

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel B
October 22, 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)
Janice M. Glenn
Gregory E. Vaci

Also Attending – Selma D'Souza (Commission Chair)
Jacqueline Y. Collins
Demoya R. Gordon
Mony Ruiz-Velasco

Staff:

David R. Larson, Interim Executive Director and 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
Shantelle Baker, Administrative Assistant I
Bricia Herrera, Administrative Assistant I
Christine Welninski, Administrative Assistant I
Cecilia Torres, Office Coordinator
Michelle Crayton, Private Secretary
Azeema Akram, Administrative Law Judge
Pamela Curran, Administrative Law Judge

Members of the Public:

David Rothal
Renee
Michael Vernon
Deena Sanceda
Tomas Ramirez

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Audrey Walling
Oral Bennett
Ingolf Karst, MD
Deborah Liu
Patrick Liu

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel B was called to order on Wednesday, October 22, 2025, at 9:00 a.m. by Panel Chair Kouri.

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 – September 24, 2025

Panel B adopted the minutes as submitted by staff. Motion made by Commissioner Glenn; seconded by Commissioner Vacì. Motion carried 3-0-0.

III. Requests for Review

- A. *Richard McGaw vs. Saia LtL Freight*
Charge No.: 2023CE0949

ALS No.: 25-0268

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

- B. *Jennifer Zacher vs. Embrace Living Communities, Ralph Gaines, Immanuel Residences, Inc., and Grove Senior Living 2021 GP LLC*
Charge No.: 2023CH1635

ALS No.: 25-0281

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

- C. *Marshan Carter vs. Fish Food Pantry*
Charge No.: 2024CP2389

ALS No.: 25-0284

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

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- D. *Carolyn Lendrum vs. First American Title Insurance Company*
Charge No.: 2023CF2959 ALS No.: 25-030

Panel B adopted the proposed order sustaining the dismissal of Counts A and B of the Petitioner's charge for lack of jurisdiction and sustaining the dismissal of Count C for lack of substantial evidence. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

- E. *Larcenia Dunbar vs. Jewel Food Stores, Inc.*
Charge No.: 2024CP2951 ALS No.: 25-0308

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

- F. *Simone Sanders vs. Cook County Health*
Charge No.: 2023CF2549 ALS No.: 25-0325

Panel B adopted the proposed order vacating the dismissal of Count B and remanding the count for further investigation and vacating the dismissal of Counts C and D for a finding of substantial evidence. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

IV. Contested Matters

- A. *Illinois Department of Human Rights and Valarie Hemmingway vs. Crawford Estates Condominium Association and American Management, Inc.*
Charge No.: 2020CH1573 ALS No.: 22-0146

Panel B accepted review of the ROD. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 2-1-0.

- B. *Larry Rubin vs. Meyers & Flowers*
Charge No.: 2024CP0119 ALS No.: 24-0247

Panel B declined review of the ROD, making it the final order of the Commission. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

V. Settlement

- A. *Jamie and Joshua Kaminski vs. Colonial Manor Apartments LLC and Barbara Fisher*
Charge No.: 2026CH0134 ALS No.: 25-0400

Panel B approved the settlement agreement, and the Commission retains jurisdiction for purposes of enforcement. Motion made by Commissioner Vaci; seconded by Commissioner Glenn. Motion carried 3-0-0.

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VI. Petition for Enforcement

- A. *Katisha Day vs. Kaheem Hays*
Charge No.: 2023SN1293

ALS No.: 24-0044

Panel B granted the petition. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

VII. Motions

- A. Respondent's Objection to the Commission's Order
Lauren Miller vs. Range USA
Charge No.: 2024CF1888

ALS No.: 25-0238

Panel B denied the motion because it lacks jurisdiction over the filing. Motion made by Commissioner Vaci; seconded by Commissioner Glenn. Motion carried 3-0-0.

- B. Motion to Vacate Notice of Filing
Deborah Liu and Patrick Liu vs. 5100 Marine Drive Condominium Association, Chicagoland and Community Management, and Raquel Cooper
Charge No.: 2024CH0360

ALS No.: 25-0309

Panel B determined that the Commission shall issue a corrected Notice of Filing of the Petitioner's Request for Review. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

VIII. Public Comments

Renee and Ingolf Karst made comments.

IX. Adjournment

The meeting adjourned at 9:55 a.m. Motion made by Commissioner Vaci; seconded by Commissioner Glenn. Motion carried 3-0-0.

Respectfully submitted,

Emily Curosh
Assistant General Counsel
Illinois Human Rights Commission