

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel A
June 4, 2025
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 – Selma D'Souza, Chair
Stephen A. Kouri II, Panel Chair
Demoya R. Gordon

Also Attending – 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: David Rothal
Ingolf Karst, MD
Kim
Michael Vernon

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel A was called to order on June 4, 2025, 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 – May 7, 2025

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

III. Requests for Review

A. *Aaron Nichols vs. C&W Facility Services, Inc.*
Charge No.: 2023CF1731 ALS No.: 24-0264

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

B. *Devita Herring vs. Bengston Pumpkin Farm LLC*
Charge No.: 2023CP2287 ALS No.: 24-0318

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 Chair D'Souza. Motion carried 3-0-0.

C. *Joan Daniel vs. State of Illinois DHS*
Charge No.: 2023CR2157 ALS No.: 24-0429

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A and B of the charge for lack of substantial evidence and vacating the dismissal of Count C and remanding Count C to the Department for a finding of substantial evidence. Motion made by Chair D'Souza; seconded by Commissioner Gordon. Motion carried 2-1-0, with Commissioner Kouri II voting against.

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- D. *Jazlynn Soto vs. HTRS Services Corp. d/b/a Hooters*
Charge No.: 2024CF0410 ALS No.: 24-0438

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 Chair D'Souza. Motion carried 3-0-0.

- E. *Nicole Coniglio vs. R#1- Steven Carbonelli, R#2- Ann Carbonelli*
Charge No.: 2020CH2232 ALS No.: 25-0002

Panel A adopted the proposed order vacating the Department's dismissal of Counts A and C of the charge and remanding Counts A and C to the Department for further investigation, vacating the dismissal of Count B and remanding Count B to the Department for a finding of substantial evidence, and sustaining the dismissal of Count D for lack of substantial evidence. Motion made by Chair D'Souza; seconded by Commissioner Gordon. Motion carried 2-1-0, with Commissioner Kouri II voting against.

- F. *Zugey Trujillo vs. Lazy Dog*
Charge No.: 2024CR2833 ALS No.: 25-0005

Panel A adopted the proposed order sustaining the Department's dismissal of the charge for lack of jurisdiction. Motion made by Commissioner Gordon; seconded by Chair D'Souza. Motion carried 3-0-0.

- G. *Andrea Cahill vs. George E. Booth Co., LLC*
Charge No.: 2024CF1052 ALS No.: 25-0012

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

- H. *Marlene Jackson vs. Hispanic Housing Development Corp*
Charge No.: 2023CH0820 ALS No.: 25-0013

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

- I. *Velcey Jackson vs. Arcadia Care*
Charge No.: 2024SE1951 ALS No.: 25-0061

Panel A adopted the proposed order sustaining the Department's dismissal of the charge for lack of jurisdiction. Motion made by Chair D'Souza; seconded by Commissioner Gordon. Motion carried 3-0-0.

Adrian Atwater
Assistant General Counsel
Illinois Human Rights Commission