

## The Illinois Human Rights Commission

The IHRC maintains offices in Chicago and in Springfield. Currently, the IHRC consists of a Board of Commissioners; the Executive Director; the Chief Administrative Law Judge, and a staff of Administrative Law Judges; the Chief Fiscal Officer; the General Counsel, Deputy General Counsel, and Assistant General Counsels, and Administrative Support Staff.

### The Hearing

The matter is set for hearing before an ALJ within 30 to 90 days after the complaint has been filed with the IHRC. After the hearing, the ALJ issues a Recommended Order and Decision (ROD). If either party objects to the ROD, exceptions may be filed and the ROD will be reviewed by a three-member panel of Commissioners. The panel may adopt, reverse or modify the ROD, or remand the ROD back to the ALJ. If the ROD is adopted, it becomes the IHRC's final decision. The IHRC's final decision may be appealed in the appropriate Illinois Appellate Court.

The IHRC cannot provide legal advice. Corporate litigants must appear before the IHRC through an attorney. Individuals are not required by IHRC to have an attorney. Attorney representation is strongly advised.

### Chicago

Michael A. Bilandic Building  
160 N. LaSalle Street, Suite N-1000,  
Chicago, IL 60601  
Phone: 312.814.6269  
TDD: 866.832-2298  
<https://hrc.illinois.gov>

### Springfield

Jefferson Terrace  
300 W. Jefferson Street, Suite 108  
Springfield, IL 62702  
Phone: 217.785.4350  
TDD: 866.832-2298

To Access the Illinois Human Rights Act, Rules and Regulations and Forms go to:  
<https://hrc.illinois.gov/forms.html>

### To File a Charge of Discrimination Illinois Department of Human Rights

555 W. Monroe  
7th Floor  
Chicago, IL 60661  
Phone: (312) 814-6200 or  
Springfield Phone:  
(217) 785-5100 or  
Marion Phone:  
(618) 993-7463  
<https://dhr.illinois.gov/>



State of Illinois  
Human Rights Commission

# STATE OF ILLINOIS HUMAN RIGHTS COMMISSION

Providing a Neutral Forum for  
Resolving Complaints of  
Discrimination Under the  
Illinois Human Rights Act

Chicago: 312-814-6269

Springfield: 217-785-4350

<https://hrc.illinois.gov>



The Illinois Human Rights Commission (IHRC) is dedicated to promoting freedom from unlawful discrimination as defined by the Illinois Human Rights Act, 775 ILCS 5/1-101, et., seq. (the “Act”). The Act forbids discrimination based on:

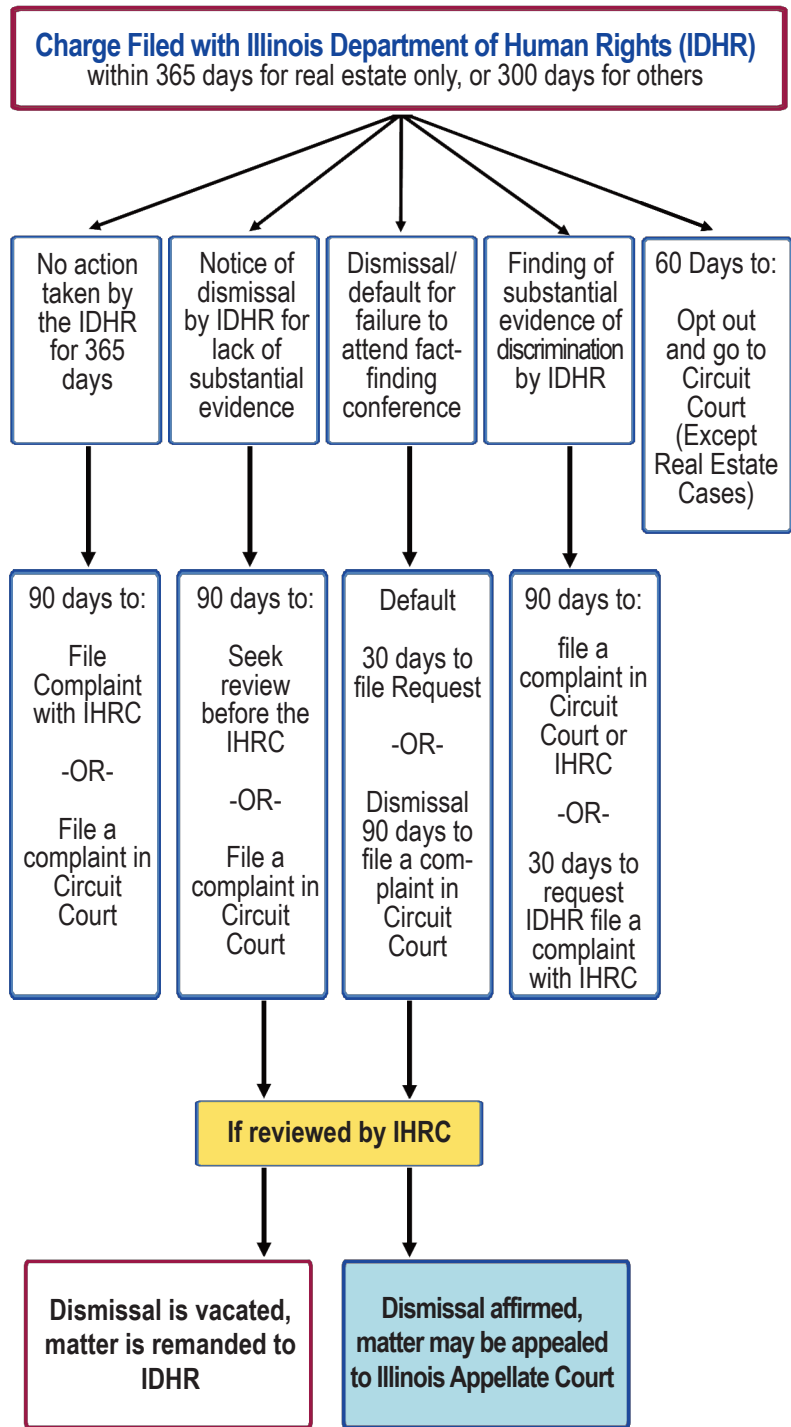
**age (40+), ancestry, arrest record, citizenship status (in employment), color, conviction record, disability (physical, mental, and association with a person with a disability), familial status (in real estate transactions), gender identity, marital status, military status, national origin, order of protection status, pregnancy, race (including traits associated with race like hair texture and protective hairstyles), religion, retaliation, sex, sexual harassment (in employment and elementary, secondary, and higher education), sexual orientation, source of income (in real estate transactions), unfavorable military discharge, and work authorization status (in employment).**

The Act forbids discrimination in:

**employment, real estate transactions, education, public accommodations and access to financial credit**

Our primary responsibility is to make impartial determinations of whether there has been unlawful discrimination as defined by the Act. We are also responsible for furnishing information to the public about the Act and the IHRC.

We strive to provide professional, competent, and considerate service to everyone who seeks information from us or who has a case before the IHRC.



## Request for Review

When the Department of Human Rights (IDHR) dismisses a charge for lack of substantial evidence of discrimination, the Complainant may file a Request for Review with the IHRC or file a complaint in the Circuit Court within 90 days after receipt of the Notice of Dismissal. When the IDHR dismisses a charge for failure to attend a fact-finding conference the Complainant may either file a Request for Review with the IHRC or file a complaint in the Circuit Court within 90 days of receipt of the Notice of Dismissal. The IHRC’s decision may be appealed in the appropriate Illinois Appellate Court.

## Filing a Complaint

If the IDHR finds substantial evidence of discrimination and issues notice, in order to advance the case, the Complainant must either: (1) File a complaint in the appropriate circuit court within 90 days of receiving the notice, or (2) Request the IDHR file a complaint with the IHRC on the Complainant’s behalf within 30 days of receiving the notice. If the IDHR does not complete its investigation within 365 days, or any agreed extension, the Complainant then has 90 days to either: (1) File a complaint with the IHRC or (2) File a complaint in the appropriate Circuit Court.