

Where to File Employment Discrimination/Harassment Claims

This is general guidance and does not guarantee coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please call with questions.

<i>Agencies to Contact</i>	Chicago Commission on Human Relations (CCHR)	Cook County Commission on Human Rights (CCCHR)	Illinois Department of Human Rights (IDHR)	Equal Employment Opportunity Commission (EEOC)
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment and pregnancy) National Origin Ancestry Age Disability Marital Status Parental Status Sexual Orientation Gender Identity Source of Income Military Status Credit History Criminal History Retaliation	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Parental Status Sexual Orientation Gender Identity Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Familial Status Sexual Orientation (incl. gender identity) Pregnancy Unfavorable Military Discharge Military Status Citizenship Status Arrest Record Immigration-Related Practices Native Language Order of Protection Status Retaliation Aiding/Abetting Coercion Willful Interference	Race Color Religion Sex (including sexual harassment, sexual orientation, gender identity and pregnancy) National Origin Ancestry Age Disability Genetic Information Retaliation Intimidation Coercion Interference
Geographic Limitations	Violation occurred within the City of Chicago	Violation occurred within Cook County	Violation occurred within Illinois	Violation occurred within U.S. or at U.S. company located outside U.S.
Time Limitations	Must file within 300 days of alleged violation	Must file within 180 days of alleged violation	Must file within 300 days of alleged violation	Must file within 300 days of alleged violation (or 180 days if state fair employment agency does not cover)
Who Can Be Sued	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers with at least 15 employees in Illinois; or with at least 1 employee for sexual harassment, disability, pregnancy, retaliation, public contractors, state/local gov't units, apprenticeship & training programs Labor Organizations Employment Agencies Individual sexual harassers	Employers with at least 15 employees for Title VII and ADA claims and state and local governments; with at least 20 employees for ADEA; with at least 1 employee for Equal Pay Act, federal government, & educational institutions Labor Organizations Employment Agencies Apprenticeship and Training Programs

<i>Agencies to Contact</i>	Chicago Commission on Human Relations (CCHR)	Cook County Commission on Human Rights (CCCHR)	Illinois Department of Human Rights (IDHR)	Equal Employment Opportunity Commission (EEOC)
Kinds of Relief Available	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Punitive Damages</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the City</p> <p>Attorney's fees & costs to prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the County</p> <p>Attorney's fees & costs to prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement and barring contracts with the State), including emergency relief</p> <p>Attorney's fees & costs to prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and reinstatement)</p> <p>Compensatory Damages (such as out-of-pocket and emotional harm)</p> <p>Punitive Damages</p> <p>Injunctive Relief, including emergency relief Attorney's fees & costs to prevailing Complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick St. Ste. 400 Chicago, IL 60654</p> <p>Phone: 312.744.4111 TTY: 312.744.1088 Fax: 312.744.1081</p> <p>cchrfilings@cityofchicago.org</p>	<p>Cook County Commission on Human Rights 69 W. Washington St. Ste. 1130 Chicago, IL 60602</p> <p>Phone: 312.603.1100 Fax: 312.603.9988</p> <p>Human.rights@cookcountyil.gov</p>	<p>Illinois Department of Human Rights 555 W. Monroe St. Ste. 700 Chicago, IL 60661</p> <p>Phone: 312.814.6229 Fax: 312.814.6251</p> <p>IDHR.FairHousing@illinois.gov</p>	<p>U.S. Equal Employment Opportunity Commission Chicago District Office 230 S. Dearborn St. Ste. 1866 Chicago, IL 60604</p> <p>Phone: 312.872.9744 Fax: 312.588.1260</p> <p>https://publicportal.eeoc.gov/portal/Login.aspx</p>
Office Hours	Monday through Friday, except holidays, 9:00 AM to 5:00 PM (2 copies of all filings required)	Monday through Friday, except holidays, 8:30 AM to 4:30 PM	Monday through Friday, except holidays, 8:30 AM to 5:00 PM	Monday through Friday 8:30 AM to 4:00 PM
Intake Hours	Monday through Friday, except holidays, 9:00 AM to 3:00 PM	Intake interviews are by appointment only, please call or email to make an intake appointment	Monday through Thursday, 8:30 AM to 3:00 PM	Monday through Friday 8:30 AM to 4:00 PM
Other Discrimination Covered	Housing Public Accommodations Credit and Bonding Transactions	Housing Public Accommodations Credit Transactions County Facilities, Services, and Programs	Housing Public Accommodations Credit Transactions Sexual Harassment in Education	