

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel A
March 12, 2025
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
Howard A. Rosenblum

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
Jaz Park, Assistant General Counsel
Michelle Crayton, Private Secretary
Bricia Herrera, Administrative Assistant I
Christine Welninski, Administrative Assistant I
Graciela Delgado, Administrative Assistant I
Samantha Judd, Administrative Assistant II
Shantelle Baker, Administrative Assistant I
Cecilia Torres, Office Coordinator
John Aten, Office Specialist
Jose Galvez, Office Administrator III

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Members of the Public:	Armando Mojica	Ingolf Karst
	Audrey Walling	Michelle
	Brent Harzman	Michael Vernon
	David Rothal	Oral Bennett
	Deanne Medina	Tomas Ramirez
	Deena Sanceda	773-469-xxxx

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel A was called to order on March 12, 2025, 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 – February 5, 2025

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

III. Requests for Review

A. *Victoria Johnson vs. City of Oak Brook Terrace*
Charge No.: 2023CR1808 ALS No.: 24-0178

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

B. *Lori A. Holyfield vs. Cook County Health & Hospital System*
Charge No.: 2023CR2423 ALS No.: 24-0244

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A-D of the charge for lack of jurisdiction, sustaining the dismissal of Counts E, F, G, I, J, K, M, N, O, Q, R, S, U, V, and W for lack of substantial evidence, and vacating the dismissal of Counts H, L, T, and X and remanding Counts H, L, T, and X to the Department for a finding of substantial evidence. Motion made by Commissioner Gordon; seconded by Commissioner Rosenblum. Motion carried 3-0-0.

C. *Melvin Murry vs. Fresenius Kabi USA, LLC.*
Charge No.: 2023CF2206 ALS No.: 24-0274

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

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- D. *Shaniqua Lawrence vs. Oak Lawn Respiratory and Rehabilitation Center, LLC.*
Charge No.: 2024CF0194 ALS No.: 24-0278

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

- E. *Marc A. Goldstein vs. Abacus Corporation*
Charge No.: 2023CA2392 ALS No.: 24-0343

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

- F. *Marc A. Goldstein vs. Thermo Fisher Scientific (Ashville) LLC. D/B/A Thermo Fisher Scientific, Inc.*
Charge No.: 2023CA2393 ALS No.: 24-0344

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

- G. *Emilio Ugalde vs. Uber USA, LLC.*
Charge No.: 2023CF2276 ALS No.: 24-0345

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

- H. *Diana Romero vs. Cargo Partner Network, Inc.*
Charge No.: 2023CF2068 ALS No.: 24-0349

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 Rosenblum. Motion carried 3-0-0.

- I. *Jenna Robinson vs. Family Dollar Services, LLC.*
Charge No.: 2023CP2110 ALS No.: 24-0363

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

- J. *Eugeniusz Rzepka vs. American Residential Services*
Charge No.: 2024CA0882 ALS No.: 24-0379

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

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- K. *Kathy Taddei vs. Hobby Lobby*
Charge No.: 2023CF1674 ALS No.: 24-0380

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

- L. *Jerico M. Cruz vs. Innovative Parking Solutions, LLC*
Charge No.: 2023CP1005 ALS No.: 24-0396

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

IV. Contested Matter

- A. *Anthony Anderson vs. SOI Dept of Human Services, Chester Mental Health Center*
Charge No.: 2020SF1724 ALS No.: 21-0345

Panel A adopted the recommendation declining review of the recommended order and decision. Motion made by Commissioner Rosenblum; seconded by Commissioner Gordon. Motion carried 3-0-0.

V. Petitions to Enforce

- A. *Kelly Franchino vs. Jerry Schwartz and Association Insurance Group, Inc.*
Charge No.: 207CN2616 ALS No.: 18-0206(C)

Panel A adopted the proposed order denying the Complainant's petition. Motion made by Commissioner Gordon; seconded by Commissioner Rosenblum. Motion carried 3-0-0.

- B. *IDHR and Shakhari Edwards and Mark Murrell vs. Daniel Nowakowski*
Charge No.: 2022CH0321 ALS No.: 22-0320

Panel A adopted the proposed order granting the Department's petition. Motion made by Commissioner Rosenblum; seconded by Commissioner Gordon. Motion carried 3-0-0.

VI. Settlement

- A. *Kyara Rogers vs. The Point at SIU, LLC*
Charge No.: 2021SF1511 ALS No.: 23-0077

Panel A adopted the proposed order approving the parties' Settlement and Release Agreement and retaining jurisdiction for purposes of enforcement. Motion made by Commissioner Gordon; seconded by Commissioner Rosenblum. Motion carried 3-0-0.

VII. Public Comments

None.

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VIII. Adjournment

The meeting adjourned at 9:50 a.m. Motion made by Commissioner Rosenblum; seconded by Commissioner Gordon. Motion carried 3-0-0.

Respectfully submitted,

Adrian Atwater
Assistant General Counsel
Illinois Human Rights Commission