

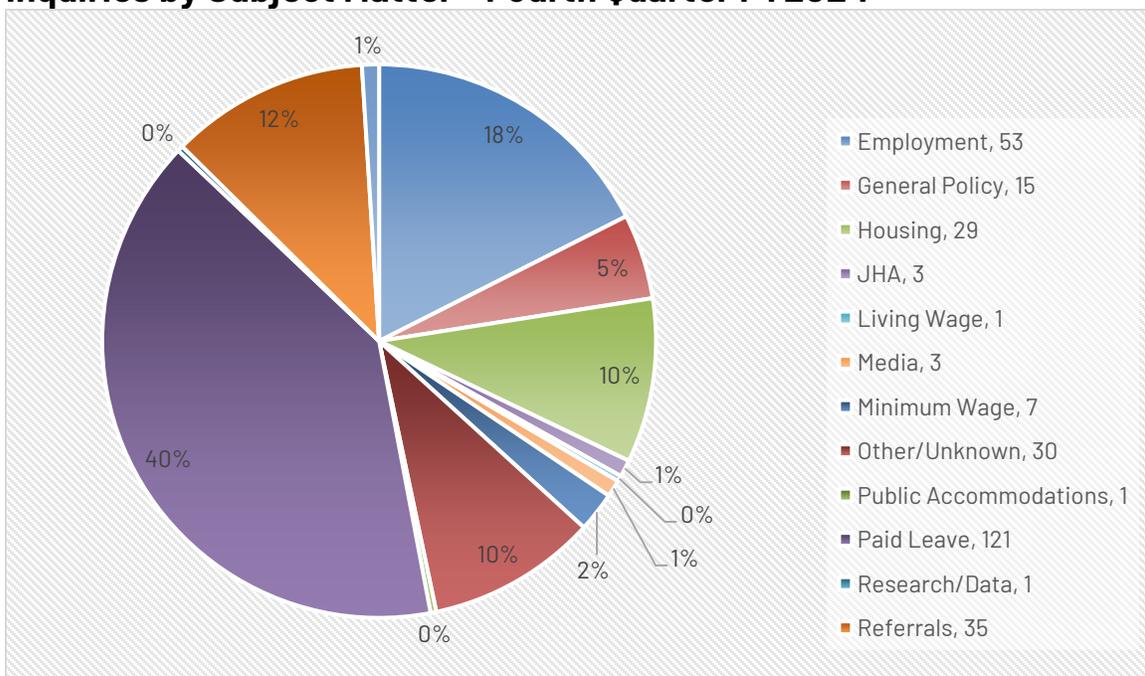


To: Commissioner Kevin Morrison, Chair; Commissioner Maggie Trevor, Vice Chair
 Cook County Commissioners, Human Relations Committee
 From: Jennifer King, Director, Dept. of Human Rights & Ethics
 Date: December 4, 2024
 RE: Fourth Quarter FY2024 - Complaints with Commission on Human Rights Pursuant to Section 42-34(9)

1. Summary Chart

	FY2023	Q1, 2024 (Dec 1-Feb 29)	Q2, 2024 (March 1-May 31)	Q3, 2024 (June 1-August 31)	Q4, 2024 (September 1-November 30)
Inquiries	1,036	433	329	420	302
Cases Pending (All Stages)		56	66	59	112
New Cases Filed	96	19	24	25	80
Cases Closed	84	11	15	29	26
Investigations completed within 180 Days	50	11	8	22	23

2. Inquiries by Subject Matter - Fourth Quarter FY2024



3. Human Rights Complaints Filed

Filed during Fourth Quarter FY2024, September 1, 2024, through November 30, 2024

Complaint Type Key:

CS	County Services
E	Employment
H	Housing
JHA	Just Housing Amendment
LW	Living Wage
MW	Minimum Wage
PA	Public Accommodations
PL	Paid Leave

Complaint Naming Convention:
2024E00017 =
Complaint filed in 2024
Employment complaint
(refer to Complaint Type Key)
Complaint number

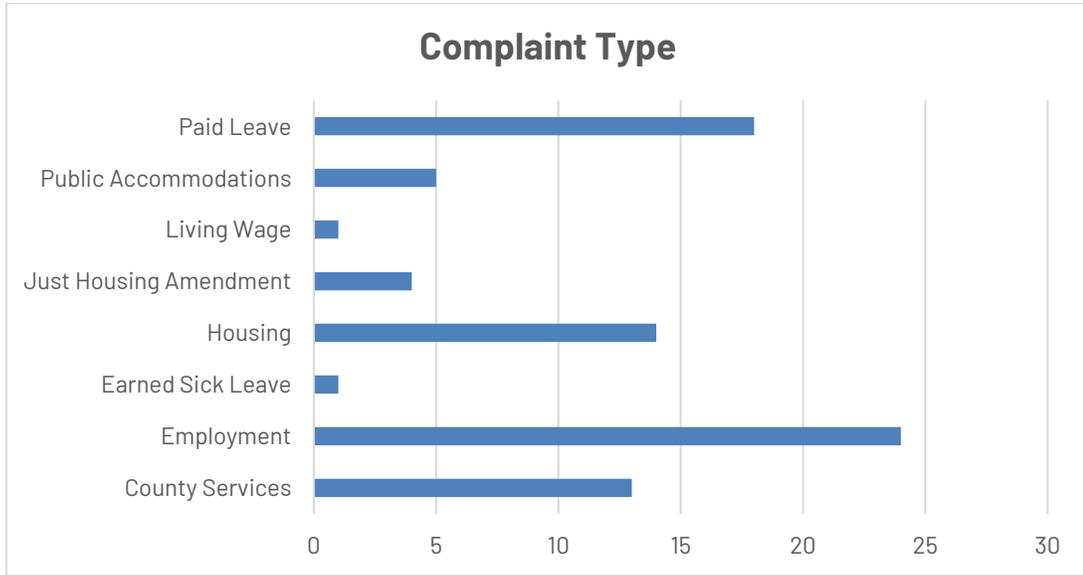
	Case Number	Basis of Discrimination	Date Open
1	2024CS00082	National Origin	8/31/2024
2	2024CS00083	National Origin	8/31/2024
3	2024CS00084	National Origin	8/31/2024
4	2024H00085	Housing Status; National Origin; Retaliation	9/3/2024
5	2024H00088	Marital Status; Sex	9/4/2024
6	2024JHA00086	Criminal History	9/4/2024
7	2024E00091	Disability (physical or mental); Gender Identity	9/5/2024
8	2024E00092	Bodily Autonomy; Color; Gender Identity; Religion; Retaliation; Sex	9/5/2024
9	2024H00093	Color; Marital Status	9/6/2024
10	2024H00094	Housing Status; Retaliation	9/7/2024
11	2024E00095	Color; Criminal History; Gender Identity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Sexual Harassment	9/8/2024

12	2024E00096	Color; Criminal History; Disability (physical or mental); Ethnicity; Gender Identity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Sexual Harassment; Sexual Orientation	9/8/2024
13	2024H00097	Retaliation; Sexual Orientation; Source of Income	9/9/2024
14	2024CS00100	Housing Status; Retaliation; Source of Income	9/12/2024
15	2024JHA00101	Criminal History	9/12/2024
16	2024JHA00102	Criminal History	9/12/2024
17	2024H00103	Age (over 40); Color; Disability (physical or mental); Housing Status; Marital Status; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation; Source of Income	9/13/2024
18	2024E00105	Disability (physical or mental)	9/16/2024
19	2024PA00104	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	9/16/2024
20	2024E00106	Age (over 40)	9/17/2024
21	2024H00107	Religion; Retaliation; Sexual Harassment	9/17/2024
22	2024H00108	Disability (physical or mental); Housing Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Source of Income	9/17/2024
23	2024E00109	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	9/18/2024
24	2024E00110	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/19/2024
25	2024E00111	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/19/2024
26	2024E00114	Color	9/22/2024
27	2024PL00116	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	9/23/2024
28	2024CS00117	Housing Status; Retaliation	9/26/2024
29	2024E00119	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/26/2024

30	2024PL00118	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	9/26/2024
31	2024E00120	Gender Identity	9/27/2024
32	2024PL00121	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Retaliation	9/29/2024
33	2024CS00123	Ancestry; Criminal History	10/1/2024
34	2024H00122	Criminal History; Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	10/1/2024
35	2024H00124	Color; Housing Status; Source of Income	10/1/2024
36	2024CS00128	Color; Criminal History; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	10/2/2024
37	2024E00126	Disability (physical or mental); Retaliation	10/2/2024
38	2024PA00127	Criminal History; Disability (physical or mental)	10/2/2024
39	2024PA00129	Bodily Autonomy; Disability (physical or mental); Gender Identity; Housing Status; National Origin; Pregnancy Status; Religion; Retaliation; Sexual Harassment	10/2/2024
40	2024PL00125	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	10/2/2024
41	2024E00132	Age (over 40); Color; Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex	10/4/2024
42	2024E00136	Disability (physical or mental); Retaliation	10/7/2024
43	2024E00147	Retaliation	10/7/2024
44	2024CS00153	Criminal History; Disability (physical or mental); Housing Status	10/8/2024
45	2024H00152	Disability (physical or mental); Retaliation; Source of Income	10/8/2024
46	2024CS00157	Color; Criminal History; Disability (physical or mental); Housing Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex; Source of Income	10/9/2024
47	2024E00156	Age (over 40); Disability (physical or mental); Ethnicity	10/9/2024
48	2024H00160	Sexual Harassment	10/9/2024
49	2024H00161	Age (over 40); Housing Status; Retaliation	10/10/2024

50	2024LW00173	Providing Labor Pursuant to Contract or Subcontract with Cook County	10/15/2024
51	2024CS00178	Retaliation	10/16/2024
52	2024PL00185	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	10/17/2024
53	2024PA00192	Sexual Orientation	10/21/2024
54	2024E00197	Ancestry; Retaliation	10/22/2024
55	2024E00198	Ancestry; Retaliation	10/22/2024
56	2024CS00208	Parental Status	10/23/2024
57	2024CS00209	Parental Status	10/23/2024
58	2024PL00223	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	10/24/2024
59	2024CS00229	Color; Criminal History; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	10/25/2024
60	2024PL00228	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance; Retaliation	10/25/2024
61	2024E00231	Retaliation	10/29/2024
62	2024PL00232	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave	10/29/2024
63	2024E00239	Color	11/1/2024
64	2024PA00240	Marital Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Sexual Orientation	11/4/2024
65	2024PL00241	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	11/4/2024
66	2024PL00250	Other Act(s) Prohibited By Ordinance	11/6/2024

67	2024PL00252	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	11/10/2024
68	2024PL00253	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	11/10/2024
69	2024JHA00254	Criminal History	11/12/2024
70	2024ESL00255	Failed to Provide All Hours of Earned Sick Leave Required by Ordinance; Failed To Allow Use of Accrued Earned Sick Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Earned Sick Leave; Failed To Notify Of Right To Earned Sick Leave.	11/13/2024
71	2024H00257	Age (over 40); Disability (physical or mental); Source of Income	11/19/2024
72	2024PL00256	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance	11/19/2024
73	2024PL00258	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance; Retaliation	11/19/2024
74	2024E00259	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	11/20/2024
75	2024PL00261	Guidance for Compliance	11/23/2024
76	2024PL00262	Failed To Properly Compensate For Use Of Paid Leave	11/23/2024
77	2024PL00263	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Guidance for Compliance; Other Act(s) Prohibited By Ordinance	11/25/2024
78	2024PL00264	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Guidance for Compliance	11/25/2024
79	2024E00265	Disability (physical or mental)	11/26/2024
80	2024E00266	Age (over 40); Disability (physical or mental)	11/26/2024



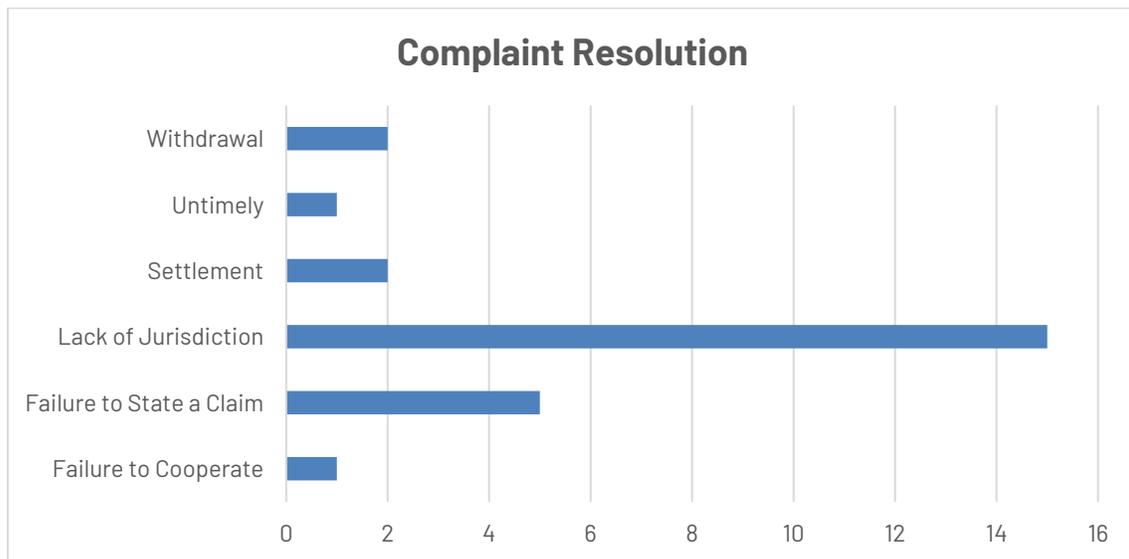
4. Human Rights Complaints Resolved

During Fourth Quarter FY2024, September 1, 2024, through November 30, 2024

	Case Number	Basis of Discrimination	Date Open	Date Closed	Cause for Dismissal
1	2025PL00201	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	3/27/2024	8/13/2024	Settlement
2	2024H00151	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	10/25/2023	9/4/2024	Withdrawal
3	2024H00103	Age (over 40); Color; Disability (physical or mental); Housing Status; Marital Status; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation; Source of Income	9/13/2024	9/18/2024	Lack of Jurisdiction
4	2024E00110	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/19/2024	9/30/2024	Lack of Jurisdiction

5	2024E00211	Age (over 40); Disability (physical or mental); Retaliation	10/24/2024	10/4/2024	Withdrawal
6	2024PA00222	Age (over 40); Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	6/11/2024	11/8/2024	Untimely
7	2024PA00219	Ancestry; Caste; Disability (physical or mental); National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation	10/24/2024	11/8/2024	Lack of Jurisdiction
8	2024H00160	Sexual Harassment	10/9/2024	11/8/2024	Lack of Jurisdiction
9	2024E00156	Age (over 40); Disability (physical or mental); Ethnicity	10/9/2024	11/8/2024	Lack of Jurisdiction
10	2024H00152	Disability (physical or mental); Retaliation; Source of Income	10/8/2024	11/8/2024	Lack of Jurisdiction
11	2025JHA00143	Criminal History	10/7/2024	11/8/2024	Settlement
12	2024E00126	Disability (physical or mental); Retaliation	10/2/2024	11/8/2024	Failure to State a Claim
13	2024H00107	Religion; Retaliation; Sexual Harassment	9/17/2024	11/8/2024	Lack of Jurisdiction
14	2024E00105	Disability (physical or mental)	9/16/2024	11/8/2024	Lack of Jurisdiction
15	2024PA00104	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	9/16/2024	11/8/2024	Lack of Jurisdiction
16	2024H00093	Color; Marital Status	9/6/2024	11/8/2024	Lack of Jurisdiction
17	2024E00091	Disability (physical or mental); Gender Identity	9/5/2024	11/8/2024	Lack of Jurisdiction
18	2025PL00199	Failed To Provide All Hours Of Paid Leave Required By Ordinance; Retaliation	10/23/2024	11/20/2024	Failure to Cooperate
19	2024H00144	Age (over 40); Retaliation; Sexual Harassment; Sexual Orientation	10/7/2024	11/22/2024	Lack of Jurisdiction

20	2024H00204	Criminal History; Source of Income	10/23/2024	11/22/2024	Lack of Jurisdiction
21	2024E00147	Retaliation	10/7/2024	11/22/2024	Lack of Jurisdiction
22	2024PL00264	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Guidance for Compliance	11/25/2024	11/26/2024	Failure to State a Claim
23	2024CS00178	Retaliation	10/16/2024	11/26/2024	Failure to State a Claim
24	2024PL00261	Guidance for Compliance	11/23/2024	11/27/2024	Lack of Jurisdiction
25	2024CS00100	Housing Status; Retaliation; Source of Income	9/12/2024	11/27/2024	Failure to State a Claim
26	2024H00161	Age (over 40); Housing Status; Retaliation	10/10/2024	11/27/2024	Failure to State a Claim



The chart above summarizes complaint resolution prior to completion of an investigation.

Between September 1, 2024 and November 30, 2024, the Commission facilitated settlements between parties. Settlement amounts were not reported to the Commission.

One complaint resolved during this quarter was a Just Housing Amendment complaint.

5. Demonstrable Risk

The Cook County Department of Human Rights and Ethics (DHRE) was unable to discover or develop information on any denials of housing based upon demonstrable risk to personal safety/property of others pursuant to Cook County Ordinance 42-38(e)(2)(b) and 42-34(e)(9) during this time.