

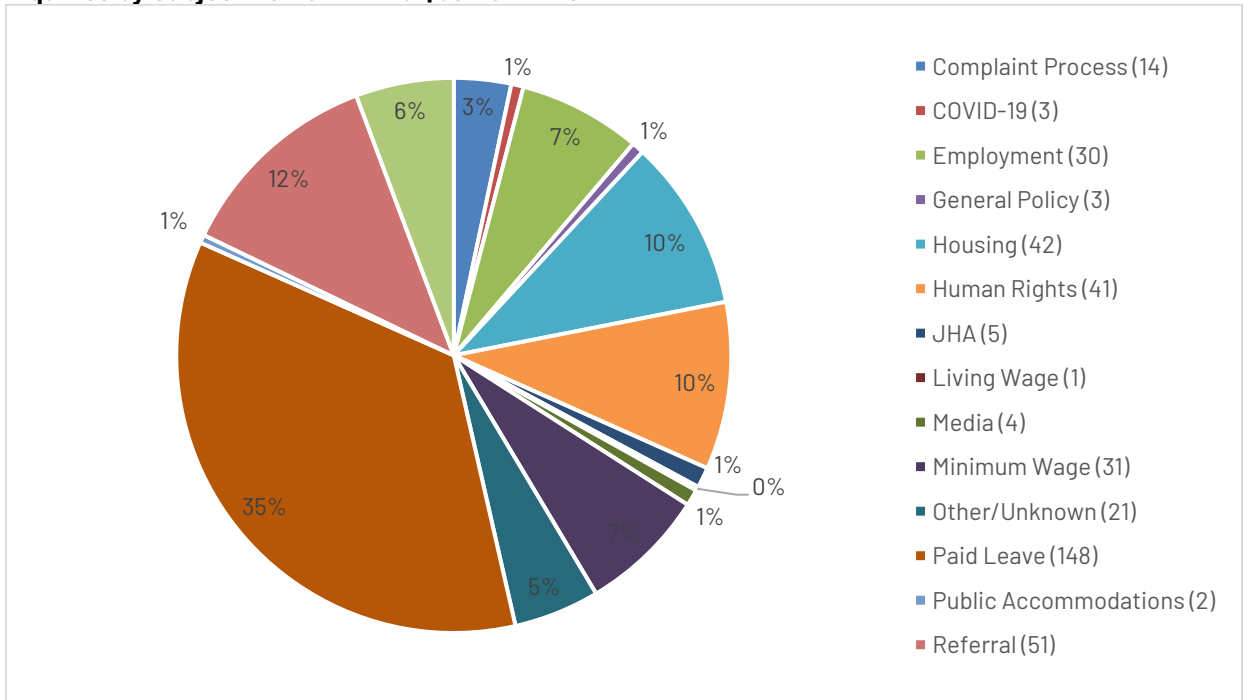


To: Commissioner Kevin Morrison, Chair; Commissioner Maggie Trevor, Vice Chair
 Cook County Commissioners, Human Relations Committee
 From: Jennifer King, Director, Dept. of Human Rights & Ethics
 Date: September 6, 2024
 RE: Third Quarter FY2024 - Complaints with Commission on Human Rights Pursuant to Section 42-34(9)

1. Summary Chart

	FY2023	Q4, 2023 (Sept 1-Nov 30)	Q1, 2024 (Dec 1-Feb 29)	Q2, 2024 (March 1-May 31)	Q3, 2024 (June 1-August 31)
Inquiries	1,036	229	433	329	420
Cases Pending (All Stages)		50	56	66	59
New Cases Filed	96	21	19	24	25
Cases Closed	84	11	11	15	29
Investigations completed within 180 Days	50	6	11	8	22

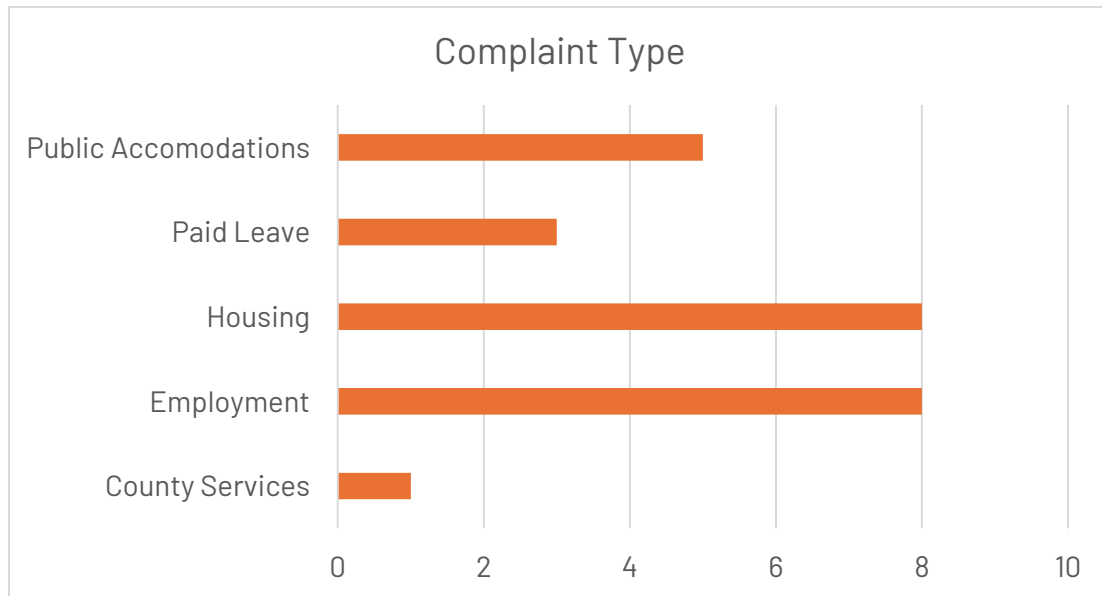
2. Inquiries by Subject Matter - Third Quarter FY2024



3. Human Rights Complaints Filed during Third Quarter FY2024, June 1, 2024, through August 31, 2024

	Case Number	Nature of Complaint	Date Open
1	2024E017	Employment - Race, Age, Source of Income, Ethnicity	6/8/2024
2	2024PA010	Public Accommodations - Race, Color, Age, Religion, National origin, Sex Harassment, Sexual Orientation, Gender Identity, Housing Status	6/6/2024
3	2024E018	Employment - Disability	6/10/2024
4	2024E019	Employment - Disability, Retaliation	6/11/2024
5	2024H013	Housing - Race, Color, Sex, Age, Bodily Autonomy, Disability, Sexual Orientation, Marital Status, Gender Identity, Parental Status, Housing Status, Ethnicity	6/12/2024
6	2024E20	Employment - Age, Disability, Retaliation	6/11/2024
7	2024H014	Housing - Race, Age	6/20/2024
8	2024H015	Housing - Race, Housing Status	7/8/2024
9	2023E021	Employment - Race, Color, National Origin, Retaliation	7/14/2024
10	2024E022	Employment - Retaliation	7/15/2024
11	2024PL005	Paid Leave - Failure to provide all hours, Properly Compensate, Other	7/21/2024
12	2024H016	Housing - Race	7/21/2024
13	2024CS003	County Services - Retaliation	7/29/2024
14	2024PA008	Public Accommodations - Race, Sex, Color, Sexual Harassment, Sexual Orientation, Retaliation, Ethnicity	7/28/2024
15	2024PA012	Public Accommodations - Race, Color, Sex, Sexual Orientation, Bodily Autonomy, Gender Identity, Ethnicity	8/5/2024

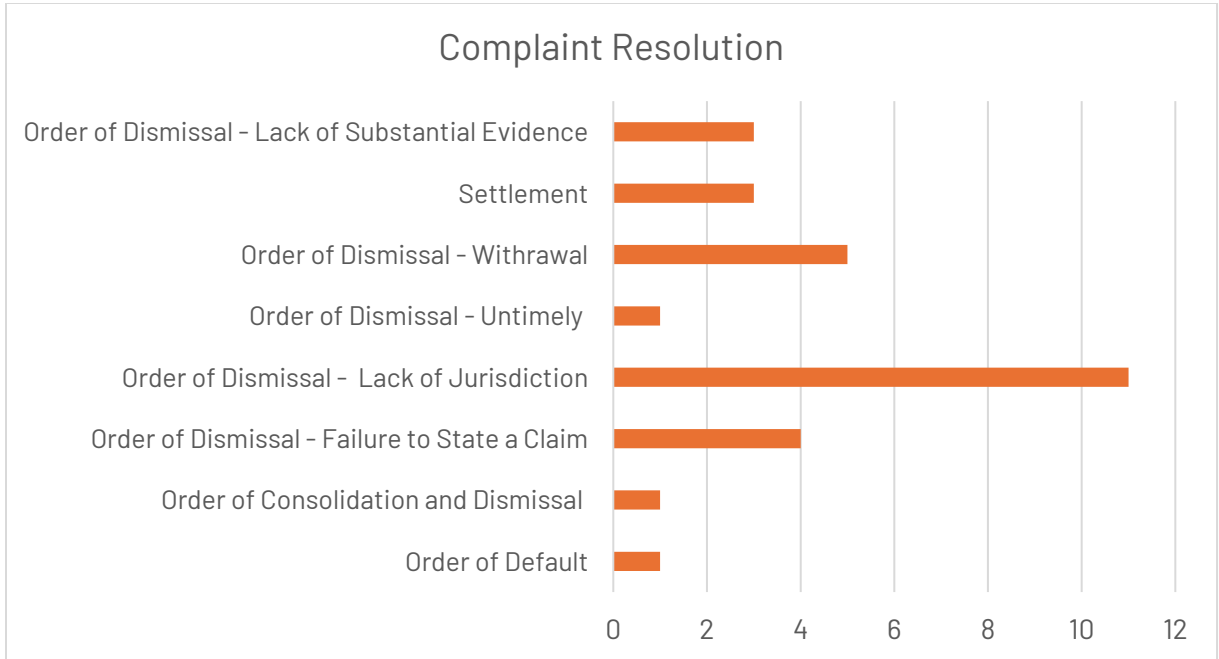
16	2024E023	Employment - Race, Color, Sex, Age, Retaliation	8/14/2024
17	2024H017	Housing - Age, Caste, Disability, Retaliation	8/19/2024
18	2024PL006	Paid Leave - Retaliation, Other	8/18/2024
19	2024PL007	Paid Leave - Failed to provide hours, Failed to allow use, Failed to properly compensate, Failed to notify	8/16/2024
20	2024E024	Employment - Age, National Origin, Retaliation, Ethnicity	8/20/2024
21	2024PA013	Public Accommodations - Race, Religion, Ancestry, Caste, Disability, National Original, Retaliation	8/26/2024
22	2024H018	Housing - Race, Color, Sex, Age, Bodily Autonomy, Disability, Marital Status, Source of Income, Housing Status, Retaliation, Ethnicity	8/15/2024
23	2024H019	Housing - Retaliation	8/27/2024
24	2024H020	Housing - Retaliation	8/29/2024
25	2024PA014	Public Accommodations - Race, Color, Sex, Age	8/29/2024



4. Human Rights Complaints Resolved during Third Quarter FY2024, June 1, 2024, through August 31, 2024

	Case Number	Nature of Complaint	Date Open	Date Closed	Cause for Dismissal
1	2023JHA007	Just Housing Amendment - Source of Income, Criminal History	6/23/2023	6/5/2024	Order of Dismissal - Settlement
2	2022H032	Housing - Housing Status, Retaliation	9/7/2022	6/6/2024	Order of Dismissal - Lack of Substantial Evidence
3	2022H047	Housing - Race, Age, Housing Status	8/22/2022	6/6/2024	Order of Dismissal - Lack of Substantial Evidence
4	2024E013	Employment - Criminal History	5/21/2024	6/6/2024	Order of Dismissal - Lack of Jurisdiction
5	2024PA009	Public Accommodations - Disability	5/30/2024	6/10/2024	Order of Dismissal - Lack of Jurisdiction
6	2022E035	Employment - Race, Color, Age, Retaliation	11/20/2022	6/12/2024	Order of Dismissal - Lack of Substantial Evidence
7	2024CS001	County Services - Race, Color, Sex, Age, Ancestry, Disability, Housing Status, Retaliation, Ethnicity	5/15/2024	6/14/2024	Order of Dismissal - Failure to State a Claim
8	2023PA005	Public Accommodations - Disability	9/26/2023	6/20/2024	Order of Default
9	2024PL001	Paid Leave - Failed to notify of right to Paid Leave	2/7/2024	7/2/2024	Order of Dismissal - Withdrawal
10	2024H013	Housing - Race, Color, Sex, Age, Bodily Autonomy, Disability, Sexual Orientation, Marital Status, Gender Identity, Parental Status, Housing Status, Ethnicity	6/12/2024	7/2/2024	Order of Dismissal - Lack of Jurisdiction
11	2024E012	Employment - Race	5/8/2024	7/2/2024	Order of Dismissal - Untimely
12	2024H014	Housing - Race, Age	6/20/2024	7/2/2024	Order of Dismissal - Lack of Jurisdiction
13	2024E014	Employment - Race, Age, Source of Income, Ethnicity	6/8/2024	7/11/2024	Order of Dismissal - Withdrawal
14	2024PA010	Public Accommodations - Race, Color, Age, Religion, National Origin, Sexual Harassment, Sexual Orientation, Gender Identity, Housing Status	6/6/2024	7/11/2024	Order of Dismissal - Lack of Jurisdiction

15	2024E008C	Employment - Disability, Retaliation	4/3/2024	7/15/2024	Order of Consolidation and Dismissal
16	2024E018	Employment - Race, Color, National Origin, Retaliation	7/14/2024	7/16/2024	Order of Dismissal - Lack of Jurisdiction
17	2022E020	Employment - Race, Religion, National Origin, Retaliation	7/1/2022	7/23/2024	Order of Dismissal - Withdrawal
18	2024H015	Housing - Race, Housing Status	7/8/2024	7/23/2024	Order of Dismissal - Lack of Jurisdiction
19	2024E019	Employment - Retaliation	7/15/2024	7/23/2024	Order of Dismissal - Failure to State a Claim
20	2024PA011	Public Accommodations - Race, Color, Sex, Sexual Harassment, Sexual Orientation, Retaliation, Ethnicity	7/2/2024	8/1/2024	Order of Dismissal - Lack of Jurisdiction
21	2023E026	Employment - Race, Sex, Ancestry, Retaliation	9/18/2023	8/2/2024	Order of Dismissal - Withdrawal
22	2024H016	Housing - Race	7/21/2024	8/2/2024	Order of Dismissal - Failure to State a Claim
23	2024PL005	Paid Leave - Failure to provide all hours, Properly Compensate, Other	7/21/2024	8/6/2024	Order of Dismissal - Withdrawal
24	2024PA012	Public Accommodations - Race, Color, Sex, Sexual Orientation, Bodily Autonomy, Gender Identity, Ethnicity	8/5/2024	8/13/2024	Order of Dismissal - Lack of Jurisdiction
25	2024CS003	County Services - Retaliation	7/29/2024	8/13/2024	Order of Dismissal - Failure to State a Claim
26	2024CS002	County Services - Race, Sex, Age, Religion, National Origin, Parental Status, Ethnicity	5/23/2024	8/14/2024	Order of Dismissal - Lack of Jurisdiction
27	2024PL003	Paid Leave - Failure to provide use of Paid Leave	3/27/2024	8/15/2024	Order of Dismissal - Settlement
28	2024H003	Housing - Source of Income	2/7/2024	8/21/2024	Order of Dismissal - Settlement
29	2024PL006	Paid Leave - Retaliation, Other	8/18/2024	8/26/2024	Order of Dismissal - Lack of Jurisdiction



Between June 1, 2024 and August 31, 2024, the Commission facilitated settlements between parties. \$8,500 in settlement was reported to the Commission.

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

4. 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.