

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel B
May 21, 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
Adrian Atwater, Assistant General Counsel
Emily Curosh, Assistant General Counsel
Jaz Park, Assistant General Counsel
Shantelle Baker, Administrative Assistant I
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
Audrey Walling
Reivis Barileau
Maya Ziv-El
Ingolf Karst
Tomas Ramirez
Michael Twarog

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Elisa Gonzalez
Call-In User
Call-In User

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel B was called to order on Wednesday, May 21, 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 – April 23, 2025

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

III. Requests for Review

- A. *Sierra Marshall vs. Christian Horizons Living, LLC*
Charge No.: 2024SF2118 ALS No.: 24-0407

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.

- B. *Dawn Jeffries vs. Tri-County Urban League*
Charge No.: 2024SA0205 ALS No.: 24-0425

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.

- C. *Mikayla Bender vs. Living Springs of McHenry SLF*
Charge No.: 2024CF0897 ALS No.: 24-0433

Panel B adopted the proposed order vacating the Department’s dismissal of the Petitioner’s charge and remanding the charge for a finding of substantial evidence. Motion made by Chair D’Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- D. *Cynthia Seitz vs. Kensiemae, LLC*
Charge No.: 2023CR2418 ALS No.: 24-0435

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.

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- E. *Corey Evans vs. Allied Waste Transportation, Inc. d/b/a Republic Services of Chicago*
Charge No.: 2024CN0586 ALS No.: 25-0009

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

- F. *Doroteo A. Flores vs. Crystal Windows & Doors IL Corp.*
Charge No.: 2023CF1202 ALS No.: 25-0025

Panel B adopted the proposed order vacating the dismissal of Counts A and B and remanding the counts for a finding of substantial evidence. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- G. *Corey Evans vs. Lakeshore Recycling Systems, LLC*
Charge No.: 2023CF0587 ALS No.: 25-0031

Panel B sustained the Department's dismissal of Count A of the Petitioner's charge for lack of substantial evidence and vacated the dismissal of Counts B and C, remanding the counts for a finding of substantial evidence. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- H. *Willie Jones vs. Mehdi Muhdi*
Charge No.: 2024CN0715 ALS No.: 25-0060

Panel B adopted the proposed order vacating the dismissal of the Petitioner's charge and remanding the charge for further investigation. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

- I. *Willie Jones vs. CSX International*
Charge No.: 2024CF0711 ALS No.: 25-0062

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 Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- J. *Dae Hak Kim vs. Kristen Gilbert*
Charge No.: 2024CN0888 ALS No.: 25-0093

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.

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IV. Contested Matters

- A. *Jennifer Stanley vs. Road Rage, Inc. and Michael Grillo*
Charge Nos.: 2019CN1532, 2019CN1534 ALS No.: 20-0143(C)

Panel B adopted the proposed order declining review of the ROD and making the ROD the final order of the Commission. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- B. *IDHR and Saudia Carson vs. Lori Steele (Dagan), Bonnie Swigart and iRentals, Inc.*
Charge No.: 2022SH0858 ALS No.: 24-0032

Panel B adopted the proposed order declining review of the ROD and making the ROD the final order of the Commission. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

V. Settlements

- A. *Roshonda Fletcher vs. Lai-Nin Wan*
Charge No.: 2025CH1631 ALS No.: 25-0140

Panel B approved the settlement agreement, and the Commission retains jurisdiction for purposes of enforcement. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

- B. *Jenna Giberson vs. Estate of Sharill Andrae and Tammi L. Andrae, Agent*
Charge No.: 2023SH0053 ALS No.: 25-0144

Panel B approved the settlement agreement, and the Commission retains jurisdiction for purposes of enforcement. Motion made by Commissioner Collins; seconded by Chair D'Souza. Motion carried 3-0-0.

VI. Motion

- A. Motion for Transfer of Venue, Joinder of Defendants, and Extension of Time
Walter Walczak vs. Woodward, Inc.
Charge No.: 2022CR1788 ALS No.: 22-0092

Panel B denied the motion, as the case is closed. Motion made by Chair D'Souza; seconded by Commissioner Collins. Motion carried 3-0-0.

VII. Public Comments

None.

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VIII. Adjournment

The meeting adjourned at 9:43 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