



State of Illinois  
Human Rights Commission

# Illinois Human Rights Commission

**ANNUAL REPORT FISCAL YEAR 2025**  
(July 1, 2024 – June 30, 2025)

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# A Message from the Illinois Human Rights Commission

December 15, 2025

Dear Governor Pritzker,

In accordance with the State Finance Act, 30 ILCS 105/3(a), we are proud to present the Annual Report of the Illinois Human Rights Commission for the fiscal year ending June 30, 2025.

The Commission continues to work toward fulfilling its original mission – to hear and adjudicate complaints of discrimination in a timely and impartial manner. We believe that the best way we can serve the public is to uphold that mission through hard work and efficiency. We achieve that goal by processing cases without unnecessary delay, assessing each claim carefully, and providing outreach to the public who rely on the access to justice we deliver. In order to do so, we engage the community we serve through educational opportunities for practitioners, helpful resources for self-represented litigants, and full and fair proceedings on each and every case.

To learn more about the Commission beyond what is shared in this report, we encourage you to visit our website at [hrc.illinois.gov](https://hrc.illinois.gov).

Sincerely,



A handwritten signature in black ink that reads "Selma D'Souza".

**Selma C. D'Souza**  
Commission Chair



A handwritten signature in black ink that reads "David R. Larson".

**David R. Larson**  
Interim Executive Director  
and General Counsel

## Definitions

The following definitions are provided to clarify terms commonly used in proceedings before the Commission and used throughout this report.

<b>Term</b>	<b>Definition</b>
Administrative Law Judge	A hearing officer who presides over a case, takes testimony, rules on questions of evidence, and makes factual and legal determinations.
Charge	A written statement alleging a violation of the Illinois Human Rights Act that is filed with the Illinois Department of Human Rights. If timely filed, the Department investigates whether there is substantial evidence to support the charge.
Commissioner	A governor-appointed official who votes to decide matters in cases heard before a panel or en banc.
Complaint	A written statement that is filed to start a case with the Commission's Administrative Law Section. The complaint will generally state the nature of the alleged violation and the desired relief.
Complainant	A person who files a complaint or a request for review with the Commission.
Department of Human Rights	The investigatory agency that accepts or initiates charges alleging violations of the Illinois Human Rights Act and determines whether there is substantial evidence of a violation to warrant filing a complaint with the Commission.
En Banc	A French phrase meaning "in the bench" or "full bench," that refers to meetings when all seven Commissioners sit together rather than a panel of three.
Exceptions	A written request that a panel review the Administrative Law Judge's decision to determine if it was correct.
Panel	A group of three Commissioners assigned to rule on motions, decide requests for review and exceptions, and approve proposed settlements.
Request for Review	A written request that a panel review the Department's decision to dismiss a charge or hold a respondent in default.
Respondent	An individual, business, or organization against whom a charge or complaint is filed. In a request for review, the Department is the respondent and defends its decision to dismiss a charge or hold the original respondent in default.

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## Your Rights

The Illinois Human Rights Act, 775 ILCS 5/1-101, is a state law that makes it illegal to discriminate, harass, sexually harass, or retaliate against a person in employment, housing, access to loans, public places, and education. The Act protects the following classes of people who share a common identity or trait:

### Protected Classes

Class	Area				
	Employment	Housing	Access to Loans	Public Places	Education
Age (40+)	•	•	•	•	•
Ancestry	•	•	•	•	•
Arrest record	•	•	•	•	•
Citizenship status	•	•	•	•	•
Color	•	•	•	•	•
Conviction record	•	•	•	•	•
Disability	•	•	•	•	•
Familial status	•	•	•	•	•
Family responsibilities	•	•	•	•	•
Gender identity	•	•	•	•	•
Immigration status	•	•	•	•	•
Marital status	•	•	•	•	•
Military status	•	•	•	•	•
National origin	•	•	•	•	•
Order of protection status	•	•	•	•	•
Pregnancy	•	•	•	•	•
Race	•	•	•	•	•
Religion	•	•	•	•	•
Reproductive health decisions	•	•	•	•	•
Sex	•	•	•	•	•
Sexual orientation	•	•	•	•	•
Source of income	•	•	•	•	•
Unfavorable military discharge	•	•	•	•	•
Work authorization status	•	•	•	•	•

• Protected class is covered in the area    • Protected class is not covered in the area

## Overview of the Commission

The Illinois Human Rights Commission is the adjudicatory body of the Illinois Human Rights Act. Among its duties, the Commission renders decisions on discrimination claims, approves settlements, and reviews dismissals of charges of discrimination by the Department.

The Commission's Executive Director oversees the administration and management of the agency. The Chair and six Commissioners review adjudicatory decisions, settlements, and dismissals of charges of discrimination, and conduct community outreach. The Administrative Law Section consists of Administrative Law Judges who preside over discrimination cases and render decisions. The Office of the General Counsel provides legal services and recommendations for the agency.



Commissioner Janice Glenn and Vice Chair Demoya Gordon with North Park University's Pre-Law Society in March 2025.



Chair Selma D'Souza, Commissioner Jacqueline Collins, and Commissioner Elizabeth Coulson visited with a delegation from the U.S. State Department's International Visitor Leadership Program at an event hosted by WorldChicago in November 2024.

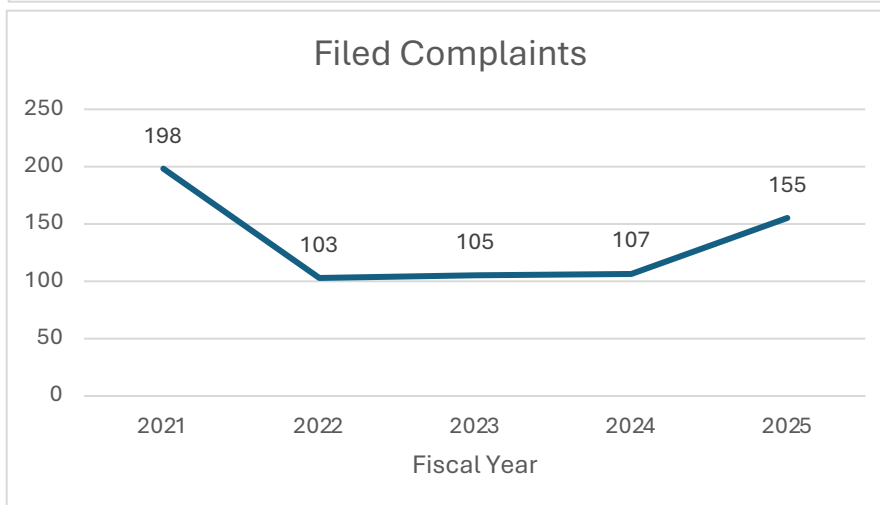
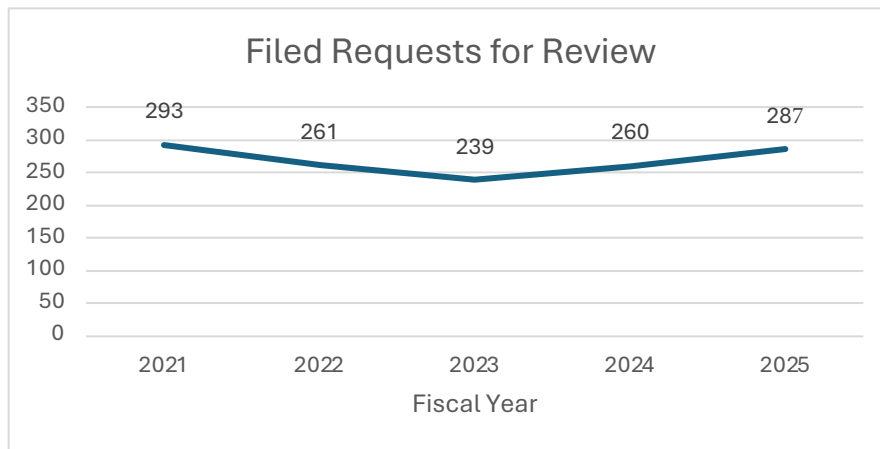
# Human Rights Commission Fiscal Year 2025 Annual Report

## Caseflow

A claim of discrimination, harassment, sexual harassment, or retaliation starts with the filing of a charge of discrimination at the Department. If the Department dismisses the charge for insufficient evidence to file a complaint, the complainant can file a request for review asking the Commission to review the dismissal. The Commission will then decide whether to sustain the dismissal or vacate it. If a complaint is filed with the Commission, after the assigned Administrative Law Judge issues a decision, either party can ask that the Commission review the decision. These two types of cases comprise the bulk of the Commission's work.

Fiscal Year 2025					
Category	Pending at Beginning of Fiscal Year	Filed	Closed	Clearance Rate	Pending at End of Fiscal Year
Requests for Review	107	287	308	107.3%	86
Complaints	132	155	135	87.1%	152

### Five-Year Trends



## Education and Outreach

The Commission enjoys its role of informing the public about the protections of the Illinois Human Rights Act. This year, the Commissioners and staff participated in over 25 outreach events, ranging from university and law school presentations to heritage events and pride celebrations throughout the State of Illinois.

The Commission hosted 8 continuing legal education courses for the legal community on topics such as marriage equality, the interrelationship between Illinois and federal fair housing laws, special education rights, and the Illinois CROWN Act. The staff also participated as panelists for continuing legal education courses.



Administrative Law Judge James Shovlin at the Hispanic Heritage Festival in Springfield in September 2024.

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Chair Selma D'Souza and Illinois Torture Inquiry and Relief Commission General Counsel Jennifer Crespo at the University of Illinois Chicago School of Law in November 2024.



Commissioners Jacqueline Collins and Janice Glenn at Northern Illinois University College of Law's Public Interest Open House in November 2024.



Vice Chair Demoya Gordon, Deputy General Counsel Bonnie Kim, and Commission interns at the Chicago Pride Parade in June 2024.

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Vice Chair Demoya Gordon speaking at the Irish Consulate in April 2025.



Administrative Law Judge James Showlin presiding over the Model Illinois Government Moot Court Competition in March 2025.

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Office Coordinator Cecilia Torres, Chair Selma D'Souza, and Administrative Law Judge Jennifer Nolen participated in the Chicago Disability Pride Parade in July 2025.



Commissioner Janice Glenn at the Illinois Certification Board Annual Conference in October 2024.



Commissioner Howard Rosenblum and Deputy Chief Administrative Law Judge Azeema Akram were panelists at the Deaf and Hard of Hearing Bar Association Conference in July 2024.

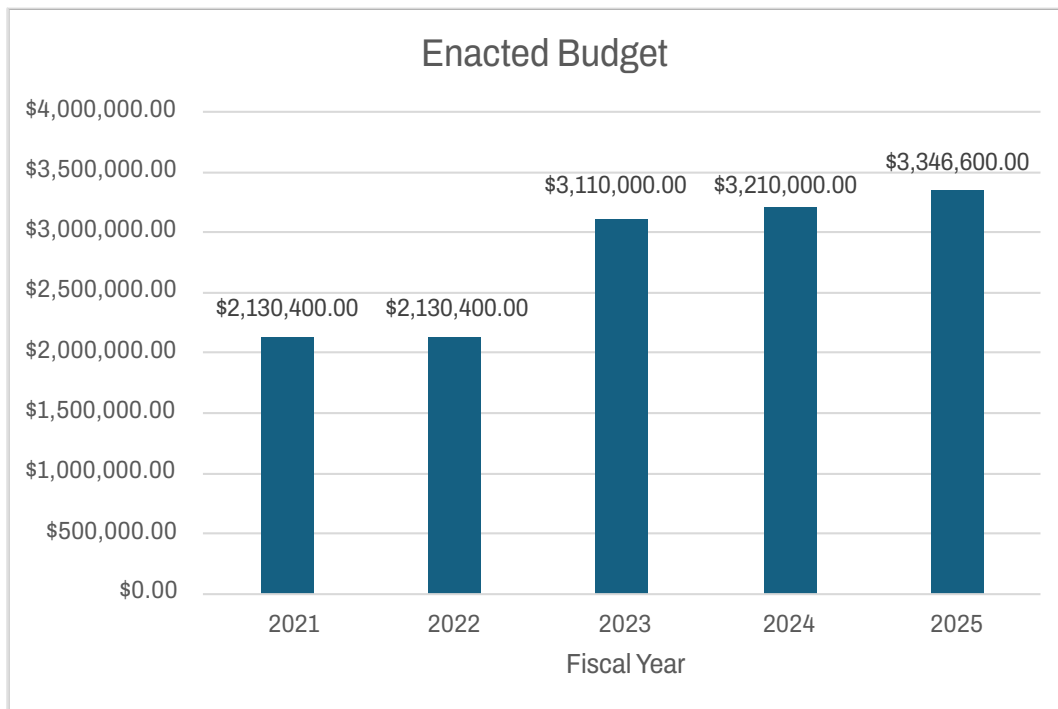
# Human Rights Commission Fiscal Year 2025 Annual Report

## Budget

The Commission is fully funded by the State of Illinois' General Revenue Fund. In Fiscal Year 2025, a sum of \$3,346,600.00 was appropriated from the General Revenue Fund for operational expenses of the Commission.

General Revenue Fund			
Fiscal Year 2024		Fiscal Year 2025	
Enacted Budget	Actual Spend	Enacted Budget	Actual Spend
\$3,210,000.00	\$2,803,396.95	\$3,346,600.00	\$3,040,016.30

## Five-Year Trends



## Current Commissioners and Staff

### Commissioners

Selma C. D'Souza, Chair

Demoya R. Gordon, Vice Chair

Jacqueline Y. Collins, Commissioner

Janice M. Glenn, Commissioner

Stephen A. Kouri II, Commissioner

Mony Ruiz-Velasco, Commissioner+

Gregory E. Vaci, Commissioner+

+ *Pending Senate Confirmation*

### Former Commissioners and Staff

(who left the Commission during the fiscal year)

William J. Borah, Administrative Law Judge

Elizabeth A. Coulson, Commissioner

Tracey B. Fleming, Executive Director

Howard Rosenblum, Commissioner

### Staff

David R. Larson, Interim Executive Director and General Counsel

Claudia P. Ortega, Chief Fiscal and Human Resources Officer

Brian Weinthal, Chief Administrative Law Judge

Azeema N. Akram, Deputy Chief Administrative Law Judge

John Aten, Office Specialist

Adrian J. Atwater, Assistant General Counsel

Shantelle Baker, Administrative Assistant I

Emily Curosh, Assistant General Counsel

Michelle Crayton, Private Secretary

Pamela Curran, Administrative Law Judge

Graciela Delgado, Administrative Assistant I

Emily A. Fancher, Administrative Law Judge

Jose Galvez, Office Administrator III

Bricia Herrera, Administrative Assistant I

Samantha Judd, Administrative Assistant II

Bonnie Kim, Deputy General Counsel

Kathleen A. McGee, Administrative Law Judge

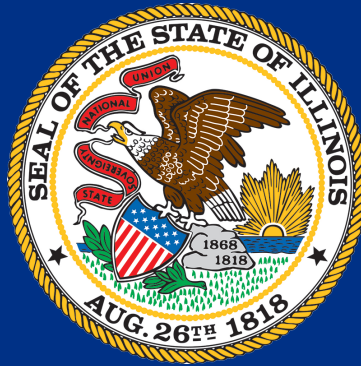
Jennifer S. Nolen, Administrative Law Judge

Jaz Park, Assistant General Counsel

James S. Shovlin, Administrative Law Judge

Cecilia E. Torres, Office Coordinator SS2

Christine Welninski, Administrative Assistant I



# Illinois Human Rights Commission

<https://hrc.illinois.gov>

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