



State of Illinois

Illinois Department of Human Rights

ILLINOIS Department of of



ANNUAL REPORT

2025

FISCAL YEAR 2025
JULY 1, 2024 - JUNE 20, 2025



TABLE OF CONTENTS

- Message from the Director 3
- Organizational Overview 4
- Key Attributes of Enforcement 5
- THE EVOLUTION 6
- MAJOR ACCOMPLISHMENTS 7
- Processing an Increase in Charges 8
- Charge Processing Division 8
- Fair Housing Division 13
- Office of Legislative Affairs 14
- Office of Public Affairs 15
- IDHR Administered Helplines 20
- Management and Operations Information Systems 21
- Fiscal Administration 22
- IDHR Executive Team 24
- Appendix A: Charges by Basis 25
- Appendix B: Charges by County 26

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 46 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 presents challenges to the protection of human rights, which 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 accordance with **30 ILCS 105/1**, I am pleased to present the Department's 2025 Annual Report. This report reflects 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,

A handwritten signature in black ink that reads "James L. Bennett". The signature is written in a cursive, flowing style.

James L. Bennett

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

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.

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.



THE EVOLUTION OF THE ILLINOIS HUMAN RIGHTS ACT



MAJOR ACCOMPLISHMENTS

EXPANDING THE ILLINOIS HUMAN RIGHTS ACT

In Fiscal Year 2025 and in partnership with the General Assembly and the Pritzker Administration, IDHR strengthened protections for Illinoisians.

IDHR and CDHC officially launched Help Stop Hate in partnership with Governor Pritzker, Lieutenant Governor Stratton, Attorney General Raoul, and CDHC Commissioners on October 30, 2024. The launch received coverage by 33 newspaper, broadcast, and radio outlets throughout the state and was featured widely on social media by the Governor, Lt. Governor, AG, news outlets, state agencies, members of the General Assembly, and community-based organizations.

On April 24, 2025, IDHR and CDHC launched a statewide, multilingual advertising campaign for Help Stop Hate, a vital lifeline for survivors, offering immediate relief through anonymous reporting, trauma-informed care, and connections to services such as legal aid. The campaign includes earned media and paid media, including social media, digital ads, radio, print, and out of home.

In March 2025, IDHR filed its first Department-initiated charge in decades. Charge alleges a practice of source of income discrimination in housing by a large realty company. Since May 2024, IDHR has received eight charges alleging that brokers with this company refused to show rental properties to prospective tenants because they were Housing Choice Voucher (“Section 8”) recipients and made statements that the property owner would not accept Section 8.

The Racism-Free Schools Training was released on July 1, 2025, and is now available on Ed Leaders Network for educators. It is also available on IDHR’s website for public access through an online request form and an automated email to provide access to online curriculum. IDHR also developed a data management procedure for IDHR’s Training Institute staff to monitor requests for additional support.

See <https://dhr.illinois.gov/training/racism-free-schools.html>.

Processing an Increase in Charges

In Fiscal Year 2025, Charge Processing docketed 2,698 charges (a 6% increase from FY24) and completed investigations for 3,098 charges (a 16% increase from FY24).

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.

Charge Processing Division

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

Employment. 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. 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. 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. 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 Division: Stages for Employment, Public Accommodations, Financial Credit, & Education

Intake. IDHR’s Intake Unit assists the public in preparing a charge of discrimination. As of January 1, 2025, the statute of limitations changed for non-housing cases for a charge of discrimination to be filed within 300 days to two years. This 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 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. If 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

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 regarding:

- the substantive rights protected by the agency,
- the procedures followed by the agency,
- the remedies available to the agency, and
- the availability of judicial review of the agency's actions.

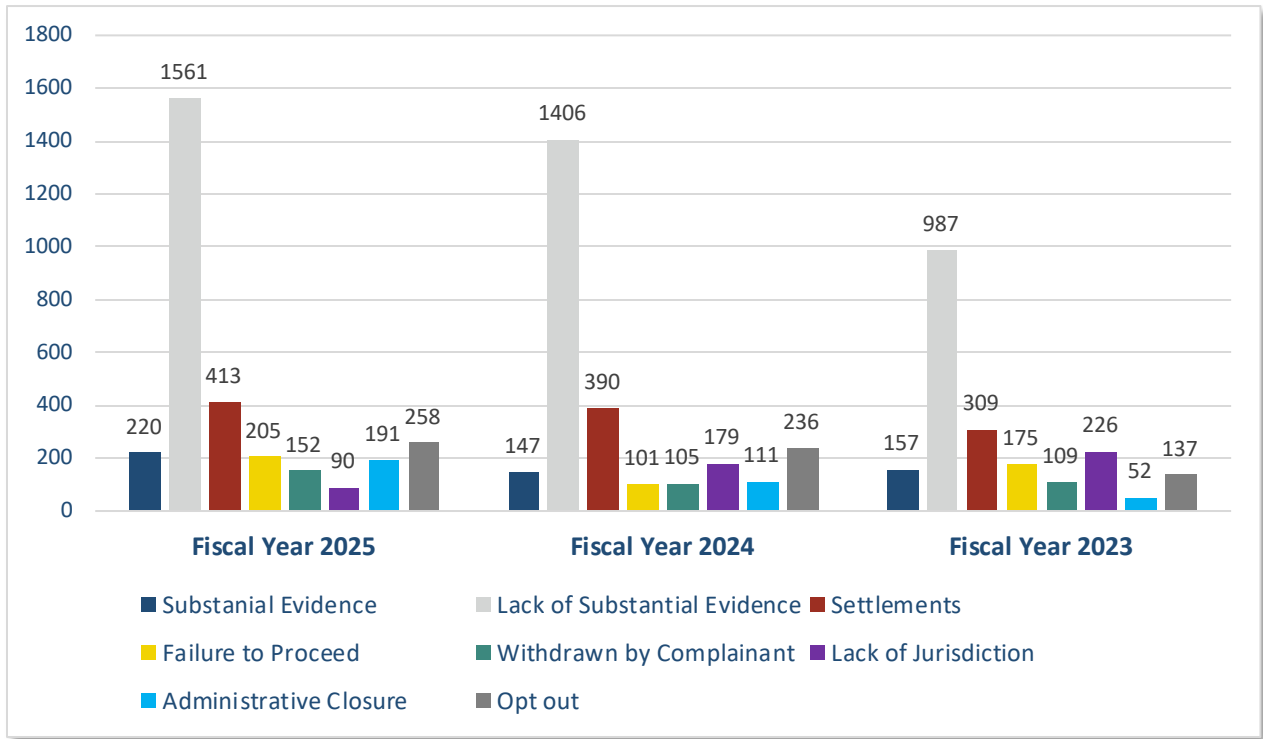
FEPA contracts undergo periodic performance reviews by EEOC and must be renewed every three years, with the two intervening years as extensions.

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 2025.

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 antidiscrimination 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.

Charge Processing Division: Investigative Findings



5,737 Phone calls to Counselor of the Day



3,955 Emails Received



7,904 Intake Inquiries



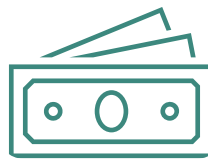
2,698 Charges Filed



3,098 Completed Investigations



316 Days Average Time to Complete Investigations



\$2,886,950 Secured in Settlements

*Intake Inquiries and CIS filings are similar.

**Charges filed are filings accepted and docketed with a charge number.

Charge Processing Division: Mediation Services

Mediation is a form of Alternative Dispute Resolution (ADR) conducted by professionally trained Mediators. The Illinois Department of Human Rights makes available to both Complainants and Respondents the opportunity to reach a voluntary, negotiated resolution of a charge of discrimination rather than go through a lengthy investigation. Mediation cases must be resolved within 60-90 days while cases that go through the investigative process can take up to two years. Mediators help facilitate communication between the parties as they explore settlement options. Mediation does not affect the investigation, if parties fail to reach a resolution cases are returned to Investigations.

In Fiscal Year 2025, the opportunity to expand the Mediation Unit created greater capacity to mediate more cases. By proactively expanding outreach to both Complainants and Respondents, Mediators were able to highlight the benefits of Mediation to more than 500 additional parties. The Mediation Unit can resolve any allegation of discrimination in employment, sexual harassment (in employment & higher education) retaliation and public accommodations. By utilizing the expertise of IDHR Mediators, state of Illinois taxpayers save money, but more importantly, the time, emotional stress and financial burden on both Complainants and Respondents are significantly alleviated.

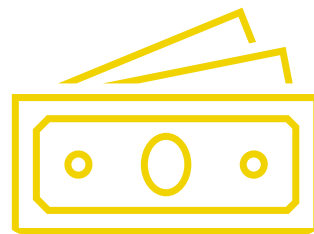
Local Partnership: The IDHR Mediation Team continues to partner with Loyola University Mediation Program to provide law students the opportunity to work alongside skilled and highly trained Mediators. This year over 25 Law students participated during the Fall and Spring semesters gaining real-world experience mediating approximately 20 cases for Complainants and Respondents who do not have legal representation.



259 Mediation
Conferences Held



167 Conferences with
Resolution



\$2,652,688
in Monetary Settlements

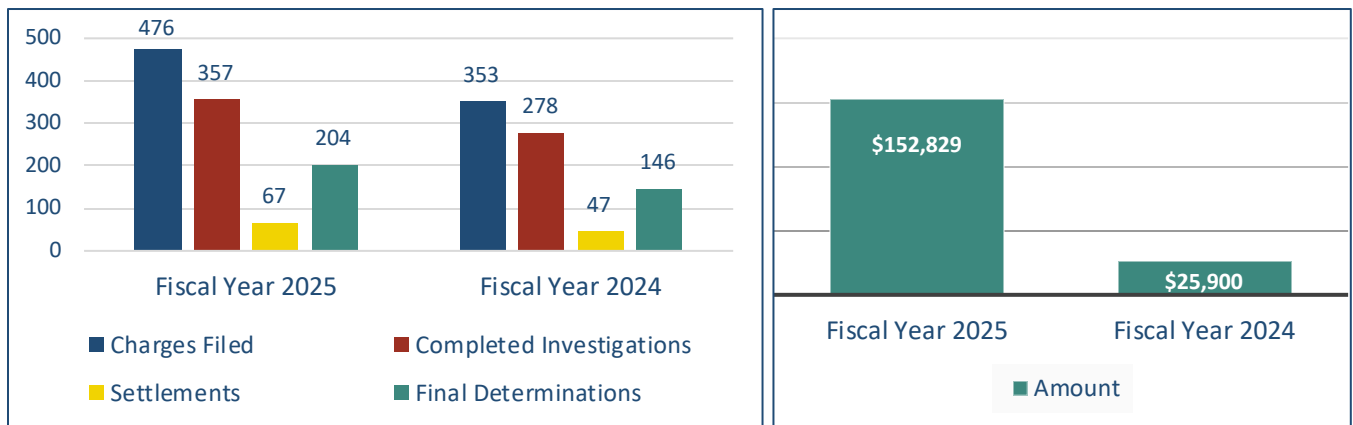
Fair Housing Division

The Fair Housing Division investigates allegations of discrimination involving the sale or lease of residential or commercial real property, 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, disability, familial status, pregnancy, ancestry, age (40 and over), order of protection status, marital status, sexual orientation (including gender related identity), reproductive health decisions, military status, unfavorable discharge from military service, arrest record, 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.

Fair Housing FY25 Milestones

- 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 1,016 individuals, with attendance at each webinar being 101 in July 2024, 151 in October 2024, 289 in February 2025, and 475 in April 2025.
- IDHR completed 357 investigations, 293 of which were dual filed with the U.S. Department of Housing and Urban Development.

Successes



- Charges filed increased from 353 to 476 (35%) from the previous fiscal year, due in part to increased outreach and awareness of the Human Rights Act. Charges alleging Source of Income violations increased from 26 to 144 (453%).
- Completed investigations increased from 278 to 357 (28%), due in part to hiring additional staff and process improvements. Settlements increased from 47 to 67 (43%). Final determinations on the merits, finding substantial evidence or lack of substantial evidence, increased from 146 to 204 (40%).
- Monetary amounts recovered in settlements increased from \$25,900 to \$152,829 (490%).

Office of Legislative Affairs

The Office of Legislative Affairs 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.

Legislative Affairs also works with the General Assembly to articulate 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.

Fiscal Year 2025 Milestones

IDHR led the efforts to pass one new bill that was signed into law by Governor JB Pritzker:

- Fact-Finding Conference Discretion, SB2487
 - Effective Date 1/1/26
 - [Public Act 104-0425](#)

Implementation of recently passed laws amending the Act with an effective date of January 1, 2025.

- Human Rights Act Amendments Package, HB5371
 - [Public Act 103-0859](#)
- Reproductive Health Decision, HB4867
 - [Public Act 103-0785](#)
- New Protection on the Basis of Family Responsibilities, HB2161
 - [Public Act 103-0797](#)
- Expansion of statute of limitations on non-housing cases from 300 days to 2 years, SB3310
 - [Public Act 103-0973](#)
- Non-Profit Boards Demographic Reporting, SB2930
 - [Public Act 103-0635](#)

Office of Public Affairs

The Office of Public Affairs 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. Public Affairs works to reach Illinoisans through community events, webinars, social media, media placements, digital publications, and more. The team 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. The team engages local, state, and federal partners to advance human rights and reach the constituents we serve.

Community Engagement. In FY 2025, Public Affairs attended or hosted a total of **81** community events reaching **19,950** people.

 <p>Gerber / Hart LGBTQ+ Library & Archives</p>		<h3>Partnerships Established in FY 2025</h3> <ul style="list-style-type: none"> • ALMA Chicago • Howard Brown Health • Illinois Coalition to End Permanent Punishment • Consulate General of Guatemala • Buffalo Grove Pride • National Stuttering Association • Township Official of Cook County Case Workers Group • Illinois Muslim Chamber of Commerce • IIT Bridge Recruiting • Gerber/Hart Library and Archives • DePaul University: Office of International Student Success 	
			

Social Media. The IDHR-owned social media accounts saw a steady growth in followers and engagement on social media in FY 2025. The agency added 5,405 followers across nine accounts, a 250.52% increase from FY 2024.

Mobile Museum of Tolerance. A partnership between IDHR and the Simon Wiesenthal Center, the Mobile Museum of Tolerance (MMOT) in Illinois educated 15,904 visitors on bigotry, prejudice, anti-Semitism, civil rights, and upstanding in both historic and contemporary contexts. Visitors included 13,680 students, at 65 schools and 20 other locations including libraries, festivals, worship centers, and community parks. The MOT also conducted 627 classroom workshops, which include Combat Hate, A Digital Media Literacy Workshop (215 workshops), The Civil Rights Movement, The Power of Ordinary People, and Fact or Fiction.

We the People of Illinois. Completed construction of this traveling exhibit consists of a dynamic, 2-panel interactive digital display telling the story of the history of the state of Illinois under the lens of community, intolerance, and rights. Through that lens, we learn that the pendulum of human rights swings and even during the darkest times there are glimmers of light and hope. Beginning 2026 programmatic year including partnership with Illinois250.

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 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 IHRC, 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.



Substantial Evidence
Review **278**



Complaints Filed with
IHRC **91**



Responses to Request for
Reviews **231**

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 Fiscal Year 2025, there were no agencies recommended to establish training with CMS in accordance with Section 7-105-(H) of the Act.



Responses to Technical Assistance
Inquiries from State agencies **646**



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

Institute for Training & Development

The Illinois Department of Human Rights' Institute for Training and Development ("Institute") was established in fiscal year ("FY") 1999. For more than 25 years, the Institute has trained audiences in the areas of Diversity Awareness, Sexual Harassment Prevention, Americans with Disabilities Act, Conflict Resolution, and Interpersonal Communication Skills.

The Institute has continued to expand its course catalog for public and private organizations, corporations and communities throughout Illinois. Creating and sustaining an organizational culture of safety and inclusion requires an ongoing commitment from leadership and staff at every level. While enrolling in our virtual courses is one way to access learning, the Institute expanded its in-person trainings and presentations this year through community partnerships and collaborations during 2025.

In Our Communities

Springfield & Du Quoin State Fairs

Over the summer, the Illinois Department of Human Rights had the opportunity to connect face to face with thousands of visitors at both the Illinois State Fair and the Du Quoin State Fair. Our team shared information about the rights protected under the Illinois Human Rights Act, introduced fairgoers to the Institute for Training and Development and the many courses we offer, and highlighted our Help Stop Hate campaign. To make the experience interactive, attendees were invited to test their knowledge with IDHR trivia questions, and everyone walked away with prizes while learning more about our mission to protect and promote human rights in Illinois.

Bystander Intervention Training in Carbondale, Illinois

The training Team was excited to join IDHR's Help Stop Hate team in delivering Bystander Intervention training for students and staff on the campus of Southern Illinois University, Carbondale. Additionally, the team delivered training for the City of Carbondale in partnership with the Office of Violence Prevention, as an open community meeting on understanding the 5 Ds of Bystander Intervention.

Illinois Association of Hispanic State Employees (IAHSE) Conference

Our trainer, Marcio Mendoza, led an engaging session, From Boomers to Zoomers: Bridging Generational Gaps in the Office, at the 37th Annual Illinois Association of Hispanic State Employees (IAHSE) Training Conference. The workshop sparked discussion on how appreciating generational differences helps teams communicate better and thrive together. Participants also discovered how the Latino/e experience across four generations brings fresh perspectives to today's workplace.

Institute for Training & Development

Mandated Training

Diversity, Equity, Inclusion, and Accessibility

- The Institute continues to be a vital thought partner to the Governor’s Equity Office in developing, and updating Diversity, Equity, Inclusion, and Accessibility (DEIA) 2024, to all State of Illinois employees. Additionally, the Training Institute developed in partnership with the Equity Office, an Inclusive Leadership training released in January 2025 for all levels of leadership for the entire state enterprise of more than **50,000** employees.

Racism-Free Schools

- The Racism-Free Schools Law, 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. The training was developed in partnership with Illinois School Board of Education (ISBE), University of Illinois Urbana-Champaign College of Education, and Ed Leaders Network. It was released on July 1, 2025.

Sexual Harassment Prevention (SHP)

- IDHR continues to update the mandated training materials to employers of all sizes. The Sexual Harassment Prevention Compliance Training content continues to be accessible on IDHR’s website through downloadable PowerPoint, PDF documents, and Video presentations in both English and Spanish.

Professional License Renewal

Implicit Bias

- The Training Institute continued to expand its annual compliance course offerings to include Implicit Bias as a monthly offering through the Open to the Public course calendar at no cost, to the public.

Institute By the Numbers

In 2025, the Institute provided direct training to diverse audiences across a broad range of public and private sectors. The Institute used a combination of departmental newsletters and the CMS platform to market its Open to Public (OTP) courses to promote the Institute’s existing and new course offerings. The Institute provided direct training to more than **7,000** participants.

To date, the Institute has trained more than **87,000** individuals with an average rate of **97%** for overall customer satisfaction. The Institute continues to be an important learning and development resource for employees at every level within public and private employment settings throughout Illinois.

IDHR Administered Helplines



Help Stop Hate (HSH) launched on Oct. 3, 2024, to provide support and referrals to individuals and communities affected by hate in Illinois. In the period of **October 30, 2024, - June 30, 2025**, it handled 544 contacts. Of those 291 were actual reports of hate.

Top Bias Motivation	• Race, Gender, Religion
Top Incident Types	• Intimidation, Hate Speech, Verbal Harassment
Top Incident Counties	• Cook, DuPage, Will
Top Resources Requested	• Legal aid, government agency (such as IDHR) support, victim advocacy, community organization support, and law enforcement

67% of reports were submitted online
VS
33% by phone call

44% of those reporting hate requested referrals to resources

56% reported purely so that the incident would be recorded

43% reported the incident as a crime

60% had already reported to law enforcement

53% reported there was a least one witness to the incident

62% of reporters selected more than one bias motivation

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 Fiscal Year 2025:

July 1, 2024, through June 30, 2025

Total Number of calls	706
Based on sex	9
Reporting harassment	72
Reporting sexual harassment	166
Referred to each Executive Inspector General	3
Referred to legislative Inspector General	0

Management and Operations Information Systems

The Management Operations and Information Systems (MOIS) 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. MOIS works in concert with the State of Illinois Department of Innovation and Technology (DoIT) and Illinois Department of Central Management Services (CMS) to ensure that 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.

Innovation & Advancements

Fiscal Year 2025 represented another year of notable advancements in IDHR's technology and data management infrastructure and practices. Most notably, IDHR successfully completed a migration of its core investigation case management data from a legacy platform deployed in the 1990s to a modern and more secure, malleable, and accessible Microsoft platform. The Department expedited this migration to step out of outmoded equipment and operating systems, and this transition is foundational to the next phases of IDHR's plan to launch a more comprehensive, customized, and exponentially more efficient system for managing investigations and customer service.

Fiscal Year 2025 Highlights

- **Data Migration and Innovation.** MOIS migrated more than 31,000 cases to a modern platform that is a first-step iteration of its next investigation case management system. This transition has made active case data more accessible, secure, and malleable to the Department's process improvements to come.
- **Support Requests.** The division addressed more than 2,400 internal support requests, in addition to regular operational and IT support activities. This figure represents an approximate 35% decrease in support needs, due to the successful migration of investigation case management to a more modern system.
- **Communications Support.** MOIS supported website maintenance and process change, including content change management to support the experience of more than 509,000 unique website visitors in FY2025. Changes also included the transition of online course promotion and participant sign-up for IDHR's Institute for Training and Development from a third-party site to its own website, to better align customer experiences to one online source.
- **Process Innovation.** The division's enhanced data management procedures and tools for IDHR divisions, including IDHR's Fiscal, Operations, Legal, and Charge Processing divisions, provided new and more efficient ways to manage day-to-day operations.

Fiscal Administration

Funds were appropriated for IDHR in the amount of \$29,270,269 during FY2025. General Revenue Funds totaled \$18,875,469. 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 (\$343,953).
- The U. S. Department of Housing and Urban Development (HUD) to process dual-filed housing discrimination complaints and conduct special projects (\$350,201).

Expenditures for FY2025 totaled \$19,759,261, of which \$16,054,695 derived from General Revenue Funds, \$2,953,408 derived from Eradication of Hate Crimes Funds, \$694,154 derived from Special Projects Funds, and \$57,004 derived from Other State Funds.

During Fiscal Year 2025, the Department had the following accomplishments:

EXPENDITURE STATEMENT FISCAL YEAR 2025	
Personnel Services	\$12,926,879
Consulting	\$1,539,866
Advertising	\$1,199,630
Grants to Non-Profit Organizations	\$1,093,867
Information Technology	\$712,183
Rent	\$675,335
Contractual Services	\$492,514
Rental of office equipment	\$203,856
Telecommunications Services	\$177,128
Repairs and maintenance	\$153,438
Help Stop Hate	\$149,904
Professional and Artistic Services	\$103,072
Sexual Harassment and Discrimination Helpline	\$89,779
Commodities	\$59,271
Conferences and meetings	\$38,495
Subscriptions	\$33,183
Printing	\$32,762
Operation of automotive equipment	\$24,324
Other	\$19,308
Educational and Instructional supplies	\$18,524
Travel	\$9,511
Office supplies	\$6,433
Grand Total	\$19,759,261

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 team reviews relevant information, reports, facilities, and personnel practices to determine compliance with the Act. The team 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 team provides technical assistance and training on how to develop equal opportunity policies and procedures. Additionally, the team reviews entities' affirmative action plans to ensure compliance with established equal opportunity laws and guidelines. The unit conducts compliance reviews to examine policies, procedures, and efforts expended by the contractor toward meeting its EEO/AA obligations.

- **Employer Report Forms.** Received a combination of **2,745** 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 31.97% increase from FY24.
- **Initial Registrants.** Processed **1,304** Employer Report Forms from initial registrants applying for an IDHR number, an 60.39% increase from FY24.
- **Renewals.** Processed **440** Employer Report Forms from public contractors and eligible bidders seeking to renew their existing eligibility status.
- **Inquiries.** Responded to **5,439** 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).
- **Renewal Notifications.** Sent renewal notifications to **1,307** 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 City of Chicago Construction Summit, The Exchange, and The Illinois Chamber of Commerce's Women in Business Conference.
- **Compliance Review Tracking.** Processed PCU compliance reviews through the Compliance Review Tracker system to improve the audit process.

IDHR Executive Team

James L. Bennett	Director (IDHR) and Chair, Commission on Discrimination and Hate Crimes
Amy Meek	Deputy Director
Allison Macfarlane	Chief of Staff
Betsey Madden	Chief Legal Counsel; Ethics Officer
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
Deanne Medina	Chief Litigation Attorney for Employment
Oral Bennett	Chief Litigation Attorney for Housing
Jason Rosensweig	Senior Policy Advisor
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
Marlén Mendoza	Director, Legislative Affairs and Policy
Chris Reel	Director, Public Affairs and Public Information Officer
Bryant Dunbar	Director, Operations
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

Appendix A: Charges by Basis

Age	333
Arrest Record	47
Citizenship	1
Color	115
Gender Identity	18
Marital Status	12
Mental Disability (All)	182
Military Status	13
National Origin (All)	193
Order Of Protection	3
Other	61
Physical Disability (All)	578
Race (All)	569
Religion (All)	69
Retaliation (All)	1655
Sex Discrimination (All)	896
Sex Discrimination, Pregnancy	125
Sexual Harassment	436
Sexual Orientation	54

Appendix B: Charges by County

RP County	Employment	Financial Credit	Housing	Public Accommodations	Sexual Harassment in Education	Total
ADAMS	6		2	1		9
BOONE	1					1
BROWN	2					2
BUREAU	4		1			5
CASS	1		1			2
CHAMPAIGN	52		4	3		59
CHRISTIAN	4					4
CLINTON	1					1
COLES	3		1			4
COOK	1219	2	266	82	4	1573
CRAWFORD	2					2
DEKALB	19		1	1		21
DEWITT						
DOUGLAS	2		2			4
DUPAGE	252		48	9		309
EDGAR	2					2
EDWARDS			1			1
EFFINGHAM	3					3
FAYETTE			2			2
FORD				2		2
FRANKLIN	1		2	1		4
FULTON	2					2
GRUNDY	5		1			6
HAMILTON	1					1

RP County	Employment	Financial Credit	Housing	Public Accommodations	Sexual Harassment in Education	Total
HENRY	4					4
IROQUOIS	2					2
JACKSON	16		4	7		27
JEFFERSON	4		1			5
JERSEY	4		2			6
JO DAVIESS			2			2
JOHNSON	2					2
KANE	72		5	8		85
KANKAKEE	19		1	2		22
KENDALL	20		5			25
KNOX	16		2	1		19
LAKE	137		38	6		181
LASALLE	24		3			27
LAWERNCE						
LEE	7					7
LIVINGSTON	5					5
LOGAN	5			1		6
MACON	29			1		30
MACOUPIN	1					1
MADISON	39		7	2	1	49
MARION	5					5
MARSHALL						
MASSAC	2					2
MCDONOUGH	9					9
MCHENRY	39		2		1	42

RP County	Employment	Financial Credit	Housing	Public Accommodations	Sexual Harassment in Education	Total
MCLEAN	52		8	3		63
MONROE	1					1
MONTGOMERY	4		1			5
MORGAN	2					2
MOULTRIE						
OGLE	2		1			3
PEORIA	53		3	4		60
PERRY	1					1
PIATT	1					1
PULASKI	2					2
RANDOLPH	3		1			4
RICHLAND	1					1
ROCK ISLAND	24		1	3		28
SALINE	2		1			3
SANGAMON	104		3	7		114
SCHUYLER	3					3
SHELBY	1		1			2
ST CLAIR	60		10	6		76
STEPHENSON	2		1			3
TAZEWELL	22		2	1		25
VERMILLION	15					15
WABASH	1					1
WHITESIDE	10		1	1		12
WILL	94		21	1		116

RP County	Employment	Financial Credit	Housing	Public Accommodations	Sexual Harassment in Education	Total
WILLIAMSON	12			1		13
WINNEBAGO	44		12	2		58
WOODFORD	3					3



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