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To: Cook County Commissioners, Human Relations Committee

From: Sisavanh Baker, Director, Department of Human Rights and Ethics

cc: Cook County Commission on Human Rights

Date: October 22, 2021 (Third Quarter)

RE: Third Quarter Report, FY2021 - Complaints with the Commission on Human Rights Pursuant to Section 42-34(9)

I. Human Rights Complaints Filed or Resolved FY2021, Q3
June 1, 2021 to August 30, 2021

	File Number	Nature of Complaint	Complaint Date	Outcome	In Which Party's Favor
1	2021H001	Housing – Source of Income	11/6/20	Settlement	Complainant - \$4,000 settlement
2	2021E003	Employment – Sex, Race, Gender	3/16/21	Settlement	Complainant - settlement
3	2021JHA007	Just Housing	6/2/21	Compl. withdraws	Complainant
4	2021H006	Housing – Source of Income	4/21/21	Settlement	Complainant-settlement
5	2021JHA003	Just Housing	4/29/21	Settlement	Complainant-settlement
6	2021JHA004	Just Housing	4/29/21	Settlement	Complainant-settlement
7	2021JHA005	Just Housing	4/29/21	Settlement	Complainant-settlement
8	2021H007	Housing-Source of Income	4/29/21	Settlement	Complainant-settlement
9	2021JHA002	Just Housing	4/29/21	Settlement	Complainant-\$500 settlement
10	2021JHA007	Just Housing	4/29/21	Settlement	Complainant
11	2021E004	Employment – Race	4/19/21	Compl. Withdraws	Complainant
12	2021PA001	Public Accommodation- Race, Sex	6/14/21	Pending	
13		Housing-Race		Pending	

14	2021E006	Employment-Sex	6/23/21	Deferred to EEOC	
15	2021E005	Employment-Sex	6/22/21	Pending	
16	2021E007	Employment-Sex	7/1/21	Compl withdraws	Complainant
17	2021E008	Employment Race, color, religion, ancestry, disability, national origin, retaliation	7/7/21	Pending	
18	2021JHA008	Just Housing	7/2/21	Compl. Withdraws	Complainant
19	2021JHA009	Just Housing	7/15/21	Pending	
20	2021H009	Housing-Source of Income	7/15/21	Pending	
21	2021H010	Housing-Sex harassment/housin g status/race	7/22/21	Dismissed – Lack of Jurisdiction (180 days)	Complainant
22	2021E009	Employment-Sex	7/26/21	Pending	
23	2021PA002	Public Accommodation	8/2/21	Pending	
24	2021PA003	Public Accommodation	8/24/21	Pending	
25	2021JHA010	Just Housing	8/26/21	Pending	
26	2021PA004	Public Accommodation	8/31/21	Pending	

II. 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). DHRE received 27 Just Housing complaints during FYTD 2021 and 5 over FY2020.¹ These cases do not provide enough data to develop meaningful conclusions on this issue. This position is supported also by the Just Housing Initiative Coalition, which is a group of advocates, attorneys, and community members dedicated to the implementation and enforcement of the Cook County Just Housing Amendment (JHA). The Coalition and DHRE contributes the lack of complaints to an atypical slow housing market due to the pandemic, as well as a lack of community and education regarding the JHA. DHRE has disseminated a survey to housing community and real estate groups, among others, in an attempt to discover and develop information on demonstrable risk. The survey will close at the end of October 2021 and an analysis will be undertaken to establish any reportable information.

¹ The Just Housing Amendment did not go into effect until February 1, 2020.