STATE OF ILLINOIS HUMAN RIGHTS COMMISSION

IN THE MATTER OF:)
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Complainant, and)
) Charge No.:
) EEOC No.:
) ALS No.:
,)
)
Respondent.)
) Judge William J. Borah

<u>ORDER</u>

On , a telephonic status hearing was conducted. Complainant, pro se, and Respondent,

through its attorney, participated. The discovery schedule was discussed, as well as the

benefits for Complainant to retain an attorney, even though Complainant has the right to

represent herself before the Commission.¹

Accordingly, IT IS HEREBY ORDERED:

1. The parties shall inform the Commission of any changes represented on their filed

appearances when changes occur.

- 2. Respondent filed its answer on ;
- 3. The parties shall serve their initial discovery requests on or before ;

¹ "[A] *pro se* litigant is held to the standard of an attorney." <u>Mininni and Inter-Track</u> <u>Partners</u>, IHRC, ALS No. 7961, December 10, 1996, quoting <u>First Illinois Bank and Trust v.</u> <u>Galuska</u>, 155 Ill.App.3d 86, 627 N.E.2d 325 (1st Dist. 1993).

[&]quot;Justice requires that the parties live with litigation decisions they have made, either through their attorney or on a *pro se* basis." <u>Fitzgerald and Fischer Imaging Corp.</u>, IHRC, ALS No. 10142, May 29, 1998.

4. The parties shall file a proof of mailing of all discovery requests and responses with the Commission. Copies of the discovery requests and responses should not be filed with the Commission;

5. During the intervening months, the parties shall attempt to resolve all discovery differences as required by Illinois Supreme Court Rule 201(k). The parties shall cite pertinent Illinois and Commission's legal authority to support their arguments.

6. The parties shall file a short joint discovery report with the Commission on or before . The Complainant shall be responsible to draft and file the report with the Commission. If the Complainant is *pro se*, Respondent's attorney should volunteer to accept the drafting and filing of the report. A courtesy copy of the joint report shall be mailed to me.

7. The parties shall not delay in filing any motion once an issue becomes ripe.
(e.g. motion to compel, motion for sanctions, dispositive motion, motion for a status hearing, etc.) A briefing schedule will be issued by mail. The parties shall reference pertinent Illinois and Commission's legal authority to support their arguments.

8. The final telephonic status hearing is scheduled for at . Discovery will be closed, unless an extraordinary circumstance has arisen. A dispositive motion or public hearing dates will be calendared at this hearing.

Please note that this written procedure is exclusively for Judge Borah's call.

HUMAN RIGHTS COMMISSION

BY:___

WILLIAM J. BORAH ADMINISTRATIVE LAW JUDGE ADMINISTRATIVE LAW SECTION

ENTERED: