

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel B
January 28, 2026
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
Stephen A. Kouri II

Also Attending – Selma D'Souza (Commission Chair)
Demoya R. Gordon
Mony Ruiz-Velasco
Gregory E. Vaci

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
Michelle Crayton, Private Secretary
Azeema Akram, Administrative Law Judge
Pamela Curran, Administrative Law Judge

Members of the Public:

David Rothal
Michael Vernon
Audrey Walling
Oral Bennett
Reivis Barileau
Deena Sanceda

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Anil Philip
Claudia Sainsot
Colleen Harvey

I. Call to Order

A meeting of the Illinois Human Rights Commission Panel B was called to order on Wednesday, January 28, 2026, 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 – December 17, 2025

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

III. Requests for Review

- A. *Angelina Herrera vs. SE-KURE Controls Inc.*
Charge No.: 2023CF2517

ALS No.: 25-0285

Panel B adopted the proposed order vacating the dismissal of Count A of the Petitioner's charge and remanding the count for a finding of substantial evidence and sustaining the dismissal of Counts B, C, and D for lack of substantial evidence. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

- B. *George A. Thompson vs. City of Chicago Department of Aviation*
Charge No.: 2023CF1675

ALS No.: 25-0338

Panel B adopted the proposed order vacating the dismissal of Counts A, B, C, E, F, and G and remanding the counts for a finding of substantial evidence and sustaining the dismissal of Count D for lack of substantial evidence. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

- C. *Dionne Jones vs. NORCOMM Public Safety, Inc.*
Charge No.: 2025CF0170

ALS No.: 25-0363

Panel B adopted the proposed order vacating the dismissal of the Petitioner's charge and remanding the charge for further investigation. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

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- D. *Evelyn Gamble vs. CityView Multicare Facility, LLC*
Charge No.: 2024CF2939 ALS No.: 25-0372

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

- E. *Debrina Joy Smith vs. Sam's West, Inc. d/b/a Normal Sam's Club #4815*
Charge No.: 2024SP2943 ALS No.: 25-0375

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 Collins. Motion carried 2-1-0.

- F. *Ann LaFemina vs. Health Trust Performance Group*
Charge No.: 2024CF2858 ALS No.: 25-0395

Panel B adopted the proposed order sustaining the dismissal of Counts A and C 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 Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

- G. *Shay Hoof vs. HUB Group, Inc.*
Charge No.: 2024CF1253 ALS No.: 25-0408

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

- H. *Corretta Sweet vs. Answer Advisory Management, LLC*
Charge No.: 2024CF1248 ALS No.: 25-0456

Panel B adopted the proposed order sustaining the dismissal of Counts A and B of the Petitioner's charge for lack of substantial evidence and vacating the dismissal of Counts C and D and remanding the counts for a finding of substantial evidence. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

- I. *Aaron A. McKinnon vs. Amazon Web Services Inc.*
Charge No.: 2025SF0079 ALS No.: 25-0469

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

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J. *Brian K. Smith vs. Ford Motor Company*
Charge No.: 2024CF3061

ALS No.: 25-0473

Panel B adopted the proposed order sustaining the dismissal of Counts A, B, C, and D of the Petitioner's charge for lack of substantial evidence and vacating the dismissal of Count E and remanding the count for a finding of substantial evidence. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

IV. Contested Matter

A. *Lucretia Lee vs. Cook County Health and Hospital System*
Charge No: 2019CF1219

ALS No.: 20-0266

Panel B accepted review of the ROD and modified the ROD in part and adopted it in part. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

V. Settlement

A. *Lindsay Derr vs. Gabriella Armin*
Charge No: 2026CH0102

ALS No.: 26-0017

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

VI. Petition for Default Order

A. *Irma Leon vs. Ahsan Raza*
Charge No: 2025CF1241

ALS No.: 26-0006

Panel B granted the petition for default order. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

VII. Public Comments

None.

VIII. Adjournment

The meeting adjourned at 9:50 a.m. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

Respectfully submitted,

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Emily Curosh
Assistant General Counsel
Illinois Human Rights Commission