ILLINOIS DEPARTMENT OF Human Rights INTAKE: Opt Out of Charge filed and Administrative Process sent to Respondent Path of a Mediation Voluntary Settlement Settlement Unsuccessful Respondent Answers Charge **INVESTIGATION** Voluntary Withdrawal Fact Finding Conference or Settlement (at any time) **Investigation Continues** Finding Issued OR. Substantial Evidence Dismissal OR · Request for Review (Appeal) Process (Optional) Voluntary Settlement Conciliation If successful, If dismissal Conciliation sustained, appeal Substantial Evidence Unsuccessful procedures followed to Appellate Court Complaint Filed with Human Rights Commission Civil Action Circuit Court