

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel B
November 19, 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 – Jacqueline Y. Collins (Panel Chair)
Janice M. Glenn
Gregory E. Vaci

Also Attending – Selma D'Souza (Commission Chair)
Demoya R. Gordon
Stephen A. Kouri II
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
Cecilia Torres, Office Coordinator
Michelle Crayton, Private Secretary

Members of the Public:

David Rothal
Michael Vernon
Deena Sanceda
Tomas Ramirez
Audrey Walling
Oral Bennett
Ingolf Karst, MD
Reivis Barileau
Jose Alvarado

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Tolga
Norman Slaughter
Armando Mojica
William D. Phelps

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel B was called to order on Wednesday, November 19, 2025, at 9:00 a.m. by Panel Chair Collins.

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 22, 2025

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

III. Requests for Review

- A. *Margaret Anne Klein vs. the TJX Company Inc., D/B/A Sierra Trading Post, Inc.*
Charge No.: 2023CA2551 ALS No.: 24-0442

Panel B adopted the proposed order sustaining the dismissal of Counts A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, and Q of the Petitioner's charge for lack of substantial evidence and vacating the dismissal of Count R and remanding the count for a finding of substantial evidence. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

- B. *Erica N. Ishop vs. CNH Industrial-Burr Ridge ENG*
Charge No.: 2023CR2707 ALS No.: 25-0107

Panel B adopted the proposed order sustaining the dismissal of Counts A, B, D, E, G, H, J, K, M, and N of the Petitioner's charge for lack of substantial evidence and vacating the dismissal of Counts C, F, I, L, and O and remanding the counts for a finding of substantial evidence. Motion made by Commissioner Vaci; seconded by Commissioner Glenn. Motion carried 2-1-0.

- C. *Danielle E. Smith vs. City of Chicago Office of Emergency Management and Communications*
Charge No.: 2022CF2403 ALS No.: 25-0171

Panel B adopted the proposed order sustaining the dismissal of Counts A, B, C, F, G, I, J, and K of the Petitioner's charge for lack of substantial evidence and vacating the dismissal of Counts D, E, H, and L and remanding the counts for a finding of substantial evidence. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

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- D. *Ingolf Karst vs. Northwestern Memorial Healthcare*
Charge No.: 2022CA2344 ALS No.: 25-0210

Panel B adopted the proposed order sustaining the dismissal of Counts A, B, C, D, E, F, G, H, I, J, P, Q, R, S, T, U, V, W, X, Y, Z, AA, BB, CC, DD, EE, FF, GG, HH, and II of the Petitioner's charge for lack of substantial evidence and sustaining the dismissal of Counts K, L, M, N, and O for lack of jurisdiction. Motion made by Commissioner Vaci; seconded by Commissioner Glenn. Motion carried 3-0-0.

- E. *Stacy Estes vs. Rochester Community Unit School District 3A*
Charge No.: 2023SP3038 ALS No.: 25-0214

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

- F. *Sylvester McDaniels, Jr. vs. Pactiv Evergreen*
Charge No.: 2025CN0213 ALS No.: 25-0272

Panel B adopted the proposed order sustaining the 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 Commissioner Vaci; seconded by Commissioner Glenn. Motion carried 3-0-0.

- G. *Vincenzo Colella vs. O'Reilly Auto Parts*
Charge No.: 2023CF2725 ALS No.: 25-0279

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

- H. *Stacy Estes vs. Rochester Community Unit School District 3*
Charge No.: 2023SP3036 ALS No.: 25-0313

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

- I. *Stacy Estes vs. Jennifer Shaw*
Charge No.: 2023SN3037 ALS No.: 25-0314

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

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IV. Settlement

- A. *Natoya Cole vs. Angel Miguel Antunez, Minerva Martinez, and Jason Loja Martinez*
Charge No: 2026CH0099 ALS No.: 25-0435

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.

V. Motion

- A. Respondent's Motion for Extension of Time to File Response
Dionne Jones vs. NOR Comm Public Safety Inc.
Charge No.: 2025CF0170 ALS No.: 25-0363

Panel B denied the motion because it was untimely. Motion made by Commissioner Glenn; seconded by Commissioner Vaci. Motion carried 3-0-0.

VI. Public Comments

Dr. Ingolf Karst made a comment.

VII. Adjournment

The meeting adjourned at 9:50 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