

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel A
November 5, 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
Demoya R. Gordon
Mony Ruiz-Velasco

Also Attending – Selma D'Souza, Chair
Jacqueline Y. Collins (Via Webex)
Janice M. Glenn (Via Webex)
Gregory E. Vaci

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

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Members of the Public:

Reivis Barileau	Deena Sanceda
Oral Bennett	Michael Twarog
Armando Mojica	Michael Vernon
Tomas Ramirez	Audrey Walling
David Rothal	

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel A was called to order on November 5, 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 – October 8, 2025

Panel A adopted the minutes as submitted by staff, subject to staff revising the entry for the Abigail Jones [25-0245] matter to properly reflect that the Department's dismissal of Count C of the charge was vacated, and Count C was remanded to the Department for a finding of substantial evidence. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

III. Requests for Review

A. *Abdelkrim F. Boukhari vs. Riverside Healthcare*
Charge No.: 2024SP1699 ALS No.: 25-0244

Panel A adopted the proposed order sustaining the Department's dismissal of Counts A, B, C, D, E, F, and G of the charge for lack of substantial evidence and vacating the dismissal of Count H and remanding Count H to the Department for a finding of substantial evidence. Motion made by Commissioner Ruiz-Velasco; seconded by Commissioner Gordon. Motion carried 3-0-0.

B. *Angelica Acevedo vs. Panera Bread Company*
Charge No.: 2024CR3609 ALS No.: 25-0225

Panel A adopted the proposed order vacating the Department's dismissal of Counts A, B, C, G, L, M, N, and O of the charge and remanding Counts A, B, C, G, L, M, N, and O to the Department for a finding of substantial evidence and vacating the dismissal of Counts D, E, and F and remanding Counts D, E, and F to the Department for further investigation, and sustaining the dismissal of Counts H, I, J and K for lack of substantial evidence. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

C. *Larry Frisby vs. United Airlines, Inc.*
Charge No.: 2024CA2790 ALS No.: 25-0255

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

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- D. *Miguel Augustin vs. Compass Group D/B/A Flik*
Charge No.: 2023CR2448 ALS No.: 25-0270

Panel A adopted the proposed order sustaining the Department's dismissal of Counts K and L of the charge for lack of substantial evidence. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

- E. *Paul Winesberry vs. State of Illinois Department of Human Services Shapiro Development Center*
Charge No.: 2024SN2739 ALS No.: 25-0297

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

- F. *Aaron K. Bryant vs. DC Retail, LLC. D/B/A Dollar General*
Charge No.: 2024CP2002 ALS No.: 25-0312

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 Commissioner Ruiz-Velasco. Motion carried 3-0-0.

- G. *Jocelyn Burt vs. Tenika Cushenberry*
Charge No.: 2023CN2957 ALS No.: 25-0317

Panel A declined the proposed order sustaining the Department's dismissal of Count A of the charge for lack of substantial evidence and vacating the dismissal of Count B and remanding Count B to the Department for a finding of substantial evidence, instead motioning to table the matter for further consideration and re-presentation during the December 3, 2025 Panel A Meeting. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

- H. *S.T. (minor) By Brittany Turner (Her Parent) vs. Big Brothers-Big Sisters of Metropolitan Chicago9933*
Charge No.: 2024CP2830 ALS No.: 25-0345

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

- I. *Jerico M. Cruz vs. McDonalds (Keravites Restaurant 6298 LLC)*
Charge No.: 2023CP3028 ALS No.: 25-0346

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 Commissioner Ruiz-Velasco. Motion carried 3-0-0.

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- J. *James E. Fields vs. Unites Airlines*
Charge No.: 2024CP2830 ALS No.: 25-0345

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

IV. Petitions for Enforcement

- A. *Anselmo Turcios v. Great Lakes Lumber & Pallet, Incorporated*
Charge No.: 2023CF1969 ALS No.: 24-0389

Panel A adopted the proposed order granting the Complainant's petition. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

V. Motion

- A. Motion for Reconsideration
Jamie J. Easter vs. University of Chicago Medical Center
Charge No.: 2024CF1975 ALS No.: 25-0271

Panel A adopted the proposed order denying the University of Chicago Medical Center's motion. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

VI. Settlements

- A. *Mariella A. Araujo v. MM Hauling, Inc. and Joan Legaspi*
Charge Nos: 2023CN2001 / 2023CN2002 ALS No.: 24-0320C

Panel A adopted the proposed order approving the parties' Settlement Agreement and General Release of All Claims between the Complainant and Respondents and retaining jurisdiction for purposes of enforcement. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

- B. *Jennifer Britton v. Rich Orlandi*
Charge No.: 2025CH2051 ALS No.: 25-0407

Panel A adopted the proposed order approving the parties' Terms of Settlement and Agreement for Housing Charges between the Complainant and Respondents and retaining jurisdiction for purposes of enforcement. Motion made by Commissioner Ruiz-Velasco; seconded by Commissioner Gordon. Motion carried 3-0-0.

VII. Public Comments

None.

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VIII. Adjournment

The meeting adjourned at 10:02 a.m. Motion made by Commissioner Gordon; seconded by Commissioner Ruiz-Velasco. Motion carried 3-0-0.

Respectfully submitted,

Adrian Atwater
Assistant General Counsel
Illinois Human Rights Commission