



ILLINOIS HUMAN RIGHTS COMMISSION

THE PEOPLE'S FORUM FOR PROTECTING CIVIL RIGHTS

OUR MISSION

The ILLINOIS HUMAN RIGHTS COMMISSION is dedicated to promoting freedom from unlawful discrimination as defined by the ILLINOIS HUMAN RIGHTS ACT.

The Act forbids discrimination based on sex, age, race, color, religion, arrest record, marital status, handicap, citizenship, national origin, ancestry, unfavorable military discharge, retaliation and sexual harassment.

The Act forbids discrimination in employment, real estate transactions, higher education, public accommodations and access to financial credit. Our mission is to provide a neutral forum for resolving complaints of discrimination filed under the Illinois Human Rights Act.

Our primary responsibility is to make impartial determinations of unlawful discrimination as defined by the Illinois Human Rights Act. We are also responsible for furnishing information to the public about the Act and the Commission.

To fulfill our mission, we strive to provide professional and competent service to everyone who seeks information from us or who has a case before the Commission.



Honorable Rod R. Blagojevich
Members of the General Assembly
Citizens of Illinois

The Illinois Human Rights Commission hereby submits to you its Annual Report for the Fiscal Year July 1, 2004 through June 30, 2005.

The Commission is non-partisan and is dedicated to serving all the people of Illinois to ensure that the Human Rights Act is enforced. It provides a fair and impartial determination for those who may have suffered discrimination or were accused of discrimination as defined by the Act.

The Commission strives to give efficient, courteous service to everyone who seeks information or has a case before the Commission. While experiencing tight budget constraints this fiscal year, the Commissioners and staff doubled their efforts to become more efficient with fewer resources.

In the past year, the Commission has seen many long-term projects come to fruition. The Commission launched the Governor Edward Coles Fellowship program for first and second year law students. The program, modeled after summer associate programs at major law firms, offers law students the opportunity to work on highly complex civil rights cases under the guidance of civil rights experts, and gives them the opportunity to view the inner workings of a state agency. Additionally, the Commission continued to streamline its operations and speed up the process of resolving claims as quickly and efficiently as due process and fairness allow.

The Commission is dedicated to serving the people of Illinois, with a renewed emphasis on educating the General Assembly and the public regarding the resources available to resolve discrimination claims.

Illinois Human Rights Commission

J.B. Pritzker, Chairman

Marti Baricevic
David Chang
Robert S. Enriquez
Marylee V. Freeman

Dolly Hallstrom
Sakhawat Hussain, M.D.
Spencer Leak, Sr.
Munir Muhammad

Rozanne Rohen
Gregory C. Simoncini
Yonnie Stroger
Diane M. Viverito



"We share the dream of an end to discrimination. Unbiased and efficient adjudication is part of making the dream a reality. We are honored to work for the people of Illinois toward that important goal."

- J.B. Pritzker, Chairman



"Each of us believes deeply in civil rights for all. The Commission provides a neutral forum for resolving unlawful discrimination."

- James P. Sledge,
Executive Director

A TIME OF RENEWAL

The Commission oversees an impartial hearing process for those who may have suffered discrimination or have been accused of discrimination. Credit belongs to the Commission and the current staff for their hard work in continuing to deliver on this mission within tight budget constraints.

The Commission saw several long-term ideas come to fruition, and made progress in many areas. Among the improvements are:

- *The process of streamlining delivery of service to the public continued, with the entire Commission identifying ways to improve our service.*
- *Raising the public awareness of the Commission by improving the agency's Community Outreach program*
- *Commemorated the 25th Anniversary of the Human Rights Act by creating the Governor's Human Rights Award and honoring several outstanding individuals and groups for their contribution to fighting discrimination*
- *Expanded access to mediation for faster resolution of pending cases*

- *Establishing the Governor Edward Coles Fellowship. This fellowship is named for the second Governor of the State of Illinois who spearheaded the efforts of anti-slavery forces to keep Illinois a free state in the early 1800's, and provides first and second year law students the opportunity to work at the Commission for the summer. Fellows perform various legal tasks such as legal research and writing.*

- *Continued improvement to our website to allow the public to download commonly used forms and orders of the Commission.*

- *A continued commitment to training for the Commission's administrative law judges, and Commissioners.*

In the past year the Commission has seen a period of great improvement.

I encourage legislators to contact our offices to learn how the Commission helps your constituents. By working together, we can assure that the resources of the Commission are fully utilized by the people of Illinois.

J.B. Pritzker, *Chairman*

CASE STUDY NO. 1

The Commission has authority only over issues covered by the Illinois Human Rights Act.

If you believe you have been the victim of unlawful discrimination, the Commission will work to help you. But parties are strongly encouraged to seek help from an attorney so that you will understand your rights.

SALAS V. HICKEY, ET AL.

The complainant charged that she had been discriminated against due to pregnancy.

The Commission found that the Respondent had fewer than 15 employees, and therefore, was not covered by the Illinois Human Rights Act.



WORKING TOGETHER FOR HUMAN RIGHTS

Serving the public efficiently and effectively

How could the Illinois public be assured that the words of the Illinois Human Rights Act would become reality?

The Act created a two-part enforcement procedure. The Department of Human Rights investigates charges of discrimination brought under the Act. The Illinois Human Rights Commission reviews and issues decisions on complaints of unlawful discrimination.

The spirit of the Act encourages resolution of claims through the least litigious means. Therefore, claims are resolved at many different stages of the investigation and hearing process. If claims are contested, the Commission acts as an independent forum for all involved parties to receive a final hearing and decision.

From employment opportunities to public accommodations, from housing issues to financial credit, unlawful discrimination in any area is unacceptable.

CASE STUDIES NO. 2 & 3

Commissioners and staff study to stay current in their legal training.

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SPINKS V. G.M.

AND

MANSKER V. PINNACLE LTD.

The law of sexual harassment is complex and evolving. In Spinks the Respondent did not commit sexual harassment. In Mansker, the Complainant prevailed.

THE COMMISSION ADDRESSES UNLAWFUL DISCRIMINATION

Non-partisan commission arbitrates fairness

The Commission consists of a staff and 13 Commissioners, appointed by the Governor with confirmation by the Senate. No more than seven Commissioners can be from the same political party. The Governor designates one of the Commissioners as the Chairman.

Newly appointed Commissioners serve a four-year term, while appointees filling a vacancy serve for only the remaining term of the member being replaced. At the end of their terms, Commissioners may be reappointed. The staff includes an Executive Director, a General Counsel and Assistant General Counsel, a Chief Administrative Law Judge, a Fiscal Officer, Administrative Law Judges and administrative operations staff. Offices are maintained in Chicago and Springfield.

Through its non-partisan structure, the Commission serves all people and entities throughout the state.

The Illinois Human Rights Act established a check-and-balance system to investigate charges and make determinations regarding their validity.

ILLINOIS HUMAN RIGHTS ACT

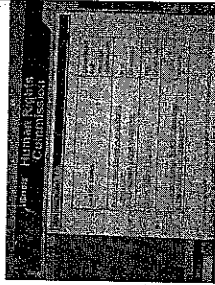
Human Rights Commission
Conducts hearings
Makes decision
Approves settlements



Department of Human Rights
Filed charges are investigated
Referred to the Commission

"Non-partisan Commissioners and dedicated judges serve all those in need throughout Illinois."

- Michael J. Evans, Chief Administrative Law Judge



"We're here to help everyone understand the process. We enjoy helping attorneys and litigants".

- Wilma Johnson, Office Manager

CASE STUDY NO. 4

Commission orders usually resolve the situation. When they do not, the Commission will not hesitate to take further action.

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BLAKELY V. RAILWAY LIVERLY LTD

The Respondent was found to have violated the Act and was ordered to pay damages by the Commission. The Commission found that the Respondent failed to pay and ordered enforcement by the Attorney General.

ILLINOIS HUMAN RIGHTS ACT

The Illinois Human Rights Act established a check-and-balance system to investigate charges and make determinations regarding their validity.

WHEN TO INVOLVE THE HUMAN RIGHTS COMMISSION *Involving the Commission*

When the Department finds substantial evidence of a violation, it files a complaint with the Human Rights Commission. This begins the Commission's official involvement in reviewing and hearing the complaint. The Commission, through administrative law judges, conducts administrative hearings. After both parties provide evidence, including witnesses' sworn testimony, the presiding Administrative Law Judge issues a recommended order and decision. The proceedings are similar to a court trial. If either party wishes, it may request a review of the hearing by the Commission. It will hear arguments of law, based on the record of the sworn testimony, and will issue a final Order and Decision.

The Commission meets in panels of three Commissioners to hear cases based on the exceptions to the recommended orders filed by either party. If desired, a party may ask the entire Commission to review the case.

In the past year, the Commission has continued to make improvements and seek advice from litigants and the legal community.

“Each step involved in resolving a claim helps ensure continuity and fairness for all involved parties.”

- Dolly Hallstrom, Commissioner

SENIOR STAFF

James P. Sledge
Executive Director

James E. Snyder
General Counsel

Michael J. Evans,
Chief Administrative Law Judge

Reva S. Bauch,

Deputy Chief

Administrative Law Judge

Matthew Z. Hammoudeh
Assistant General Counsel

ADMINISTRATIVE LAW JUDGES

David J. Brent

Mariette K. Lindt

Gertrude “Trudy” McCarthy

Sabrina M. Patch

Michael R. Robinson

SUPPORT STAFF

Shantelle Baker

Graciela Delgado

Doug Hart

Wilma J. Johnson

Gail Kruger

Maritza Torres-Hernandez

Christine M. Weiminski

Commission Staff: The public and Commissioners are served by staff in the Chicago and Springfield offices.

FY 2005 COMMISSIONERS

- 1.) **J.B. Pritzker** is the managing partner of The Pritzker Group and a partner at New World Ventures. Governor Rod Blagojevich appointed Mr. Pritzker as Chairman of the Illinois Human Rights Commission in 2003.
- 2.) **Marti Barcovic** is a business industry training representative for Southwestern Illinois College. Governor Rod Blagojevich appointed Ms. Barcovic to the Commission in 2003.
- 3.) **David Chang** is a retired restaurateur and is a leader in Chicago's Asian American Community. Governor Rod Blagojevich appointed Mr. Chang to the Commission in 2003.
- 4.) **Robert Enriquez** holds an MBA in International Marketing. He has senior management experience in sales, distribution and manufacturing initiatives around the world and also has served our nation as a United States Marine Officer. Governor Rod Blagojevich appointed Mr. Enriquez to the Commission in 2005.
- 5.) **Yonnie Stroger** brings a lifetime of achievement and public service to the Commission. Governor Blagojevich appointed Mrs. Stroger to the Commission in 2004. (not pictured)
- 6.) **Marylee V. Freeman** is an advocate and counselor for Women's Health issues. Governor George Ryan appointed Mrs. Freeman to the Commission in 1999. Governor Rod Blagojevich appointed Mrs. Freeman to the Commission in 2003. (not pictured)
- 7.) **Dolly Hallstrom** served in the Illinois General Assembly from 1979 to 1983. Ms. Hallstrom is the longest serving commissioner and was first appointed to the Commission in 1991 and 1995 by Governor Jim Edgar, and by Governor George Ryan in 1999. Governor Rod Blagojevich appointed Ms. Hallstrom to the Commission in 2003.

PROUD TO SERVE THE PUBLIC



1.) J.B. Pritzker



2.) Marti Barcovic



3.) David Chang



4.) Robert Enriquez



5.) Yonnie Stroger



6.) Marylee V. Freeman

8.) Sakhawat Hussain, M.D. is a gastroenterologist and president of the medical staff at Chicago's Advocate Trinity Hospital. Governor Jim Edgar appointed Dr. Hussain to the Commission in 1994. He was appointed by Governor George Ryan in 1999.

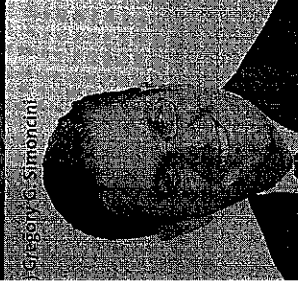


David Chang



Robert Strigler

9.) Gregory G. Simoncini is a vice president at The Alford Group, a national consulting firm to not-for-profit organizations. He currently serves on the boards of the Gay and Lesbian Victory Fund, and the Academy for Urban School Leadership. Governor Rod Blagojevich appointed Mr. Simoncini to the Commission in 2005.

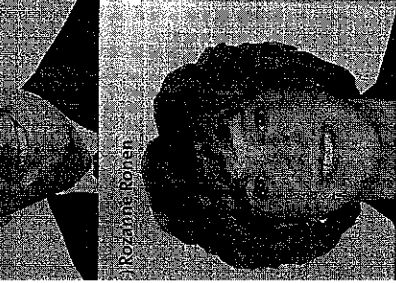


Gregory G. Simoncini



Spencer Leak, Sr.

10.) Spencer Leak, Sr. is president of Leak and Sons Funeral Home. Governor George Ryan appointed Mr. Leak to the Commission in 2001.

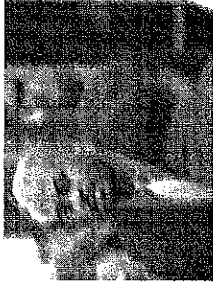


Rozanne Ronen

11.) Diane M. Viverito is Director of International Student Affairs at Moraine Valley Community College and holds a B.A. in South Asian Studies, and an M.S. in Human Services Administration. She currently chairs Study Illinois, a higher education consortium. Governor Blagojevich appointed Ms. Viverito to the Commission in 2005.

12.) Munir Muhammad is a well-known activist in the African-American community in Chicago. He is the host of several television programs, including "Muhammad and Friends" and "The Munir Muhammad Show." Governor Rod Blagojevich appointed Mr. Muhammad to the Commission in 2003.

13.) Rozanne Ronen is an information technology independent contractor who has worked in the public, private and not-for-profit sectors. Governor Blagojevich appointed Ms. Ronen to the Commission in 2004.



**ILLINOIS HUMAN RIGHTS COMMISSION
BUDGET APPROPRIATION FOR FY 2004**

Personal Services	\$960,800.00
Employee Retirement by State.....	\$0.00
Retirement	\$ 154,800.00
Social Security	\$ 73,500.00
Contractual Services	\$ 161,300.00
Travel.....	\$ 29,300.00
Commodities	\$12,700.00
EDP.....	\$2,900.00
Telecommunications	\$26,300.00
Total.....	\$1,439,700.00

CASE STUDY NO. 5

In most cases, the Commission's order ends the litigation, but either party has the right to appeal a Commission decision to the Illinois Appellate Court.

**CHAPMAN, ET AL. V.
ILLINOIS HUMAN RIGHTS
COMMISSION**

Four school employees charged that they had been laid-off from work due to their age. They also charged that they were not recalled from the lay-off in retaliation for opposing age discrimination. The Commission found in favor of the school board.

The Complainants exercised their right to appeal the Commission's decision. The Illinois Appellate Court sustained the Commission decision.

Funding is appropriated annually from the state budget to cover all of the Human Rights Commission's statewide services to the people of Illinois.

We are here to serve you. Please contact us anytime.

Illinois Human Rights Commission
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Chicago, IL 60601
Phone: (312) 814.6269
TDD: (312) 814.4760

Or

Illinois Human Rights Commission
404 Stratton Building
401 South Spring Street
Springfield, IL 62706
Phone: (217) 785.4350
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Web site: www.state.il.us/ihr

Many resources are available for people in Illinois who believe they have been discriminated against or have been unjustly accused of discrimination.

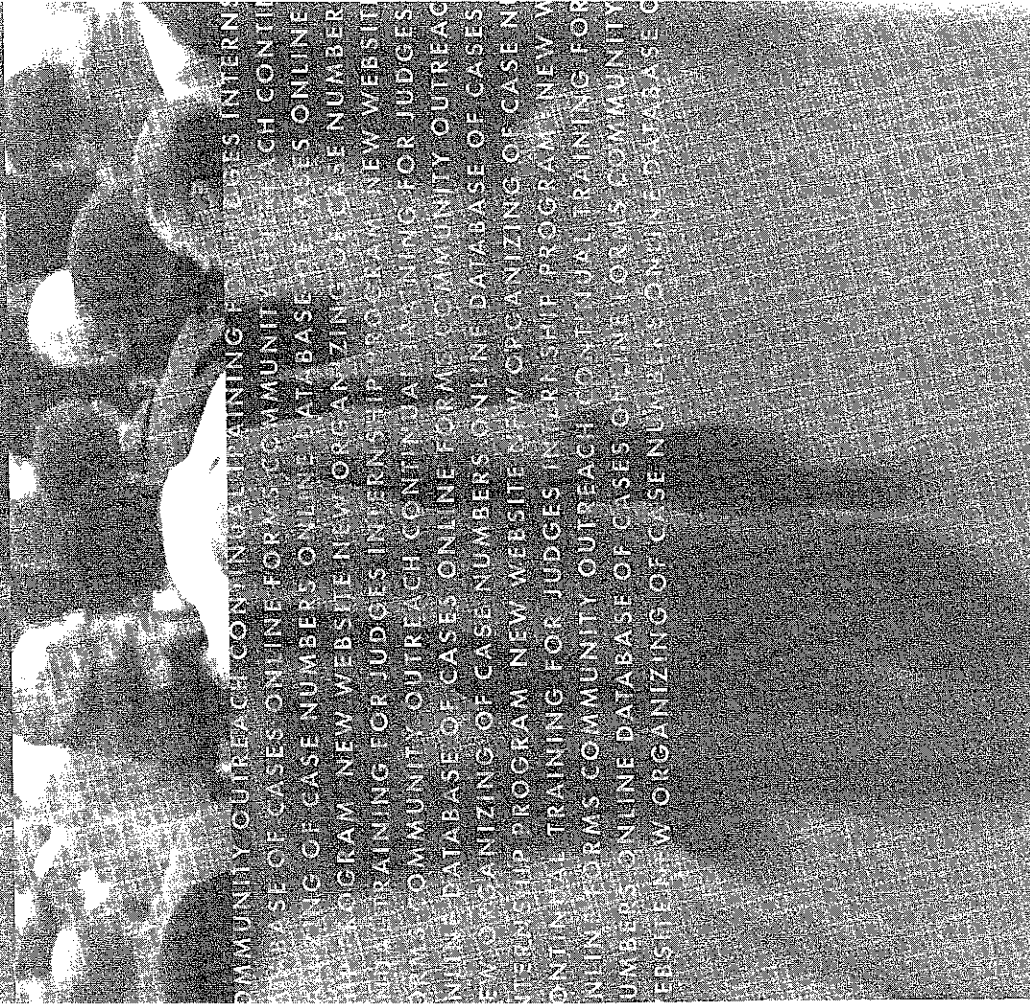
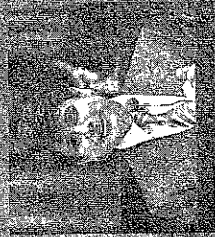


"It is an honor to serve Illinois. We are here to help all of the diverse communities of the state."

— David Chang, Commissioner

*I am proud of the efforts of the
Illinois Human Rights Commission.
By developing innovative, new
ideas and making service im-
provements, I am confident the
Commission will continue to
fight unlawful discrimination.”*

George Blagojevich, Governor



PROUDLY SERVING THE PUBLIC



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STATE OF ILLINOIS ANNUAL REPORT OF THE
ILLINOIS HUMAN RIGHTS COMMISSION FISCAL YEAR 2004

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