

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of Panel B
February 25, 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

Members of the Public:

David Rothal
Michael Vernon
Carolyn Heneghan
Oral Bennett
Reivis Barileau
Deena Sanceda
Tomas Ramirez
Mariela Araujo

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I. Call to Order

A meeting of the Illinois Human Rights Commission Panel B was called to order on Wednesday, February 25, 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 – January 28, 2026

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

III. Requests for Review

- A. *Carrie Costanzo vs. City of Chicago*
Charge No.: 2021CR2756

ALS No.: 25-0367

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

- B. *Saveina Tanner vs. Doug Fleegle*
Charge No.: 2024CN2669

ALS No.: 25-0386

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 Kouri. Motion carried 3-0-0.

- C. *Tiara Booker vs. Country Chalet Residences, LLC*
Charge No.: 2024CH2313

ALS No.: 25-0391

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 Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

- D. *Bryant Brown vs. World Wide Technology Holding Company, LLC*
Charge No.: 2024SF2791

ALS No.: 25-0409

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

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- E. *Judith Gilliland vs. Addison Public Library*
Charge No.: 2024CA2776 ALS No.: 25-0423

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.

- F. *Kenneth Albrecht vs. Suncrest Hospice, LLC d/b/a Suncrest Hospice*
Charge No.: 2024CA2008 ALS No.: 25-0438

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 Kouri. Motion carried 3-0-0.

- G. *Aaron McKinnon vs. Lauren Prager*
Charge No.: 2025SN0080 ALS No.: 25-0440

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

- H. *Tammie C. McClendon vs. Saint Clair County Jail*
Charge No.: 2023SA2975 ALS No.: 25-0455

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

- I. *James Alagna vs. Swisher & Schumann, Ltd.*
Charge No.: 2025CN0088 ALS No.: 25-0511

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

IV. Contested Matter

- A. *Carolyn Lendrum vs. First American Title Insurance Company*
Charge No.: 2023CF2959 ALS No.: 25-0339

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

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V. Settlement

- A. *IDHR, Nataly Villalon, and Adrian Hernandez vs. Good News Partners*
Charge No: 2023CH1526 ALS No.: 25-0109

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. Petitions

- A. Petition for Enforcement
Mariela A. Araujo vs. MM Hauling Inc.
Charge No: 2023CN2001 ALS No.: 24-0320

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

- B. Petition for Default Order
Tatiana Jones-Nash vs. Gary Powell
Charge No: 2024CH0752 ALS No.: 26-0064

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

VII. Motions

- A. Motion for Voluntary Dismissal
Bradley Jones vs. Sysco Central Illinois, Inc.
Charge No: 2023SF1933 ALS No.: 25-0347

Panel B granted the motion dismissing the Petitioner's Request with prejudice. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

- B. Motion to Reopen Complaint
John Ballo vs. Apria Healthcare
Charge No: 250324018 ALS No.: 26-0067

Panel B denied the motion for lack of jurisdiction. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

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- C. Motion for Extension of Time
Michael Palmore vs. Veolia Water Technologies, Inc.
Charge No: 2025CF0627 ALS No.: 26-0068

Panel B granted the motion, allowing the Petitioner to file his request with the Commission on or before April 13, 2026. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

- D. Motion for Extension of Time
Elizabeth Shallenberger vs. Board of Trustees of the University of Illinois
Charge No: 2023SF3018 ALS No.: 26-0069

Panel B granted the motion, allowing the Petitioner to file her request with the Commission on or before April 10, 2026. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

- E. Motion for Extension of Time
Elizabeth Shallenberger vs. Jennifer Larson
Charge No: 2023SF3019 ALS No.: 26-0070

Panel B granted the motion, allowing the Petitioner to file her request with the Commission on or before April 10, 2026. Motion made by Commissioner Glenn; seconded by Commissioner Kouri. Motion carried 3-0-0.

VIII. Public Comments

None.

IX. Adjournment

The meeting adjourned at 9:38 a.m. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 3-0-0.

Respectfully submitted,

Emily Curosh
Assistant General Counsel
Illinois Human Rights Commission