

HUMAN RIGHTS ANNUAL REPORT



1986

Presented to the Honorable James R. Thompson, Governor of Illinois

Joyce E. Tucker, Director
Illinois Department of Human Rights

Manuel Barbosa, Chairperson
Illinois Human Rights Commission





STATE OF ILLINOIS
Department of Human Rights
100 West Randolph Street, Illinois Center, Suite 10-100
Chicago, Illinois 60601
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James R. Thompson
Governor

Joyce E. Tucker
Director

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 1986.

This report reflects the strong and aggressive program of human rights this Department is implementing
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 1987

STATE OF ILLINOIS DEPARTMENT OF HUMAN RIGHTS

Annual Report for Fiscal Year 1986
July 1, 1985—June 30, 1986



Joyce E. Tucker
Director

The Honorable
James R. Thompson
Governor

TABLE OF CONTENTS

Transmittal Letter	1
Administration	5
Organization Chart	6
Speakers Bureau	11
Charge Processing Division	15
Compliance Division	29
Public Contracts Unit	30
Systemic Unit	32
Training Unit	32
State Agency Liaison Unit	33
Handicap Program	34
Illinois Affirmative Recruitment Program	35

EXHIBITS

Financial Report	8
Division Funding	8
Federal Appropriations and Contracts	8
Appropriations and Expenditure Review 1981-1986	9
Income and Expenditures	9
End of Year Headcount	10
Charges Docketed by Jurisdiction	16
Charges Filed by County-FY'86	17-18
Employment Charges Filed and Bases of Charges	20
Employment: Issues Alleged as Primary Act of Discrimination	20
Employment Charges: Filing Activity	21
Housing, Financial Credit and Public Accommodations:	
Issues Alleged as Primary Act of Discrimination	22
Respondents: By Type in Employment, Housing,	
Public Accommodations and Financial Credit	23
Analysis of 1986 Filings in Housing by Municipality	24
Charges Alleging Discrimination Based on Sex	26
Charges Alleging Discrimination Based on Religion	26
Charges Alleging Discrimination Based on Race	26
Legal Unit Activity	27
Disposition of Completed 1986 Investigation: All Jurisdictions	27
Disposition of Completed Investigations 1981-1986	27
Bidder Registration	30
Bidder/Contractor Activities	30
Compliance Reviews Initiated/Completed FY'86	31
Systemic Investigations	32
Affirmative Action Plans: FY'86	33
Illinois Affirmative Recruitment Program	35
Skills Bank	35
Job Placement	35
State Agency Placements	36-37

1986

The year began with the five year anniversary observance of the Illinois Department of Human Rights 1980—1985

On July 8, 1985 the Department ushered in the new fiscal year by celebrating its five year observance with an awards reception in the Atrium of the new State of Illinois Center where it had moved its Chicago operations into spacious new quarters just a few months earlier. The reception was held in conjunction with the 37th annual conference of the International Association of Official Human Rights Agencies which attracted human rights executives and professionals from across the U.S. and Canada.

Helping the Department celebrate its 5-year anniversary observance:



Illinois Deputy Governor Jerry Blakemore, Illinois Senator Emil Jones, Department Director Joyce E. Tucker, Michigan Congressman John Conyers and International Association of Official Human Rights Agencies President Galen Martin of Kentucky.

And ended with Human Rights:

Report from the Past, Forecast for the Future, was a major civil rights conference sponsored by the Department on May 9-10, 1986 at the McCormick Center Hotel in Chicago.

The conference was a lively, informative exchange with leaders from government, industry, labor, the religious community, and human rights organizations. Among them:



Sister Margaret Traxler, director of the Institute of Women Today and opening day keynote speaker.



Paula Wolff, assistant to governor James Thompson; Emil Jones, Jerry Blakemore and Rebecca Sive, commissioner, Illinois Human Rights Commission.



James Compton, president and CEO, Chicago Urban League; Oscar Williams, commissioner, Illinois Human Rights Commission and James Pitts, Peoples' Gas Light and Coke Company.



Mel Jordan, Executive Director, Chicago NAACP.



Joan Esposito, news anchor, WLS-TV, Chicago, who moderated a round table discussion.

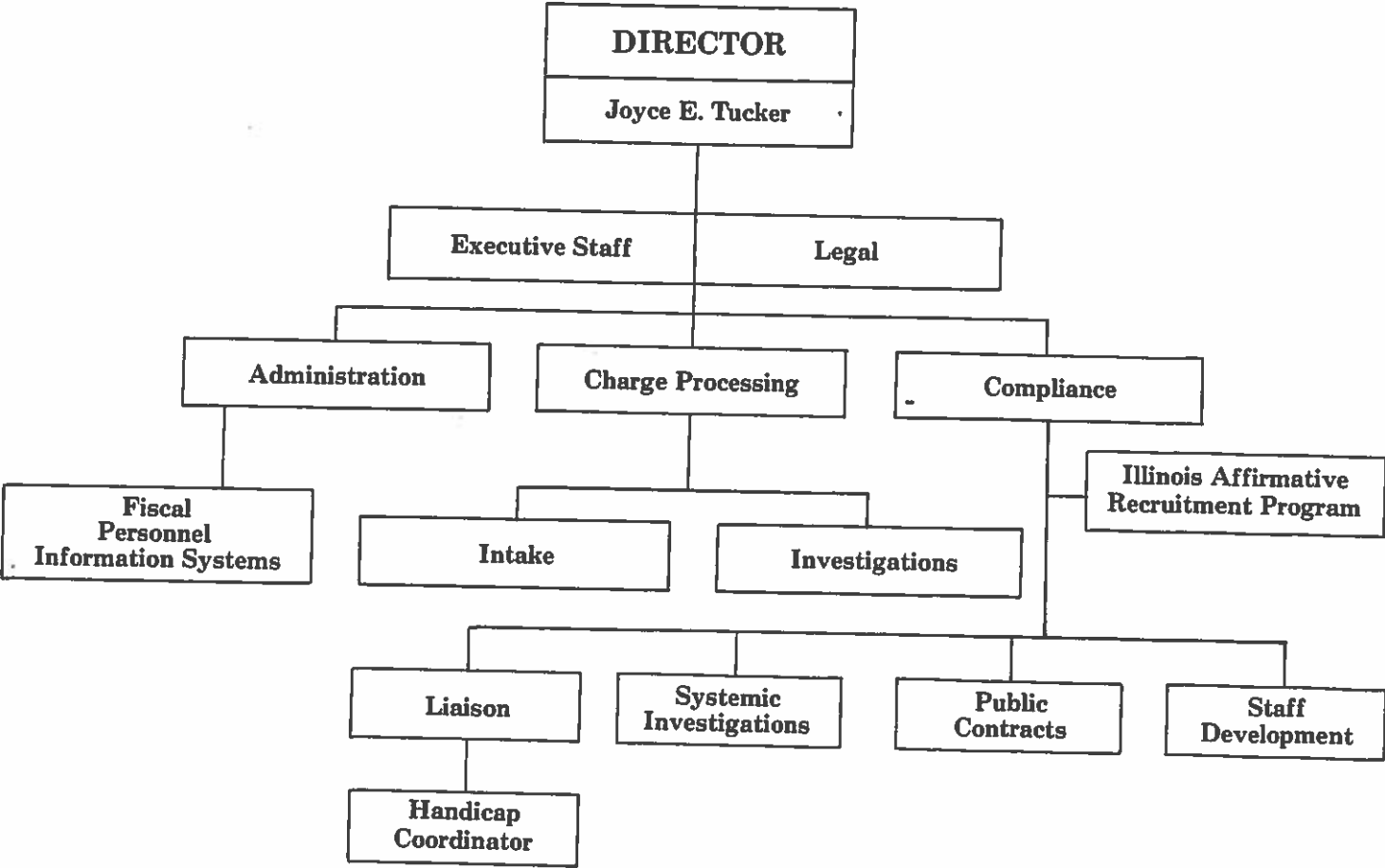
Director Joyce E. Tucker, Joan Esposito, Earl Durham, professor, University of Illinois at Chicago, and Susan Dunlap, executive director, Midwest Women's Center.



Administration

- Prepares and monitors the annual budget
- Operates the computerized information system
- Processes personnel transactions

DEPARTMENT OF HUMAN RIGHTS



The Illinois Department of Human Rights enforces the Illinois Human Rights Act. The Act prohibits:

DISCRIMINATION

in employment, housing, financial credit, public accommodations and public services on the basis of Race, Color, Religion, Sex, National Origin, Ancestry, Age between 40 and 70 years, Marital Status, Physical or Mental Handicap, and Unfavorable Military Discharge

SEXUAL HARASSMENT

in employment or against students in higher education;

EXCLUSION

of children (under age 14) in rental housing.

THE ACT GUARANTEES

Equal employment opportunity and affirmative action compliance of executive State agencies and Illinois public contractors.

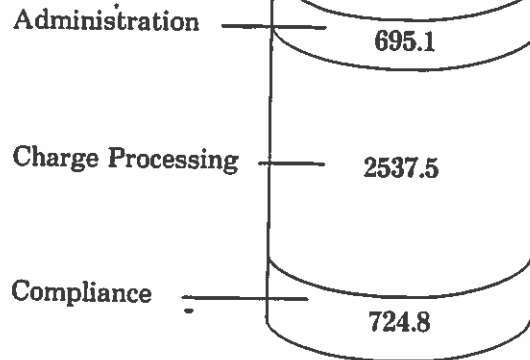
ADMINISTRATION

Financial Report Fiscal Year 1986

Appropriation Item	Appropriation	Expenditures
Personal Services	2944.7	2727.4
Retirement	164.9	164.9
Social Security	208.5	193.1
Group Insurance	50.3	32.2
Contractual Services	209.0	146.3
Travel	97.8	72.5
Commodities	36.7	25.8
Printing	28.7	24.3
Equipment	28.4	20.5
EDP	0	0
Telecommunications	168.3	141.5
Operation Auto. Equipment	.1	0
TOTAL	3937.4	3548.5

Division Funding Fiscal Year 1986 (in thousands)

DIVISIONS:



Total Resources: 3957.4

Federal Appropriations and Contracts

(Fiscal Year 1986)

HUD Capacity Building Contract	96.0
EEOC Age Contract	138.3
EEOC New Charge Contract	836.2
Illinois Affirmative Recruitment Grant	20.0
Total Federal	1090.5
Total State	2866.9
Combined Total (in thousands)	3957.4

Budget Review

Resources	Fiscal Year			
	1983	1984	1985	1986
General Revenue Fund	\$2901.4	\$2781.1	\$2859.7	\$2866.9
Federal	640.5	988.4	997.8	1070.5
Other	113.8	45.0	0	20.0
Total Federal	754.3	1033.4	997.8	1090.4
Total Resources	\$3655.7	\$3814.5	\$3857.5	\$3957.4

Appropriations and Expenditure Review

Appropriations	Fiscal Year					
	1981	1982	1983	1984	1985	1986
State	\$2664.6	\$2597.4	\$2877.1	\$2781.2	\$2859.7	\$2866.9
Federal	834.9	858.0	640.5	988.4	997.8	1070.5
Total	\$2499.5	\$3455.4	\$3517.6	\$3769.6	\$3857.4	\$3937.4
Expenditures						
State	\$2226.9	\$2488.5	\$2541.0	\$2685.4	\$2795.2	\$2660.2
Federal	737.9	488.8	484.5	755.7	806.9	888.3
Total	\$2964.8	\$2937.3	\$2025.5	\$3441.2	\$3602.1	\$3548.5

Income and Expenditure Statement (in thousands)

Income	Fiscal Year 1986	
	General Revenue Funds	Federal
Appropriations	\$2866.9	\$1070.5
Reserve	0	0
Availability for Expenditure	2866.9	1070.5
Expenditures:		
Salaries	2069.2	658.2
Fringe Benefits	270.2	120.2
Contractual Services	138.7	7.6
Rental Real Property	1.5	0
Registration and Conference	8.9	.4
Rental Office Equipment	16.4	2.2
Rental Motor Vehicle	4.2	0
Repair and Maintenance	28.6	0
Statistical and Tabulating	33.9	0
Freight, Express and Drayage	.4	0
Professional and Artistic Service	4.6	0
Electricity	0	0
Postage	24.0	5.0
Subscription and Information Service	6.1	0
Copy Photographic and Printing	2.4	0
Contractual Services Misc.	7.7	0
Travel Cost	51.2	21.3
Commodities	17.9	7.9
Printing	14.5	9.8
Equipment	5.8	14.7
Telecommunications	92.7	48.8
Total Expenditures	2660.2	888.3
Lapsed Appropriation	206.7	182.2
Plus Reserve	0	0
Total Lapse	206.7	182.2

End of Year Headcount

Division	Fiscal Year					
	1981	1982	1983	1984	1985	1986
Administration	18	18	17	18	19	18
Charge Processing	85	63	81	86	96	94
Community Relations*	4	5	N/A	N/A	N/A	N/A
Compliance	19	20	20	18	25	25
	<u>126</u>	<u>106</u>	<u>118</u>	<u>122</u>	<u>140</u>	<u>137</u>

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

HUMAN RIGHTS REPORTS, the Department's quarterly newsletter, got a new look during the year. The new look and a new feature, "Ask the Director," were introduced in the Spring 1986 issue.

"Old"

"New"

Human Rights Reports

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

SPRING 1984



Director Joyce Tucker opened program and management accomplishments in her State of the Department address at the Department's end rights conference luncheon on May 19 at the Midland Hotel in Chicago.

Major Civil Rights Conference Held

Over 200 persons filled the Midland Hotel on May 18-19, at the Illinois Department of Human Rights' Civil Rights Conference, "Toward a Just Society: The Civil Rights Struggle, Where Are We and Where Are We Going?" In an intensive two day seminar, local, state and national speakers discussed pressing current civil rights issues.

The first of three opening speakers, Robert Destré, a commissioner on the newly reconstituted U.S. Commission on Civil Rights, affirmed the Commission's commitment to the enforcement of nondiscrimination and to providing redress to all identifiable victims of discrimination.

The second speaker, Addie Wyatt, International Vice President and Director of the Civil Rights and Women's Affairs Department of the United Food and Commercial Workers International Union, discussed the need for equal pay for jobs of equal value and declared that women are in the workplace to stay.

The final speaker, John McKnight, Professor of Communications and Urban Affairs at Northwestern University, discussed his theory on the signs and symptoms of decaying systems and institutions. He said that the older cities have become systems that provide services rather than income, concluding that any system that denies its people the means to be productive denies them their civil rights.

A panel of attorneys stimulated the afternoon audience with their views on current civil rights issues and recent civil rights court decisions. Budget Amundson, with the Chicago law firm of Davis, Miner, Barnhill and Galland, was moderator for panelists, Arkie Byrd,

with the Little Rock firm of Mays and Crutcher, and former staff attorney for the Women's Legal Defense Fund in Washington, D.C., Adolpho Symmond, New York State Director of the League of United Latin American Citizens, and Ralph Smith, professor of corporate law, the University of Pennsylvania.

The Friday program concluded with the annual awards dinner hosted by the Illinois Municipal Human Relations Association (IMHRA), which honors persons who have excelled in the cause of human rights. This year's recipients were Representative Woods Bowman (4th District), Maria B. Cerda, Director of the Chicago Mayor's Office on Employment and Training, Robert Gilliam, Elgin School District; Senator Emil Jones (17th District); Governor James Thompson, Cleveland Walker, Walker Enterprises, and Caribel Washington of Bloomington.

Arthur Flemming, a former commissioner and chairman of the U.S. Commission on Civil Rights from 1974-82, opened the Saturday morning program. Mr. Flemming began by referring to civil rights as a "crusade for the soul of America." He said that 1984 is very important to that crusade: "It is the thirtieth anniversary of the landmark U.S. Supreme Court decision, Brown vs. the Board of Education, the twentieth anniversary of the passage of the 1964 Civil Rights Act, and the year in which we engage in the process to elect persons to federal office." The remainder of the Saturday program featured workshop discussions on a variety of civil rights issues.

Department Director Joyce Tucker keynoted the Saturday luncheon, delivering a State of the Department Address. She reported on the significant management and program accomplishments of the Department's four year history.



Opening day addresses at the Illinois Department of Human Rights' civil rights conference, "Toward a Just Society: The Civil Rights Struggle, Where Are We and Where Are We Going?"

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

Human Rights Reports

SPRING, 1986

VOLUME 2, NUMBER 3

ASK THE DIRECTOR



Excluding Children In Rental Housing

In this issue we feature "Ask the Director" which will regularly appear in HUMAN RIGHTS REPORTS in this space. We welcome your questions. Questions and comments should be directed to "Ask the Director," Editor, HUMAN RIGHTS REPORTS.

Q. While my husband and I were apartment hunting, several landlords told us they preferred families with no children. We have three small daughters. At least two landlords also said they would not rent a two bedroom apartment to us because their policies permitted no more than two persons in a bedroom. Is this legal?

A. No, it is not. It is a violation of the Illinois Human Rights Act for a rental owner or agent to refuse to rent to families who have children under age 14 in the household. Any lease or rental agreement which excludes children (under age 14) is illegal as well.

On the matter of the second issue you raise, municipalities may adopt housing codes which set forth square foot requirements per occupant. In doing so, the total space of the housing unit is considered, not just the number of bedrooms. Rental policies such as the one you encountered may serve to unreasonably limit the number of persons who might occupy a housing unit.

The exclusion of children prohibition applies to all rental property, including rental of single family residences.

On December 2, 1985 a change in the Illinois Human Rights Act strengthened its prohibition against persons refusing to rent to families with children under age 14 and against those who would act in the violation of the Act. The change in the law clearly in this regard, in newspaper advertisements which describe rental accommodations as available to "adults only" or "adults preferred" because such ads serve to exclude and deny persons in the commission of a violation of the Act.

COMING IN THE NEXT ISSUE...

A report on the Illinois Department of Human Rights' May 9-10, 1986 conference

HUMAN RIGHTS: A Report from the Past, a Forecast for the Future

First-time Money Damages Awarded for Pain and Humiliation

The Illinois Human Rights Commission has for the first time ruled that the Human Rights Act permits an employee to obtain money damages as compensation for emotional pain and suffering.

In the case of Smith and Cook County Sheriff's Office, (Charge No. 1982CF1584, October 31, 1985), the Commission ordered the Sheriff's Office to pay five thousand dollars to an employee, not as a penalty but as compensation for emotional distress resulting from racial harassment.

In March 1982, Leslie Smith, a black correctional officer assigned to the Sheriff's Transportation and Records Section, filed a charge with the Department of Human Rights, alleging that his supervisor routinely used racial slurs in addressing black correctional officers under his control.

Following an investigation, Department Director Joyce Tucker filed a complaint of discrimination with the Human Rights Commission, finding that substantial evidence existed to support Smith's charges.

Under the Human Rights Act, the Commission may, after finding a violation of the Act, issue an order which requires the Respondent to pay actual damages as reasonably determined by the Commission, for injury or loss suffered by the Complainant (emphasis added). The Commission had previously interpreted "actual damages" to include emotional distress in a housing discrimination case where the Commission ordered such damages to an individual who had been denied housing in violation of the Human Rights Act.

Continued on page 3

SPEAKERS BUREAU FISCAL YEAR 1986

Director Joyce Tucker and her staff appeared across the state informing community, professional and business organizations on a broad range of topics related to non-discrimination, equal opportunity and affirmative action.

JULY 1985

Handicapped and Non-Disabled Support System Monmouth

International Association of Official Human Rights Agencies Chicago

Midwest Women's Center Chicago

Chicago Urban League Chicago

Aurora Urban League Aurora

Southern Illinois University Carbondale

Carbondale Area Job Developers Carbondale

Illinois Migrant Council Aurora

AUGUST

Chicago Department on Aging and Disability Chicago

Chicago Department of Cultural Affairs Chicago

Kane County Job Developers Elgin

SEPTEMBER

Northern Illinois Association of Personnel Administrators Libertyville

Twin Cities Business and Professional Women Champaign

National Association of Patients on Hemodialysis and Transplantations Chicago

Illinois Affirmative Action Officers Association Chicago

Peoria Office of Equal Opportunity Peoria

Midwest Women's Center Chicago

Northeastern Illinois University Chicago

Black Fire Fighters Association Peoria

Illinois Department on Aging Peoria

OCTOBER

Gateway Foundation Chicago

Harlan High School Chicago

Breakfast Optimist Club Springfield

Jefferson County NAACP Mt. Vernon

Chicago State University Chicago

Loyola University Chicago

Illinois Collegiate Job Fair Wheaton

Midwest Hispanic Leadership Conference Chicago

NOVEMBER

Lincoln Park High School Chicago

Electech Technical School Chicago

Curie Metro High School Chicago

American Cancer Society Chicago

Veterans Opportunity Fair Chicago

Lake County Job Developers Waukegan

Asociacion Por Derechos Obreros Chicago

Midwest Women's Center Chicago

Veterans Center Oak Park

Spanish Coalition for Jobs Chicago

SER Jobs for Progress Chicago

DECEMBER

Jones Metropolitan High School	Chicago
Englewood High School	Chicago
Chicago Lighthouse for the Blind	Chicago
Lincoln Land Community College	Springfield
Chicago Urban League	Chicago
National Hispanic Women's Network	Chicago

JANUARY 1986

Michael Reese Hospital	Chicago
Illinois Human Rights Commission	Chicago
Illinois Minority Career Fair	Chicago
American GI Forum	Chicago
Hispanics In Vocational Education	Chicago
Kane County Job Developers	Elgin
DePaul University Minority Career Fair	Chicago
Association House	Chicago

FEBRUARY

Illinois Committee on Black Concerns in Higher Education	Peoria
Minority Economic Resource Corporation	DesPlaines
Quad Cities Chapter Delta Sigma Theta, Inc.	Davenport
Trinity United Church of Christ	Chicago
Triton College	River Grove
Caterpillar, Inc.	Aurora
South Shore High School	Chicago

National Conference of Christians and Jews	Chicago
DuPage County Job Developers	Hinsdale
Illinois State University Minority Student Services	Normal
University of Illinois at Champaign Minority Career Fair	Champaign
Will County Job Developers	Joliet
Lake County Job Developers	Waukegan
Illinois Collegiate Job Fair	Wheaton
Southern Illinois University Alumni	Chicago

MARCH

Sangamon State University Legal Studies Department	Springfield
Illinois Manufacturers Assn.	Rosemont
Jefferson County NAACP	Mt. Vernon
Illinois State Chamber of Commerce	Springfield
Government/College Relations Council	Chicago
Federal Executives Board, Special Emphasis Programs	Chicago
Aurora University Minority Career Fair	Aurora
Benito Juarez High School	Chicago

APRIL

Currie High School	Chicago
Farragut High School	Chicago
Midwest Women's Center	Chicago
Metro High School	Chicago
Columbia College	Chicago

Illinois State Chamber of Commerce	Chicago
Chicago Affirmative Action Association	Chicago
Chicago Area Narcolepsy Association	Chicago
Westtown Employer Committee	Chicago
Westlake Hospital Stroke Club	Melrose Park
Illinois Board of Sheriffs' Merit Commission	Belleville
Harvey Memorial Community Church	Chicago
Midwest Women's Center	Chicago
Hispanic Alliance for Career Enhancement	Chicago
Illinois State University Minorities in Government	Normal
SER Jobs for Progress	Chicago
Western Illinois University Minority Students Organization	Macomb
Lake County Urban League	Waukegan
Kennedy/King College	Chicago
Assurance Corporation	Chicago
Northern Illinois University	DeKalb

Spanish Coalition for Jobs	Chicago
League of United Latin American Citizens	Chicago
DeVry Institute of Technology	Chicago
Experienced Alumni Career Fair	Rosemont
Mexican American Business and Professional Women	Chicago
United Neighborhoods Organization	Chicago

JUNE

Illinois State Board of Education, Haitian Awareness Day	Chicago
Chicago State University Sickle Cell Awareness Day	Chicago
South Suburban YWCA	S. Holland
Electech	Chicago
Progressive Community Church	Chicago
Minority Recruitment for Corporations	Rosemont
Winnebago County Job Developers	Rockford

MAY

Illinois Department of Employment Security	Effingham
DHR's Human Rights Conference	Chicago
Governor Thompson's Senior Citizens' Day	Chicago
Midwest Women's Center	Chicago
Speckman & Trittipio Law Firm	Chicago
Midwest Women's Center	Chicago

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

Number of Charges Filed Increased Nearly 20 Percent

Intake staff docketed 4,589 charges in fiscal year 1986, an increase of 19.2 percent over the previous year. Employment charges comprised 93.9 percent of the total; Housing, 3.1 percent, Public Accommodations 2.9 percent and Financial Credit and Sexual Harassment in Higher Education, less

than one percent.

Charges alleging race as the basis of discrimination comprised 25 percent of all charges filed, followed by sex—14 percent, handicap—13.6 percent, and age—10.8 percent.

Charges Docketed by Jurisdiction
Fiscal Years 1981-1986

Jurisdiction	1981		1982		1983		1984		1985		1986	
	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)	No.	(%)
Employment	2,367	(97)	2,480	(94)	3,150	(93)	3,207	(91)	3,518	(91)	4,309	(94)
Housing	39	(2)	117	(4)	184	(6)	268	(8)	204	(5)	140	(3)
Financial Credit	3	(—)	1	(—)	4	(—)	3	(—)	10	(—)	7	(—)
Public Accommodations	24	(1)	48	(3)	42	(1)	63	(2)	116	(3)	133	(3)
Sexual Harassment, Higher Education	N/A		N/A		N/A		0		0		1	(—)
Total	2,433		2,646		3,380		3,541		3,848		4,589	

Charges Filed by County

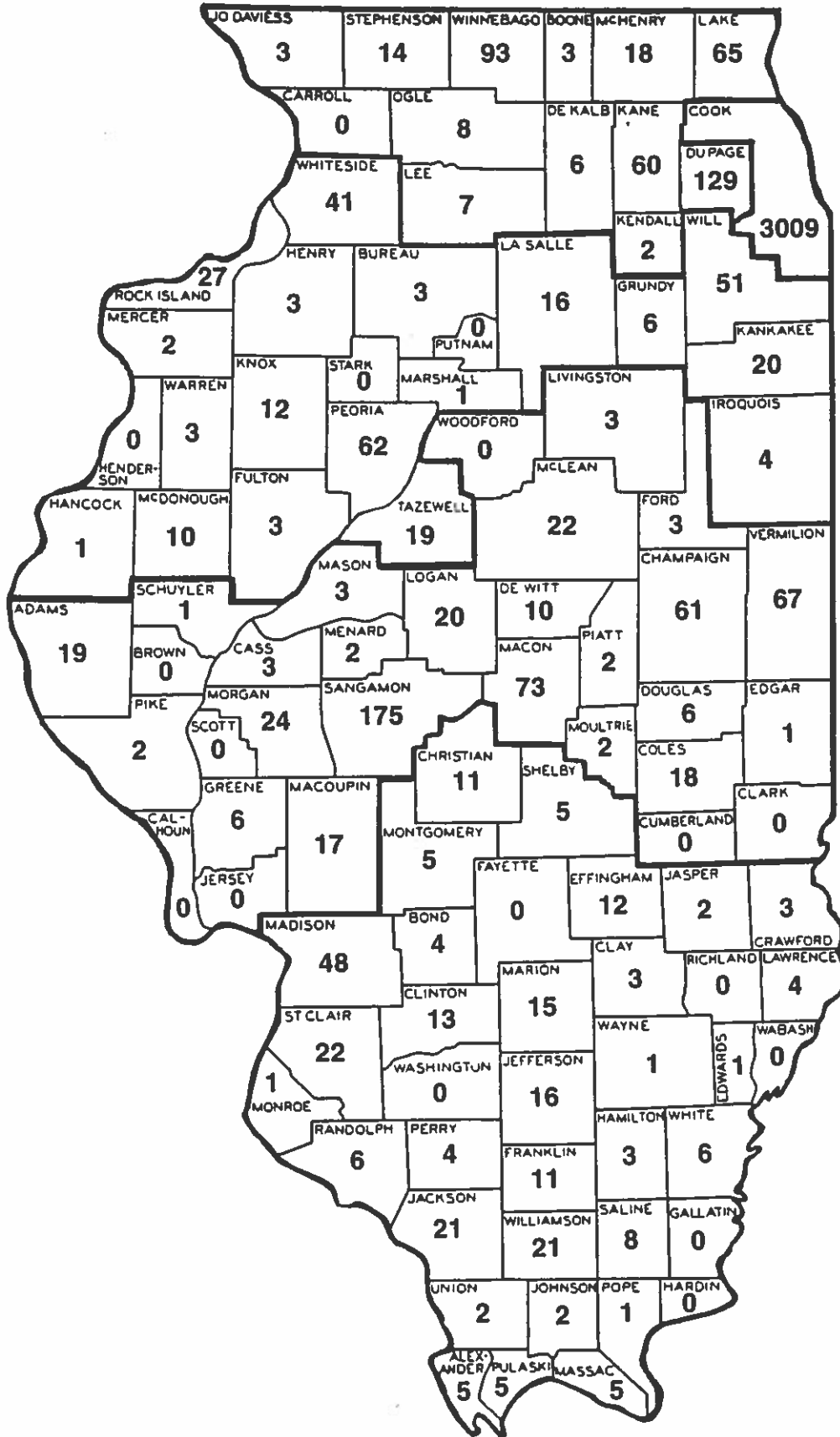
Fiscal Year 1986

County	Number of Charges Filed	County	Number of Charges Filed
Adams	19	Jasper	2
Alexander	5	Jefferson	16
Bond	4	Jersey	0
Boone	3	Jo Daviess	3
Brown	0	Johnson	2
Bureau	3	Kane	60
Calhoun	0	Kankakee	20
Carroll	0	Kendall	2
Cass	3	Knox	12
Champaign	61	Lake	65
Christian	11	LaSalle	16
Clark	0	Lawrence	4
Clay	3	Lee	7
Clinton	13	Livingston	3
Coles	18	Logan	20
Cook	3009	McDonough	10
Crawford	3	McHenry	18
Cumberland	0	McLean	22
DeKalb	6	Macon	73
DeWitt	10	Macoupin	17
Douglas	6	Madison	48
DuPage	129	Marion	15
Edgar	1	Marshall	1
Edwards	1	Mason	3
Effingham	12	Massac	5
Fayette	0	Menard	2
Ford	3	Mercer	2
Franklin	11	Monroe	1
Fulton	3	Montgomery	5
Gallatin	0	Morgan	24
Greene	6	Moultrie	2
Grundy	6	Ogle	8
Hamilton	3	Peoria	62
Hancock	1	Perry	4
Hardin	0	Piatt	2
Henderson	0	Pike	2
Henry	3	Pope	1
Iroquois	4	Pulaski	5
Jackson	21	Putnam	0
		Randolph	6

Richland	0
Rock Island	27
St. Clair	22
Saline	8
Sangamon	175
Schuyler	1
Scott	0
Shelby	5
Stark	0
Stephenson	14
Tazewell	19
Union	2

Vermilion	67
Wabash	0
Warren	3
Washington	0
Wayne	1
White	6
Whiteside	41
Will	51
Williamson	21
Winnebago	93
Woodford	0

Charges Filed by County Fiscal Year 1986



Employment Charges Filed and Basis of Charge

Basis	FY '81		FY '82		FY '83		FY '84		FY '85		FY '86	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Race	718	30	782	32	869	28	892	28	959	27	1,049	24
Color	0	0	1	0	1	0	3	0	0	0	7	
National Origin/ Ancestry	187	8	161	6	284	9	192	6	233	7	243	6
Sex	305	13	289	12	433	14	482	15	476	14	624	15
Retaliation	65	3	80		115	4	125	4	142	4	210	5
Physical Handicap	331	14	239	10	342	11	365	11	375	11	493	11
Mental Handicap	19	0	19	0	36	1	33	1	55	2	52	1
Military Discharge	0	0	0	0	0	0	1	0	1			1
Age	109	5	176	7	384	12	445	14	431	12	495	12
Marital Status	3	0	3	0	18		32	1	29	1	34	1
Arrest/ Conviction Record	0	0	2	0	8		11		16		22	1
Coercion/ Interference	0	0	0	0	0	0	0	0	21	1	0	0
Religion	9	0	13	0	15		20	1	24	1	48	1
Other	10	0	8	0	39	1	37	1	0	0	53	1
Multiple	605	25	707	29	606	9	569	18	756	21	978	23
Totals	2,361		2,480		3,150		3,207		3,518		4,309	

Employment Discrimination:

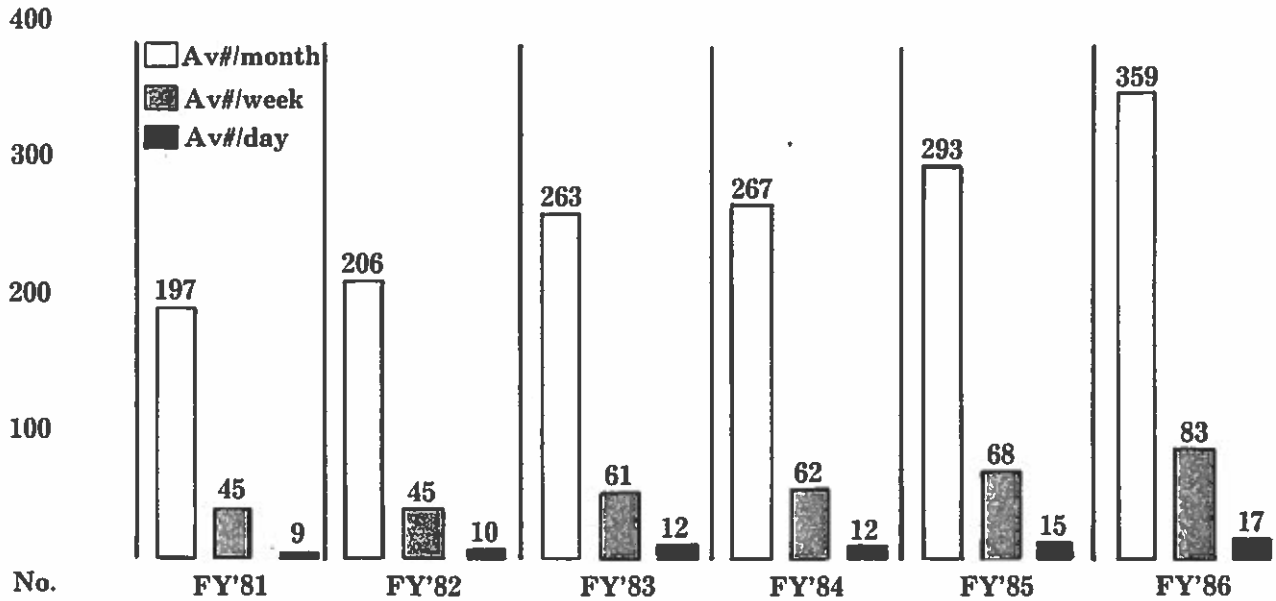
Issues alleged as the
Primary Act of Discrimination*
Fiscal Year 1986

Issue	Number of Charges
Hiring	284
Discharge	145
Layoff	247
Recall	116
Wages	249
Promotion	217
Demotion	106
Seniority	7
Job Class	7
Training/Apprentice	13
Exclusion	6
Union Representation	44
Segregated Locals	1
Referral	11
Qualification/Testing	5
Advertising	1
Benefits	99
Segregated Facility	3
Intimidation/Reverral	9
Tenure	9
Terms and Conditions	686
Other	539
	3,931

* Single-issue charges, not including multiple issues.

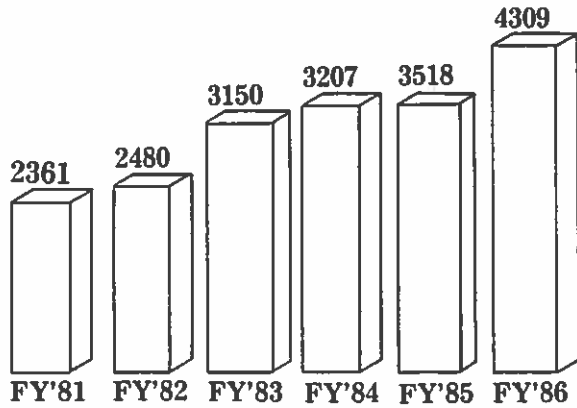
Employment Charges: Monthly Weekly Filing Activity

Fiscal Years 1981-1986



Employment Charges

Fiscal Years 1981-1986



Housing Financial Credit & Public Accommodation Discrimination:
Issues Alleged as the Primary Act of Discrimination
in Housing, Financial Credit and Public Accommodation
Fiscal Year 1986

Totals	Rental	Terms	Offer	Negotiations	Representation	Publication of Intent	Listing	Solicitation	Statements	Creating Alarm	Sale	Agreements	Limitations	Denial of Service	Modification of Service	Property Location	Consideration of Income	Lending Standards	Rejection	Enjoyment Facilities	Written Communication	Public Officials
Housing 140	51	39		2	10	3					5	9		1		4	1		4	2	4	
Financial Credit 7		2											1	1		1		2				
Public Accommodation 133		10											4	63	4				7	25	5	15
Totals 280	51	51		2	10	3					5	14	64	5	1	4	3	12	29	7	19	

**Basis on Which Charges Were Filed in FY 1986
For Housing, Financial Credit
and Public Accommodation**

	Housing	Financial Credit	Public Accommodation
Race	44	4	56
Color	1	2	-0-
Religion	-0-	-0-	-0-
Sex	5	1	12
National Origin	11	-0-	6
Ancestry	-0-	-0-	-0-
Age (40)-70)	1	-0-	-0-
Marital Status	5	-0-	-0-
Unfavorable Military Discharge	-0-	-0-	-0-
Physical/Mental Handicap	23	-0-	59
Excluding Children in Rental Housing	48	N/A	NA
Retaliation	2	-0-	-0-
TOTALS	140	7	133

**FY'86: All Jurisdictions
Respondent: By Type**

Employment

Private Employer	3,545
Government/Local	129
Colleges and Universities/Public	24
Colleges and Universities/Private	22
Joint Apprenticeship Committee	1
Elementary and Secondary Schools (Public)	35
Government/State	140
Secondary Schools (Private)	7
Private Employment Agency	6
State Employment Agency	13
Union	47

Housing

Insurance Company	3
Agent	46
Manager	16
Bank	3
Colleges and Universities	2
Public Official	1
Rental Agent	22
Trust	3
Savings and Loan	1
County Agency	1

Public Accommodations

County Agency	1
Agent	20
Private Employer	5
Manager	5
Government/Local	1
Bank	1
College and Universities (Public)	6
Elementary and Secondary (Public)	2
Public Official	5
Private Employment Agency	2
Public Accommodation	46
Rental Agent	1

Credit

Manager	1
Bank	3

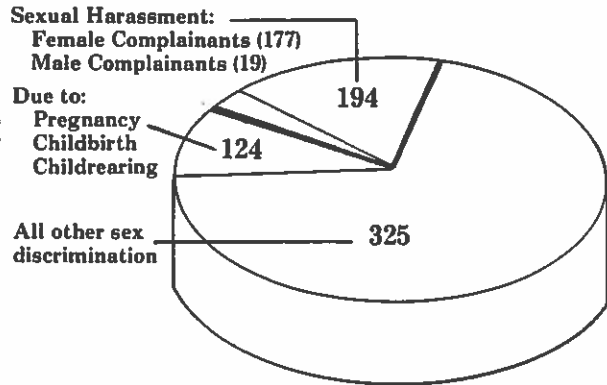
Sexual Harassment

In Higher Education College & Universities (Public)	1
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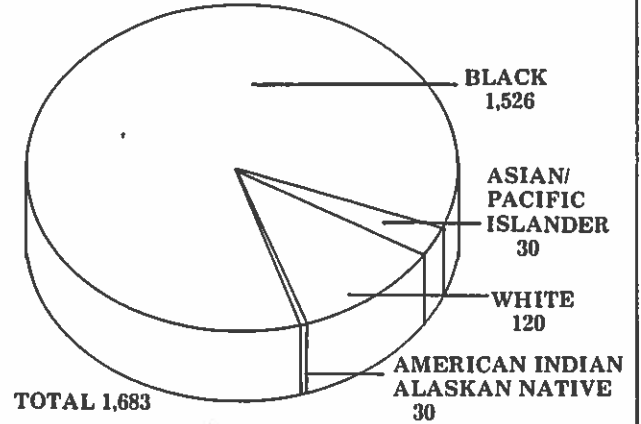
**Analysis of 1986 Findings
In Housing:
by County and Municipality:**

County		Total
Champaign		4
Champaign	3	
Urbana	1	
Clinton		2
Georgetown	2	
Cook		100
Alsip	6	
Chicago	58	
Cicero	2	
Crestwood	1	
DesPlaines	4	
Evanston	8	
Evergreen Park	1	
Justice	1	
LaGrange	1	
Lansing	1	
Maywood	2	
Merrionette Park	4	
Morton Grove	2	
Niles	1	
Northbrook	1	
Northlake	3	
Oak Park	1	
Palos Heights	1	
South Holland	1	
Summit	1	
DuPage		5
Hinsdale	2	
Wheaton	3	
LaSalle		2
Ottowa	2	
Logan		1
Lincoln	1	
McLean		6
Bloomington	5	
Normal	1	
Peoria		3
Peoria	3	
Pulaski		2
Mounds	2	
Sangamon		8
Springfield	8	
Vermillion		3
Danville	3	
Wayne		1
Wayne City	1	
Winnebago		3
Rockford	3	
TOTAL		140

**Charges Alleging Sex
Discrimination
Fiscal Year 1986**

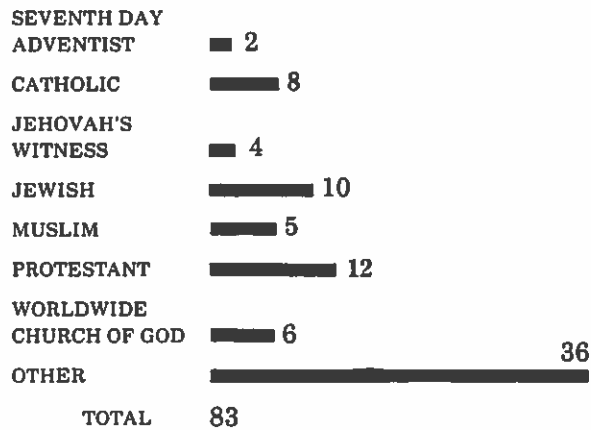


**Charges Alleging Discrimination
Based on Race*
Fiscal Year 1986**



* Includes multiple-basis charges alleging race as one of the bases.

**Charges Alleging Discrimination
Based on Religion:***
By Type of Religion FY 1986



* Includes multiple-basis charges alleging religion as one of the bases.

Disposition of Completed Investigations By Division

Fiscal Year 1986

	Charge Processing Division	Compliance Systemic Unit	Totals
Substantial Evidence	403	49	452
Settlements	615	18	633
Dismissals			
Lack of Substantial Evidence	1089	104	1193
Failure to Proceed by Complainant	629	0	629
Lack of Jurisdiction	158	6	164
Withdrawn by Complainant	393	20	413
TOTALS	3287	197	3484

Legal Unit Activity

Fiscal Year 1986

Complaints Filed	242
Responses to Requests for Review Filed	470
Settlements During Conciliation	58

Disposition of Completed Investigations

Fiscal Years 1981-1986

	'81	'82	'83	'84	'85	'86
Inquiries received	20,575	15,441	18,171	18,897	19,823	18,045
Charges filed	2,432	2,646	3,380	3,541	3,848	4,589
Completed investigations	2,064	2,195	2,176	3,423	3,674	3,484

	'81		'82		'83		'84		'85		'86	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Substantial Evidence	221	(10.7)	206	(9.4)	220	(10.1)	345	(10.1)	485	(13.2)	452	(13.0)
Settlements	538	(26.1)	555	(25.3)	468	(21.5)	817	(23.9)	740	(20.1)	633	(18.2)
Withdrawn by Complainant	345	(16.7)	320	(14.5)	351	(16.1)	456	(13.3)	435	(11.8)	413	(11.9)
Dismissals												
Lack of Substantial Evidence	758	(36.7)	877	(40.0)	810	(37.2)	1083	(31.6)	1204	(32.8)	1193	(34.2)
Lack of Jurisdiction	46	(2.2)	75	(3.4)	64	(2.9)	134	(3.9)	222	(6.0)	164	(4.7)
Complainant's failure to proceed	156	(7.6)	162	(7.4)	263	(12.0)	588	(17.2)	588	(16.0)	629	(18.1)

Disposition of Completed Investigations — by Jurisdiction
Fiscal Year 1986

Disposition	Employment Percent	Housing Percent	Financial Credit Percent	Public Accommodation Percent
Substantial Evidence	12.5%	12.9%	100%	23.3%
Settlements	16.2	47.4		25.9
Dismissals:				
Lack of Substantial Evidence	35.6	17.0		28.4
Failure to Proceed by Complainant	18.7	9.3		16.4
Lack of Jurisdiction	5	2.6		2.6
Withdrawn	11.9	10.8		12.1
	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Total Charges	3,172	194	2	116

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 Unit

The Public Contracts Unit enforces the equal opportunity and affirmative action compliance of all persons and companies contracting with the State to provide goods and services. All Illinois public contractors are required to avoid unlawful discrimination, practice affirmative action and comply with Department rules and regulations governing public contractors. Major unit activities are:

- State Bidder Registration
- Compliance Reviews

Bidder Registration Backlog Reduced by 76 Percent

All persons seeking to bid on state contracts must first file an Employer Report form (Form PC-1) with the Public Contracts Unit. Filing a PC-1 is a prerequisite to becoming eligible for a state contract award. Timely processing is of the essence.

PCU staff reviews all PC-1's for completeness, following which a Contractor Identification number is assigned. This registration requirement has a dual purpose in that it:

- Provides a profile of the bidder's workforce by sex and race;
- Signifies the bidder's awareness as an employer of the non-discrimination and affirmative action requirements applicable to state contracts.

In July 1985 the PCU staff was faced with an estimated 3400 backlogged forms, some as long as 14 months. A significant influx in new filings had occurred in April due to the annual spring upturn in construction and the start-up of the Minority and Female Business Enterprise program. A strategy was developed to resolve the problem. Review and revision, reallocation of staff priorities and constant monitoring resulted in major success.

Bidder registration figures for FY'86 compared with FY'85 are shown below.

	FY'86	FY'85	Change
Forms Received	5,300	4,214	+22%
Forms Processed	4,728	2,747	+72%
Average Monthly Processing Rate	88%	65%	+23%
Total Registrants on June 30	44,083	42,000	+ 5%
Backlogged Forms on June 30	818	3,400	-76% Reduction

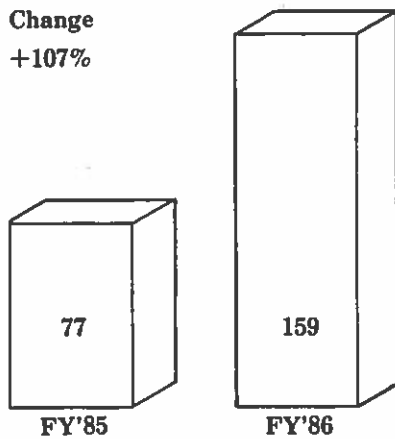
Other bidder/contractor activities are reported in the table below.

	FY'86	FY'85	Change
PC-1 Requests Received	3,688	2,500	+43%
PC-1 Status Inquiries Received	744	602	+24%
Agency Verifications	1,826	1,444	+26%
Other Verifications	343	307	+12%
Other Inquiries	989	759	+30%

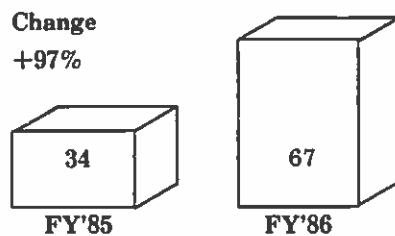
Compliance Reviews Performance Up By 100 Percent

The PCU staff audits public contractors to determine their compliance with statutory and regulatory provisions governing non-discrimination and affirmative action. The following graphs compare the activity over the last two years.

Compliance Reviews Initiated



Compliance Reviews Completed



Contract Compliance Technical Assistance

During the course of a year, the PCU is regularly called upon to assist State agencies in enforcing their own contract compliance programs in addition to aiding State agencies with monitoring their public contracts compliance programs to ensure that they conform with Department rules and regulations. Examples of such assistance to contract compliance during FY'86 included:

Briefing contract compliance officers assigned to the McCormick Place (Chicago) Expansion project; the O'Hare International Airport Expansion project; the new construction of a Lake County jail; and construction of a student dormitory on the campus of the University of Illinois at Chicago.

Public Contracts Records Computerized

In October 1985 the unit began a long-term project aimed at computerizing public contractor records. Phase one, design and installation, was completed in June 1986. A master file, file record maintenance program, screen inquiry programs, hard-copy-printout and necessary backup were developed. This produced a calculated savings of \$20,000 in the first year. At the end of the project, a total savings of \$38,000 is projected.

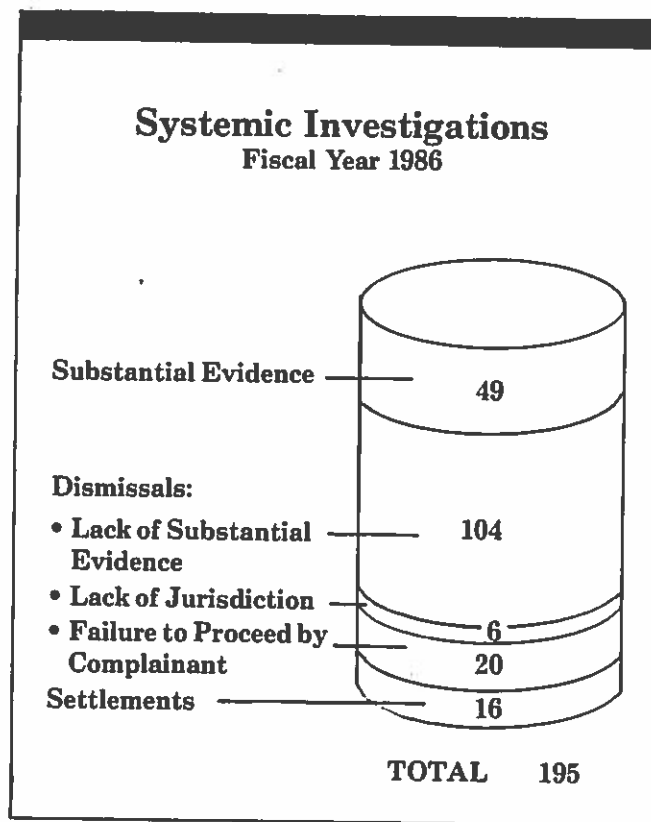
A report outlining the historical, legal, mathematical and operational aspects of measuring employer decisions for adverse impact on minorities and women was written. The twenty-two page report was submitted to a multi-agency working group for evaluation.

Systemic Unit

The Systemic Unit initiates and investigates charges involving discriminatory patterns and practices. Issues involved in systemic investigations during FY '86 included:

- marital status and race discrimination in the application of benefit reduction among employees of a major airline;
- employment testing procedures at a county agency which raised questions of disparate impact among applicants;
- race/gender based public transportation accessibility for the physically handicapped;
- realtors soliciting home owners in residential areas in an effort to induce them to sell on the basis of an anticipated entry of a minority race into the neighborhood;
- the failure of a major lending institution to extend credit to persons of a particular national origin;
- allegations of religious discrimination practices in a State correctional institution.

One hundred ninety-seven systemic charges were docketed and 195 investigations were completed. Disposition of the 195 investigations are detailed in the following graph (right):



Systemic Unit staff negotiated settlements totalling \$60,830 in monetary awards.

Training Unit

The Training Unit coordinates in-service and on-the-job training for Department employees and, in cooperation with other Compliance unit and Department divisions, provides technical assistance and training to other State agencies, community organizations, colleges and universities, municipal governments and other groups and organizations in Illinois.

A major thrust of the unit during FY '86, was to up-date and expand entry level training for human rights investigators. Orientation and training was presented to newly hired investigators during the year. The orientation portion of the training was also extended to clerical and support personnel.

*The unit continued to offer significant seminars and workshops in cooperation with other

*Department units. Approximately 230 employees and guests registered at six Ask an Expert sessions coordinated by the Department's handicap coordinator. The staff development supervisor conducted community seminars for community colleges and other State agencies.

*Major emphasis was placed on preparing all State agencies for a higher level of accountability and reporting procedures in developing affirmative action plans during fiscal year 1987 and beyond. A two-day session for EEO/AA officers was conducted in Springfield in February 1986 with a major emphasis on preparing affirmative action plans. Representatives from virtually all executive State agencies attended one or both of those sessions.

State Agency Liaison Unit

The Liaison Unit monitors the affirmative action programs for executive agencies, boards, commissions and instrumentalities as prescribed in Sections 2-105(B) and 7-105 of the Human Rights Act. All covered entities must practice equal opportunity and affirmative action in employment. The law states the methods by which the Department monitors and assists agencies in meeting these obligations.

The Liaison Unit provides a wide range of ongoing and customized technical assistance to State agencies to enhance, strengthen and provide their equal employment opportunity/affirmative action compliance obligations, addressing all aspects of employment including but not limited to recruitment, testing, selection, training, promotion, layoffs and terminations.

Affirmative Action Plans Status for Fiscal Year 1986

Sixty-one agencies submitted FY '86 Affirmative Action Plans which were approved by the Department:

Aging, Department on*	Illinois Local Labor Relations Board
Agriculture, Department of	Industrial Commission, Illinois*
Alcoholism and Substance Abuse, Department of	Insurance, Department of
Arts Council, Illinois	Labor, Department of
Attorney General, Office of the	Local Governmental Law Enforcement Officers
Banks & Trusts, Commissioner of	Training Board, Illinois
Capital Development Board	Liquor Control Commission, Illinois
Central Management Services, Department of	Medical Center Commission
Children & Family Services, Department of	Mental Health & Developmental Disabilities,
Civil Service Commission, Illinois	Department of
Commerce & Community Affairs, Department of	Military & Naval, Department of
Commerce Commission, Illinois	Mines & Minerals, Department of
Conservation, Department of*	Pollution Control Board*
Corrections, Department of	Prisoner Review Board
Criminal Justice Information Authority	Property Tax Appeal Board
Education, State Board of	Public Aid, Department of
Educational Labor Relations Board, Illinois	Public Health, Department of
Elections, State Board of	Racing Board, Illinois
Emergency Services & Disaster Agency	Registration & Education, Department of
Employment Security, Department of	Rehabilitation Services, Department of
Energy & Natural Resources, Department of	Savings & Loan Commission*
Environmental Protection Agency	Scholarship Commission, Illinois State
Financial Institutions	State Employees Retirement System
Governor's Purchase Care Review Board	State Fire Marshal
Guardianship and Advocacy Commission	State Police, Department of
Health Care Cost Containment Board	State Local Labor Relations Board
Higher Education, Board of	Teachers' Retirement System of the
Historic Preservation Agency	State of Illinois
Human Rights Commission	Transportation, Department of
Human Rights, Department of	Treasurer, State of Illinois
Illinois Development Finance Authority	Veterans Affairs, Department of
Illinois Housing Development Authority	

*Agencies were issued a "Notice to Show Cause" for failure to submit an Affirmative Action Plan by the deadline date stipulated in 12.6(b) of the Department's rules and regulations. These agencies subsequently submitted plans after receiving the notice.

Four agencies submitted Affirmative Action Plans which were not approved:

Comptroller, Office of the
Revenue, Department of
Secretary of State, Office of the
Toll Highway Authority, The Illinois State

The following five agencies were created during FY'86. Unit and other agency staff provided training and technical assistance during FY'86. An FY'87 Affirmative Action Plan is expected:

Abandoned Mine Lands & Reclamation Council
Board of Investments
Illinois Citizens Assembly
Prairie State 2000
Public Counsel, Office of

(Note: The Illinois Lottery Board was created as a separate agency on July 1, 1986. It will submit an Affirmative Action Plan for FY'87).

Handicap Program

The Illinois Human Rights Act and You

The program ASK AN EXPERT, was concluded in fiscal year '86. Begun in fiscal year '84, "ASK AN EXPERT", was a highly successful series of public seminars on the employment potential of individuals with specific disabling conditions. A spin off of the series was the developing of eleven information sheets, "The Human Rights Act and You." Each sheet is the subject of a specific disability: Acquired immune deficiency syndrome, cancer, diabetes, epilepsy, hearing impairment, heart disorder, kidney disorder, learning disability, mental illness, mental retardation, mobility impairment, and visual impairment. These sheets (approximately 10,000) were distributed to disability advocacy groups, employers, attorneys, and disabled people. Articles regarding the information sheets appeared in publications throughout the state.

Director Co-Chairs Interagency Committee on Handicapped Employees

Director Joyce E. Tucker, along with the director of the Illinois Department of Rehabilitation Services, co-chaired the Interagency Committee on Handicapped Employees. The Committee is established under the State Personnel Code which also specifies its nine member makeup. Four public members (who must be disabled state employees) are appointed by the Governor. The other five members are the directors of the departments of

Central Management Services, Veteran Affairs, Civil Service Commission, Rehabilitation Services and Human Rights. The Committee's primary concern is improving the status of disabled people employed by state government. It provides a forum where problems of general concern to disabled employees can be raised, serves as a clearinghouse for information and promotes affirmative action efforts for people with disabilities.

During the year the Committee recommended and secured passage of an amendment to the state Personnel Code that requires state agencies to consider reemployment of people on disability leaves of absence before hiring applicants from outside state government. This law will have the effect of increasing employment opportunities for state employees who are no longer able to perform their former jobs.

The Committee also undertook a disability survey of State employees. More than 60,000 State employees participated in the survey which served a two-fold purpose:

1. identify State employees with disabilities, and
2. inform the respective State agencies of the evacuation needs of their disabled employees in the event of an emergency.

The 4400 State employees who disclosed the presence of a disabling condition represented a 250 percent increase in the number of self identified disabled States employees compared with previous surveys.

Survey data will also be used to monitor hiring and promotional practices of State agencies. As new State employees are hired they are asked to complete survey forms to keep the data current. Incumbent employees may change their disability status by completing a new survey form. Survey information is forwarded to the Illinois Department of Central Management Services to be entered into the employees permanent personnel record. The disability survey forms are maintained confidentially by the employing agencies.

Department Co-sponsors Conference Addressing Employment Rights of Cancer Patients

The Department sponsored, in conjunction with the American Cancer Society, a conference dealing with the rights of cancer patients in Illinois. One

hundred and fifty people attended the conference during which a press conference was held to discuss the issue of discrimination faced by cancer patients in the state. Several television stations and newspapers around the state carried stories regarding cancer patients' problems and their rights. The conference served to educate cancer patients about their rights and to focus attention on the problems faced by people with cancer.

Illinois Affirmative Recruitment Program

The Illinois Affirmative Recruitment Program (IARP) is a Department special project housed within the Compliance Division.

The IARP occupies the unique position of providing a vital link between women, minorities and handicapped persons seeking jobs, and the State agencies seeking employees.

Affirmative recruitment is carried out through a number of activities: a skills bank, applicant orientation programs, job developer workshops, employer recruitment workshops, career fairs and

special programs at academic institutions. The IARP also provides special technical assistance to State agencies expanding their recruitment activities to assure adequate consideration of women, minorities and handicapped persons.

IARP staff consists of three persons: two personnel analysts and a secretary. In FY '86 program staff conducted seventeen workshops to teach 393 applicants how to prepare State employment applications. They also trained 331 job developers from community organizations during 18 workshops. One hundred fifty-nine recruiters from similar agencies attended nine workshops.

The IARP also provided technical assistance in recruiting matters for 23 State agencies, conducted 13 careers fairs with 1288 registrants and provided program speakers for 81 community agencies and 35 academic institutions.

The close of FY'86 marked a milestone for the IARP: It's 600th direct placement since the inception of the program.

Statistical Summary of Services

Skills Bank

One thousand two-hundred and fifty individuals were entered into the Illinois Affirmative Recruitment Program Skills Bank. These are by Race and Sex as follows:

Sex	White	Black	Hispanic	Asian	Am Ind	Hndcp	Total
Female	131	358	191	16	0	(14)*	696
Male	51	248	219	36	0	(36)	554
Total	182	606	410	52	0	(50)	1250

*All figures for the handicapped are recorded in parenthesis and not included in the total, having already been counted by race.

Job Placements

The 179 persons placed by the program were recorded as follows:

Sex	White	Black	Hispanic	Asian	Am Ind	Hndcp	Total
Female	3	48	50	1	0	(4)	102
Male	4 (hc)	32	40	1	0	(5)	77
Total	7	80	90	2	0	(9)	179

There were also 12 persons placed in non-State government positions.

Other Highlights

The Illinois Affirmative Recruitment Program demonstrated achievements beyond its direct placement services during FY '86. Highlights of these accomplishments include the following programs:

- **Elgin Mental Health Center**— Coordinated a special affirmative recruitment project for staffing the expansion of the Elgin Mental Health Center resulting in the hiring of 124 minorities and 133 white females.
- **All University Minority Student Career Fair**— Over 800 minority students from throughout Illinois attended this January 3, 1986 event. The IARP co-coordinated student recruitment.

- **Affirmative Recruitment Resource Database**— Conducted a survey of over 300 community based organizations, professional associations, colleges and universities resulting in a database available to EEO/AA officers.
- **Hispanic Recruitment Pilot Project**— In conjunction with two community based organization subcontractors, recruited over 120 Hispanics for technical and technical related position titles. One hundred thirty-six community based organization employment and training personnel participated in workshops on Illinois Job Services and IARP services to establish ongoing working relationships.

Illinois Affirmative Recruitment Program

1986 Government Placements

	No. of Placements	Total
Agriculture, Department of Meat and Poultry Inspector	1	1
Banks and Trust, Department of Clerk Typist III	1	1
Central Management Services, Department of Administrative Assistant I Police Officer I	1 1	2
Children and Family Services, Department of Clerk Typist II Social Worker II, Opt. SS Social Service Program Planner III	1 21 3	25
Commerce Commission Consumer Consultant	1	1
Commerce and Community Affairs, Department of Human Services Consultant Industrial and Community Development Representative	1 2	3
Conservation, Department of Maintenance Worker	1	1
Corrections, Department of Corrections Parole Agent Corrections Residence Counselor Youth Supervisor Trainee	1 1 1	3
Financial Institutions, Department of Financial Institutions Examiner Trainee	1	1
Governor, Office of the Administrative Assistant	1	1
Guardianship and Advocacy Commission Guardianship Representative II Guardianship Specialist	1 2	3

Human Rights Commission		
Clerk Typist III	1	1
Human Rights, Department of		
Human Rights Investigator I	2	3
Methods and Procedures Advisor II	1	
Insurance, Department of		
Accounting and Fiscal Administrative Career Trainee	2	2
Mental Health and Developmental Disabilities, Department of		65
Clerk Typist III	1	
Medical Translator	1	
Mental Health Specialist Trainee	2	
Mental Health Technician Trainee (Regular and Spanish Speaking Option)	38	
Nurse	2	
Security Officer I (Regular and Spanish Speaking Option)	9	
Support Service Worker II (Regular and Spanish Speaking Option)	12	
Public Aid, Department of		59
Administrative Assistant	1	
Clerk II	1	
Clerk III	7	
Clerk Typist II	6	
Clerk Typist III	5	
Data Input Operator II	2	
Data Processing Analyst Trainee	2	
Management Operations Analyst II	1	
Medical Assistance Consultant II	1	
Public Aid Administrator V	1	
Public Aid Assistant Administrator I	3	
Public Aid Caseworker I	7	
Public Aid Caseworker II (Regular and Spanish Speaking Option)	9	
Public Aid Caseworker III (Regular and Spanish Speaking Option)	9	
Public Aid Caseworker IV (Regular and Spanish Speaking Option)	4	
Public Health, Department of		2
Clerk III	1	
Clerk Typist III	1	
Rehabilitation Services, Department of		3
Rehabilitation Counselor I	1	
Social Services Career Trainee	2	
Scholarship Commission		1
Clerk Typist II	1	
Transportation, Department of		1
Clerk Typist III	1	
Total Placements		<u>179</u>