

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel A
August 14, 2024
10:30 a.m.

Michael A. Bilandic Building
160 North LaSalle Street, Suite N-1000
Chicago, Illinois 60601

and

Jefferson Terrace
300 West Jefferson Street, Suite 108
Springfield, Illinois 62702

Via Webex

MINUTES

PRESENT

Commissioners:

Panel – Stephen A. Kouri II, Panel Chair
Demoya R. Gordon
Elizabeth A. Coulson

Also Attending – Selma D'Souza, Chair
Jacqueline Y. Collins (via Webex)
Janice M. Glenn (via Webex)

Staff:

Tracy Fleming, Executive Director
David Larson, General Counsel
Claudia Ortega, Chief Financial and Human Resources Officer
Bonnie Kim, Deputy General Counsel
Adrian Atwater, Assistant General Counsel
Emily Curosh, Assistant General Counsel
Bricia Herrera, Administrative Assistant I
Christine Welninski, Administrative Assistant I
Shantelle Baker, Administrative Assistant I
John Aten, Office Specialist II
James Cook, Office Specialist
Navya Nagubadi, Coles Fellow
Patience McHenry, Coles Fellow
Jon Ferguson, Coles Fellow

Emily A. Fancher, Administrative Law Judge
James Shovlin, Administrative Law Judge

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – August 14, 2024
Page 2 of 5

Members of the Public: Armando Mojica (via Webex)
Call-in User_1 (779243****)
David Rothal (via Webex)
Deena Sanceda (via Webex)
Deniss Guerrero (via Webex)
Ingolf Karst (via Webex)
Joanna Szuba (via Webex)
Michael Vernon (via Webex)
Oral Bennett (via Webex)
Renee (via Webex)
Vincent Fulton (via Webex)

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel A was called to order on August 14, 2024, at 10:30 a.m. by Panel Chair Stephen A. Kouri II.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 *et seq.*, it was determined that:

All three Commissioners were physically present at the meeting.

II. Minutes – July 10, 2024

Panel A adopted the minutes as submitted by staff. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

III. Requests for Review

A. *Joan Daniels vs. IDHS, Ludeman Developmental Center*
Charge No.: 2023CR2157 ALS No.: 23-0312

Panel A adopted the proposed order vacating the Department's dismissal of the charge and remanding the charge to the Department for further investigation. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

B. *Beverly Cantazaro vs. Vance Industries, Inc.*
Charge No.: 2022CN1300 ALS No.: 23-0323

Panel A adopted the proposed order vacating the Department's dismissal of Counts E, H, and K of the charge, and remanding Counts E, H, and K to the Department for a finding of substantial evidence and sustaining the Department's dismissal of Counts A, B, C, D, F, G, I, J, and L of the charge for lack of substantial evidence. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

C. *Paul Garcia vs. Vonachen Group*
Charge No.: 2022SN2416 ALS No.: 24-0005

Panel A adopted the proposed order vacating the Department's dismissal of the charge and remanding the charge to the Department for further investigation. Motion carried 2-1-0.

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – August 14, 2024
Page 3 of 5

- D. *Andy Williams vs. Heartland Realty Investors, Inc.*
Charge No.: 2023CH0050 ALS No.: 24-0018

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A and C of the charge for lack of substantial evidence and vacating the Department's dismissal of Count B and remanding Count B to the Department for further investigation. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

- E. *Vincent Fulton vs. SOI Murray Developmental Center*
Charge No.: 2022SF2289 ALS No.: 24-0024

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A, C, D, and E of the charge for lack of substantial evidence and vacating the Department's dismissal of Count B and remanding Count B to the Department for further investigation. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- F. *Hitesh Shah vs. Hy-Vee, Inc.*
Charge No.: 2023CA1188 ALS No.: 24-0110

Panel A adopted the proposed order vacating the Department's dismissal of the charge and remanding the charge to the Department for further investigation. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 2-1-0.

- G. *Allena Lott-Lofton vs. MBR Management Corporation D/B/A Domino's*
Charge No.: 2022SF2522 ALS No.: 24-0120

Panel A adopted the proposed order sustaining the Department's dismissal of the charge for failure to proceed. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- H. *Bruce A. Korensky vs. School District #86 Joliet Public Schools*
Charge No.: 2023CF1076 ALS No.: 24-0124

Panel A adopted the proposed order sustaining the Department's dismissal of the charge for lack of substantial evidence. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

- I. *Jerico Matias Cruz vs. Target Corporation D/B/A Target Store*
Charge No.: 2023CP1064 ALS No.: 24-0139

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A, B, C, D, and E of the charge for lack of substantial evidence and Count F for lack of jurisdiction. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- J. *Doroteo A. Flores vs. Crystal Windows & Doors IL. Corp*
Charge No.: 2023CF1202 ALS No.: 24-0146

Panel A adopted the proposed order vacating the Department's dismissal of Counts A and B of the charge and remanding Counts A and B to the Department for further investigation and sustaining

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – August 14, 2024
Page 4 of 5

the Department's dismissal of Counts C and D for lack of substantial evidence. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- K. *Antonio G. Martinez vs. Southwest Cleaning Services, LLC*
Charge No.: 2023CN2050 ALS No.: 24-0152

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A, B, C, and D of the charge for lack of substantial evidence and vacating the Department's dismissal of Count E and remanding Count E to the Department for a finding of substantial evidence. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

IV. Motions

- A. Motion for Voluntary Dismissal
Jose Luis Nieto vs. Doc B's Restaurant
Charge No.: 2023CF0705

Panel A adopted the proposed order granting Petitioner's motion. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- B. Motion for Additional Pages
*Valarie Hemmingway vs. Crawford Estates Condominium Association Empire
 Property Management Solutions Corp.*
 Charge No.: 2022CH2245 ALS No.: 24-0194

Panel A adopted the proposed order granting Petitioner's motion. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

- C. Motion for Extension of Time to File a Request for Review
Hadi F. Shaaban vs. OSF Multi-Specialty Group
Charge No.: 2024SF0248 ALS No.: 24-0224

Panel A adopted the proposed order granting Petitioner's motion. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- D. Motion for Extension of Time to File a Request for Review
Hadi F. Shaaban vs. OSF Healthcare System
Charge No.: 2024SF0249 ALS No.: 24-0225

Panel A adopted the proposed order granting Petitioner's motion. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

- E. Motion for Extension of Time to File a Request for Review
Deniss Guerrero vs. City of Colleges of Chicago
Charge No.: 2023CP1247 ALS No.: 24-0175

Panel A adopted the proposed order granting Petitioner's motion. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – August 14, 2024
Page 5 of 5

- F. Motion for Extension of Time to File a Request for Review
Deniss Guerrero vs. Harry S. Truman College
Charge No.: 2023CP1248 ALS No.: 24-0176

Panel A adopted the proposed order granting Petitioner's motion. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

V. Public Comments

- A. Renee (Via Webex)

Renee did not use her last name when identifying herself. She complimented the Commission on its diligence and thoroughness in handling its cases.

- B. Deniss Guerrero (Call-in)

Deniss asked about the Commission's decision regarding her motions on this panel to confirm that they were granted. Deniss also asked what she should do in the event the opposing party in her matter withholds certain evidence. Deniss was ultimately referred to the Commission's HRC.News@Illinois.gov email address for any post-panel questions she may have.

VI. Adjournment

The meeting adjourned at 11:56 a.m. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

Respectfully submitted,

Adrian Atwater
Assistant General Counsel
Illinois Human Rights Commission