



ANNUAL REPORT

III
2024

ILLINOIS DEPARTMENT OF
 **Human Rights**

FISCAL YEAR 2024
JULY 1, 2023 - JUNE 30, 2024

Message from the Director

James L. Bennett



We believe that everyone has an inalienable right to live free from discrimination, in every aspect of life. For 45 years, since the agency’s founding with the passage of the Illinois Human Rights Act in 1979, we have worked with unwavering commitment to realize this vision for our state. Illinois now has one of the most comprehensive sets of civil rights protections in the country, with more than 25 protected categories in employment, public accommodations, education, financial credit, and housing.

I am proud to serve as the Director and work alongside fellow civil rights champions to secure freedom from unlawful discrimination. This year, we have made remarkable strides to advance civil rights in Illinois, many of which you will learn about by reading this year’s annual report. We have strengthened and expanded the Illinois Human Rights Act by passing five new bills that were signed into law by Governor JB Pritzker. We have processed an increase in discrimination charges that reached pre-pandemic levels. And we have laid the foundation for Illinois to respond effectively to the rise of hate and extremism.

The state and the country are entering a year that will present challenges to the human rights protections that are the cornerstone of our freedoms. Yet, Illinois will continue to stand strong on human rights and serve as a model for the nation. Our state is more committed than ever to safeguarding reproductive rights, LGBTQIA+ rights, disability rights, and protections for immigrants.

I extend my heartfelt gratitude to our partners, stakeholders, and allies who have collaborated with us to advance our vision of a state where everyone is treated with respect and dignity. Our sister agency the Illinois Human Rights Commission (IHRC) is a fundamental partner in enforcing the Illinois Human Rights Act and ensuring that justice is served for people who have experienced discrimination in Illinois. In the year ahead, and with strong partners by our side, I am confident that IDHR will ensure that every person who lives in, works in, or visits our state can live free from hate and discrimination.

In accordance with 30 ILCS 105/1, I am pleased to present the IDHR 2024 Annual Report. This report reflects on progress we have made toward strengthening and enforcing human rights protections for the State of Illinois. We hope you will join us in our unyielding dedication to advancing justice, equity, and human dignity.

Sincerely,

James L. Bennett

Director, Illinois Department of Human Rights
Chair, Illinois Commission on Discrimination and Hate Crimes

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Organizational Overview

The Illinois Department of Human Rights (IDHR) is a state agency that enforces and strengthens protections against discrimination set forth in the Illinois Human Rights Act (Act). Founded in 1979 with the signing of the Act, IDHR has led the state in protecting civil rights since its establishment.

Our 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.

To accomplish this mission, IDHR works to ensure equal application of rules, policies, and procedures in the Act's covered areas of Employment, Fair Housing, Financial Credit, Public Accommodations, and Education. The agency receives, investigates, mediates, and conciliates complaints of unlawful discrimination on the basis of more than 25 protected classes.

In addition to its core work of enforcing the Act, IDHR supports the Illinois Commission on Discrimination and Hate Crimes (CDHC), which is housed in IDHR. The CDHC's mission is to identify and uproot sources of discrimination and bias at the source, while assisting with the development of resources, training, and information that allow for a swift and efficient response to hate-motivated crimes and incidents.

Our 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.



IDHR employees Jayden Epps and Jorge Hernandez at Chicago Pride Parade.



IDHR employees and friends getting ready to walk in the Springfield PrideFest Parade.

Key Attributes of Enforcement

Comprehensive Protection. While federal laws cover certain categories, the coverage is not as broad as Illinois law. The Illinois Human Rights Act expressly includes several bases that are not included in federal civil rights laws: military status, sexual orientation, gender identity, order of protection status, arrest record, conviction record in employment, work authorization status in employment, source of income status in housing, and immigration status in housing.

Assist Vulnerable Communities. We have gone to great lengths to protect vulnerable people from discrimination. We aid anyone who needs help accessing our services, including those with a disability or who speak languages other than English. We also do not charge for our services, nor do we require attorney representation.

Partner with the Federal Government. IDHR partners with federal anti-discrimination agencies, including the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD), to enforce anti-discrimination protections and provide resources to Illinoisans. Through these partnerships, we can support our operational costs and enhance investigations, training, and outreach efforts without duplicating services.

Conduct Outreach and Education. IDHR conducts training for government entities and the public and interacts with numerous community organizations to educate the public concerning their rights and responsibilities. Indirect training through investigations also serves to educate the public and promotes anti-discrimination activities.



IDHR employees Woody Gallagher and Revis Barileau conduct outreach efforts at Midsommarfest in Andersonville.

THE EVOLUTION OF THE ILLINOIS HUMAN RIGHTS ACT



MAJOR ACCOMPLISHMENTS

EXPANDING THE ILLINOIS HUMAN RIGHTS ACT

In partnership with the General Assembly and the Pritzker administration, IDHR has expanded and strengthened the Act. In FY 2024, IDHR led or participated in efforts to pass five bills, all of which were signed into law by Governor Pritzker.

- **Reproductive Health Decisions** (Public Act 103-0785) clarified and extended existing protections in the Act by ensuring Illinoisans have the right to engage in reproductive health decision-making without facing discrimination. Reproductive health decisions include a broad continuum of personal decisions regarding abortion and birth control, fertility or sterilization care, miscarriage management care, assisted reproductive technologies such as in-vitro fertilization, and prenatal, intranatal, and postnatal care. The protections apply across all areas of the Act, advancing the state's leadership in protecting reproductive rights. The law goes into effect January 1, 2025.



Director Jim Bennett and Representative Anna Moeller at the signing of Public Act 103-0785.

- **Expanding Time to File a Charge** (Public Act 103-0973) expands the statute of limitations on non-housing cases from 300 days to 2 years, which will help to ensure that Illinoisans have the full opportunity to seek the protections and redress afforded by the Act. The law goes into effect January 1, 2025.
- **Family Responsibilities** (Public Act 103-0797) expands the Act to prohibit discrimination on the basis of Family Responsibilities in employment. Family responsibilities include actual or perceived provision of personal care for a family member, such as parental responsibilities or caring for a sick parent. The law goes into effect January 1, 2025.
- **The Human Rights Omnibus Package** (Public Act 103-0859), a joint initiative with the Office of the Illinois Attorney General, amends the Act to clarify and strengthen its protections. Among other things, the law codifies protections against disparate impact in housing within Illinois statute and ensures confidential reporting of discrimination and hate incidents to helplines administered by IDHR and the CDHC. The law goes into effect January 1, 2025.
- **AI in Employment** (Public Act 103-0804) regulates the uses of artificial intelligence in hiring, clarifying and emphasizing that current laws prohibit using artificial intelligence in a way that has disparate impact on protected classes. The law establishes new notice and disclosure requirements to apply when employers use such tools, which IDHR will establish in the rulemaking process. The law goes into effect on January 1, 2026.

Processing an Increase in Charges

IDHR received, and is responsibly processing, 2,906 total charges of discrimination in FY 2024, a 29% increase over FY 2023 and a return to the pre-pandemic number of filings.

Total Charges	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
	2,933	2,423	1,962	2,252	2,906

The number of charges dipped throughout FY 2020-FY 2023, with a low of 1,962 charges submitted to the agency in FY 2022. The increased number of charges in FY 2024 could be the result of multiple factors. With the conclusion of the pandemic, Illinoisians returned to prior working and living conditions, with people resuming on-site employment, consumers more regularly frequenting businesses, and with ending of the temporary emergency housing relief related to the pandemic.

IDHR’s community engagement and civil rights trainings have increased awareness of the rights and responsibilities enforced by the agency. In particular, outreach events and trainings have raised awareness of expanded protections in the Act, including expanded employment protection for workplaces with 15+ employees to *all* businesses, and new protections for conviction record and work authorization status in employment, and source of income in housing. Through the expanded use of virtual trainings in conjunction with in-person seminars, the IDHR outreach team and executive staff attended 99 events in FY 2024, reaching 24,974 people, an 131% increase in audience and 34% increase in events over FY 2023. The Fair Housing Division also provides regular trainings to housing groups and impacted individuals.



Director of IDHR Institute for Training and Development, Dr. Chris Smith, speaks with an attendee at the Malcolm X Celebration of Black Hair event.

Laying the Groundwork for State Efforts Against Hate

Amid a sharp increase in hate crimes across the nation and in the state, IDHR has been a national leader in developing a coordinated, statewide response. The key vehicle for Illinois’ approach has been the CDHC, a Governor-appointed advisory commission housed in IDHR that began its work in 2021 and has helped establish Illinois as a leader and innovator among states. In FY 2024, CDHC and IDHR began the implementation of recommendations CDHC issued to the state in 2022.

- Establishing a hate act reporting service not affiliated with law enforcement:** With funding from the U.S. Department of Justice under the Jabara-Heyer NO-HATE Act, CDHC and IDHR developed and soft launched **Help Stop Hate**, a confidential service that provides support and resources for people and communities affected by hate. To support the service and other statewide efforts, CDHC developed and is building a statewide resource and referral network. Help Stop Hate officially launched in FY 2025.
- Conducting outreach and education to affected communities around the state:** The CDHC held community listening sessions to engage communities most affected by hate in Illinois, in order to inform statewide efforts. Through a growing partnership with the Mobile Museum of Tolerance (MMOT), IDHR and CDHC expanded our reach to more students, as well as to law enforcement, with Illinois-specific educational programming and content.



Pictured on the right; IDHR and CDHC representatives visiting the Museum of Tolerance in Los Angeles, with special guest Janice Munemitsu.

- **Training law enforcement on hate crime training response:** IDHR and CDHC engaged in discussions with law enforcement and advocacy groups to begin establishing a statewide law enforcement training requirement for new recruits and in-service officers. CDHC also collaborated with the Office of the Illinois Attorney General on a training for law enforcement, which will be delivered in FY 2025.

Growing Partnerships with Fair Housing Champions

With the leadership of the Fair Housing Division overseen by Steven Monroy and the Outreach team in Public Affairs, IDHR has prioritized building strong partnerships with local, state, and federal Fair Housing champions through educational events. Through these partnerships, IDHR has strengthened collaboration with housing stakeholder groups and clarified our role in advancing and enforcing Fair Housing protections.

On April 29, 2024, IDHR and the U.S. Department of Housing and Urban Development’s (HUD) Office of Fair Housing and Equal Opportunity (Region V) co-hosted an event for National Fair Housing Month. The event’s theme was “Building Inclusive Communities: How Illinois’ Source of Income Protection Expands Equity in Housing.” The event featured HUD Principal Deputy Assistant Secretary Richard J. Monocchio; HUD Regional Administrator Diane M. Shelley; Illinois Deputy Governor Grace B. Hou; IDHR Director James L. Bennett; and other public officials and housing stakeholders who spoke about the importance of source of income protections in housing.

Source of income discrimination has been a persistent structural barrier that vulnerable communities face in securing the safe, stable home of their choice. Renters and buyers of color, women, and people with disabilities are all more likely to use non-employment income sources like Housing Choice Vouchers to pay for housing—and to be rejected or threatened with eviction because of those income sources. Source of income protections in housing are a new tool to end racial segregation and create inclusive communities across Illinois.

During the event, Representative La Shawn K. Ford (D-8) was presented with the “Outstanding Legislator Award” for his work in advancing fair and affordable housing in Illinois. Representative Ford championed the bill that became Public Act 102-0896, which prohibits source of income discrimination in housing.

The event served as the conclusion to the National and statewide Fair Housing Month. Governor JB Pritzker proclaimed the month of April as Fair Housing Month in Illinois, highlighting the federal and state fair housing laws that promote fair and equal housing opportunities for Illinoisans across the state.

Beyond our Fair Housing Month event, IDHR Fair Housing Division regularly conducts Fair Housing trainings for state and national audiences, some in partnership with local Fair Housing champions such as Chicago Area Fair Housing Alliance. The trainings cover basic fair housing law, the IDHR investigative process, and best practices to prevent housing discrimination.

Building Inclusive Communities: How Illinois’ Source of Income Protection Expands Equity in Housing



IDHR Deputy Director Alex Bautista presents the “Outstanding Legislator Award” to Representative La Shawn K. Ford.



IDHR Chief Litigation Attorney in Housing, Oral Bennett, and IDHR Fair Housing Director Steven Monroy.

Informing Practitioners and the Public on New Protections

In 2023-2024, the IDHR Office of Public Affairs published two guides to inform practitioners and the public on new human rights protections in the Act. These efforts educate Illinoisans on their rights and responsibilities, ensuring the public can advocate for rights enforced by IDHR and that practitioners have the full opportunity to abide by updates in the Act.

In 2022, the Act was expanded to provide protection against discrimination related to source of income in housing and real estate transactions, effective January 2023. To educate housing providers, tenants, and applicants on these important new protections, IDHR released a [Frequently Asked Questions guide on the IDHR website](#) in FY 2024. The guide defines source of income discrimination and outlines answers to 33 common questions from both housing providers and seekers.

In 2023, the Act was expanded to provide protection against discrimination related to immigration status in housing, effective January 2024. Immigration status means a person’s actual or perceived citizenship and immigration status. IDHR published a [Frequently Asked Questions guide](#) in FY 2024 to educate housing providers, applicants, and tenants on the new protection. The guide provides examples of immigration status discrimination in housing, as well as answers to 20 other common questions from housing providers and seekers.



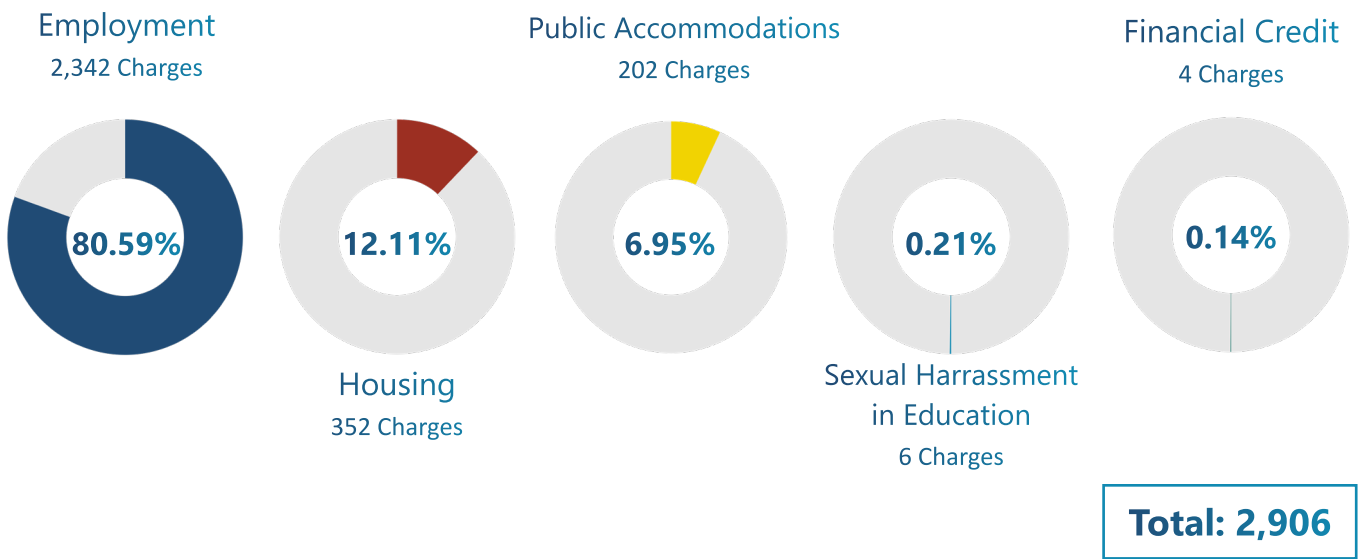
Investigation of Discrimination Claims

IDHR is responsible for investigating claims of unlawful discrimination, determining whether sufficient evidence exists to support those claims, and filing cases with the IHRC.

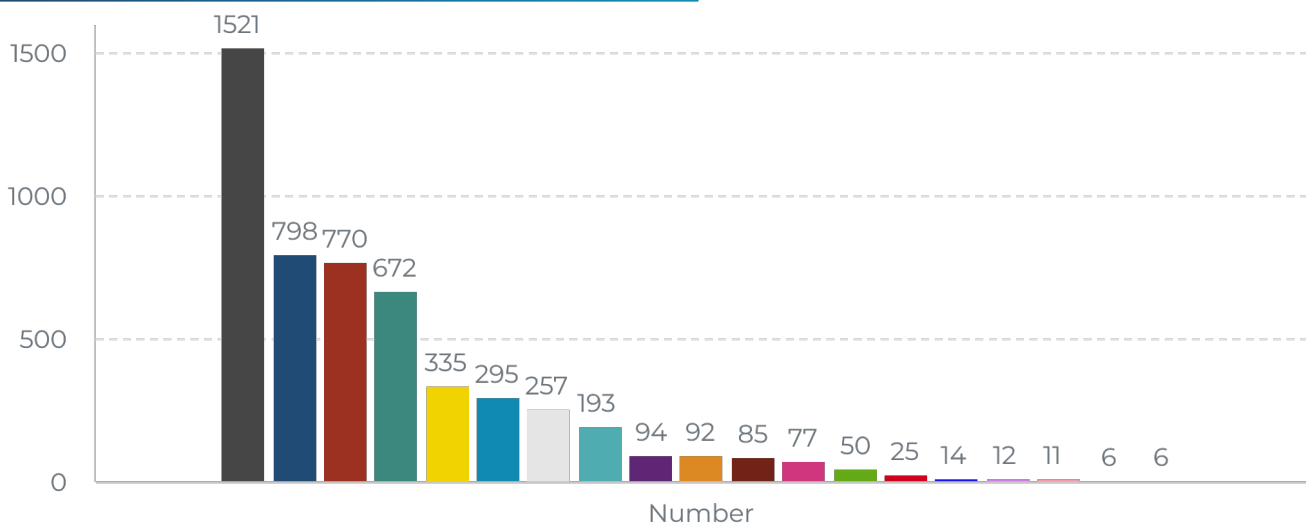
IDHR’s role is to conduct a neutral investigation of the allegations in the charge. The Investigator assigned to the case may contact and interview relevant witnesses and may obtain pertinent documents from both parties. Respondents are required to preserve any records pertinent to the charge. In addition, Respondents are prohibited from retaliating against any person who has filed or otherwise participated in the investigation of a charge. A person who believes they have been retaliated against may file a retaliation charge with IDHR.

Charges Filed by Area, Overall

In FY 2024, the agency received **2,906** charges of discrimination, a 29% increase over 2,252 charges filed in FY 2023. The majority of charges were filed in employment (80.59%), followed by housing (12.11%), public accommodations (6.95%), sexual harassment in education (0.21%), and financial credit (0.14%).



Charges Filed by Basis, Overall



- Retaliation, Aiding & Abetting, Coercion
 Sex Discrimination and Sexual Harassment
 Race
- Physical Disability
 Age
 Mental Disability
 National Origin
 Color
 Pregnancy
- Sexual Orientation and Gender Identity
 Religion
 Other
 Arrest Record
- Marital Status
 Military Status
 Citizenship
 Family Status
 Order of Protection
- Sexual Harassment in Education

*A charge may have more than one basis for discrimination.

**Source of Income Status and Immigration Status as new protected bases in housing, and Conviction Record as a new protected basis in employment, are accounted for in the 'Other' category in FY 2024 since the data is not yet reliable.

Charge Processing Division

The Charge Processing Division is responsible for investigating charges of unlawful discrimination in four areas:

- **Employment (E).** IDHR investigates charges of Employment discrimination filed against a private employer, state or local government, union, or staffing agency. Individuals can also be charged in some cases.
- **Public Accommodations (PA).** IDHR investigates charges of Public Accommodation discrimination filed against a business, recreation, lodging, entertainment, or transportation facility; a public official; and education institutions.
- **Financial Credit (FC).** All financial institutions doing business in Illinois are prohibited from discriminating in the granting of commercial or personal loans, and credit cards. IDHR can investigate charges of Financial Credit discrimination filed against any bank, credit union, insurance company, mortgage banking company or savings and loan association.
- **Sexual Harassment in Education Institutions (EI).** IDHR investigates charges of discrimination filed against institutions of elementary, secondary, or higher education. School representatives such as an executive, faculty member, administrative staff, or teaching assistant may also be charged.

Charge Processing Stages for Employment, Public Accommodations, Financial Credit, & Education

- **Intake.** IDHR's Intake Unit assists the public in preparing a charge of discrimination. A charge of discrimination must be filed within 300 days after the alleged discriminatory action, or one year for a Housing case. However, after 1/1/2025 the statute of limitations on non-housing cases changes from 300 days to 2 years, which will help to ensure that Illinoisans have the full opportunity to seek the protections and redress afforded by the Act.
- **Mediation.** Mediation is an informal, no-cost process in which the Complainant and Respondent meet voluntarily with a trained and certified IDHR Mediator, who helps the parties explore possible resolution of the charge. The mediation process is confidential and is available for all non-housing cases.
- **Investigation.** The case moves to the investigation stage if the parties do not participate in mediation or if the mediation is unsuccessful. Complainants and Respondents have a responsibility to cooperate with IDHR's investigation. IDHR also has the power to subpoena relevant documents and persons. IDHR's role is to conduct a neutral investigation of the allegations in the charge. The investigator assigned to the case may contact and interview relevant witnesses and may obtain pertinent documents from both parties. Respondents are required to preserve any records pertinent to the charge. In addition, Respondents are prohibited from retaliating against any person for filing or otherwise participating in the investigation of a charge. A person who believes they have been retaliated against may file a retaliation charge with IDHR.
- **Findings & Results.** After the investigation, IDHR staff prepare a written report recommending whether or not there is "substantial evidence" of a violation of the Act. A finding of substantial evidence means that there is enough evidence for the Complainant to take the case either before an administrative law judge at the IHRC or an appropriate state circuit court. That forum—either the Commission or the circuit court—will hear testimony, receive evidence and determine whether unlawful discrimination occurred.
- **Public Hearing or Request for Review.** If there is substantial evidence to support a claim, complainants have the right to request that IDHR files a complaint with the IHRC or submit a lawsuit in a state circuit court. In the event that complainants decide to file a complaint with the IHRC, IDHR will offer a final opportunity to reach a settlement through conciliation with a staff attorney or mediator. If a settlement cannot be reached, IDHR may take the legal step of filing a Complaint of Civil Rights Violation with the IHRC on behalf of the complainant. For Housing cases, IDHR will automatically file a complaint with IHRC and prosecute the case.

Charge Processing Division

Partnership with the U.S. Equal Employment Opportunity Commission as a Fair Employment Practices Agency

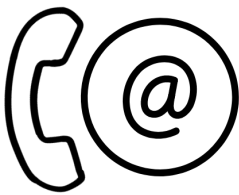
In order for a state or local governmental agency to be qualified as a Fair Employment Practices Agency (FEPA), EEOC must certify that the agency's laws prohibiting employment discrimination are substantially equivalent to federal laws in regard to:

- 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 FY 2023, the EEOC approved IDHR's certification for another three-year term, including for FY 2024. The next review is scheduled for FY 2026.

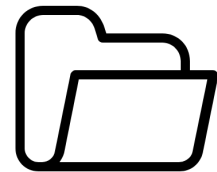
- **Substantial Equivalency in the Law & Process.** To maintain eligibility as a FEPA agency under the contract with EEOC, IDHR must ensure that Illinois' laws prohibiting employment discrimination remain substantially equivalent with or above the federal equal employment laws. IDHR reviews pending legislation 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 anti-discrimination 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 Act or IDHR's ability to enforce Illinois' laws in a manner that is substantially equivalent to the federal laws.
- **Cooperative Activities.** During FY 2024, IDHR partnered with EEOC to host a virtual outreach event in recognition of National Immigrants Day (October 28, 2023), to inform the public about rights afforded to immigrants to the United States. Held on October 23, 2023, the event included presentations from IDHR, EEOC, Illinois Representative Will Guzzardi, the Illinois Department of Labor, and the Legal Aid Society of Metropolitan Family Services.



7,439
Public Contacts



11,587
Intake Inquiries



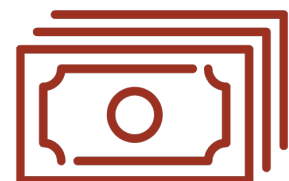
2,554
Charges Filed



2,670
Completed
Investigations



204.4 Days Average to
Complete Processing
of a Case

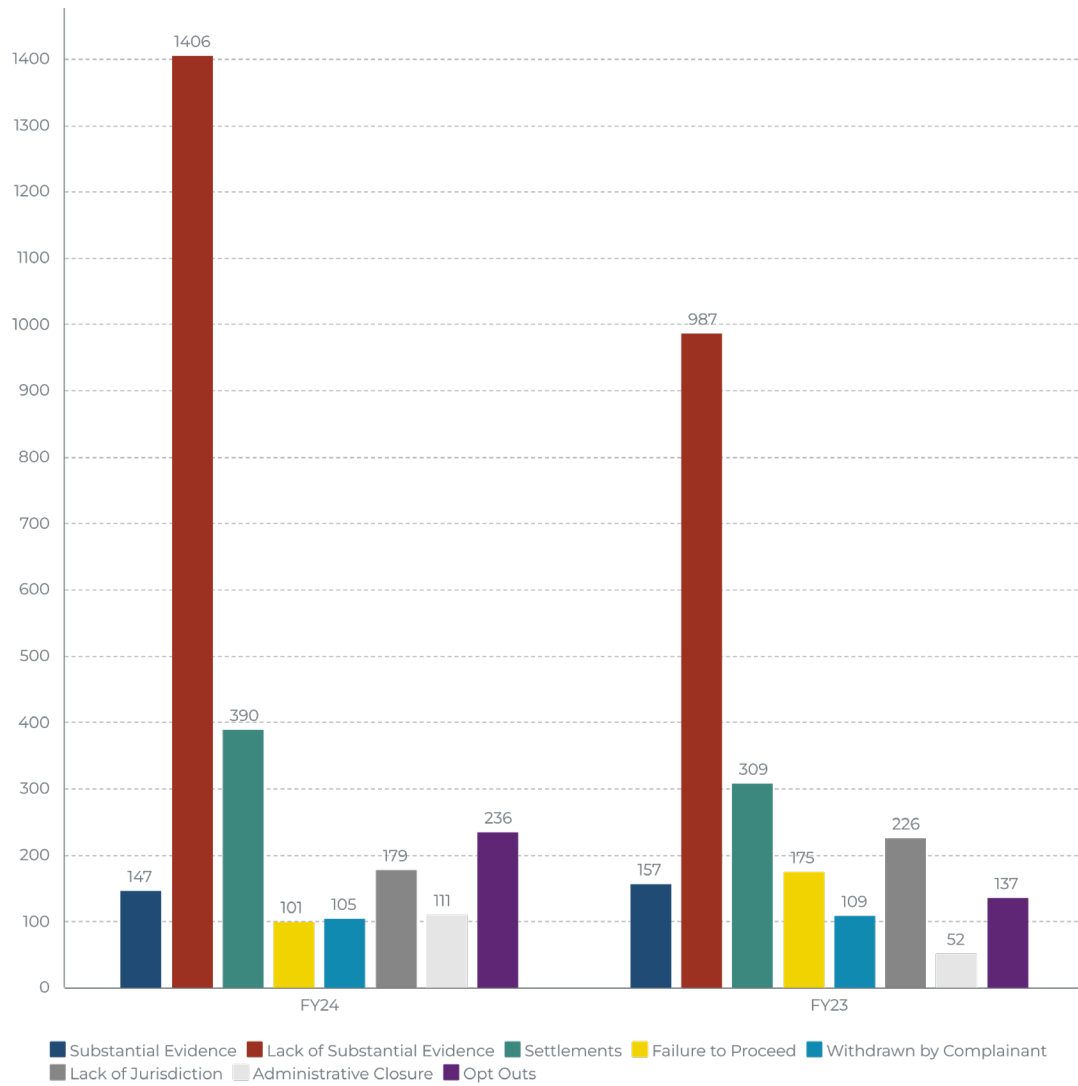


\$3,116,059
Secured in Settlements

*Intake Inquiries are CIS filings are similar.
**Charges filed are filings accepted and docketed with a charge number.

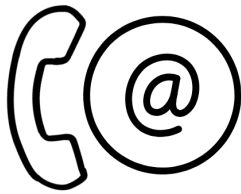
Charge Processing Division

Investigative Findings



Fair Housing Division

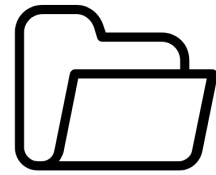
The Fair Housing Division investigates allegations of discrimination involving the sale or lease of residential or commercial real property, and the brokering or appraising of residential real property, mortgage loans, and other real estate transactions. The Division receives and investigates charges of discrimination on the bases of race, color, religion, sex, national origin, familial status, pregnancy, ancestry, age (40 and over), marital status, disability, sexual orientation (including gender related identity), military status, unfavorable discharge from military service, arrest record, order of protection status, source of income, and immigration status. It also investigates charges of discrimination involving retaliation and intimidation, interference, or coercion in connection to a person's enjoyment of protected housing rights.



3,493
Public Contacts



760
Intake Inquiries



352
Charges Filed



278
Completed
Investigations



363.5 Days Average to
Complete Processing
of a Case



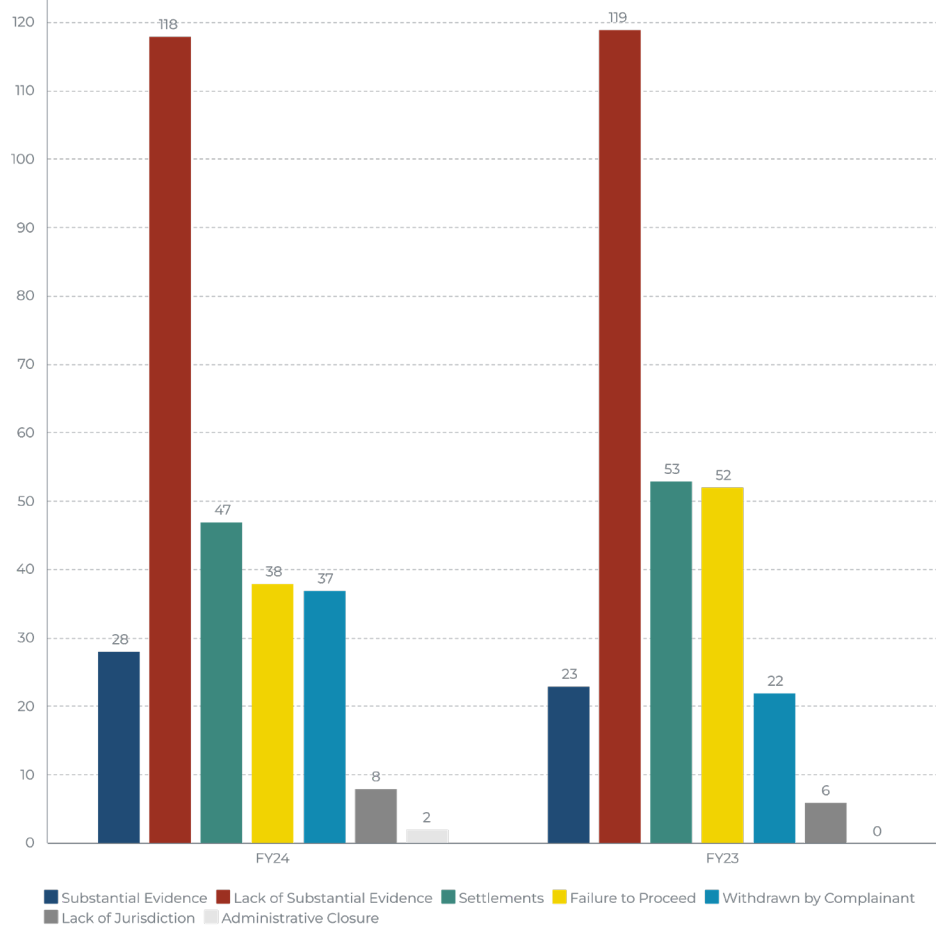
\$25,900
Secured in Settlements

FY 2024 Milestones

- **New Housing Protections.** IDHR worked to implement new housing discrimination protections for source of income (effective January 2023) and immigration status (effective January 2024). IDHR published Frequently Asked Questions (FAQ) guides for source of income and immigration status related housing discrimination on its website and conducted outreach through public trainings and other speaking engagements.
- **Fair Housing Trainings.** IDHR conducted four fair housing training webinars for the public, at no cost. These trainings covered fair housing law, IDHR's investigative process, and best practices to prevent housing discrimination. The series trained 321 individuals, with attendance at each webinar being 56 in July 2023, 97 in October 2023, 66 in February 2024, and 102 in April 2024.
- **Investigations.** IDHR completed 278 investigations, 261 of which were dual filed with the U.S. Department of Housing and Urban Development.

Fair Housing Division

Investigative Findings



Notable Case Wins

Discriminatory Terms and Conditions Case Resolved

An anonymized Complainant filed a charge with IDHR against her condo association (“Respondent”), alleging that she was subjected to discriminatory terms and conditions based on her race. The discriminatory conduct included subjecting her to fines, refusing to address flooding issues in her unit, and leveling false accusations against her which led to a disturbance and required her to need medical attention.

IDHR conducted an investigation, found substantial evidence of unlawful discrimination, and filed a complaint at the IHRC. After the case was removed to circuit court, the Respondent settled the matter with Complainant, agreeing to pay her \$25,500.00. The Respondent also agreed to pay \$2,500.00 in civil penalties to the State; to establish, maintain, and disseminate an anti-discrimination policy; to post copies of a fair housing poster in a conspicuous place; and to attend fair housing training.

Damages and Penalties Assessed Against Respondent for Failure to Participate

Anonymized Complainant, a real estate broker, filed a charge with IDHR against anonymized Respondents, sellers of real property, alleging discriminatory refusal to engage in a real estate transaction, discriminatory statements, and coercion, intimidation, threaten, or interfere with a housing right based on religion. Complainant and his clients went to Respondents’ property to view it for a potential purchase. When the Respondent saw the Complainant’s client, he asked, “Are you Muslim?” because one of Complainant’s clients was wearing a traditional Muslim head covering. Upon acknowledging that Complainant’s client was Muslim, the Respondent began screaming and saying that Muslims are terrorists, which caused Complainant and his clients to leave the property. The Respondent continued to contact the Complainant and left him threatening voicemail messages and emails.

IDHR investigated of the Complainant’s allegations. The Respondents failed to participate in the proceedings, and IDHR issued a Notice of Default. Complainant elected to proceed with a public hearing on damages at the IHRC. Complainant received an award of \$395,000.00 in emotional distress damages and \$4,175.00 in attorney fees. The State of Illinois was awarded \$18,000.00 in civil penalties.

Mediation Services

IDHR’s Mediation Program offers opposing parties the opportunity to negotiate a settlement of charges of discrimination, facilitated by very experienced and highly trained Mediators, rather than go through a time-consuming investigation. Mediation is a form of Alternative Dispute Resolution (ADR). Mediators facilitate communication and help to ensure both parties come to a mutually agreed upon resolution. Participation in Mediation is voluntary, and the process is confidential. Both parties are given the opportunity to hear each other’s concerns, address misunderstandings and work towards a resolution.

For over two decades, IDHR’s Mediation Unit has provided parties of alleged discrimination in the areas of employment, financial credit, public accommodations, and education the opportunity to settle cases prior to an investigation. The parties meet with an IDHR Human Rights Mediator in a confidential and non-confrontational environment to discuss settlement options. Mediation provides opposing parties the opportunity to reach a voluntary negotiated resolution of a charge of discrimination. 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 investigative process. If the parties fail to reach a resolution or there is no settlement, the case is returned to the Investigations Unit.



206 Mediation Conferences Held



176 Conferences with Resolution



85% Success Rate



\$2,781,417 in Monetary Settlements

FY2024 Milestones

- **Mediation Conferences.** The Mediation Unit held **206** Mediation Conferences and resolved **176** cases for an **85% success rate**. As a result, both Complainants and Respondents saved a significant amount of time and resources. Participants in the Mediation Program have consistently shared they were very satisfied with all aspects of the Mediation process.

↑ **9%**

Increase in Success Rate

↑ **32%**

Increase in Conferences Held

↑ **40%**

Increase in Monetary Settlements

- **Local Partnership.** The IDHR Mediation Team also partners with Loyola University Mediation Program to provide law students the opportunity to work alongside skilled and highly trained Mediators. Law students gain real-world experience and support by mediating cases for Complainants and Respondents who do not have legal representation.
- **Professional Development.** IDHR Mediators participated in continuous learning, professional development, and growth opportunities to expand skills and knowledge in delivering high quality Mediation services. Some of the trainings included “Advanced Strategies in Mediation,” “Legal and Ethical Considerations in Mediation,” “Mediation Skills and Techniques,” “Respecting Faith in the Workplace,” “Sex-Based Discrimination in the Workplace,” “Creating Inclusive Workplaces for Individuals with Hidden Disabilities,” and many more. IDHR Mediators also participated in outreach events to promote IDHR’s Mediation program throughout the year.

Office of Legislative Affairs

The Office of Legislative Affairs (OLA) works to bring IDHR's expertise to bear on matters relating to the General Assembly and related stakeholders, from legislation to appropriations. The focus is on matters that will impact the Act and other related laws, as well as the work of the CDHC.

OLA also works with the General Assembly to articulate the IDHR's position on proposed legislation that may impact the Act or related laws. This aspect of the administration of the Act, Illinois' main civil rights law, is a delicate balance that requires continued refinement and collaboration with a wide set of stakeholders.

FY 2024 Milestones

IDHR led or participated in efforts to pass five new bills that were signed into law by Governor JB Pritzker:

- **Human Rights Act Amendments Package, HB5371**
Effective Date 1/1/25
[Public Act 103-0859](#)
- **Reproductive Health Decisions, HB4867**
Effective Date 1/1/25
[Public Act 103-0785](#)
- **New Protection on the Basis of Family Responsibilities, HB2161**
Effective Date 1/1/25
[Public Act 103-0797](#)
- **Expansion of statute of limitations on non-housing cases from 300 days to 2 years, SB3310**
Effective Date 1/1/25
[Public Act 103-0973](#)
- **New Regulation on use of AI in employment decisions, HB3773**
Effective Date 1/1/26
[Public Act 103-0804](#)



IDHR Executive Staff and CDHC Members at an event for Refugee One.

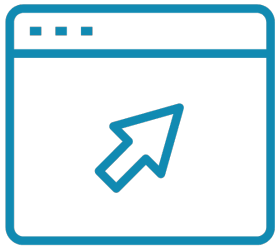


IDHR Executive staff with members of the Illinois Legislative Black Caucus.

Office of Public Affairs

The Office of Public Affairs (OPA) plays a critical role in keeping the public informed about civil rights protections and communicating updates on the activities and services of IDHR, the CDHC, and the Interagency Committee on Employees with Disabilities (ICED). OPA works to reach Illinoisans through community events, webinars, social media, media placements, digital publications, and more.

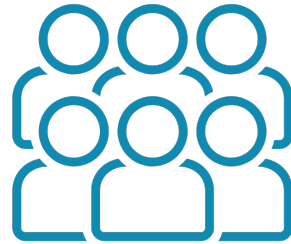
The OPA focuses its efforts on reaching historically marginalized individuals and groups most likely to be targeted by hate and discrimination, as well as employers, housing providers, and other parties that have responsibilities and requirements to uphold the Act. OPA engages local, state, and federal partners to advance human rights and reach the constituents we serve.



636,536
Website Visits



205,315
Social Media Impressions



24,974
People Reached at
99 Outreach Events

FY 2024 Milestones

Community Engagement. In FY 2024, OPA attended or hosted a total of **99** community events reaching **24,974** people – a 131% increase in attendance and 34% increase in events over FY 2023. The team grew partnerships with federal partners to reach community stakeholders, co-hosting a hugely successful event on Building Inclusive Communities: How Illinois’ Source of Income Protection Expands Equity in Housing for Fair Housing Month with the U.S. Department of Housing and Urban Development’s (HUD) Office of Fair Housing and Equal Opportunity (Region V). The outreach team also expanded efforts to focus on historically marginalized communities, attending, for instance, multiple disability community events for the first time. These events include the Chicago Disability Pride Parade and the Friends One-Day Conference for People Who Stutter.

Media Relations. FY 2024 saw a 56% increase in media placements for IDHR and CDHC over FY 2023 with a total of 54 news stories covering IDHR and CDHC from July 1, 2023-June 30, 2024. Highlights from media coverage include stories on bills passed in the Spring legislative session to strengthen the Act (WGEM, “IL House passes bill adding family responsibilities to state’s workplace discrimination law”) and stories on calls for a rejection of hate in all of its forms (NPR Illinois, “Illinois anti-hate commission calls for unity, decries bias crime and builds help-line”).



IDHR employees Oscar Briseno, DeShaun La Chance, Irma Lopez, and Betsy Buttell at Springfield PrideFest.



IDHR employees and volunteers from other state agencies walked together in the Chicago Pride Parade.

Office of Public Affairs

Publications. During FY 2024, OPA released two Frequently Asked Questions (FAQ) guides to inform the public of new protections in the Act. The FAQ on Source of Income discrimination as a new protection in housing effective in January of 2023 educates housing providers, tenants, and applicants on the law. The FAQ on Immigration Status discrimination in housing effective in January of 2024 answers 20 common questions from housing providers and seekers to ensure they know their rights and responsibilities. These digital publications are mobile friendly, compatible with screen readers, and translatable in more than 100 languages.

Social Media. The IDHR-owned social media accounts saw a steady growth in followers and engagement on social media in FY 2024. The agency added 1,542 followers across 9 accounts, a 17.17% increase from FY 2023. OPA remains committed to growing its digital presence as a way to cultivate trust with and best reach historically marginalized communities across our state.

Mobile Museum of Tolerance. A partnership between IDHR and the Simon Wiesenthal Center, the Mobile Museum of Tolerance (MMOT) in Illinois educated 13,379 visitors on bigotry, prejudice, anti-Semitism, and the Holocaust in both historic and contemporary contexts. Visitors included 11,532 students, 569 educators, 1,270 community members, and members of 577 workshops.



IDHR employees Dora Hou, Ebonie Davis, and Irma Lopez at the APA kickoff event.



IDHR executive staff members Elana Kahn, Betsy Buttell, and Jason Rosensweig with their Museum of Tolerance tour guide and guest.



IDHR employee Woody Gallagher talks to visitors at the Friends Conference for People Who Stutter.



IDHR employees Betsy Buttell and Deputy Director Bautista have a laugh with Katie Wyzard at the Interagency Committee on Employees with Disabilities (ICED) Awards.

Office of the Chief Legal Counsel

The Legal Division (Legal) reviews the investigative work of IDHR, manages the Liaison Unit and oversees IDHR’s ethics program. Additionally, Legal enforces the equal employment opportunity and affirmative action programs under the Act and IDHR Rules and Regulations, reviews legislation and proposed legislation, represents IDHR in responding to requests for U-Visa Certification and Statements of Interest for deferred action, and represents IDHR on panels and workshops and other public speaking engagements.

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 IDHR 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.



233 Substantial Evidence Review



78 Complaints filed with IHRC



240 Responses to Request for Reviews

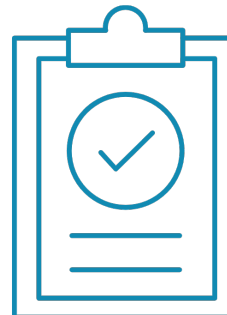
Liaison Unit

IDHR administers and enforces the Equal Employment Opportunity and Affirmative Action provisions of the Act and IDHR 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 IDHR. The Liaison Unit reviews the reports for conformance with the Act and IDHR 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 IDHR 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 (CMS). Further, IDHR 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 FY 2024, there were no agencies recommended to establish training with CMS in accordance with Section 7-105-(H) of the Act.



Responded to **647** Technical Assistance Inquiries from State agencies



Approved **71** Affirmative Action Plans submitted by State agencies

Office of the Chief Legal Counsel

Liaison Unit FY 2024 Milestones

- Met with EEO/AA Officers regarding their agencies' affirmative action performance. Conducted an analysis of executive State Agencies' underutilization for each of the affirmative action groups.
- Revised the civilian labor force data for FY 2024. Attended the U.S. Census Bureau's WebEx on the race and ethnic standards regarding adding the Middle Eastern or North African (MENA) category.
- Reviewed the Federal Register revisions to Office of Management and Budget statistical policy directive number 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity to collect data using a single combined race and ethnicity question, allowing multiple responses.

Legal FY 2024 Milestones

- Partnered with IDHR divisions to develop technical assistance documents to assist the public in understanding protections under the Illinois Human Rights Act, including:
 - FAQ on Source of Income Discrimination in Housing;
 - FAQ on Immigration Status Discrimination in Housing;
 - FAQ on IDHR Statements of Interest for Deferred Action for Labor Enforcement.
- Partnered with the Illinois Attorney General's Office to draft and pass amendments to the Illinois Human Rights Act, clarifying and strengthening protections against discrimination.
- Provided legal support to the CDHC and the ICED.
- Provided legal support to the administration of the Sexual Harassment and Discrimination Helpline.
- Provided regular "Lunch with Legal" trainings for IDHR Investigative staff.
- Attended Illinois Association of Official Human Rights Agencies annual training conference, U.S. Equal Employment Opportunity Commission FEPA annual conference, and U.S. Department of Housing and Urban Development Fair Housing FHIP/FHAP Leadership conference.

Institute for Training and Development

IDHR's Institute for Training and Development (Institute) was established in FY 1999. In its first full year of operation, FY 2000, the Institute trained audiences in the areas of Diversity Awareness, Sexual Harassment Prevention, Americans with Disabilities Act Laws, Conflict Resolution, and Interpersonal Communication Skills.

Today, the Institute has expanded its course catalog for public and private organizations and corporations throughout Illinois. The Institute's courses provide accurate and timely information on a range of subjects to support individual and organizational learning and growth. The training courses are designed to build knowledge, skills, and abilities of employees and employers to support the development and promotion of safe, diverse, and inclusive work environments.

Here is what some participants had to say about the Trainers and the Course Content:

Emotional Intelligence

"It has been always a pleasure learning together with other interested participants and with you as experts about relevant current topics related to human rights. It's responsibly, that institutions acknowledge the importance to provide democratic training opportunities to promote a positive change through knowledge transfer in this inclusive, educational and joyful manner! Thank you for your essential work."

Servant Leadership

"I highly value learning together with other like-minded learners, who are motivated to grow and develop their knowledge for more healthy, fair and just workplaces. The webinars reflect essential values and foster new perspectives on relevant challenges. The digital access is very democratic, sustainable and resource-oriented."

A More Ethical Workplace

"A thoughtful scenario of "what would you do if" -- brings it to your personal level of accountability it just struck me and made me think ---I have been in similar situation before several times thank you for the opportunity to join the seminar. Anything that keeps you thinking about your daily actions and daily intentions is great for personal development."

The Toughest Supervisor Challenges and How to Overcome Them

"Various contemporary important topics, which inspire to gain new perspectives and deepen professional and personal skills. Thank you very much for this democratic, easy-accessible, digital approach! Highly empowering and helpful format for a positive change."

Workplace Bullying

"Understanding the legal difference between Bullying which creates a toxic work environment and Retaliation. Even though Ethics and Diversity Training is required, Supervisors/Managers can still find a way to create a toxic work environment."



Institute for Training and Development

FY 2024 brought both continued and new opportunities for growth related to the State of Illinois training mandates and for our monthly public course offerings, community presentations, and expanded partnerships with employers across the state.



3,400 People
Trained in FY24



80,000+ People
Trained Since 1999



97% Overall
Customer Satisfaction

FY 2024 Milestones

DEIA Training Across State Government. The Institute continues to be a vital partner to the Governor’s Equity Office in developing and updating Diversity, Equity, Inclusion, and Accessibility (DEIA) 2024 Training, to all State of Illinois employees. Additionally, the Training Institute, in partnership with the Equity Office, developed an Inclusive Leadership training released in January 2024 for all levels of leadership for the entire state enterprise of more than 70,000 employees.

Sexual Harassment Prevention Training. The Institute continues to support the Illinois mandate to provide annual sexual harassment compliance training to employers by providing mandated training materials in English and Spanish to employers of all sizes. The Institute received more than **13,000** requests representing nearly **2 million** covered employees across multiple employment sectors. Additionally, the Training team responded to more than **1,300** direct inquiries and training requests from nonprofits, private corporations, and state agencies.

Professional License Renewals.

- **Implicit Bias.** The Training Institute expanded its annual compliance course offerings to include Implicit Bias as a monthly offering through the Open to the Public offerings at no cost. We expect to offer a self-paced course which will be accessible through IDHR’s website and allow for self-certification in 2025.
- **Sexual Harassment Prevention.** The public continues to access the Sexual Harassment Prevention Compliance Training content for the **1 CEU** credit needed for Illinois professional license holders. Individuals can meet both the annual employer mandate and have access to a “no cost” option for meeting professional license renewal mandates as approved.

The Racism-Free Schools Law. The Racism-Free Schools Law or HB2049, effective August 1, 2024, highlights existing protections and reporting options for teachers, students, and parents in preventing, and responding to bullying, harassment, and discrimination based on race, color, or national origin. This new law requires IDHR to produce a model training for public and private schools. The training is developed in partnership with the University of Illinois Urbana-Champaign College of Education.

IDHR Administered Helplines

Help Stop Hate

Help Stop Hate is a safe, confidential service that provides support and resources to people and communities affected by hate administered by IDHR and the Illinois Commission on Discrimination and Hate Crimes. The service is free, confidential, and not affiliated with law enforcement. Reports can be made anonymously by calling (877) 458-4283, or (877) 458-HATE, Monday to Friday from 12-9 PM or online at any time by visiting ILStopHate.org. Online reports can be made in seven languages. Callers can report in the language of their preference and receive assistance from call specialists trained in trauma-informed care. People who report acts of hate they witness or experience play a crucial role in making Illinois a more inclusive and welcoming state.



FY 2024 Milestones

- **Defining Hate Acts.** The CDHC, which is housed in IDHR, articulated a transformative definition of hate acts as a spectrum that includes bias-motivated civil rights violations, allowing Illinois to develop a comprehensive approach to countering and preventing hate.
- **Building the Help Stop Hate service.** With CDHC, IDHR developed and soft launched Help Stop Hate to provide support and resources to individuals and communities affected by hate while gathering essential data. With the support of a U.S. Department of Justice grant under the Jabara-Heyer NO HATE Act, IDHR staff developed internal and outward-facing data collection systems, awarded a subgrant to Chicago Lighthouse for call center services, and created a comprehensive, trauma-informed training for those call specialists.
- **Developing an Outreach and Referral Network.** Conducted statewide outreach to build a diverse, multi-community network to increase engagement with Help Stop Hate and serve as a track for all IDHR's outreach work.

IDHR Administered Helplines

Sexual Harassment and Discrimination Helpline

In the Fall of 2017, sexual harassment allegations against public figures 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 or SHDH). 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 IDHR 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.

Effective June 18, 2018, P. A. 100-0588, mandated that IDHR develop and implement the Illinois Sexual Harassment & Discrimination Helpline (SH Helpline) and Sexual Harassment & Discrimination Helpline Website (SHD Website). 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 inquiries. Information provided to the SHD Helpline and Website is confidential and not subject to disclosure through the Freedom of Information Act (FOIA).

Public Act 100-0588 also mandated that IDHR 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 nonbusiness 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 FY 2024, July 1, 2023, through June 30, 2024:

Total Number of Calls Received Including Messages Left After Hours:

1,606 calls answered, 707 calls logged

- **Number of calls reporting discrimination based on sex: 215**
- **Number of calls reporting harassment: 97**
- **Number of calls reporting sexual harassment: 14**
- **Number of calls there were referred to each Executive Inspector General: 8**
- **Number of calls that were referred to the Legislative Inspector General: 0**

Management and Operations Information Systems

The Management Operations and Information Systems division of IDHR supports general office operations, facilities and equipment, and the core information systems that enable IDHR to serve people from across the State. IDHR works in concert with the State of Illinois Department of Innovation and Technology (DoIT) and CMS to ensure all employees have the tools and resources to uphold IDHR's mission. This division also supports strategic planning and technological advancements at IDHR, to enhance efficiency and help broaden access to IDHR services.

FY 2024 Milestones

- **Support Requests.** Serviced IDHR employee and contractor needs, addressing more than 3,753 internal support requests, in addition to regular operational and IT support activities.
- **Websites & Online Resources.** Completed IDHR's participation in the state-wide Website Modernization Project, migrating IDHR's four administered sites to a new platform with greater accessibility, more features, and enhanced navigation options – enabling more than 617,000 site visitors to experience a more accessible IDHR in this new platform in FY 2024.
- **Accessibility.** Continued to enhance ways for customers and constituents to reach IDHR and connect with our online resources more efficiently, including advanced online contact forms as well as online requests of the Department's Institute for Training and Development. More than 11,900 website visitors utilized accessible, online contact and request forms in FY 2024 alone.
- **Staff Provisioning.** Enhanced equipment provisioning standards and remote work protocols for more than 150 employees and contract support specialists.
- **Innovation.** Enhanced data management procedures and tools for IDHR divisions, including IDHR's Mediation, Public Contracts, Operations, and Charge Processing divisions, providing new and more efficient ways to manage day-to-day data processing

Fiscal Administration

Funds were appropriated for IDHR in the amount of \$23,627,200 during FY 2024. General Revenue Funds totaled \$18,232,400. Eradication of Hate Crimes Funds were \$5,000,000. Other State Funds were \$600,000. 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 (\$343,095).
- The U. S. Department of Housing and Urban Development (HUD) to process dual-filed housing discrimination charges and conduct special projects (\$269,502).

Expenditures for FY 2024 totaled \$14,817,830, of which \$14,131,156 derived from General Revenue Funds, \$612,597 derived from Special Projects Funds, and \$74,076 derived from Other State Funds.

End-of-Year Headcount

- FY22: 118
- FY23: 124
- FY24: 128

Category	Amount
Personnel Services	\$11,068,625
Information Technology	\$947,249
State Contributions to Social Security	\$788,371
Rent	\$751,168
Grants to Non-Profit Organizations	\$583,331
Contractual Services	\$250,351
Telecommunications Services	\$165,507
Travel	\$75,679
Operation of automotive equipment	\$31,115
Furniture and equipment	\$28,281
Other	\$24,987
Commodities	\$24,540
Group Insurance	\$21,932
Educational and Instructional supplies	\$17,452
Repairs and maintenance	\$14,737
Office supplies	\$10,078
Software	\$6,597
Rental of office equipment	\$5,930
Advertising	\$1,900
GRAND TOTAL	\$14,817,830

Fiscal Administration

Public Contracts Unit

The IDHR Public Contracts Unit (PCU) registers business entities seeking to establish eligibility status for competitively bidding on state contracts and tracks those eligible to be awarded a contract by a State agency. The PCU reviews relevant information, reports, facilities, and personnel practices to determine compliance with the Act. The 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 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 compliance reviews to examine policies, procedures, and efforts expended by the contractor toward meeting its EEO/AA obligations.



5,923

Inquiry Responses



2,080

Employer
Report Forms



813

Initial Registrations



1,367

Renewal Notifications

FY 2024 Milestones

- **Employer Report Forms.** Received a combination of **2,080** Employer Report Forms submitted by potential bidders, public contractors, and eligible bidders seeking to establish state eligibility status to competitively bid on state contracts. This is a 7.71% increase from FY23.
- **Initial Registrants.** Processed **813** Employer Report Forms from initial registrants applying for an IDHR number, an 33.06% increase from FY23.
- **Renewals.** Processed **1,367** Employer Report Forms from public contractors and eligible bidders seeking to renew their existing eligibility status, an 8.38% increase from FY23.
- **Inquiries.** Responded to **5,923** inquiries from government and non-government contracting entities, eligible bidders reinstating their eligibility status, potential bidders applying for a new IDHR number, and other interested parties. Additionally, addressed EEO/AA questions relating to requirements for sexual harassment policies, contractor's EEO/AA obligations, audit questions, PCU registration process, procedures for monitoring a workforce, and filled numerous requests for how to obtain an Employer Report Form (PC-1).

Fiscal Administration

Public Contracts Unit

- **Renewal Notifications.** Sent renewal notifications to 1,367 public contractors and eligible bidders reminding them that their IDHR Public Contracts Number was about to expire or had expired.
- **Community Engagement.** In alignment with the PCU DEIA plan, the Unit participated in several outreach events including the Illinois State Black Chamber of Commerce Convention and hosting IDHR’s first Black Business Month Virtual Seminar in celebration of National Black Business Month.
- **Compliance Review Tracking.** Launched the PCU Compliance Review Tracker system to improve our audit process.



IDHR Public Contracts Administrator Ebonie Davis and “Sparky” at The Exchange.

IDHR Eligibility Number Status FY23-FY24

- Active- 8,261
- Expired- 30,709
- Canceled- 730
- Inactive- 150
- Revoked- 60
- Suspended- 11

IDHR Executive Team

James L. Bennett	Director (IDHR) and Chair, Commission on Discrimination and Hate Crimes
H. Alex Bautista	Deputy Director
Allison Macfarlane	Chief of Staff
Betsey Madden	Chief Legal Counsel; Ethics Officer
Deanne Medina	Chief Litigation Attorney for Employment
Oral Bennett	Chief Litigation Attorney for Housing
Brent Harzman	Director, Charge Processing
Steven Monroy	Director, Fair Housing
Donna Hardy	Director, Mediation and Special Programs
Christina Smith	Director, Institute for Training and Development
Jason Rosensweig	Director, Legislative Affairs and Policy
Addie Shrodes	Director, Public Affairs and Public Information Officer
Bryant Dunbar	Director, Operations
Alan Brazil	Chief Fiscal Officer
Martin Duncan	Chief Human Resources Officer / EEO Officer
Michael Sartorius	Chief Internal Auditor
Minesh Thakkar	Chief Information Officer / Department of Innovation and Technology
Betsy Buttell	Executive Assistant to the Director (Springfield)
Xavier Potts	Executive Assistant to the Director (Chicago)
Elana Kahn	Executive Director, Commission on Discrimination and Hate Crimes

Appendices

Appendix A: Charges by Basis and Area

Basis	Employment	Financial Credit	Public Accommodations	Housing	Total
Age	314	1	15	5	335
Arrest Record	50				50
Citizenship (employment)	8	N/A	N/A	N/A	8
Color	153	1	30	9	193
Family Status (housing)			1	10	11
Marital Status	16		4	5	25
Mental Disability	162		23	110	295
Military Status	13			1	14
National Origin	217		20	20	257
Order of Protection	5			1	6
Other	64	1	12	26	77
Physical Disability	497		90	85	672
Pregnancy	92		1	1	94
Race	612	3	66	89	770
Religion	74		8	3	85
Retaliation, Aiding & Abetting, Coercion	1,434	1	14	72	1,521
Sex Discrimination and Sexual Harassment	748	1	19	31	798
Sexual Orientation and Gender Identity	61		15	16	92

Appendices

Appendix B: Charges by County and Area

RP County	Employment	Financial Credit	Housing	Public Accommodations	Sexual Harassment in Education	Total
ADAMS	9		2	1		12
BOONE	3		2			5
BROWN	1					1
BUREAU			1			1
CASS	1					1
CHAMPAIGN	56		8	6		70
CHRISTIAN	3					3
CLINTON	4			2		6
COLES	13		5	2		20
COOK	1,142	2	180	115		1,439
CRAWFORD	2					2
DEKALB	10		5	2	2	19
DEWITT	1			1		2
DOUGLAS	2		1	1		4
DUPAGE	208		37	15		260
EDGAR	6					6
EFFINGHAM	7					7
FAYETTE	1					1
FORD	1			1		2
FRANKLIN	1		1			2
FULTON	1	1	1			3
GRUNDY	9		1			10
HAMILTON	1					1
HENRY	3					3
IROQUOIS	5					5
JACKSON	5			2		7
JEFFERSON	1					1
JERSEY	1		1			2
JO DAVIESS	1		1			2
JOHNSON	1					1
KANE	58		8	1		67
KANKAKEE	18		4	3		25
KENDALL	6		1	1		8
KNOX	10		2	1		13
LAKE	103		15	6		124
LASALLE	10		2			12
LAWRENCE	1					1
LEE	8		1			9
LIVINGSTON	3					3

Appendices

Appendix B: Charges by County and Area (continued)

RP County	Employment	Financial Credit	Housing	Public Accommodations	Sexual Harassment in Education	Total
LOGAN	6			1		7
MACON	42		1	2		45
MACOUPIN	4					4
MADISON	45		3	1	2	51
MARION	7		1			8
MARSHALL	1					1
MASSAC	3					3
MCDONOUGH	2		2			4
MCHENRY	27		5	2		34
MCLEAN	52		1	1	2	56
MONROE	2		1			3
MONTGOM- ERY	1		1			2
MORGAN	5		1	1		7
MOULTRIE	2					2
OGLE	4		2			6
PEORIA	50		5	5		60
PERRY	3		1			4
PIATT	1					1
PULASKI	3					3
RANDOLPH	1					1
RICHLAND			1			1
ROCK ISLAND	27		5			32
SALINE	4		1			5
SANGAMON	87		6	7		100
SCHUYLER	1					1
SHELBY	1					1
ST CLAIR	31	1	3	7		42
STEPHENSON	3		2			5
TAZEWELL	13		2	2		17
VERMILLION	21		1	3		25
WABASH	1					1
WHITESIDE	3		2			5
WILL	120		11	6		137
WILLIAMSON	9					9
WINNEBAGO	40		13	4		57
WOODFORD	3					3
Grand Total	2,342	4	352	202	6	2,906



ILLINOIS DEPARTMENT OF
 **Human Rights**

Chicago:

555 W. Monroe St., Ste. 700
Chicago, IL 60661

(312) 814-6200
TTY: 866-740-3953

Springfield:

524 S. Second St., Ste. 300
Springfield, IL 62701

(217) 785-5100
TTY: 866-740-3953

Online: dhr.illinois.gov

Social Media: @IllinoisDHR