

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel A
July 9, 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, Chair
Stephen A. Kouri II, Panel Chair
Demoya R. Gordon

Also Attending – Jacqueline Y. Collins (Via Webex)
Janice M. Glenn (Via Webex)
Gregory E. Vaci
Mony Ruiz-Velasco

Staff:

David Larson, Interim Executive Director
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

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – July 9, 2025
Page 2 of 4

Members of the Public:	Oral Bennett	Steve Sargus
	Relvis Barileau	Michael Twarog
	Ingolf Karst, MD	Michael Vernon
	Renee	Audrey Walling
	David Rothal	847-404-****
	Deena Sanceda	

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel A was called to order on July 9, 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 – June 4, 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. *Joseph Sargus vs. Elmwood Park Police Department*
Charge No.: 2024CA1850 ALS No.: 25-0047

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

B. *Kodee Leadingham vs. Illinois Department of Corrections-Pontiac Correctional Center*
Charge No.: 2024SF2064 ALS No. 25-0064

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.

C. *Cecille D. Balutan vs. SOI- Department of Children and Family Services*
Charge No.: 2022CF1125 ALS No.: 25-0066

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

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – July 9, 2025
Page 3 of 4

- D. *Amanda Kidd Wells vs. Illinois Attorney General's Office*
Charge No.: 2023SR3008 ALS No.: 25-0069

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

- E. *Penney J. Washington vs. Bank Financial National Association*
Charge No.: 2024CP1304 ALS No.: 25-0081

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

- F. *Tommy L. Johnson vs. Ameren Illinois Company*
Charge No.: 2024SF2071 ALS No.: 25-0094

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.

- G. *Thomas Followell vs. County of Dewitt*
Charge No.: 2024SF2514 ALS No.: 25-0108

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.

- H. *James McGee vs. Jencare Neighborhood Medical Center*
Charge No.: 2023CH0820 ALS No.: 25-0013

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.

- I. *Jonathan Cyrier vs. OSF Healthcare System*
Charge No.: 2024SF1250 ALS No.: 25-0114

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.

STATE OF ILLINOIS
Human Rights Commission

Panel A Minutes – July 9, 2025
Page 4 of 4

- J. *Jimmy Lopez vs. Lake Court Medical Supplies*
Charge No.: 2024SF1250 ALS No.: 25-0114

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.

- K. *Abed Alkarim Ibrahim Hweih vs. Evanston/Skokie School District 65*
Charge No.: 2023CF2918 ALS No.: 25-0155

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

IV. Contested Matter

- 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 rejected the recommendation declining review of the ALJ's ROD. Motion accepting review of the ROD, adopting the ROD as to liability and reversing as to damages made by Chair D'Souza; seconded by Commissioner Gordon. Motion carried 3-0-0.

V. Petition

- A. Respondent's Petition for Rehearing or, in the alternative, Respondent's Motion for Findings/Motion to Certify Question of Law
Tammie C. McClendon vs. Saint Clair County Jail
Charge No.: 2023SA2975 ALS No.: 25-0023

Panel A adopted the proposed order denying Petitioner's Petition. Motion made by Commissioner Gordon; seconded by Chair D'Souza. Motion carried 3-0-0.

VI. Public Comments

None.

VII. Adjournment

The meeting adjourned at 9:48 a.m. Motion made by Commissioner Gordon; seconded by Chair D'Souza. Motion carried 3-0-0.

Respectfully submitted,

Adrian Atwater
Assistant General Counsel
Illinois Human Rights Commission