**State of Illinois**
Human Rights Commission

# Illinois Human Rights Commission

# 2017 ANNUAL REPORT

# OUR MISSION

The Illinois Human Rights Commission is dedicated to promoting freedom from unlawful discrimination as defined by the Illinois Human Rights Act and to provide a neutral forum for resolving complaints of discrimination filed under the Act.

# The Act forbids…

discrimination with respect to employment, financial credit, public accommodations and real estate transactions on the basis of race, color, religion, sex (including sexual harassment), national origin, ancestry, military status, age (40 and over), order of protection status, marital status, sexual orientation (including gender-related identity), pregnancy, unfavorable military discharge, and physical and mental disability. The Act also prohibits sexual harassment in education, discrimination because of citizenship status and arrest record in employment, and discrimination based on familial status in real estate transactions.

# Our primary responsibility…

is to make impartial determinations of unlawful discrimination as defined by the ***Illinois Human Rights Act***, and to furnish information to the public about the ***Act*** and the ***Commission***.

***The core values*** of the Commission are to provide professional, competent, efficient and effective service to everyone who seeks information from or who has a case before the Commission.

ILLINOIS HUMAN RIGHTS COMMISSION

December 15, 2017

**Honorable Bruce Rauner**
**Members of the Illinois General Assembly**
**Citizens of Illinois**

The Illinois Human Rights Commission hereby submits to you its Annual Report for the Fiscal Year 2017.

The Commission had a full and impactful year as its members and staff worked to provide a safe, effective and impartial forum to address the claims of those who have suffered or been accused of discrimination as defined by the Illinois Human Rights Act. The Commission is pleased to report that its efforts to create new partnerships and seek new innovations to further its work in protecting the rights of its constituencies have been broadly received. We believe that this groundwork will bring added benefit to all.

We thank Governor Rauner, the members of the General Assembly, the Department of Human Rights and the general public for its support of our efforts.

This year the Commission's annual intake was 951 cases with a disposition rate of 82%. The annual intake for Requests for Review was 375 cases, which constitutes an increase of 13% to the annual docket. We are also pleased to highlight the quality of service by staff and commissioners, as the Commission has maintained a 95% plus affirmation rate within the appellate court system of Illinois.

We are proud that the Illinois Human Rights Act continues to be a standard across the country in civil rights legislation. We remain committed to performing our responsibilities to the people of Illinois with a renewed emphasis on excellence.

Rose Mary Bombela-Tobias

*Chairman, Illinois Human Rights Commission*

### CASE STUDY NO. 1
### RACE AND AGE DISCRIMINATION IN EMPLOYMENT

**Illinois Human Rights Act, 775 ILCS § 5/2-101**

**Kevin Williams v. Jacobsmeyer-Mauldin Construction Company.**

In his Complaint of Civil Rights Violation, the Complainant, who is African American, alleged employment discrimination based on race. The Complainant was employed by the Respondent as a Journeyman Ironworker to work on an outdoor building project. The Complainant was terminated, allegedly because he had engaged in a verbal altercation with a co-worker. However, the Complainant alleged that Caucasian co-workers who had also engaged in verbal altercations with co-workers had not been terminated. Under the Illinois Human Rights Act, employees cannot be subjected to race-based differential treatment in the assessment of discipline. The Respondent failed to answer the Complaint. As a result, it was held in default and thus liable for a civil rights violation under the Illinois Human Rights Act. The Complainant was represented by an attorney at a damages hearing before the Commission. In addition to back wages, attorney fees and costs, the Complainant also sought an award for emotional distress in the amount of $ 7,500.00. The Complainant testified that he felt disrespected and frustrated due to the double-standard in the treatment of the Respondent's employees. He further testified that he feared retaliation in the form of an "accident" at other work sites because it was common knowledge in his industry that he had sued the Respondent for discrimination. The Commission determined the Complainant had established a viable claim for emotional distress damages and that his suggested amount was reasonable. In total, the Complainant was awarded $ 158,260.88 in back wages, plus pre-judgment interest, $ 7,500.00 in emotional distress damages, and $ 4,378.00 in attorneys' fees.

## THE ILLINOIS HUMAN RIGHTS COMMISSION

On December 6, 1979, former Governor James R. Thompson signed into law the Illinois Human Rights Act, 775 ILCS 5/1-101 et seq. The Act created the broadest civil rights coverage for the people of Illinois in the history of the state. The Act created a bifurcated enforcement apparatus: a Department to investigate Charges of Discrimination, and a Commission to adjudicate Complaints of Civil Rights Violations in housing, employment, public accommodations, education, and financial credit. Charges of Discrimination may be brought to the Department by individuals, groups and/or in certain circumstances, the Director of the Department of Human Rights. Either the Department or the Complainant may file a Complaint of Civil Rights Violation with the Commission. Such complaints are adjudicated pursuant to Sections 8A-102 and 8B-102 of the Act.

The Human Rights Commission (HRC) maintains offices in Chicago and in Springfield. The HRC consists of thirteen Commissioners; the Executive Director; the Chief Administrative Law Judge, and four Administrative Law Judges; the Chief Fiscal Officer; the General Counsel, Deputy General Counsel, Assistant General Counsel, and administrative support staff.

## REQUEST FOR REVIEW

When the Illinois Department of Human Rights (DHR) dismisses a charge of discrimination, the Complainant may either file a Request for Review with the HRC or file a Complaint with the appropriate circuit court within 90 days following issuance of the DHR's Notice of Dismissal. When a Request for Review results in the HRC sustaining the DHR's dismissal, the Complainant may appeal the HRC's decision in the Illinois Appellate Court. When the DHR issues a Notice of Default against a Respondent to a charge of discrimination, the Respondent has 30 days to file a Request for Review. If the HRC sustains the default, the Complainant may ask the Commission to schedule a damages hearing before an Administrative Law Judge or the Complainant may commence a civil action in the appropriate circuit court.

## FILING A COMPLAINT

If the DHR finds substantial evidence of discrimination and issues notice, or if the DHR fails to complete its investigation of the charge within 365 days, then within 90 days thereafter the Complainant must either: (1) File a Complaint of Civil Rights Violation with the HRC, or (2) Commence a civil action in the appropriate circuit court.

### CASE STUDY NO. 2

### SEXUAL HARASSMENT AND CONSTRUCTIVE DISCHARGE

**Illinois Human Rights Act, 775 ILCS § 5/2-102(B)**

**Tina Loosa v. Hammer Financial Corporation & Joseph Hammer**

The Complainant worked in the Respondent's office. The Complainant alleged her supervisor, the individual Respondent, Hammer, engaged in egregious behavior amounting to sexual harassment. During the single incident, the supervisor blocked her in a seat and attempted to kiss her; licked her face; informed her that because of his size and the fact that he was an ex-body builder, he could do anything he wanted to her, and that she should just "go along with it"; prevented her from getting out of the seat in her attempt to evade his unwanted advances; physically pinned her arm down so she could not leave; and continued to lick her face, while threatening that he could do whatever he wanted. The Complainant was able to escape from the chair when the supervisor was distracted by a ringing telephone; she was able to push his arm away and run out of the room. She did not return to the job. The Complainant at the time was five foot five inches, and she weighed 120 pounds. The supervisor was 220 pounds. During a damages hearing, the Complainant testified that she suffered emotional distress, in that she had nightmares, she felt terrified and trapped, and she continued to feel uncomfortable and scared around male authority figures who stood too close to her. She was left with feelings of shame and unworthiness. In addition to back pay and other make-whole relief, the Complainant sought an award of $ 65,000.00 for emotional distress. After reviewing prior Commission cases in which litigants had been subjected to harassment and discrimination of a short duration, but of an egregious nature, the Commission determined that the facts of this case warranted an emotional distress award of $ 95,000.00. The Complainant was also awarded $ 40,832.63 in back pay and $ 5,159.00 for attorney fees.

### CASE STUDY NO. 3
### EMPLOYMENT DISCRIMINATION BASED ON PERCEIVED DISABILITY, HIV-POSITIVE STATUS; EQUITABLE ESTOPPEL

**Illinois Human Rights Act, 775 ILCS § 5/2-101**

**Charles Hughes v. Andersen's Cafe**

The Complainant filed a complaint against the Respondent, a local restaurant, alleging harassment and constructive discharge based on perceived disability, HIV-positive status.

Rumors began circulating among the Respondent's patrons that the Complainant was HIV-positive. The Respondent demanded the Complainant present proof of his negative status to combat the rumors, which the Respondent believed was affecting its business. The Complainant provided the Respondent with a medical report indicating his negative status.

One day the Complainant came into work and noticed patrons snickering at him. He discovered that the Respondent had posted his medical report on the Respondent's wall where all of the Respondent's patrons could view the report. The Complainant left before the end of his shift, embarrassed by the ridicule he was being subjected to by the patrons. He did not return to the workplace. He thereafter filed a charge of discrimination with the Illinois Department of Human Rights on September 26, 2008, alleging harassment and constructive discharge based on perceived disability.

The Complainant agreed to the Department's request to extend its investigation time by 300 days. The Respondent did not agree to extend the investigation time. Both parties must agree to extend the Department's time to investigate a charge. However, a 300-day extension was entered into the Department's system.

Thereafter, the Department sent the Complainant a letter informing him that his 90-day timeframe to file a complaint with either the Commission or the circuit court would run from 7/24/10 to 10/21/10.

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## STANDING ORDER RELATING TO PREHEARING MEMORANDA

All parties will jointly prepare and submit a prehearing memorandum to the presiding Administrative Law Judge (ALJ) of the HRC not less than 14 days before the hearing is scheduled to commence. The Complainant should prepare the first draft and submit it to the Respondent at least 14 days prior to the filing deadline. The presiding ALJ may waive the preparation of the prehearing memorandum if any litigant is not represented by counsel. Attorney representation is strongly advised.

## THE HEARING

The matter is set for hearing before an ALJ within 30 to 90 days after the complaint has been filed with the HRC. 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 HRC's final decision. The HRC's final decision may be appealed in the appropriate Appellate Court.

## JUDICIAL REVIEW

A petition for review of the final order of the Commission must be filed with the appropriate Appellate Court of Illinois within 35 days from the date that a copy of the decision sought to be reviewed was served on the party affected.

## SETTLEMENTS

When a settlement is submitted by the Department, the Commission via a panel of 3 Commissioners shall determine whether or not to approve. Parties may settle matters with or without Commission approval. However, if they wish the Commission to retain jurisdiction for enforcement, the agreement must be reduced to writing and submitted to the Commission for approval. Approval is accomplished by an order approving the settlement and dismissing the case.

## PUBLICATION OF OPINIONS

Decisions of the Commission or panels thereof, whether on requests for review or complaints, shall be published within 120 calendar days of the completion of service of the written decision on the parties. Decisions of the Commission are available on the Commission's website at www.state.il.us/ihrc.

***CS#3**, continued from page 7*

On July 29, 2010, the Department sent the Complainant a letter informing him that its time to investigate had expired and he could file a complaint. On August 9, 2010, the Department discovered that the Respondent had never agreed to the extension of time. Thereafter, the Department sent the Complainant a new letter, which informed the Complainant his complaint had to be filed between 9/27/09 and 12/25/09, which dates had already passed.

On August 17, 2010, the Complainant filed his complaint with the Commission.

Once before Commission Administrative Law Judge ("ALJ") Michael Robinson, the Respondent filed a motion to dismiss the complaint, arguing that the Commission lacked jurisdiction because the Complainant failed to file the complaint within 90 days following the expiration of the Department's time to investigate the charge. Applying the theory of equitable estoppel, the ALJ denied the motion.

Generally, equitable estoppel applies to prevent a litigant from being deprived of a right when the litigant has been misled by the other party. The timeframes in the Human Rights Act are jurisdictional and usually equitable principles cannot be applied to extend the timeframes set forth in the HRA. A narrow exception to this rule is applicable when a charge is untimely filed because of a party's misleading conduct.

The matter subsequently proceeded to a public hearing.

Following the public hearing, the ALJ issued a Recommended Order and Decision ("ROD") in favor of the Complainant. He addressed in detail the equitable estoppel issue. He determined that the Illinois appellate courts were split on the issue of whether or not equitable tolling principles should apply to the 90-day statutory timeframe in the HRA for filing complaints. ALJ Robinson determined that based on U.S. Supreme Court case law, the Complainant had a protectable property interest in his discrimination complaint. He further determined that the case law cited by the Respondent in support of its position that equitable estoppel was inapplicable to the HRA did not take that property interest into consideration. ALJ Robinson found the case law in

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***CS#3**, continued from page 8*
support of the applicability of equitable tolling to the 90-day timeframe to be more compelling and also suggestive of the ultimate direction of courts and of the Commission's position. Therefore, he determined that equitable estoppel applied and, after considering other factors relevant to the equitable estoppel analysis, determined the Commission had jurisdiction over the complaint.

ALJ Robinson further determined that the Complainant had proven the merits of his complaint by a preponderance of the evidence. ALJ Robinson recommended an award of $ 1,650.00 in back wages, $ 20,000.00 for emotional distress, reinstatement to the Complainant's position, clearing of the Complainant's personnel record, and that the Respondent cease and desist from any further discrimination.

The Respondent filed exceptions to the ROD. A panel of three Commissioners declined review, making the ROD the Order of the Commission.

The Respondent filed a timely Notice of Appeal with the Illinois Appellate Court. The Respondent's primary argument concerned the applicability of equitable estoppel to the HRA's 90-day timeframe for filing a complaint with the Commission. If the appellate court agreed with the Respondent that equitable estoppel did not apply, that would mean the Commission had never acquired jurisdiction over the complaint and the Commission's Order would be vacated.

However, that issue never reached the Appellate Court because the Respondent-Appellant failed to timely file its opening brief. As such, the Appellate Court dismissed the appeal for want of prosecution.

Therefore, the Commission's Order in the Hughes matter stands as undisturbed Commission precedent regarding the applicability of equitable estoppel to a situation where error by the Department causes a litigant to be misled into missing a jurisdictional filing deadline under the Illinois Human Rights Act.

## CASE STUDY NO. 4

## RACE AND DISABILITY DISCRIMINATION IN REAL ESTATE REQUEST FOR REVIEW

**Illinois Human Rights Act, 775 ILCS §§ 5/3-102(B) & 3-102.1(B)**

**Carol Butcher-Brack v. Twelve Oaks at Morningside Condominium Association, Inc.**

Carol Butcher-Brack, the Petitioner, who is African American, was a lessee of a condominium located at Twelve Oaks at Morningside Condominiums ("Morningside"). The Petitioner lived in the condominium unit with her daughter, who has a mental disability.

Morningside attempted to terminate the Petitioner's tenancy because it contended it had received complaints that residents were fearful due to the Petitioner's daughter sleeping in the lobby. Morningside also claimed the Petitioner had been belligerent to a maintenance man and that she had failed to provide a copy of her current lease to the Respondent's Board of Directors. It was the duty of the unit owner to provide the Board with a copy of the lease, which the unit owner subsequently did do.

The resident complaints were based on at least two instances where the Petitioner's daughter had fallen asleep while sitting on furniture in the building lobby and while sitting on a lounge chair by the swimming pool.

The Petitioner filed a charge of discrimination with the Illinois Department of Human Rights. The Petitioner alleged that Morningside subjected her to discriminatory terms and conditions of tenancy because of her race, and because of her association with her disabled daughter (Count B). The Department dismissed the charge for lack of substantial evidence, and the Petitioner filed a request for review of the Department's determination with the Commission.

In her Request, the Petitioner argued that the record showed that she and her daughter had suffered heightened hysteria because of their race and her daughter's disability. The Petitioner argued that she was not treated the same as similarly situated residents outside her protected classes who had a complaint lodged against them: those tenants were issued notices and given the opportunity to take corrective action, while she was immediately served with two notices of termination of tenancy. Additionally, the Petitioner presented evidence that the complaining residents based their complaints on her daughter's manner of dress and appearance (on one occasion, she was wearing a hooded-sweatshirt), and that they made reference to her daughter's mental disability. The complaining residents also attempted to thwart her daughter's presence in the common areas by seeking to have the furniture removed.

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In request for review proceedings before the Commission, the Department is the Respondent. The Department filed a response with the Commission, asking that its dismissal of the charge be sustained for lack of substantial evidence. The Department argued there was no substantial evidence of a nexus between the adverse action (notices of termination of tenancy) and either the Petitioner's race or her daughter's disability.

The Commission reviews requests for review de novo, and decides independently, based on the evidence presented, whether or not substantial evidence of discrimination exists. "Substantial evidence" is evidence which a reasonable mind accepts as sufficient to support a particular conclusion and which consists of more than a mere scintilla, but may be somewhat less than a preponderance.

In this case, the Commission found no substantial evidence of race discrimination. However, the Commission found that there was substantial evidence to support the allegations of disability discrimination. The Commission found it notable that the resident complaints which Morningside acted upon referenced the Petitioner's daughter's mental state in relation to her conduct. There was no proof that the Petitioner was otherwise in violation of the terms and conditions of her lease. The Commission found that there was substantial evidence that the lawful reason articulated by Morningside for issuing the notices was pretextual, and that there was substantial evidence that the adverse action was in fact motivated in response to the Petitioner's daughter's mental disability.

Therefore, the Commission vacated the Department's dismissal of Count B of the charge and directed the Department to enter a finding a substantial evidence as to the Petitioner's disability discrimination claim.

## CASE SYNOPSIS NO. 1

**Agustina Sanchez v. Wal-Mart, et al.**

***Request for Review: Voluntary Dismissal with Prejudice***

The Complainant was represented by an attorney. Generally, under the Illinois Human Rights Act ("the Act" or the "HRA"), once the Illinois Department of Human Rights completes its investigation of a charge and issues a notice of dismissal of the charge, the Complainant may elect to either file a Request for Review of the dismissal with the Commission, or the Complainant may file a civil lawsuit in the Circuit Court and litigate the HRA claim in the Circuit Court, thus treating the notice of dismissal as a "right to sue" letter.

In this case, the Complainant elected to file a request for review with the Commission. Prior to the Commission's determination of the request for review, the Complainant informed the Commission that she wished to join this matter with a related case then pending in the Circuit Court, and that she wanted confirmation from the Commission of the dismissal of the request for review.

In March of 2012, the Commission entered an order dismissing the Complainant's request with prejudice, and served the dismissal order on the Complainant. When the Complainant attempted to join the dismissed matter with the matter pending in the Circuit Court, following a motion by the opposing party, the Circuit Court dismissed the matter. Apparently, the Circuit Court found that the Complainant had elected to have that matter determined as a request for review, and therefore waived her right to have it determined by the Circuit Court.

Over a year after the Commission had dismissed the request for review with prejudice, the Complainant filed a motion with the Commission to reinstate the request for review. The Commission denied the motion, citing the Commission's lack of jurisdiction. The Complainant sought review of the Commission's order before the Illinois Appellate Court.

In upholding the Commission's order on review, the Court first rejected the Complainant's attempt to challenge the validity of the original March 2012 dismissal order, finding that the appeal as to that order was untimely because the Petition for Review had been filed more than 35 days after service of the March 2012 dismissal order on the Complainant.

Second, the Court found no error in the Commission's order denying the Complainant's motion to reinstate, holding that the Commission's order was not against the manifest weight of the evidence. An agency decision is against the manifest weight of the evidence only when the opposite conclusion is clearly evident.

The Court found ample evidence in the record to support the Commission's determination that the Complainant had effectuated a voluntary dismissal of her request for review. In particular, if the initial dismissal order, which clearly stated the request for review was being dismissed with prejudice, was contrary to the Complainant's intentions, then she could have filed an appeal within 35 days after its entry.

Further, the Court found that the Complainant, through her counsel, had voluntarily and knowingly entered into a voluntary dismissal of her request for review.

## CASE SYNOPSIS NO. 2

**S. L. D. vs. Mercury Sightseeing Boats, Incorporated**
***Request for Review: Sexual Orientation Discrimination in Employment***

The Complainant was employed as a Deck Hand by the Respondent. The Complainant informed the Respondent that one of its employees, a boat Captain, had made a disparaging comment regarding the Complainant's sexual orientation. The Respondent reprimanded the Captain, and informed the Complainant of the reprimand.

Approximately 3 weeks later, the Complainant was working on a charter boat with a large group of passengers. Two days after that, the Respondent received a letter from a customer who complained about his experience, specifically referring to the Complainant's conduct, which he characterized as "unprofessional." The customer suggested that the Complainant's behavior would cause him and his law firm to reconsider using the Respondent for any future cruises. Four days after receiving that letter, and following an investigation, the Respondent terminated the Complainant. Subsequently, the Respondent sent a letter to the customer, informing him that it no longer employed the Complainant and assuring him no similar incidents would occur in the future.

The Complainant thereafter filed a charge of discrimination with the Illinois Department of Human Rights, alleging harassment and termination due to his sexual orientation, and retaliation for complaining about the harassment. Following an investigation, the Department dismissed the charge for lack of substantial evidence. The Complainant filed a request for review of the dismissal with the Commission.

Reviewing the matter de novo, the Commission sustained the dismissal for lack of substantial evidence. Regarding the harassment claim, the Commission determined this claim was based on a single, isolated incident, which was not sufficiently severe or pervasive to rise to the level of actionable harassment under the Human Rights Act. Regarding the unlawful discharge claim, the Commission found no substantial evidence that the Respondent was motivated by the Complainant's sexual orientation. Rather, the evidence showed that the Complainant's termination followed on the heels of the customer's complaint the Respondent had received about the Complainant's "unprofessional" conduct, and the customer's threat to withdraw any further business from the Respondent if the Complainant remained in the Respondent's employ.

For similar reasons, the Commission found no substantial evidence of retaliation. The Respondent put forth a legitimate reason for terminating the Complainant, and there was no substantial evidence of pretext. In fact, the Complainant's termination followed four days after the Respondent received the customer's complaint and veiled threat of suspension of further business, which did not support a conclusion that the Respondent was motivated by retaliation for the Complainant's opposition to discrimination three weeks earlier.

## CASE SYNOPSIS NO. 3

**M. N. and C. N. vs. The State Parkway Condominium Association**
***Request for Review: Disability Discrimination in Real Estate***

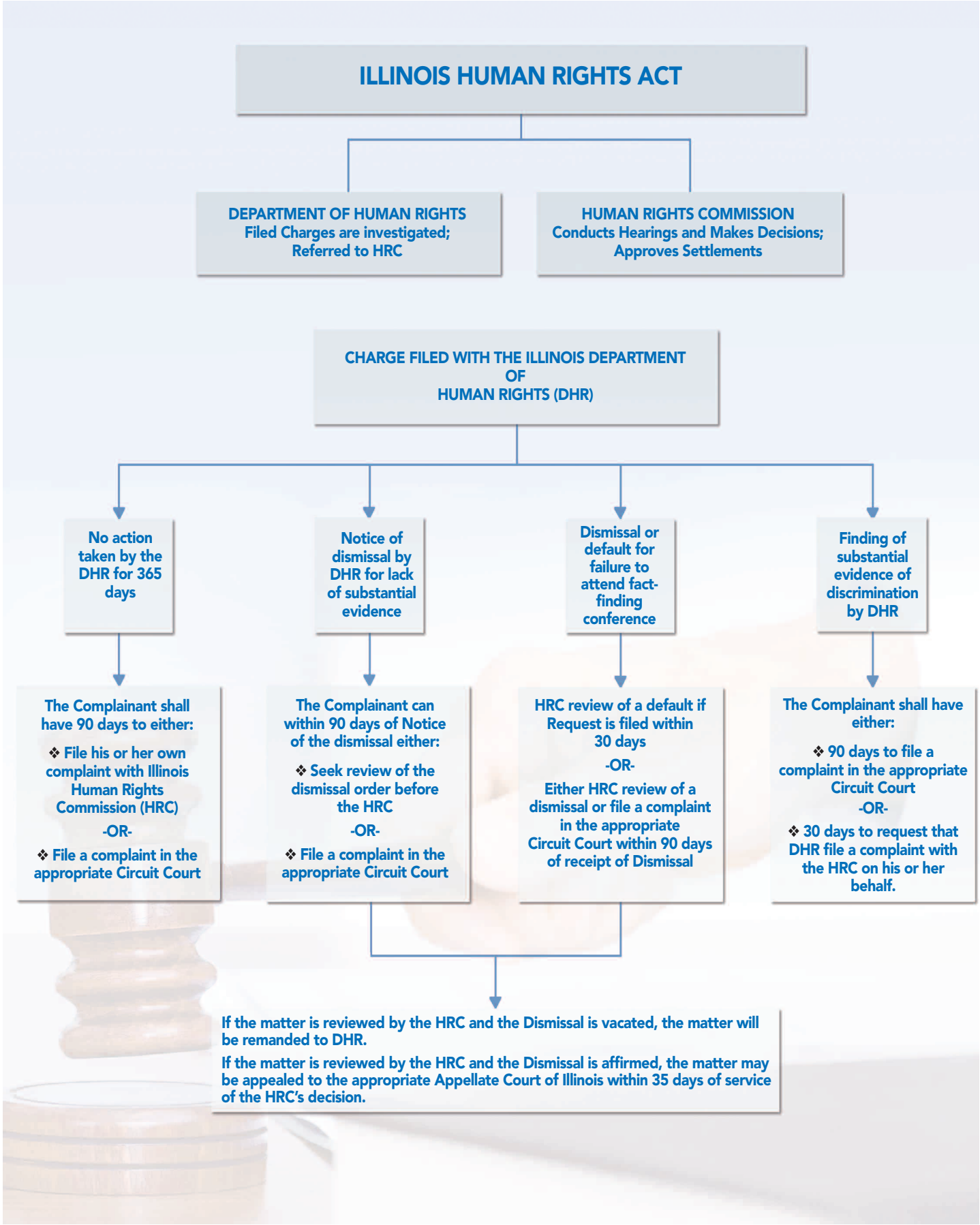
The Complainants, who are hearing-impaired, reside in a condominium unit in a complex managed by the Respondent. In November 2010, the Complainants filed a charge of discrimination with the Illinois Department of Human Rights ("DHR"), alleging the Respondent subjected them to discriminatory terms, conditions, privileges, or services and facilities by attempting to terminate Complainants' use and occupancy (Count A), issuing them a notice of noise violation (Count B), failing to make a reasonable accommodation for their physical disability (Count C), and failing to recognize the Complainant's dog as a service animal (Count E) in retaliation for filing a previous charge with the DHR, and failing to make a reasonable accommodation for Complainants' physical disability (Count D).

Following an investigation, the Department dismissed the charge in its entirety for lack of substantial evidence. The Complainants filed a Request for Review of the dismissal with the Commission. Reviewing the matter de novo, a panel of three Commissioners sustained the dismissal for lack of substantial evidence and lack of jurisdiction.

The Commission sustained the dismissal of Counts A and E, alleging retaliatory notice of termination of tenancy and retaliatory refusal to acknowledge the Complainants' service dog, for lack of jurisdiction and, in the alternative, lack of substantial evidence. Regarding jurisdiction, the Commission stated that charges of discrimination relative to real estate must be filed within one year after the date of the alleged civil rights violation. The Commission determined that the actionable date was October 30, 2009; thus, the charge had to have been filed by October 30, 2010 to be timely. The Commission determined the Complainants filed this charge on November 4, 2010, which was over one year after the actionable date. In the alternative, the Commission found a lack of substantial evidence because there was no substantial evidence of either an adverse action, or of a causal connection between the alleged adverse actions and the protected activity, which had occurred two years earlier.

The dismissal of Count B, retaliatory issuance of notice of noise violation, and Count C, retaliatory refusal to pay for CART Services, was sustained for lack of substantial evidence. As to both Counts, the Commission determined the passage of three years between the Complainants' protected activity and the alleged adverse actions was too long to give rise to a causal connection and inference of retaliation.

Finally, the Commission sustained the dismissal of Count D, failure to reasonably accommodate a disability, for lack of substantial evidence. The Complainants requested that CART Services be provided at a hearing regarding the noise violation notice at the Respondent's expense. The Respondent agreed to ensure CART Services would be available at the hearing, but at the Complainants' expense. The Complainants alleged that the refusal of the Respondent to agree to pay for the CART Services constituted a failure to reasonably accommodate their disability. The Commission found no substantial evidence that the Respondent's refusal to pay for the CART Services deprived the Complainants of equal opportunity to use and enjoy the dwelling. The Respondent agreed to accommodate the Complainants' disability by ensuring that CART Services would be available during the hearing. Had the hearing taken place, CART Services would have been available, thus affording the Complainants equal opportunity to participate in the proceedings.

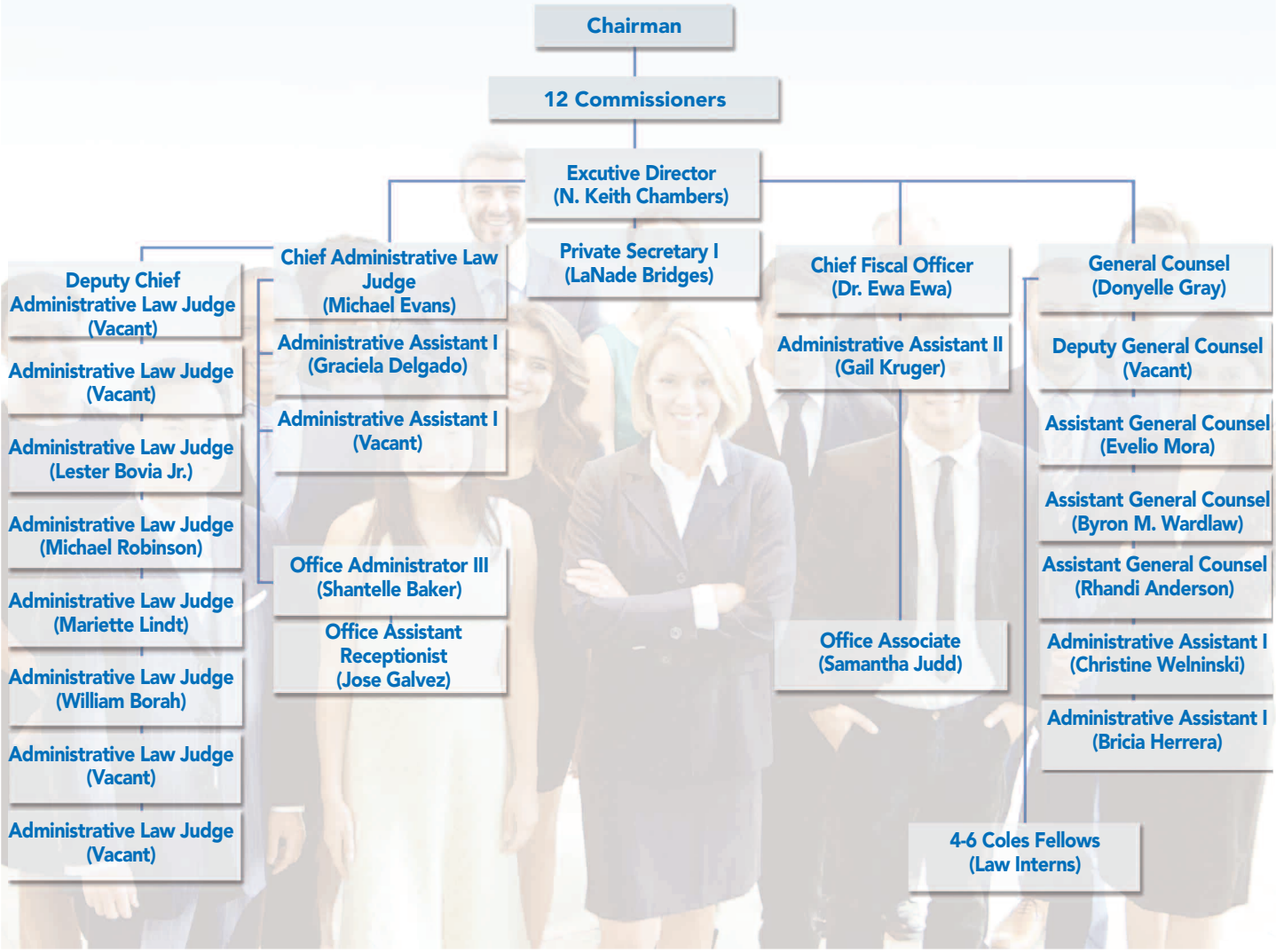

ILLINOIS HUMAN RIGHTS ACT
DEPARTMENT OF HUMAN RIGHTS
Filed Charges are investigated;
Referred to HRC
HUMAN RIGHTS COMMISSION
Conducts Hearings and Makes Decisions;
Approves Settlements
CHARGE FILED WITH THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS (DHR)
No action taken by the DHR for 365 days
Notice of dismissal by DHR for lack of substantial evidence
Dismissal or default for failure to attend fact-finding conference
Finding of substantial evidence of discrimination by DHR
The Complainant shall have 90 days to either:
❖ File his or her own complaint with Illinois Human Rights Commission (HRC)
-OR-
❖ File a complaint in the appropriate Circuit Court
The Complainant can within 90 days of Notice of the dismissal either:
❖ Seek review of the dismissal order before the HRC
-OR-
❖ File a complaint in the appropriate Circuit Court
HRC review of a default if Request is filed within 30 days
-OR-
Either HRC review of a dismissal or file a complaint in the appropriate Circuit Court within 90 days of receipt of Dismissal
The Complainant shall have either:
❖ 90 days to file a complaint in the appropriate Circuit Court
-OR-
❖ 30 days to request that DHR file a complaint with the HRC on his or her behalf.
If the matter is reviewed by the HRC and the Dismissal is vacated, the matter will be remanded to DHR.
If the matter is reviewed by the HRC and the Dismissal is affirmed, the matter may be appealed to the appropriate Appellate Court of Illinois within 35 days of service of the HRC's decision.

## THE COMMISSION PROVIDES A NONPARTISAN FORUM TO RESOLVE COMPLAINTS OF UNLAWFUL DISCRIMINATION

The Commission consists of a staff of 20 and thirteen Commissioners. The Commissioners are appointed by the Governor, with the advice and consent of the Illinois State Senate, and no more than seven Commissioners may be appointed from the same political party. The Governor designates one of the Commissioners as Chairman.

The staff and Commissioners reflect the rich diversity of the State of Illinois. The Commissioners come from a variety of professional backgrounds and from different parts of the State. The Commissioners are diverse in race and ethnicity, religious faiths, gender and sexual orientation. By maintaining a diverse and non-partisan body of Commissioners, as well as a diverse staff, the Commission strives to serve all people and entities throughout the State who seek a fair forum for the adjudication of complaints pursuant to the Illinois Human Rights Act.

### ORGANIZATIONAL CHART



## FY 2017 COMMISSIONERS
### Proud To Serve the Public

1. Rose Mary Bombela-Tobias, Chair - Appointed 2015

Hon. Rose Mary Bombela – Tobias is currently the principal of the Global Diversity Solution Group, which specializes in diversity consulting and multi-cultural workforce dynamics. Mrs. Bombela – Tobias has worked to improve diversity and treatment of minorities. Prior to this, she was Director of Central States for SER – Jobs for Progress, the nation's largest Latino direct services organization.

2. Duke Alden - Appointed 2015

Hon. Duke Alden is currently the global leader of Information Governance for Aon. Mr. Alden oversees risk assessment and policy development to drive business efficiency, mitigate risks and reduce spending. Prior to joining Aon, he was a strategy consultant for Huron Consulting Group, where he assisted some of the world's largest companies in the areas of discovery strategy, process design and cost savings.

3. Hamilton Chang - Appointed 2015

Hon. Hamilton Chang is the Vice Chair of U.S. Senator Mark Kirk's Asian-American Advisory Committee and has been recognized in the Chinese community for his contribution. Mr. Chang has more than 25 years of experience in finance and management. He led groups specializing in risk management. He is currently the Managing Partner of Ballparks of America-Branson, which is a youth baseball facility for 10 - 12 year olds. Mr. Chang also serves as a Trustee for New Trier Township.

4. Michael Bigger - Appointed 2015

Hon. Michael Bigger has been a State Farm Insurance Agent for 35 years operating the only full time State Farm Insurance agency ever in Stark County, Illinois with an office in Wyoming, Illinois. In addition to Mr. Bigger's extensive small business ownership experience, he has also had significant civic and community experience. Mr. Bigger is the former Chairman of the Stark County Board having served on the Board from 2000-2012, and serving as Chairman 2004-2012. Mr. Bigger also founded and chaired the Stark County Economic Development Partnership Group, a public private collaborative county wide economic development apparatus serving all of Stark County, Illinois. Mr. Bigger is also the former President of the Wyoming Chamber of Commerce, and Wyoming Lion's Club.

5. Robert A. Cantone, J. D. - Appointed 2011

Hon. Robert A. Cantone is an attorney with his own law firm, where he concentrates in representing individuals who have sustained personal injuries as a result of an accident. He also serves as an Arbitrator for the Cook County Mandatory Arbitration Program, and is a member of the Chicago Bar Association, the Illinois State Bar Association and the Illinois Trial Lawyers Association.

6. Amy Kurson - Appointed 2016

Hon. Amy Kurson, an attorney, is a managing partner at the law firm of Reyes Kurson, Ltd. Ms. Kurson has extensive experience in real estate development, municipal law, and environmental compliance. Ms. Kurson previously served as a Commissioner on the Illinois Liquor Control Commission.

7. Eleni D. Bousis - Appointed 2017

Hon. Eleni D. Bousis is the wife of prominent entrepreneur, Dimitri (Jimmy) Bousis, mother of Michael, Victoria, Evangelo and George, daughter of Angelo and Bessie Palivos and sister of Louis, Peter and George Palivos. Born in Greece, Eleni has often said that when she came to America as a young girl with her family, they instilled in her not only a sense of pride in her Greek heritage, but also a duty to help others in need. She is a founding member of The Dimitri and Eleni Bousis Orphanage in Kakamega, Kenya.

Currently, Eleni serves as Chairman of the Board of Directors for the Greek American Rehabilitation and Care Centre and in 2015 established, and is Chairman of the Founding Board of the Hippocratic Cancer Research Foundation for the Robert H. Lurie Comprehensive Cancer Center of Northwestern University.

8. Nabi R. Fakroddin, P. E., S. E. - Appointed 2010

Hon. Nabi R. Fakroddin is a Licensed Professional and Structural Engineer; Fellow of American Society of Civil Engineers; Past President of the Illinois Engineering Council and the Illinois Association of County Engineers; Board Member, St. Charles Zoning Board of Appeals; Former Member, Western Illinois Regional Manpower and Planning Commission; Recipient of numerous awards including the APWA's Top Ten Public Works Leaders in the U.S. and a Distinguished Service Award from the National Council of Examiners for Engineering and Surveying.

## 9. Charlene Foss-Eggemann - Appointed 2017

Hon. Charlene Foss-Eggemann lives in Park Ridge, Illinois with her husband and three boys. Char has worked at LexisNexis, a prominent on-line information and legal software company, for almost 14 years. Prior to joining LexisNexis, Char was in private practice at Lord, Bissell & Brook in Chicago; her practice focused primarily upon international coverage litigation.

Char has provided free legal services to those in need through her affiliation with groups such as Pro Bono Advocates and the Veterans Legal Support Center at The John Marshall Law School. She also has served on Advocate Lutheran General Hospital's Oncology Department Council of Advisors, and the Illinois Supreme Court Commission on Professionalism's CLE working group. Char also serves as a Park Ridge Public Library Trustee and Secretary, and as Maine Township Committeeman.

## 10. Hermene Hartman - Appointed 2015

Hon. Hermene Hartman is currently the Publisher of NDIGO, a successful weekly newspaper in Chicago started in 1989 targeting the black middle class. NDIGO was the first newspaper to profile President Barack Obama as a young Illinois Senator. She has been an on air radio personality for Clear Channel/IHeart Radio since 1997.

## 11. Steve Kim - Appointed 2015

Hon. Steve Kim is currently a managing partner at RKJ Legal, which is an international law firm with offices in seven countries. He also serves as General Counsel to several other international companies. Prior to this, Mr. Kim was General Counsel for Coils, Inc., directing all legal, regulatory and governmental affairs activities.

## 12. Cheryl N. Mainor - Appointed 2017

Hon. Cheryl N. Mainor is President of The Mainline Group Consulting, a full-service consulting firm, specializing in Issue Advocacy, Coalition Building including Stakeholder Identification, Community Outreach, Third-Party Engagement, Association Management and Event Management. Formerly, Mainor also served as President and Publisher at MainLine Media Group, LLC which was founded in 2001 in Alexandria, VA. In 2014, she stepped aside from MainLine Group Consulting to take on the role of President and Publisher of the historic Chicago Defender Newspaper. As the first woman to hold the position, Mainor led a professional team dedicated to ensuring that the legacy of the iconic brand continues to live on, and positioned it to lead in the field of print and digital communications.

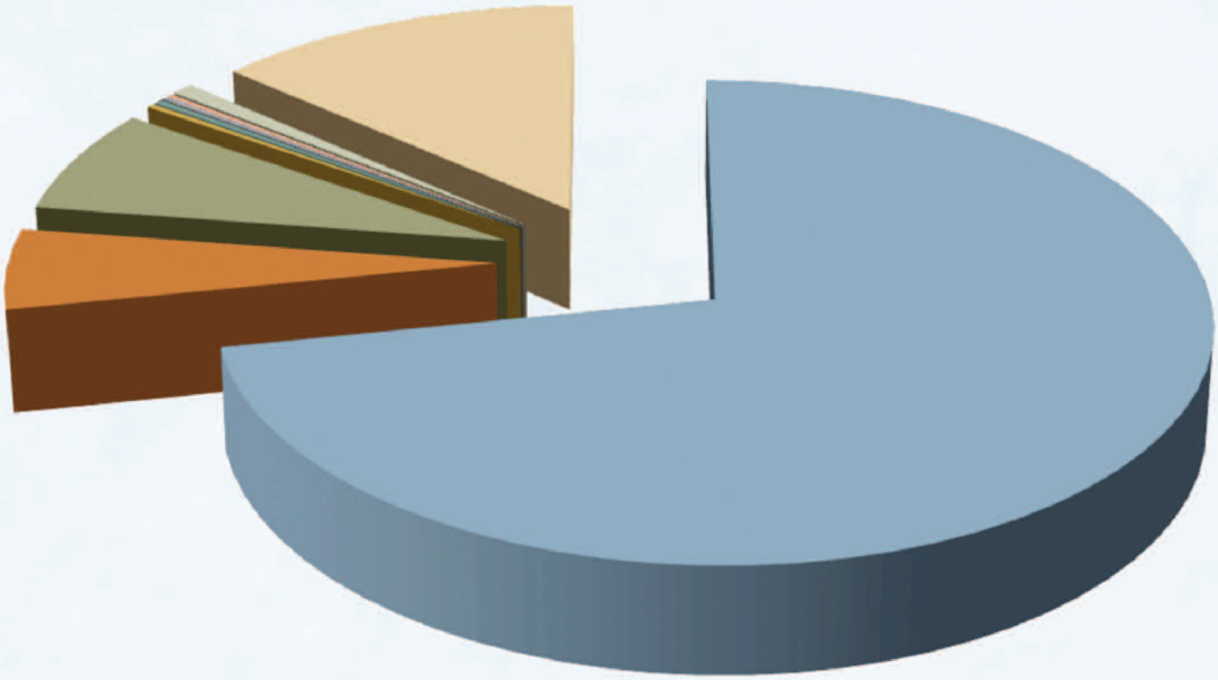
## 13. Patricia Bakalis Yadgir - Appointed 2011

Hon. Patricia Bakalis Yadgir is Vice President of School Programs at American Quality Schools, an Educational Management Organization that runs 13 charter schools in the Midwest. She has worked over 25 years in the field of education as a counselor, instructor, and in administration within the Illinois Community College system.

## STATE OF ILLINOIS
## HUMAN RIGHTS COMMISSION

### BUDGET APPROPRIATIONS FOR FISCAL YEAR 2017

| | |
|---|---|
| Personnel Services | $ 1,552,100 |
| Retirement – Contribution | $ 0.0 |
| Retirement – Pension Pick-Up | $ 0.0 |
| Social Security | $ 107,900 |
| Contractual Services | $ 149,200 |
| Travel | $ 6,100 |
| Commodities | $ 6,500 |
| Printing | $ 1,900 |
| Electronic Data Processing | $ 2,300 |
| Equipment | $ 4,900 |
| Telecommunications | $ 16,900 |
| Total Appropriations…(HRC) | $ 1,847,800 |
| Torture Inquiry and Relief Commission | $ 293,000 |
| Total Appropriations | $ 2,141,100 |



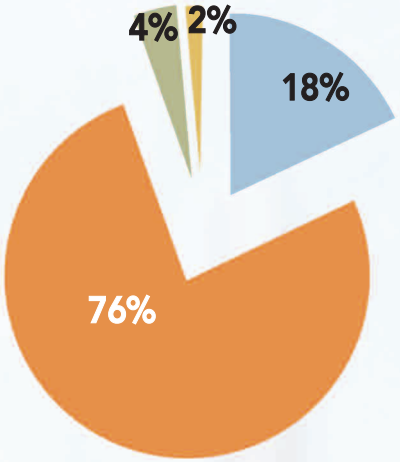
- Personnel
- Social Security
- Contractual
- Travel
- Commodities
- Printing
- EDP
- Equipment
- Telecom
- ITRC

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

# COMMISSION OUTPUTS AT A GLANCE

## Commission Total Incoming Docket 2017

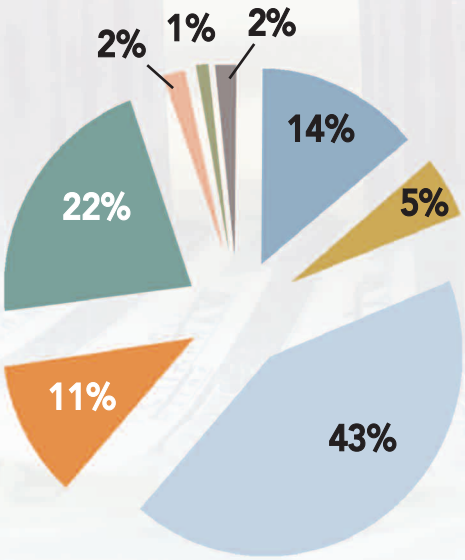
- Complaints 89
- R4Rs 375
- Settlements 20
- Defaults 7




R4Rs-Requests For Review

## Commission Decisions 2017

- RODs 53
- FODs 43
- Appeals 5
- Settlements 19
- Notices of No Exceptions 83
- Defaults 7
- R4Rs 161
- Contested Matters 8




RODs-Recommended Orders and Decisions

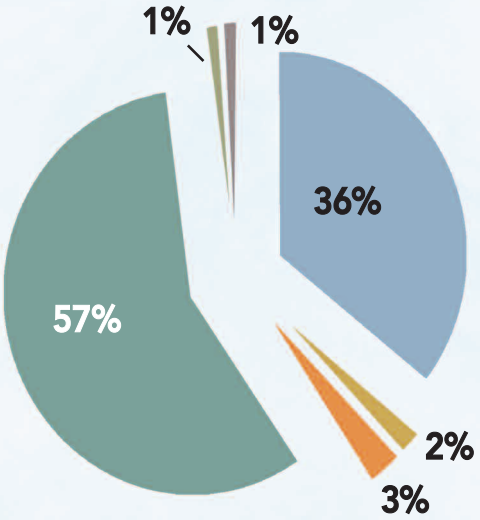
FODs-Final Orders and Decisions

R4Rs-Requests For Review

Total Disposition Rate: 82%

## Office of the General Counsel-Services 2017

- Panel Matters 233
- Panel Meetings 19
- Appellate Appeals 5
- En Banc Mtgs. 12
- R4R Log Ins 375
- Outreach 8




Total R4R Docket: 2183

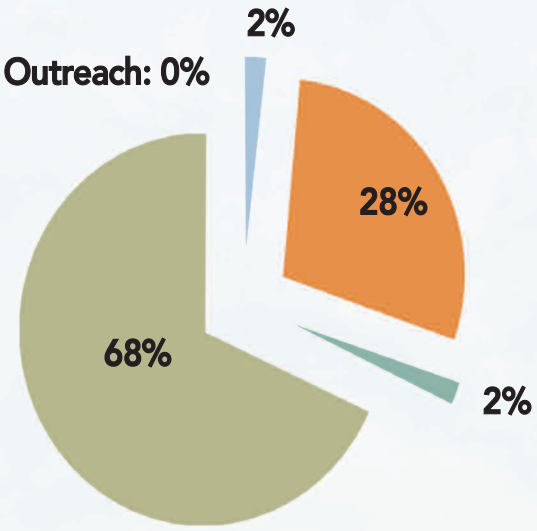
**PANEL MATTERS**
* Contested 12
* R4Rs 119
* Motions 70
* Defaults 7
* Settlements 23

**ENBANC MATTERS**
* Petition Rehearings 1
* Certified Questions 1

R4Rs-Requests For Review

## Administrative Law Section Services 2017

- ALJ Motion Calls 89
- Office Visits 1583
- Service Calls 3775
- Outreach 4
- Complaint Log Ins 89




Total Docket Count: 581

ALJ-Administrative Law Judge

## OUTREACH ACTIVITIES

### Donyelle L. Gray, General Counsel

July 29-August, 4, 2017—Presenter at the National Bar Association Annual Conference, *"Litigating Work Place Fairness: Labor & Employment Law,"* Toronto, Canada.

September 20, 2017—Presenter before the Chicago Bar Association's Municipal & Law Divisions Committee, *Handling a Case Before the Illinois Human Rights Commission*.

October 26-October 28, 2017—Presenter at the National Bar Association Labor and Employment Section Annual Conference, *Equal Pay Laws and Pay Equity Audits*, Atlanta, Georgia.

### Rhandi Anderson, Assistant General Counsel

February 4, 2017—Interviewer at the *2017 Midwest Public Interest Law Career Conference*, Northwestern University School of Law in Chicago.

July 29-August, 4, 2017—Presenter at the National Bar Association Annual Conference, *"Litigating Work Place Fairness: Labor & Employment Law,"* Toronto, Canada.

### Evelio Mora, Assistant General Counsel

February 4, 2017—Interviewer at the *2017 Midwest Public Interest Law Career Conference*, Northwestern University School of Law in Chicago.

May 23, 2017—Presenter at Illinois State Bar Association seminar on representing clients under the Illinois Human Rights Act, focusing on the request for review process.

### Byron M. Wardlaw, Assistant General Counsel

February 4, 2017—Interviewer at the *2017 Midwest Public Interest Law Career Conference*, Northwestern University School of Law in Chicago.

## William Borah, Administrative Law Judge

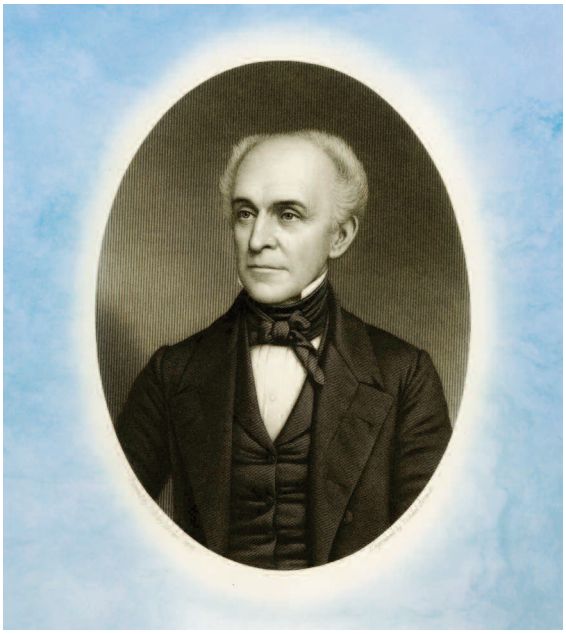
May 23, 2017 – Spoke at the Illinois State Bar Association seminar on the Illinois Human Rights Act

May 24, 2017 – Participated in the Illinois State Bar Association Seminar on transgender students

## Michael Robinson, Administrative Law Judge

April 2017 — Participated in the Illinois State Bar Association's *"Ask a Lawyer Day."*

March 2017 — Judge for Illinois State Bar Association's high school mock trial finals.



## 2017 COLES FELLOWS AND INTERNS

**Elizabeth Herdmann**
Coles Fellow, Summer 2017
*University of Dayton School of Law*

**Rachael Derham**
Coles Fellow, Summer 2017
*The John Marshall Law School*

**Javon Moore**
Intern, Summer 2017
*Catalyst Maria Charter School*

**River Gerding**
Law and Public Safety Academy Intern, Spring 2017
*Jones College Prep*

**Lukas Ruscitti**
Law and Public Safety Academy Intern, Spring 2017
*Jones College Prep*

**Xavier Odom-Cole**
Law and Public Safety Academy Intern, Spring 2017
*Jones College Prep*

# COLES FELLOWSHIP
## PROMOTING CIVIL RIGHTS LAW PRACTICE

### GOVERNOR EDWARD COLES FELLOWSHIP

The Governor Edward Coles Fellowship is named in honor of Edward Coles, (1786-1868), who served as the second Governor of Illinois from 1822 until 1826.

Decades before the Civil War, the new State of Illinois was a political battleground in the fight to end slavery. Illinois' second Governor, Edward Coles, defeated a hotly contested effort to change free Illinois into a slave state. Although his abolitionist positions meant political suicide, Coles passionately expounded the proposition that all people are created equal, regardless of race. Governor Coles was primarily responsible for Illinois remaining a free state before the Civil War.

The Illinois Human Rights Commission Governor Edward Coles Fellowship is a year-round internship program for first (summer only), second and third year law students interested in Civil Rights and Administrative Law. Fellows assist the HRC in advancing the anti-discrimination protections and policies of the Illinois Human Rights Act. Fellows are uncompensated.

The program is modeled after traditional summer associate programs found at many major law firms. The program offers students the opportunity to work on complex civil rights litigation under the guidance of subject matter experts and gives students the opportunity to view the inner workings of the state's tribunal system.

## WORK REQUIREMENTS AND APPLICATION PROCESS

Fellows are primarily responsible for assisting Administrative Law Judges and the Office of the General Counsel in performing legal research, document preparation, legal writing, record analysis, drafting of orders, and other litigation-related work. In addition, Fellows may engage in policy-related work, such as bill review, administrative rulemaking, and other legislative matters related to the HRC.

Fellows work in a small office environment within a structured assignment program that affords the Fellows an opportunity to:

- Hone their analytical, research, and legal writing skills under the supervision of experienced attorneys and Administrative Law Judges
- Gain real-life experience in a field setting at a governmental agency with the option of earning school credit
- Assist in drafting Orders of the HRC that may be reviewed by the Illinois Appellate Court and Illinois Supreme Court
- Engage in public outreach by working with local bar associations

Fellows are expected to work 2 to 3 days per week for 5 hours per day. Summer Fellows are expected to work 3 to 4 days per week, for up to 7 hours per day.

# Illinois Torture Inquiry and Relief Commission

# 2017 ANNUAL REPORT

## STATE OF ILLINOIS TORTURE INQUIRY AND RELIEF COMMISSION

The Illinois Torture Inquiry and Relief Commission ("TIRC") was created by statute in 2009 to address the problem of coerced confessions by the Chicago Police Department that were related to former Chicago Police Commander Jon Burge. The General Assembly was responding to the fact that a number of people convicted in that era were exonerated, and certain claims of torture that were disregarded at the time had been shown to be true.

Commission staff members investigate claims of torture and formulate a recommendation to its eight-member, volunteer Commission. The Commission, which is not bound by the staff's recommendation, determines whether there is sufficient evidence of torture to merit judicial review of a conviction, or whether the claim should be dismissed. At least five votes are necessary to refer a claim to court for further judicial review; a minimum of four are necessary to dismiss it.

If the Commission finds that a claim is sufficiently credible to merit judicial review, the claim is referred to the Circuit Court of Cook County where a judge is assigned to hold a hearing on the issue of whether the convicted person's confession was coerced. This enables convicted persons to get appropriate relief if they were convicted due to a confession that was obtained by torture – even if their appeals and regular post–conviction proceedings would otherwise be exhausted.

If a judge rules a confession was coerced, the judge can order a new trial, at which the prosecution must prove the defendant's guilt without use of the coerced confession.

The Commission began work in late 2010. Activities of the Commission were delayed in part by organizational and funding issues. In 2012 and 2013, it was defunded and mothballed for approximately 9 months. Nevertheless, the Commission adopted initial rules, hired staff, obtained the assistance of pro bono counsel, and began obtaining documents and reviewing claims. In late 2013, the Commission hired a new Executive Director and a Staff Attorney, who began work in January, 2014. Executive Director Barry Miller resigned at the end of July, 2015, and Staff Attorney Rob Olmstead acted as interim executive director until his formal hiring as Executive Director on January 20, 2016.

In 2016, the legislature and governor passed Public Act 99-688, broadening the Commission's jurisdiction and extended the claim period. The Act removed the requirement that claims of torture had to be related to Burge, and allowed any defendant convicted in Cook County to apply.

At the time of the Act's passage, the Commission had remaining approximately 210 unadjudicated claims. However, only about 80 were believed to be within the jurisdiction of the original Act. Most of the claims (approximately 130) were non-Burge claims that had been held in abeyance while court cases confirmed the Commission's jurisdictional reach. The Commission had anticipated that those claims would be subject to summary dismissal under its rules. When, as anticipated, the Illinois Appellate Court ruled that those non-Burge claims were beyond the jurisdiction of the Commission, the legislature and governor passed Public Act 99-688.

*continued on page 26*

***Torture Inquiry and Relief Commission**, continued from page 25*

The immediate effect of Public Act 99-688 was to bring those 130 claims within the purview of the Commission. In addition, the Act also re-opened the claim period, and the Commission soon received an avalanche of new claims. As of the Commission's November 15, 2017 meeting, the Commission had 453 total pending claims.

Amidst the new legislation, the Commission staff accomplished the following in 2016:

- Resolved, by November, as many cases as the prior year (16) and was on pace to resolve by December more claims than in any year since 2013 (17).

- Shepherded new Administrative Rules through the JCAR process in order to effectuate the new statutory provisions of Public Act 99-688. The administrative rules became effective March 17, 2017, and were published in the Illinois Register on March 31, 2017. The new administrative rules automatically revived those claims that had previously been dismissed by the Commission or the Courts solely on jurisdictional reasons that had been superseded by Public Act 99-688. The rules also automatically accepted those claims that convicts had attempted to submit after the original Act's claim-filing deadline of August 10, 2014. Those claimants were notified of their claims' revivals and informed that their initial submission date would be treated as their original filing date. Faced with more claims than resources, the Commission also set administrative rules outlining factors to be used to determine in which order cases would be prioritized. Believing personal liberty is paramount, the Commission gave first priority to those claims in which the Commission's review could conceivably affect a claimant's incarceration status. The Commission also recognized the original intent of the Act and prioritized Burge-related claims. Order of receipt of claim also was formalized as a prioritization factor, as well as the efficient workflow of the Commission.

- The Commission submitted to the governor's office a number of potential candidates for appointment to the Commission to replace Public Member Commissioners Rob Warden, Doris Green and Paul Roldan. Those Commissioners left at the end of 2016 after having served two full, consecutive terms with the Commission, the maximum allowed by statute. As of November, 2017, the vacancies had not been filled by the governor's office. Alternate Commissioner positions for a retired judge, a former state's attorney, a former defense attorney also remained vacant.

- Responded to more than 56 FOIA requests and 10 subpoena requests as of mid-December, 2017.

While much was accomplished in 2017, the additional cases added by the new legislation make clear that more resources are necessary if the remaining claims are to be decided in a timely fashion. Public Act 99-688, however, gave the Commission no new funding or staff. The Commission operates on an annual budget of approximately $300,000 that provides for just an executive

*continued on page 27*

***Torture Inquiry and Relief Commission**, continued from page 26*

director, a staff attorney and a private secretary. A part-time investigator works on an as-needed, contractual basis.

Unlike a judge, who is presented with materials and the facts of the case by adversarial parties, TIRC must itself obtain court and police records, investigate both sides of a claim, and reach an objective determination. It is also responsible for crime-victim notification responsibilities, which a 2015 audit showed TIRC is now performing flawlessly. In short, TIRC is, at once, investigator; both defense and prosecutor; judge; and crime-victim advocate. TIRC must also recruit attorneys to advise claimants on the ramifications of certain waiver forms they must sign by law before the Commission can begin investigating their claims. These attorneys are unpaid, and serve on a volunteer basis, sometimes making recruitment difficult.

Mindful of the TIRC Act's mandate to seek out grants and donations, the Commission has recruited several law firms to assist it on a pro bono basis. Pro bono assistance, however, has drawbacks in that outside firms need close monitoring to familiarize them with the Commission's work and standards of decision, and the firms must frequently put aside Commission work in favor of paying engagements.

The Commission has also explored available government grants, but its need to be an objective, quasi-judiciary governmental body disqualifies it from many funding opportunities, which are often geared toward private advocacy groups. The Commission, however, has not given up on grants and donations, and has finished a first draft of a grant request to a private foundation.

The Commission has taken full advantage of extending internships to law school students, and has even utilized high school interns to perform less-skilled clerical work. Again, however, these partnerships have drawbacks in the form of frequent intern turnover and the need for close supervision.

While the law's expansion of jurisdiction provides for review of a broader category of cases, the expansion will be effectively meaningless if cases cannot be decided within a reasonable timeframe. Public comment at Commission meetings has included complaints that the process moves too slowly. Current staffing allows neither current attorney position to be dedicated solely to case investigation and analysis full time. The executive director, staff attorney and executive secretary split additional administrative duties, such as responsibility for FOIA responses, subpoena responses, Open Meeting Act compliance, Ethics Officer duties, enforcement of issued subpoenas, pro bono attorney recruitment for the Commission, pro bono attorney recruitment for the claimants, intern and staff training and supervision, crime-victim notification, compliance with numerous court filing requirements such as personal identifier redactions, monthly reports to the governor's office, administrative rule revision and publishing, coordination with the Attorney General for Administrative Review Law appeals and other administrative tasks.

*continued on page 28*

***Torture Inquiry and Relief Commission***, *continued from page 27*

**Accordingly, in order to complete the mission given to it by the legislature, the Commission is requesting the addition of two attorneys and a part-time contract paralegal – and the space and equipment to house them. TIRC's CFO estimates this will require an annual budget of $500,000.** Such an addition would allow those three new staff members to focus on nothing other than investigational and analytical case work. It is estimated that annual case disposition would rise from the currently anticipated 17 case resolutions to approximately 40 as additional staff become experienced in the job.

The Commission does not anticipate that its work will require additional funding for other agencies.

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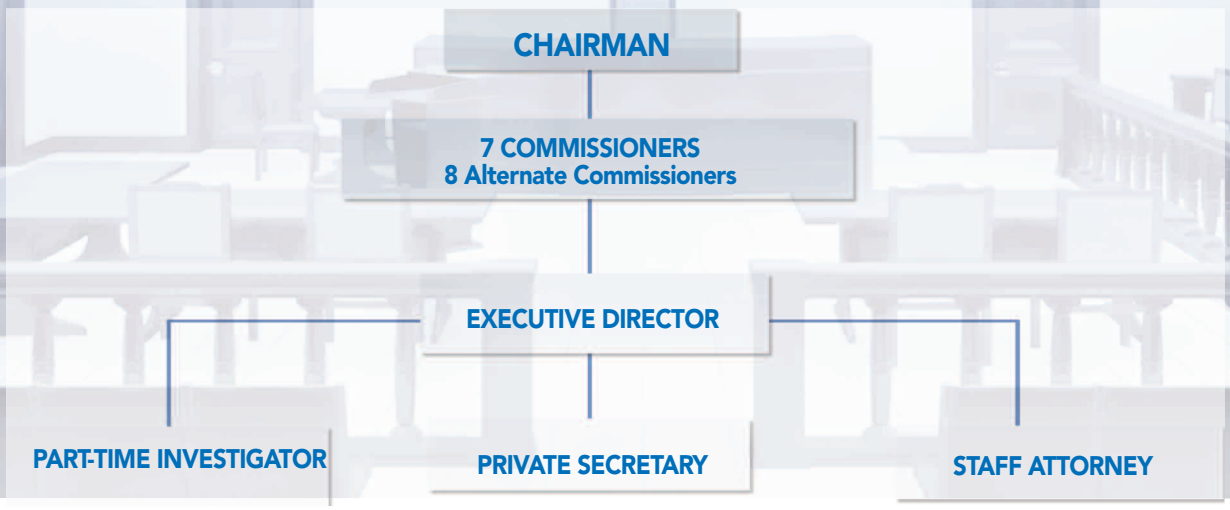
[1] *See* State of Illinois, Human Rights Commission, Compliance Examination, For the Two Years Ended June 30, 2015, page 21.

## ILLINOIS TORTURE INQUIRY AND RELIEF COMMISSION BOARD MEMBERS

| Commissioners | Category |
|---|---|
| Cheryl Starks (Chair) | Former Circuit Judge |
| Robert Loeb | Law School Professor |
| Marilyn Baldwin | Public |
| Steven Miller | Criminal Defense Attorney |
| Vacant | Public |
| Marcie Thorp | Former Prosecutor |
| James Mullenix | Former Public Defender |
| Vacant | Public |

| Alternate Commissioners | Category |
|---|---|
| Vacant | Former Circuit Judge |
| Craig Futterman | Law School Professor |
| Vacant | Public |
| Vacant | Criminal Defense Attorney |
| Stephen Thurston | Public |
| Vacant | Former Prosecutor |
| Timothy O'Neil | Former Public Defender |
| Vacant | Public |

## ILLINOIS TORTURE INQUIRY AND RELIEF COMMISSION ORGANIZATIONAL CHART



## WE ARE HERE TO SERVE YOU. PLEASE CONTACT US ANYTIME.

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Chicago, IL 60601
Ph (312) 814-6269
Fax (312) 814-6517

OR

ILLINOIS HUMAN RIGHTS COMMISSION
William G. Stratton Building
Room 802
401 South Spring Street
Springfield, IL 62706
Ph (217) 785-4350
Fax (217) 524-4877
Web (www.state.il.us/ihrc)

Rose Mary Bombela -Tobias, Chair
N. Keith Chambers, Executive Director

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