

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel A
November 6, 2024
9:00 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

Members of the Public:

Michael Vernon	Joanna Szuba
Lynda Kurowski	Ingolf Karst
Brent Harzman	Betsey Madden
Deena Sanceda	Alex Bautista
Oral Bennett	

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I. Call to Order

A meeting of the Illinois Human Rights Commission Panel A was called to order on November 6, 2024, at 9:00 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 – October 9, 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. *Rita Shub vs. R#1- Prodigy Real Estate Group, Inc. R#2- Maja Bennett*
Charge No.: 2023CH0701 ALS No.: 23-0292

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.

- B. *Lynda Kurowski vs. Northern Illinois University*
Charge No.: 2022CP1878 ALS No.: 23-0303

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

- C. *Latoya Burton vs. The Cheesecake Factory*
Charge No.: 2022CF2367 ALS No.: 24-0099

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

- D. *Jignesh Babubhai Modi vs. LSC Communications MCL, LLC*
Charge No.: 2021CR1997 ALS No.: 24-0208

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

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- E. *Roberto M. Reyes vs. Frozen Assets Cold Storage, LLC*
Charge No.: 2023CA1931 ALS No.: 24-0229

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 3-0-0.

- F. *Christina Ingram vs. Thresholds*
Charge No.: 2022CP2058 ALS No.: 24-0238

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A, B, C, F, G, H, K, L, M, P, Q, and R of the charge for lack of substantial evidence. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- G. *Craig Miller vs. Precoat Metal Corp*
Charge No.: 2023SF2191 ALS No.: 24-0246

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.

- H. *Craig Miller vs. Spartan Light Metal Products, Inc.*
Charge No.: 2023SF2192 ALS No.: 24-0248

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.

IV. Motions For Extension of Time

- A. *Deniss Guerrero vs. City of Colleges of Chicago*
Charge No.: 2023CP1247 ALS No.: 24-0175

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

- B. *Deniss Guerrero vs. Harry S. Truman College*
Charge No.: 2023CP1248 ALS No.: 24-0176

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

- C. *Kamal Malik vs. Mazhar Khan*
Charge No.: 2020CH2624 ALS No.: 24-0328

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

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V. Settlements

- A. *Illinois Department of Human Rights and Valarie Hemmingway v. Crawford Estates Condominium Association and American Management, Inc.*
Charge No.: 2020CH1573 ALS No.: 22-0146

Panel A adopted the proposed order approving the parties' Settlement and Agreement for Housing Charges between the Department and Respondents and retaining jurisdiction for purposes of enforcement. Motion made by Commissioner Gordon; seconded by Commissioner Coulson. Motion carried 3-0-0.

- B. *Griselda Guerra v. Esther Gudino and Juan M. Gudino*
Charge No.: 2024CH0246 ALS No.: 24-0327

Panel A adopted the proposed order approving the parties' Settlement and Agreement for Housing Charges between Complainant and Respondents and retaining jurisdiction for purposes of enforcement. Motion made by Commissioner Coulson; seconded by Commissioner Gordon. Motion carried 3-0-0.

VI. Public Comments

None.

VII. Adjournment

The meeting adjourned at 9:47 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