2021

"DARKNESS CANNOT DRIVE OUT DARKNESS; ONLY LIGHT CAN DO THAT. HATE CANNOT DRIVE OUT HATE; ONLY LOVE CAN DO THAT."

DR. MARTIN LUTHER KING JR.



THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS CELEBRATES THE LEGACY OF DR. MARTIN LUTHER KING JR.

THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS

WHO IS PROTECTED FROM HOUSING DISCRIMINATION?



THE ILLINOIS HUMAN RIGHTS ACT PROHIBITS DISCRIMINATION IN HOUSING BASED UPON RACE, COLOR, RELIGION, SEX (INCLUDING SEXUAL HARASSMENT), PREGNANCY, NATIONAL ORIGIN, ANCESTRY, AGE (40 AND OVER), ORDER OF PROTECTION STATUS, MARITAL STATUS, SEXUAL ORIENTATION (WHICH INCLUDES GENDER-RELATED IDENTITY), UNFAVORABLE MILITARY DISCHARGE, PHYSICAL AND MENTAL DISABILITY, ARREST RECORD, AND FAMILIAL STATUS

THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS

Public Act 101-0430

NOW IN EFFECT

EFFECTIVE JULY 1ST, 2020, PUBLIC ACT 101-0430 MAKES THE ILLINOIS HUMAN RIGHTS ACT MORE INCLUSIVE BY CHANGING THE DEFINITION OF "EMPLOYER" TO "1 OR MORE EMPLOYEES."

UNDER FEDERAL ANTI-DISCRIMINATION LAW, "EMPLOYER" IS STILL DEFINED AS A MINIMUM OF 15 WORKERS. NOW ALL WORKERS IN ILLINOIS HAVE A RECOURSE AT THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS IN CASES OF EMPLOYMENT DISCRIMINATION.

State of Illinois

ICED

October 22, 2020
12:00 pm - 1:00 pm



Juliana Stratton
Lieutenant Governor, Illinois

Join Us In Celebrating 75 Years of National Disability Employment Awareness Month

THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS



Protections in Administering COVID-19 Vaccine

THE ILLINOIS HUMAN RIGHTS ACT, ALONG WITH OTHER STATE & FEDERAL CIVIL RIGHTS LAWS, PROHIBIT DISCRIMINATION IN THE DELIVERY OF HEALTHCARE AND SUPPORT THE RENDERING OF ETHICAL, NON-DISCRIMINATORY DECISIONS

THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS

WHO DOES THE LAW APPLY TO?

IN REAL ESTATE TRANSACTIONS, THE LAW APPLIES TO OWNERS, MANAGERS, SALESPERSONS, BROKERS, RENTAL AGENTS, OR OTHER AGENTS OR EMPLOYEES OF THE OWNER OR THE OWNER'S AGENTS.

NEWSPAPERS AND OTHER PUBLICATIONS THAT PRINT DISCRIMINATORY ADVERTISING CAN ALSO BE CHARGED. HOUSES, APARTMENTS, CONDOMINIUMS, MOBILE HOME PARKS, VACANT LAND, OFFICES, STORES AND OTHER TYPES OF RESIDENTIAL AND COMMERCIAL PROPERTY ARE ALSO COVERED.



Sexual Harassment Prevention Training

The Illinois Department of Human Rights's model sexual harassment prevention training is now available ONLINE and FREE to the public.



visit us
Illinois.Gov/DHR/Training

A CONVICTION RECORD SHOULD NOT MAKE YOU UNEMPLOYABLE.



Under the Illinois Human Rights Act, Illinois employers can no longer disqualify a job applicant or employee with conviction records, unless substantially related to the job.

QUESTIONS? CONTACT:
312-814-6200
IDHR.INTAKE@ILLINOIS.GOV

ILLINOIS DEPARTMENT OF
Human Rights

ILLINOIS DEPARTMENT OF Human Rights

Office of Public Affairs





Appendix A:
List of Amendments to the
Illinois Human Rights Act

Changes to the Illinois Human Rights Act		
<i>Effective Date</i>	<i>Public Act</i>	<i>Description of Legislative Changes to Illinois Human Rights Act</i>
1984-1985	*	Adds basis: Aiding, abetting, compelling, or coercing
9/11/1989	86-0910*	Adds basis: Familial status (families with children under age 18); Other changes to mirror Federal Fair Housing Act
9/17/1991	87-0579*	Adds basis: Citizenship status (employment)
7/1/1992	87-0847*	Adds basis: Arrest record (employment)
8/4/1993	88-0178*	Adds basis: Military status
1/1/1996	89-0370*	Request for Review moved from HRC to DHR; other procedural changes
7/8/2005	94-0146	Credibility removed from IHRA, Section 7A-102(D)(2)
7/26/2005	94-0326	Notice of Default adjustment to define "good cause"
1/1/2006	94-0078	Adds basis to Article 3 (Housing): Interference/Coercion/Intimidation
1/1/2006	93-1078	Adds basis: Sexual orientation, including gender identity
5/26/2006	94-0803	Adds basis: Veteran Status
6/15/2006	94-0857	EEOC Ref. Charges taken under 7A-102(A-1) & Real Estate 100 days
8/10/2007	95-0042	"Mrs. Murphy" Small building Exemption Changed to mirror federal Fair Housing Act
8/23/2007	95-0392	Adds basis: Military Personnel & Active Duty
10/10/2007	95-0668	Change from "Handicap" to "Disability" & Public Accommodations Article revised
1/1/2008	95-0025	Adds basis: Pregnant peace officers & firefighters
1/1/2008	95-0243	Request for Review moved back to HRC and Civil Action in circuit court allowed
8/18/2009	96-0574	Madates institutions of higher education post sexual harassment laws and policies
1/1/2010	96-0548	Allows DHR to charge "for profit" companies tuition for training
1/1/2010	96-0786	Allows DHR to charge a filing fee for processing PC-1 for bidders on state contracts
1/1/2010	96-0447	Adds basis: Order of protection status
1/1/2010	96-0814	Allegation added: Harassment in schools
2/2/2010	96-0876	Request for Review: Time to file changed (30 to 90 days)
7/27/2010	96-1319	"Sexual Harassment in Higher Education" changed to all education levels
8/26/2011	97-0596	Adds basis: Pregnancy; procedural changes for cases jointly covered by EEOC & DHR
8/2/2012	97-0877	Change from "handicap" to "disability" in additional places
1/1/2015	98-1037	Covers "unpaid interns" as "employees" for sexual harassment charges
1/1/2015	98-1050	Adds reasonable accommodations for pregnancy (employment)
1/1/2016	99-0152	Allows preference for veterans in hiring
1/1/2017	99-0548	Increases civil penalties in Article 3 (housing cases)
1/1/2017	99-0758	Covers "domestic workers" as employees
8/11/2017	100-0100	Inserts statutory protections for religious accommodations
9/8/2017	100-0492	Changes to charge response requirement
11/16/2017	100-0554	Establishes sexual harassment hotline and website
6/8/2018	100-0588	Renames hotline to helpline; changes filing time for non-housing charges to 300 days
8/24/2018	100-1066	Changes administrative dismissal and HRC procedures; adds opt-out option after filing
1/1/2019	100-0698	Requires bidders on state contracts to produce sexual harassment policy upon request
1/1/2019	100-0714	Expands order of protection status to include additional protective orders
7/12/2019	101-0081	Corrects technical grammar and style errors
1/1/2020	101-0221	Requires adoption of a sexual harassment prevention training model
1/1/2020	101-0430	Changes the definition of "employer;" excludes places of worship
1/1/2020	101-0530	Makes certain fact finding conferences discretionary; adds training for HRC commissioners
1/1/2020	101-0565	Adds "arrest record" as definition; associated housing protections

ILLINOIS DEPARTMENT OF Human Rights

Appendix B: Data Tables for Reference

Housing Inquiries, Charges Filed and Completed Investigations			
Fiscal Year:	2019	2020	2021
Inquiries	901	828	1,480
Charges Filed	311	296	278
Completed Investigations	304	258	237

Housing Charges by Basis	
Fiscal Year 2021	
Basis of Discrimination	
Age	2
Family Status	13
Marital Status	1
Mental Disability	80
Military Status	2
National Origin	23
Order Of Protection	1
Physical Disability	67
Race	90
Religion	6
Retaliation	11
Sex Discrimination	15
Sexual Harassment By Male	4
Sexual Orientation	3
Transgender	1
	319

Housing Charges Filed By County FY21	
ADAMS	2
BOONE	1
CASS	1
CHAMPAIGN	3
CHRISTIAN	1
CLAY	1
COLES	3
COOK	142
DEKALB	4
DOUGLAS	1
DUPAGE	15
EDGAR	1
EFFINGHAM	1
JACKSON	4
KANE	13
KANKAKEE	1
KENDALL	1
LAKE	14
LASALLE	2
LEE	1
LIVINGSTON	1
MACON	1
MADISON	4
MCHENRY	4
MCLEAN	13
OGLE	1
PEORIA	3
ROCK ISLAND	3
SANGAMON	4
ST CLAIR	4
STEPHENSON	3
TAZEWELL	3
VERMILLION	1
WILL	15
WINNEBAGO	6
TOTAL	278

ILLINOIS DEPARTMENT OF Human Rights

Items as referenced on Page 14

CHARGES DOCKETED BY JURSDICTION			
Fiscal Year	2019	2020	2021
Employment	2,359	2,482	1,961
Housing	311	296	278
Public Accommodations	201	155	181
Financial Credit	1	-	1
Sexual Harassment in Education	-	-	2
TOTAL	2,872	2,933	2,423

Non-Housing Inquiries, Charges Filed, and Completed Investigations			
Fiscal Year	2019	2020	2021
Inquiries	14,910	9,978	8,702
Charges Filed	2,561	2,637	2,145
Completed Investigations	2,717	3,195	2,951

Item as referenced on Page 15

PUBLIC ACCOMODATIONS CHARGES BY BASIS		
FISCAL YEAR 2021		
Age	19	6%
Citizenship	3	1%
Color	9	3%
Marital Status	4	1%
Mental Disability	30	10%
Military Status	3	1%
National Origin	15	5%
Other	3	1%
Physical Disability	35	12%
Race	110	37%
Religion	7	2%
Retaliation	21	7%
Sex Discrimination	22	7%
Sexual Harassment By Female And Male	1	0%
Sexual Orientation & Gender Identity	16	5%
Total Bases	298	100%

ILLINOIS DEPARTMENT OF

Human Rights

Items as referenced on Page 16

FY21 EMPLOYMENT CHARGES BY BASIS	
Retaliation	978
Sex Discrimination	634
Race	512
Sexual Harassment	396
Physical Disability (All)	361
Sexual Orientation	48
Religion	38
Other	27
Gender Identity & Transgender	9
Order Of Protection	1
Total	3,004

EMPLOYMENT CHARGES BY RESPONDENT TYPE	
FISCAL YEAR 2021	
Private	1,292
Individual	340
Government, Local	166
Government, State	67
Elementary and Secondary Schools, Public	30
Private Employment Agency	7
College or University, Public	19
Union	11
College or University, Private	16
Secondary Schools, Private	12
State Employment Agency	1
TOTAL	1,961

Items as referenced on Page 17

Fiscal Year:	2019	2020	2021
Number of Mediation Conferences Held	216	262	150
Number of Conferences with Resolutions	159	138	87
Percent of Conferences with Resolutions	73.61%	52.67%	58.00%
Number of Additional Cases Resolved	21	60	31
Total Number of Cases Resolved Via Mediation	180	198	118
Total Number of Cases Completed	2,717	3,106	2,951
Percent of Cases resolved Via Mediation	6.62%	6.37%	4.00%
Known Monetary Amounts (frequently kept confidential)	\$1,502,432	\$2,300,153	\$1,483,131

ILLINOIS DEPARTMENT OF
 **Human Rights**

Items as referenced on Page 18

	Substantial Evidence Reviews	Complaints	Responses to Requests for Review
Housing Cases	16	16	33
Employment and Other Cases	183	189	242
Total	199	205	275



ILLINOIS DEPARTMENT OF **Human Rights**

**Chicago:**

555 West Monroe Street
7th Floor
Chicago, Illinois 60661
(312) 814-6200 or
(800) 662-3942 (Voice)
(866) 740-3953 (TTY)

Springfield:

535 West Jefferson Street
1st Floor
Springfield, Illinois 62702
(217) 785-5100 (Voice)
(866) 740-3953 (TTY)

Marion:

2309 West Main Street
Marion, Illinois 62959
(618) 993-7463 (Voice)
(866) 740-3953 (TTY)

illinois.gov/DHR