

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel B
April 23, 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 – Selma D’Souza (Commission Chair)
Janice M. Glenn (Panel Chair)
Jacqueline Y. Collins

Also Attending – Demoya R. Gordon
Stephen A. Kouri II
Howard A. Rosenblum

Staff:

Tracey 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
Bricia Herrera, Administrative Assistant I
Christine Welninski, Administrative Assistant I
Michelle Crayton, Private Secretary
Cecilia Torres, Office Coordinator

Members of the Public:

Michael Vernon
David Rothal
Oral Bennett
Deena Sanceda
Joanna Szuba
Olivia Sudzus
Elizabeth Cook
Greg Vaci
Reivis Barileau

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Abby
Audrey Walling

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel B was called to order on Wednesday, April 23, 2025, at 9:00 a.m. by Panel Chair Glenn.

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 – March 26, 2025

Panel B adopted the minutes as submitted by staff. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

III. Requests for Review

- A. *Alicia Barnes vs. Poah Communities, LLC and Cvozden Merima*
Charge No.: 2023CH0269 ALS No.: 24-0256

Panel B adopted the proposed order sustaining the Department's dismissal of the Petitioner's charge for lack of substantial evidence. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- B. *Lisa Haynes vs. Tadeusz Kraft/Austomar Logistics*
Charge No.: 2023CN1611 ALS No.: 24-0314

Panel B adopted the proposed order sustaining the Department's dismissal of the Petitioner's charge for lack of substantial evidence. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- C. *Lazella Wright vs. Duly Health and Care*
Charge No.: 2024CR2284 ALS No.: 24-0317

Panel B adopted the proposed order sustaining the Department's dismissal of Counts A and B of the Petitioner's charge for lack of substantial evidence and vacating the dismissal of Count C and remanding the count for a finding of substantial evidence. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- D. *James Lewis vs. Illinois Central School Bus LLC*
Charge No.: 2023SF2773 ALS No.: 24-0397

Panel B adopted the proposed order sustaining the Department's dismissal of the Petitioner's charge for lack of substantial evidence. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

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- E. *Michael Bledsoe vs. Cook County Arlington Heights Medical Center*
Charge No.: 2023CP2060 ALS No.: 24-0413

Panel B adopted the proposed order sustaining the Department's dismissal of the Petitioner's charge for lack of substantial evidence. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- F. *Kenneth Allen vs. Mike Thoms, Mayor*
Charge No.: 2023CN2064 ALS No.: 24-0439

Panel B adopted the proposed order sustaining the Department's dismissal of the Petitioner's charge for lack of substantial evidence. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- G. *Kenneth Allen vs. City of Rock Island*
Charge No.: 2023CP2063 ALS No.: 24-0440

Panel B adopted the proposed order sustaining the Department's dismissal of the Petitioner's charge for lack of substantial evidence. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- H. *Amy Foster vs. OSF St. Anthony's Medical Center*
Charge No.: 2024SF2224 ALS No.: 25-0103

Panel B adopted the proposed order dismissing the Respondent's request for review with prejudice for lack of jurisdiction. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

IV. Contested Matters

- A. *Lakisha McGowan vs. University of Illinois Chicago*
Charge No.: 2019CF0814 ALS No.: 19-0589

Panel B adopted the proposed order accepting reviewing of the ROD, reversing the ROD, and remanding the matter back to the Administrative Law Section for further proceedings. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- B. *Zarema Arbieva vs. The Board of Trustees of the University of Illinois*
Charge No.: 2021CF0043 ALS No.: 21-0369

Panel B adopted the proposed order accepting review of the ROD, vacating the order granting summary decision, and remanding the matter for further proceedings. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

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V. Motions

- A. Motion for Voluntary Dismissal
Teri Menke vs. Glanbia Performance Nutrition (Manufacturing), Inc.
Charge No.: 2024CR0461 ALS No.: 25-0045

Panel B adopted the proposed order granting the motion and dismissing the matter with prejudice. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- B. Motion for Extension of Time to File a Request for Review
Erica N. Ishop vs. CNH Industrial – Burr Ridge
Charge No.: 2023CR2707 ALS No.: 25-0107

Panel B adopted the proposed order granting the motion. The Petitioner is to file a request for review on or before May 19, 2025. No further extensions will be allowed. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

VI. Public Comments

None.

VII. Adjournment

The meeting adjourned at 9:39 a.m. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

Respectfully submitted,

Emily Curosh
Assistant General Counsel
Illinois Human Rights Commission