

ILLINOIS
DEPARTMENT
OF
HUMAN
RIGHTS

**JOYCE E. TUCKER,
DIRECTOR**

ANNUAL REPORT FOR FISCAL YEAR 1985

**THE HONORABLE JAMES R. THOMPSON
GOVERNOR OF ILLINOIS**

STATE OF ILLINOIS
DEPARTMENT OF HUMAN RIGHTS

**ANNUAL REPORT
FOR
FISCAL YEAR 1985**

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To The Honorable James R. Thompson
Governor of Illinois, and the
Honorable Members of the General
Assembly

I am pleased to share with you this annual report
of the Illinois Department of Human Rights for
fiscal year 1985.

This report reflects the strong and aggressive
program of human rights this Department is imple-
menting on behalf of the people of Illinois.

We are proud of our accomplishments and are proud
to share them with you.

A handwritten signature in cursive script that reads "Joyce E. Tucker".

Joyce E. Tucker
Director
Illinois Department of Human Rights

January 1986

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INTRODUCTION

To administer and enforce the Illinois Human Rights Act and its provisions guaranteeing that all persons in Illinois be free from discrimination in employment, in real estate transactions, in financial lending practices, and in their access to places of public accommodation and the services of public officials is the primary function of the ILLINOIS DEPARTMENT OF HUMAN RIGHTS.

The Department enforces the law prohibiting discrimination on a wide range of bases: race, color, religion, sex, national origin, ancestry, age (between 40-70), marital status, unfavorable military discharge in employment, physical handicap, and mental handicap. Discrimination in rental housing against families with children under age fourteen is also prohibited. Individuals are protected against sexual harassment in employment and sexual harassment of students in higher education is also prohibited.

The Department administers the statute in several ways. Its primary activities:

- . Investigating and attempting to resolve charges alleging violations of the statute.
- . Monitoring the employment practices and affirmative action efforts of State executive agencies and of private employers doing business with the State or local governments.
- . Providing training and technical assistance to employers and others who seek to comply with the statute.
- . Conducting research, holding hearings, and otherwise studying problems which threaten the objectives of the statute, in order to promote better community relations and intergroup harmony.

ADMINISTRATIION

- PREPARES AND MONITORS THE ANNUAL BUDGET
- OPERATES THE COMPUTERIZED INFORMATION SYSTEM
- PROCESSES PERSONNEL TRANSACTIONS

BUDGET REVIEW

Appropriated Resources	<u>1983</u>	<u>1984</u>	<u>1985</u>
GRF	2901.4	2781.1	2859.7
Federal	640.5	988.4	997.8
Other (CETA)	113.8	<u>45.0</u>	<u>-</u>
Total Federal	754.3	1033.4	997.8
Total Resources	3655.7	3814.5	3857.5

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
Appropriations and Expenditure Review**

Appropriations	Fiscal Year				
	1981	1982	1983	1984	1985
State	\$2,664.6	\$2,597.4	\$2,877.1	\$2,781.2	\$2,857.5
Federal	834.9	858.0	640.5	988.4	997.8
Total	<u>\$2,499.5</u>	<u>\$3,455.4</u>	<u>\$3,517.6</u>	<u>\$3,769.6</u>	<u>\$3,855.3</u>
 Expenditures					
State	\$2,226.9	\$2,488.5	\$2,541.0	\$2,685.4	\$2,795.2
Federal	737.9	488.8	484.5	755.7	806.9
Total	<u>\$2,964.8</u>	<u>\$2,937.3</u>	<u>\$2,025.5</u>	<u>\$3,441.2</u>	<u>\$3,602.1</u>

FISCAL YEAR 1985 FEDERAL APPROPRIATIONS AND CONTRACTS

HUD Capacity Building Contract	\$ 77.0
EEOC Age Contract	138.3
EEOC New Charge Contract	782.5
Total Federal	<u>997.8</u>
Total State	2,857.5
Combined Total	\$ 3,855.3

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
FY'85 Division Funding (\$ thousands)

Total Resources	3,857.5
Divisions:	
Administration	837.9
Charge Processing	2,405.6
Compliance	614.0

Financial Report For Period -
BEGINNING JULY 1, 1984 AND ENDING JUNE 30, 1985

Appropriation Item	Appropriation	Expenditures
Personal Services	\$2,695.2	\$2,590.8
Retirement	153.8	152.8
Social Security	193.7	182.4
Group Insurance	44.0	27.4
Contractual Services	434.2	387.0
Travel	92.9	91.2
Commodities	35.0	26.1
Printing	19.7	15.3
Equipment	27.2	15.2
EDP	-	-
Telecommunications	161.7	114.0
Operation Auto. Equipment	.1	-
Total	<u>\$3,857.5</u>	<u>\$3,602.1</u>

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

Income and Expenditure Statement

FY'85

(Rounded to Nearest 1,000)

Income	General Revenue Funds	Federal
Appropriations	\$2,857.5	997.8
Reserve	-0-	-0-
Availability for Expenditure	2,857.5	997.8
Expenditures:		
Salaries	2,055.4	535.3
Fringe Benefits	263.2	99.4
Contractual Services	280.1	106.9
Rental Real Property	128.0	85.7
Registration and Conference	11.3	4.6
Rental Office Equipment	30.0	2.8
Rental Motor Vehicle	4.4	-0-
Repair and Maintenance	26.6	.2
Statistical and Tabulating	27.5	-0-
Freight, Express and Drayage	6.1	.2
Professional and Artistic Service	3.5	8.3
Electricity	10.2	-0-
Postage	18.7	.8
Subscription and Information Service	4.3	1.4
Copy Photographic and Printing	2.2	.3
Contractual Services Misc.	7.3	2.6
Travel Cost	71.8	19.4
Commodities	17.7	8.4
Printing	9.0	6.4
Equipment	13.6	1.6
Telecommunications	84.4	29.5
Total Expenditures	2,795.2	806.9
Lapsed Appropriation	62.3	190.9
Plus Reserve	-0-	-0-
Total Lapse	62.3	190.9

PERSONNEL

End-of-Year Actual Headcount

Division	Fiscal Year				
	1981	1982	1983	1984	1985
Administration	18	18	17	18	19
Charge Processing	85	63	81	86	96
Community Relations*	4	5	N/A	N/A	N/A
Compliance	19	20	20	18	25
	<u>126</u>	<u>106</u>	<u>118</u>	<u>122</u>	<u>140</u>

*Eliminated by the Illinois Bureau of the Budget effective Fiscal Year 1983.

New and Expanded Computer Capability

With funds provided by the U.S. Department of Housing and Urban Development, the Department was able to purchase a new IBM System 36 to expand Department capacity in processing Title VIII housing discrimination charges.

Ten work stations and five personal computers which work independently as word processors but which can also function as work stations were purchased along with new applications software.

The system upgrade improved the methods of tracking cases and storage of information obtained in housing investigations, with ready access to a resource pool of information.

CHARGE PROCESSING DIVISION

- CHARGE INTAKE
- CHARGE INVESTIGATIONS
IN EMPLOYMENT, HOUSING,
FINANCIAL CREDIT, PUBLIC
ACCOMMODATIONS AND SEXUAL
HARASSMENT OF STUDENTS IN
HIGHER EDUCATION

CHARGE PROCESSING DIVISION

The Charge Processing Division receives, investigates and resolves charges of discrimination in employment, housing, financial credit and places of public accommodation and access to government services. Charges are handled in both the Chicago and Springfield Offices and can be initiated by writing, phoning or visiting the Department.

In employment, charges are also dual filed with the Federal Equal Employment Opportunity Commission if they are based on race, color, religion, sex or national origin, the jurisdictions covered by Title VII of the Civil Rights Act of 1964, as amended, or on age under the Age Discrimination in Employment Act of 1967, as amended.

In housing, charges are dual filed with the Federal Department of Housing and Urban Development if they are based on race, color, religion, sex or national origin, the jurisdictions covered by Title VIII of the Civil Rights Act of 1968.

Individuals who prevail on a charge may be awarded specific relief which may include attorney fees, job reinstatement, promotion and back pay, the opportunity to buy or rent a particular house or apartment in a housing charge, granting of a loan in a financial credit charge or gaining access to a place of public accommodation.

- . Nearly 87% of all persons filing housing discrimination charges who elected to pursue their charge received some type of relief through a successful conciliation or settlement.
- . The total number of charges docketed increased 8.7 percent over the previous year.
- . Charges based on race (65.5 percent) and physical handicap (22.4 percent) comprised nearly 88 percent of the charges alleging discrimination in public accommodations.
- . Seventy one percent of all housing discriminations charges were filed in Cook County.
- . Employment discrimination continues to comprise a clear majority of all charges filed, 91 percent in fiscal year 1985.
- . The number of employment charges filed increased nearly ten percent over the previous year.

**CHARGES FILED BY JURISDICTION
FISCAL YEAR 1985**

<u>Jurisdiction</u>	<u>Charges Filed</u>	<u>Percent</u>
Employment	3518	91.4%
Housing	209	5.3%
Public Accomodation	116	3.1%
Financial Credit	10	.2%
Sexual Harassment in Higher Education	0	.0%
Total	3848	100%

TOTAL CHARGE DISPOSITIONS
Fiscal Year 1985

Charge Processing Division		Compliance Systemic Unit	Totals
Substantial Evidence	377	108	485
Lack of Substantial Evidence	1142	62	1204
Settlements*	688	52	740
Failures to Proceed	582	6	588
Withdrawn	419	16	435
Lack of Jurisdiction	168	54	222
Totals	<u>3376</u>	<u>298</u>	<u>3674</u>

*Includes Adjusted with Terms and Adjusted and Withdrawn.

**EMPLOYMENT
CHARGES DOCKETED**

J. Number	FY'83	FY'84	FY'85
Avg. #/month	262.5	267	293
Avg. #/week	60.57	62	68
Avg. #/day	12.00	12.14	15
Total # Docketed	3,150	3,207	3,518

II. Types

	No.	%	No.	%	No.	%
Race	869	27.58	892	27.8	959	27.26
Color	1	-	3	-		
National Origin/ Ancestry	284	9.00	192	5.6	233	6.62
Sex	433	13.74	482	15.0	476	13.53
Retaliation	115	3.65	125	3.9	142	4.04
Physical Handicap	342	10.85	365	11.4	375	10.66
Mental Handicap	36	1.14	33	1.0	55	1.56
Military Discharge	-	-	1	-	1	.03
Age	384	12.19	445	13.9	431	12.25
Marital Status	18	.57	32	1.0	29	.82
Arrest/ Conviction Record	8	.25	11	.3	16	.45
Coercion/ Interference	-	-	-	-	21	.6
Religion	15	.47	20	.6	24	.68
Other	39	1.23	37	1.2	-	-
Multiple	606	19.23	569	17.7	756	21.49
Totals:	3,150		3,207		3,518	

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

REVIEW OF HOUSING CHARGES

Fiscal Years 1982-85

	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>
No. of Housing Charges	39	117	191	268	202
Percent of Total Charge Caseload	1.6%	4.4%	5.6%	7.5%	5.2%
Investigations Completed	34	110	90	254	229

HOUSING: BASIS OF CHARGE

	<u>1982</u>		<u>1983</u>		<u>1984</u>		<u>1985</u>	
	<u>No.</u>	<u>Per-cent</u>	<u>No.</u>	<u>Per-cent</u>	<u>No.</u>	<u>Per-cent</u>	<u>No.</u>	<u>Per-cent</u>
Race	46	39.3%	106	55.4%	36	50.7%	73	36.1%
Child Exclusion	45	38.0%	56	29.0%	68	25.3%	58	28.7%
Color	-	-	-	-	-	-	-	-
Marital Status	3	2.5%	6	3.0%	21	7.8%	8	4.0%
Age	-	-	3	1.5%	-	-	-	-
Sex	1	.8%	-	-	14	5.2%	13	6.4%
National Origin	8	6.8%	8	4.1%	16	5.9%	20	9.9%
Handicap	14	12.0%	12	6.2%	13	4.8%	20	9.9%
Religion	-	-	-	-	-	-	1	.5%
Retaliation	-	-	-	-	-	-	9	4.5%
	<u>117</u>	<u>100%</u>	<u>191</u>	<u>100%</u>	<u>268</u>	<u>100%</u>	<u>202</u>	<u>100%</u>

**GEOGRAPHICAL FILING OF HOUSING
CHARGES BY COUNTY AND MUNICIPALITY
FISCAL YEAR 1985**

<u>COUNTY</u>		<u>TOTAL</u>
 <u>Adams</u>		
Quincy	3	3
 <u>Champaign</u>		
Champaign	3	4
Mahomet	1	
 <u>Cook</u>		
Alsip	3	
Bartlett	1	
Calumet City	4	
Chicago	80	
Chicago Heights	5	
Cicero	8	
Desplaines	7	
Dixmoor	1	
Evergreen Park	1	
Hillside	1	
Hoffman Estates	2	
La Grange	2	
Lyons	1	
Melrose Park	3	
Northfield	6	
Orland Park	8	
Palatine	3	
Park Ridge	1	
Richton Park	4	
Riverdale	3	
Schaumburg*	1	
 <u>DuPage</u>		
Downers Grove	6	14
Glen Ellyn	1	
Lombard	1	
Oak Brook	2	
West Chicago	3	
Woodridge	1	
 <u>Jackson</u>		
Carbondale	1	1

* Located in the counties of Cook and DuPage.

<u>Kane</u>		11
Carpentersville	3	
Elgin	5	
South Elgin	3	
<u>Kankakee</u>		4
Bourbonnais	3	
Kankakee	1	
<u>Lake</u>		10
Park City	3	
Waukegan	3	
Winnetka	1	
Zion	3	
<u>Madison</u>		1
Edwardsville	1	
<u>McLean</u>		1
Normal	1	
<u>Morgan</u>		1
Jacksonville	1	
<u>Peoria</u>		1
Peoria	1	
<u>Sangamon</u>		5
Chatham	2	
Springfield	3	
<u>St Clair</u>		1
Belleville	1	
<u>Will</u>		2
Beecher	2	
Total		<u>204</u>

HOUSING CHARGES

Adams	3
Champaign	4
Cook	145
DuPage	14
Jackson	1
Kane	11
Kankakee	4
Lake	10
Madison	1
McLean	1
Morgan	1
Peoria	1
Sangamon	5
St Clair	1
Will	2
Total	<u>204</u>

PUBLIC ACCOMMODATIONS: BASIS OF CHARGES
Fiscal Year 1985

<u>BASIS</u>	<u>NO. OF CHARGES</u>
Race	76
Color	-
Religion	4
Sex	-
National Origin	9
Ancestry	-
Age	-
Marital Status	1
Physical Handicap	26
Mental Handicap	-
Retaliation	-
	<hr/>
Total	116

FINANCIAL CREDIT: BASIS OF CHARGES
Fiscal Year 1985

<u>BASIS</u>	<u>NO. OF CHARGES</u>
Race	2
Color	-
Religion	-
Sex	3
National Origin	5
Ancestry	-
Age	-
Marital Status	-
Physical Handicap	-
Mental Handicap	-
Retaliation	-
	<hr/>
Total	10

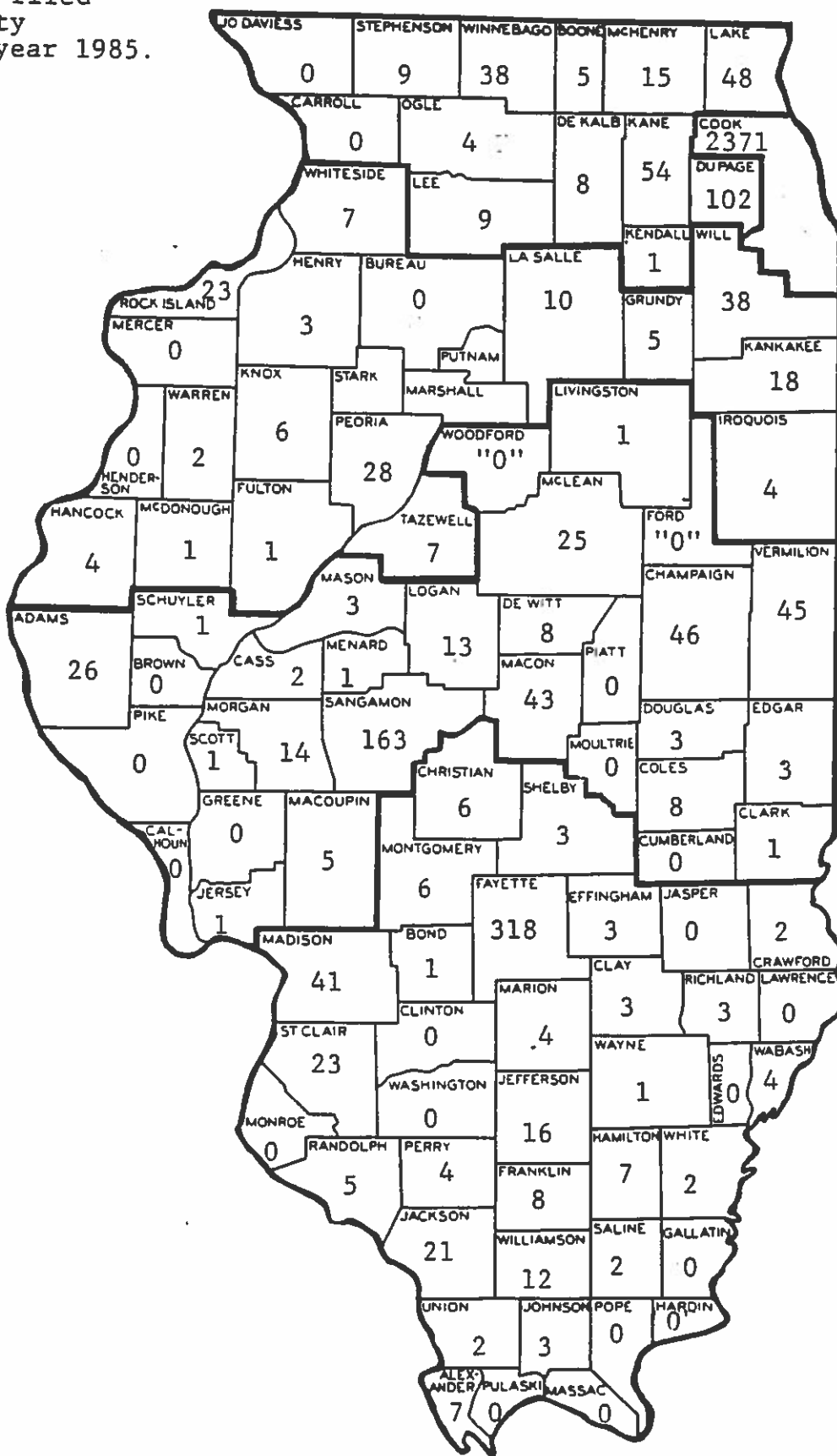
LEGAL UNIT ACTIVITY

Complaints Filed	259
Responses to Requests for Review Filed	335
1. Department recommended vacates	138
a. Dismissal for Failure to Proceed	31
b. Other dismissals	107
2. Commission remands	48
Settlements	53
Notices of Dismissal Issued	1,304
Investigation Reports Reviewed	332

**Charges Filed by County
Fiscal Year 1985**

County	Number of Charges Filed	County	Number of Charges Filed	County	Number of Charges Filed
Adams	26	Jefferson	16	Rock Island	23
Alexander	7	Jersey	1	St. Clair	23
Bond	1	Jo Davies	0	Saline	2
Boone	5	Johnson	3	Sangamon	163
Brown	0	Kane	54	Schuyler	1
Bureau	0	Kankakee	18	Scott	1
Calhoun	0	Kendall	1	Shelby	3
Canton	4	Knox	6	Stark	0
Carroll	0	Lake	48	Stephenson	9
Cass	2	LaSalle	10	Tazewell	7
Champaign	46	Lawrence	0	Union	2
Christian	6	Lee	9	Vermilion	45
Clark	1	Livingston	1	Wabash	4
Clay	3	Logan	13	Warren	2
Clinton	0	McDonough	1	Washington	0
Canton	4	McHenry	15	Wayne	1
Coles	8	McLean	25	White	2
Cook	2,371	Macon	43	Whiteside	7
Crawford	2	Macoupin	5	Will	38
Cumberland	0	Madison	41	Williamson	12
DeKalb	8	Marion	4	Winnebago	38
DeWitt	8	Marshall	0	Woodford	0
Douglas	3	Mason	3		
DuPage	102	Massac	8		
Edgar	3	Menard	1		
Edwards	0	Mercer	0		
Effingham	3	Monroe	0		
Fayette	318	Montgomery	6		
Ford	0	Morgan	14		
Franklin	8	Moultrie	0		
Fulton	1	Olgle	4		
Gallatin	0	Peoria	28		
Greene	0	Perry	4		
Grundy	5	Piatt	0		
Hamilton	7	Pike	0		
Hancock	4	Pope	0		
Hardin	0	Pulaski	0		
Henderson	0	Putnam	0		
Henry	3	Randolph	5		
Iroquois	4	Richland	3		
Jackson	21				
Jasper	0				

Charges filed
by County
Fiscal year 1985.



COMPLIANCE

- EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION COMPLIANCE OF EXECUTIVE STATE AGENCIES AND ILLINOIS PUBLIC CONTRACTORS
- EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION TRAINING
- SYSTEMIC INVESTIGATION OF DISCRIMINATORY PATTERNS AND PRACTICES

COMPLIANCE DIVISION

PUBLIC CONTRACTS

The Public Contracts Unit, Division, enforces provisions of the Human Rights Act and of Department rules applicable to parties contracting with the state. All State public contractor are required to refrain from unlawful discrimination, to practice affirmative action, and to cooperate with the Department in its enforcement programs.

The Public Contracts Unit (PCU) carries out its mission through the following program areas:

- 1) registration of all persons seeking to bid on state contracts and the maintenance of accurate records pertaining to each contractor;
- 2) auditing selected contractors to determine compliance with the Act and Rules;
- 3) establishing standards for other state agencies that monitor EEO/AA contract compliance and reviewing their performance;
- 4) providing technical assistance to contractors, contracting agencies, community organizations, and members of the public;
- 5) intragency and interagency support to the Charge Processing Division, the Legal Division, and the Human Rights Commission in matters pertaining to public contractors.

On September 6, 1984, Governor Thompson signed the Minority and Female Business Enterprise Act which commits the State to an affirmative action procurement program. The Department became a statutory member of the Minority and Female Enterprise Council (MPBEC) created by the Act and responsible, in part, for the conduct of this program. The Director appointed the PCU Program Administrator as the Department's Liaison to MFBE.

* CONTRACTOR REGISTRATION

Contractor registration constituted a major component of PCU activity in FY'1985. By June 30, 1985, over 42,000 employers were registered with the Department.

Persons seeking to bid on state contracts must file a PC-1 (Employer Report) form prior to the bid opening of the contract on which they want to bid. PCU received 4,215 PC-1 forms in FY'1985.

Each form must be reviewed for completeness, a Department identification number must be assigned, notice must be sent to the registrant and a PCU record must be created or modified. In FY'85, PCU processed 2,747 forms. This represented a processing rate of sixty-five percent.

The contractor registration system generates frequent inquiries from the public and from contracting agencies. These inquiries were divided as follows:

Requests for PC-1 forms, individual entities	2,580
Calls concerning status of PC-1 files	602
Verification requests from agencies	1,444
Verifications requested by staff, by public, and by contractor	307
General inquiries about PCU, AA/EEO, bidding procedure	<u>759</u>
Total inquiries	5,692

Total inquiries increased from 4,433 in FY'84 to 5,692 in FY'85, a 28 percent increase.

* COMPLIANCE AUDITS

The Public Contracts Unit is responsible for periodically auditing public contractors to determine compliance with statutory and regulatory provisions. Figures obtained from the Illinois Office of the Comptroller show there are over 50,000 state vendors. Audit selections are made based on a number of factors:

1) size of the workforce, 2) frequency of State contract awards, 3) dollar value of contracts, 4) evidence of unlawful discrimination based on Department findings, 5) and information received from the public evidencing non-compliance on the part of an individual contractor.

In February 1984, PCU initiated an audit classification system that divides audits into two types, Type I and Type II. Each type measures contractor compliance with the statute and Department regulations. Type I audits are performed on companies with 100 or more employees. Type II audits are simplified versions of the Type I audit and are performed on companies with less than 100 employees.

In FY'85, the unit conducted 130 audits. Thirty were Type I and 100 were Type II.

ILLINOIS AFFIRMATIVE RECRUITMENT PROGRAM

The Department's Illinois Affirmative Recruitment Program (IARP), a program widely praised for its proven success in improving the chances of minorities, women and handicapped persons for State government employment, was reactivated in January 1985 after a fifteen month close-down.

Established in October 1980, the IARP was originally funded as a pilot project by the Illinois Department of Commerce and Community Affairs through the Governor's Special Grant Program under the Comprehensive Employment and Training Act of 1978 (CETA). In 1981, the Job Training Partnership Act (JTPA) was enacted, replacing CETA. Because IARP primarily focused on public employment, it was not eligible for funding under JTPA with its emphasis on private sector employment.

However the merits of the IARP did not go unnoticed. The Illinois legislature funded it as an on going Department service in the Department's FY'85 appropriation.

Since its inception, the IARP had recorded a number of significant accomplishments, building a reputation that has brought it to the attention of both public and private sector employers.

The program disseminates to state government job seekers, knowledge about job vacancies and where they are available, direct recruitment services, applicant testing and selection procedures, and counseling and referral services.

The following is a summary of the IARP's significant accomplishments during its start-up period, which was the second half of fiscal year 1985.

ILLINOIS AFFIRMATIVE RECRUITMENT PROGRAM START-UP PERIOD JANUARY 1 - JUNE 30, 1985

- . 894 new applicants were entered into the IARP skills bank;
- . 68 applicants were placed in State government employment in twenty-two different positions, 71 percent of the placements were in the professional category;
- . 109 applicants received applicant orientation on State government employment;
- . 133 job developers from community based organizations participated in IARP job development workshops;
- . 117 government representatives received training in government employment recruitment.

One of the IARP's major strengths is its ability to make state government a viable option for challenging, rewarding and attainable employment for minorities, women and handicapped individuals. Illinois state government employs over 110,000 people - over 63,000 of them civil service employees.

There are over 1500 different job titles in state service, matching the total range of job skills and opportunities found in the private sector. Many believe the state hiring procedure to be a complicated process. It is a process with which many people are not familiar. IARP helps familiarize with it. The program reaches out to women, the handicapped, and minorities. At the same time, it helps State agencies meet their affirmative action goals.

SYSTEMIC UNIT

The disposition of these 298 charges are detailed below:

	Number	Percent
Substantial Evidence	108	36%
Lack of Substantial Evedence	62	21%
Settlements	52	17%
Lack of Jurisdiction	54	18%
Failure to Proceed	22	7%

During FY'85, the Systemic Unit completed investigations on a number of groundbreaking issues. Included among these were the Unit investigations of handicapped access to public transportation; credit discrimination against Hispanics, integration maintenance activities, real estate panic peddling, and religious discrimination in a prison setting. The large majority of cases were employment discrimination cases. Race was the leading basis, followed by age, sex and national origin.

Systemic Investigations (1981-85):

	<u>FY81</u>	<u>FY82</u>	<u>FY83</u>	<u>FY84</u>	<u>1985</u>
No. of Charges	0	37	156	308	298

Equal Employment Opportunity and Affirmative Action by State Executive Agencies

The Department's rules and regulations governing Equal Employment Opportunity Affirmative Action by state executive agencies flesh out in detail the responsibilities imposed on agencies to practice equal opportunity and affirmative action in employment. The regulations also describe the methods by which the Department will monitor and assist agencies in complying with those obligations and the sanctions for noncompliance.

In FY'85 there were fifty-five state agencies covered under these regulations. Eighty-three percent of the agencies submitted affirmative action plans.

Seventy-four percent submitted affirmative action plans that were approved by the Department.

Nine percent submitted plans that were not approved due to deficiencies.

Nearly thirteen percent did not timely submit a Plan and received a "Notice to Show Cause" for failing to submit a Plan. This figure was subsequently reduced by half as a result of agencies responding to the "Notice to Show Cause".

**State Executive Agency Affirmative Action Plans
FY'85 Status Report**

The following state agencies submitted FY-85 Affirmative Action Plans that were approved; (74%)

Aging, Department of
Agriculture, Department of
Arts Council, Illinois
Attorney General's Office
Education, State Board of
Banks and Trusts, Commission on
Employment Security, Bureau of
Capitol Development Board
Children and Family Services, Department of
Central Management Services, Department of
Civil Service Commission
Commerce and Community Affairs, Department of
Conservation, Department of
Corrections, Department of
Emergency Services and Disaster
Employees Retirement System
Financial Institutions, Department of
Higher Education, Board of
Historical Library
Human Rights Commission
Human Rights, Department of
Insurance, Department of
Labor, Department of
Law Enforcement, Department of
Law Enforcement Officer Training Board
Mental Health and Developmental Disabilities,
Department of
Military and Naval, Department of
Mines and Minerals, Department of
Energy and Natural Resources, Institute of
Nuclear Safety, Department of
Pollution Control Board
Prisoner Review Board
Public Aid, Department of
Public Health, Department of
Registration and Education, Department of
Rehabilitation Services, Department of
Scholarship Commission, Illinois State
Secretary of State
State Fire Marshal's Office
Teachers' Retirement System
Toll Highway Authority

The following agencies submitted Affirmative Action Plans that were not approved due to deficiencies. Department staff provided technical assistance to these agencies to bring their FY-85 Affirmative Action Plans into compliance: (9.09%)

Comptroller, Office of the
Industrial Commission
Liquor Control Commission
Racing Board, Illinois
Revenue, Illinois Department

Sanction of State Agencies

The following state executive agencies received "notices to show cause" for failure to submit an FY-85 Affirmative Action Plan; (12.7%)

Commerce Commission, Illinois*
Environmental Protection Agency, Illinois
Medical Center, Illinois Commission
Pollution Control Board, Illinois*
Savings and Loan Commission, Illinois*
Transportation, Illinois Department of
Veterans Affairs, Illinois Department of*

The following Departments were created in FY'85. Department staff provided technical assistance to them in developing their first-time affirmative action plan.

Alcohol and Substance Abuse, Department of
Criminal Justice Information Authority.

*These agencies subsequently submitted plans after receiving the "Notice to Show Cause."



ASK AN EXPERT

THE DEPARTMENT OF HUMAN RIGHTS
ANNOUNCES
A SERIES OF PROGRAMS
ON DISABILITIES*

1985 SCHEDULE

ALL SESSIONS ARE SCHEDULED FROM 12:00 TO 1:30 P.M.

DATE	TOPIC	LOCATION
JANUARY 31	VISUAL IMPAIRMENT Chicago Lighthouse for the Blind	160 N. LaSalle-Rm. 2000 Chicago Illinois
FEBRUARY 21	MENTAL RETARDATION Association for Retarded Citizens	160 N. LaSalle-Rm. 201 Chicago Illinois
MARCH 14	MOBILITY IMPAIRMENT Department of Rehabilitation Services	160 N. LaSalle-Rm. 2000 Chicago Illinois
APRIL 10	CANCER American Cancer Society	160 N. LaSalle-Rm. 2000 Chicago Illinois
MAY 16	CARDIAC DISORDER Chicago Heart Association	New State of Illinois Center 100 W. Randolph
JUNE 13	REASONABLE ACCOMMODATION Department of Human Rights	New State of Illinois Center 100 W. Randolph
JULY 18	LEARNING DISABILITIES Northwestern University	New State of Illinois Center 100 W. Randolph
AUGUST 15	WHAT IS A HANDICAP? Department of Human Rights	New State of Illinois Center 100 W. Randolph
SEPTEMBER 19	MENTAL ILLNESS Mental Health Association	New State of Illinois Center 100 W. Randolph
OCTOBER 17	DEGENERATIVE DISEASE Multiple Sclerosis Society	New State of Illinois Center 100 W. Randolph
NOVEMBER 14	ARTHRITIS Arthritis Foundation	New State of Illinois Center 100 W. Randolph
DECEMBER 12	SUBSTANCE ABUSE Interventions	New State of Illinois Center 100 W. Randolph

Locations are subject to change. Please check with the Department at 312-793-2430 a few days before the session. Indicate how many people will be attending the session.

*Subject to the extent of 1984 federal session, disability and hearing impairment. These topics can be treated in three 1/2 hour sessions.

TRAINING UNIT

ASK AN EXPERT

ASK AN EXPERT, a series of public seminars on the employment potential of individuals with specific disabling conditions was launched in fiscal year 84 and continued into fiscal year 85. Six sessions were held in FY85. The topics covered were Visual Impairment,

Mental Retardation, Mobility Impairment, Cancer, Cardiac Disorder, and Reasonable Accommodation of the Handicapped.

Personnel and equal employment opportunity/affirmative action managers along with other employer representatives were among the overflow audiences that attended the monthly seminars.

Each session began with an overview of the disability followed by a discussion on the disability as it relates to employment, and ending with a question and answer period.

Sessions were held during the noon hour for the convenience of the participants, many of whom brought brown bag lunches.

The keen interest in this informative series was evidenced by the numerous requests for additional information the Department received from across the state and other parts of the county.

With Thanks From the Director

Director Joyce Tucker gratefully acknowledges the contributions of those whose efforts made "Ask An Expert" a solid success and acclaimed public service in FY'85.

Thanks for serving as guest speaker.

Charlene Bennett
Director of Research and Development
Chicago Association for Retarded Citizens

Betty Dennis
Regional Administrator
Illinois Department of Rehabilitation Services

Nancy Hablutzel
Executive Director
Legal Clinic for the Disabled

Brian Maxwell
Regional Placement Coordinator
Illinois Department of Rehabilitation Services

Albert Miller, M. D.
Clinical Cardiac Group

George Pike
Supervisor of Equal Opportunity Programs
Quaker Oats Company

Greg Polman
Placement Director
Chicago Lighthouse for the Blind

Kent Sezer
General Counsel
Illinois Human Rights Commission

Thanks for sending your employees as participants.

Association for Children with Learning Disabilities

American Broadcasting Companies

AMOCO Oil Corporation

Barclays Bank PLC

Beatrice Foods

Blue Cross Blue Shield Association
The Center
Chicago City-Wide College
Chicago Heart Association
Chicago Transit Authority
Commonwealth Edison
Continental Bank
Estech
Encyclopaedia Britannica
Family Development Association
First National Bank of Chicago
Harris Trust Bank
Illinois Attorney General's Disabled Persons'
Advocacy Division
Illinois Criminal Justice Authority
Illinois Department of Alcohol and Substance Abuse
Illinois Department of Children and Family Services
Illinois Department of Employment Security
Illinois Department of Insurance
Illinois Department of Public Aid
Illinois Human Rights Commission
Illinois Institute of Technology Research Institute
Illinois Secretary of State's Office
Illinois State Chamber of Commerce
International Harvester
Jewish Vocational Service-Projects with Industry

Kovar, Nelson and Brittain
National Safety Council
The Northern Trust Bank
Northwestern Memorial Hospital
People's Gas, Light and Coke
Quaker Oats Company
R. R. Donnelley Company
U. S. Department of Education
U. S. Department of Health and Human Services
U. S. Department of Housing and Urban Development
U. S. Department of Labor
U. S. Environmental Protection Agency
U. S. Internal Revenue Department
U. S. Social Security Administration

. New Staff Orientation

All persons newly hired by the Department were given a full day of orientation. Highlights of the sessions included appropriate processing by the personnel section and interviews with managers and the supervisory staff. All new investigators received four weeks of in-depth training into all phases of charge processing, report writing, fact finding and other details of their jobs. They also received training from staff attorneys on legal theories of discrimination and the legal bases of establishing and sustaining a finding of "substantial evidence."

. Equal Employment Opportunity and Affirmative Action Training

Several hundred state employees, and representatives from city and county government and the general public were afforded training workshops and seminars on a broad range of civil rights and equal employment opportunity topics. Discrimination, sexual harassment, sex discrimination, housing discrimination and employment discrimination were among the subjects covered.

Community Relations and Public Information

* Public Hearings on Equal Housing Opportunity in Illinois

In fiscal year '85, the Department concluded the series of statewide hearings on housing issues that were announced by the Director in February 1984. Eight hearings were held between February-September 1984 in the cities of: **Urbana, Carbondale, Bloomington, Rock Island, Rockford, Edwardsville, Chicago and Waukegan**, the latter added to the schedule because of the enthusiastic public response.

Each hearing was planned and conducted with the assistance and cooperation of a local organization with funds provided by a grant from the U. S. Department of Housing and Urban Development. Our hope was to secure the widest possible expression of issues, concerned not only with overt discrimination, but also with customs and practices which appear even-handed on their face but which may foster inequality in the housing marketplace.

A close out report containing Departments conclusions based on the testimony received was prepared for public release and dissemination. The findings, based on staff review of the the hearing transcripts were grouped into six major categories. The six categories:

A substantial and increasing shortage of affordable housing for low income persons;

Housing discrimination against the handicapped;

The growing exclusionary practices in the housing rental industry directed at families with children;

Race discrimination in the rental and purchase of housing;

State government policies and their effect on housing opportunities;

Needed legislative action in addressing housing issues and housing discrimination.

* Speakers Bureau

The Department director and staff members made more than 100 appearances before businesses and organizations on a wide range of topics and issues. Among the most frequently requested topics were sexual harassment, handicap discrimination, pre-employment interviews, and equal employment opportunity compliance.

Department staff members are active supporters of the Chicago Association of Commerce and Industry's Youth Motivation Program. Department speakers met with students in classroom settings in the Chicago Public Schools sharing their experiences and talking about the world of work.

* Media Appearances

Through radio and television interviews and guest appearances on talk shows, the Director and Department staff reached audiences throughout Illinois. A highlight was the excellent and broad media coverage given to the statewide housing hearings.

* Department Sound/Slide Presentation

A sound/slide presentation, "When It's Not Right, You Have Rights" was developed by a professional public relations firm. The presentation has been shown to numerous organizations and groups. It is also made available on a loan basis to groups who request it.

AMENDMENTS TO THE ILLINOIS HUMAN RIGHTS ACT

Sections 2-101 and 2-102 (Employment) of the Human Rights Act were amended to require a public employer to allow public employees to work at hours other than their regularly scheduled work hours to compensate for time the employees lose when they take time off work to practice their religious beliefs. Time off must be "consistent with the operational needs of the employer". The employees are to be paid at their regular rate of pay, and the employer can require no more than 5 days notice. Both "public employer" and "public employee" are defined in Section 2-101.

Section 3-106 (Housing) of the Human Rights Act was amended to provide that Section 3-102 of the Human Rights Act shall not prohibit restricting the rental or sale of housing to elderly persons when the "duly recorded initial declaration of a condominium or community association" limits the housing to elderly (55 or older) persons. Those persons or families of persons who own or rent the units prior to the recording of the initial declaration are not to be considered in violation of the age restrictions during the time they continue to own or rent.

Section 4-101 (Financial Credit) was amended to make it clear that this provision includes loans which are sought for any commercial or industrial purposes.

Section 6-101 (Other Civil Rights Violations) was amended so that aiding, abetting, compelling or coercing a person to commit any violation of the Human Rights Act is a civil rights violation. This will allow charges to be filed against any person who aids and abets the denial of rental housing to families with children under age 14.

Section 7-102 (Department Procedures) was amended to provide that within 10 days of the filing of a charge, the Department must inform the complainant that if the Department does not issue a complaint, or determine that no complaint should issue, within 300 days of the filing date, the complainant may file a complaint with the Human Rights Commission. The option to file a complaint must be exercised within 30 days of the expiration of the 300 day period. This amendment applies only to charges filed on or after September 16, 1985.

This section also provides for witness depositions to be taken when the witness lives outside the state or, for good cause, is unable to be interviewed or attend a fact-finding conference.

Section 7-103 (Settlements) was amended to provide that settlements which are reached after the filing of a complaint with the Commission need not be approved by the Department.

Section 8-108 (Commission Relief; Penalties) was amended to provide that the relief available under the Human Rights Act includes an order directing the respondent to cease and desist from any violation of the Human Rights Act, and an order requiring the respondent to take such action as is necessary to make the Complainant whole.

That section also provides that a three member panel of the Commission may order the Department to institute enforcement proceedings.