



COOK COUNTY
Commission on
Human Rights

Jennifer King
Director
(312) 603-1100

69 W. Washington Street
#1130
Chicago, Illinois 60602

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

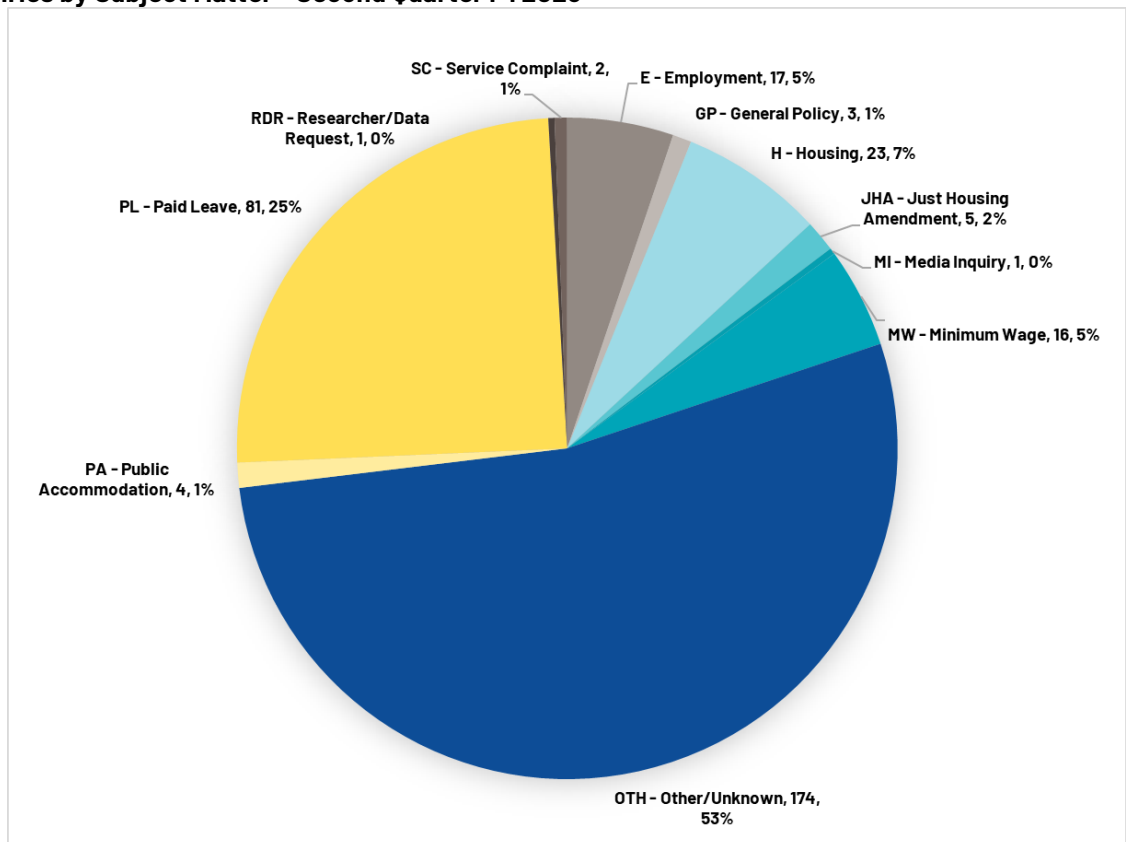
Date: June 3, 2025

RE: Second Quarter FY2025 - Complaints with Commission on Human Rights Pursuant to Section 42-34(9)

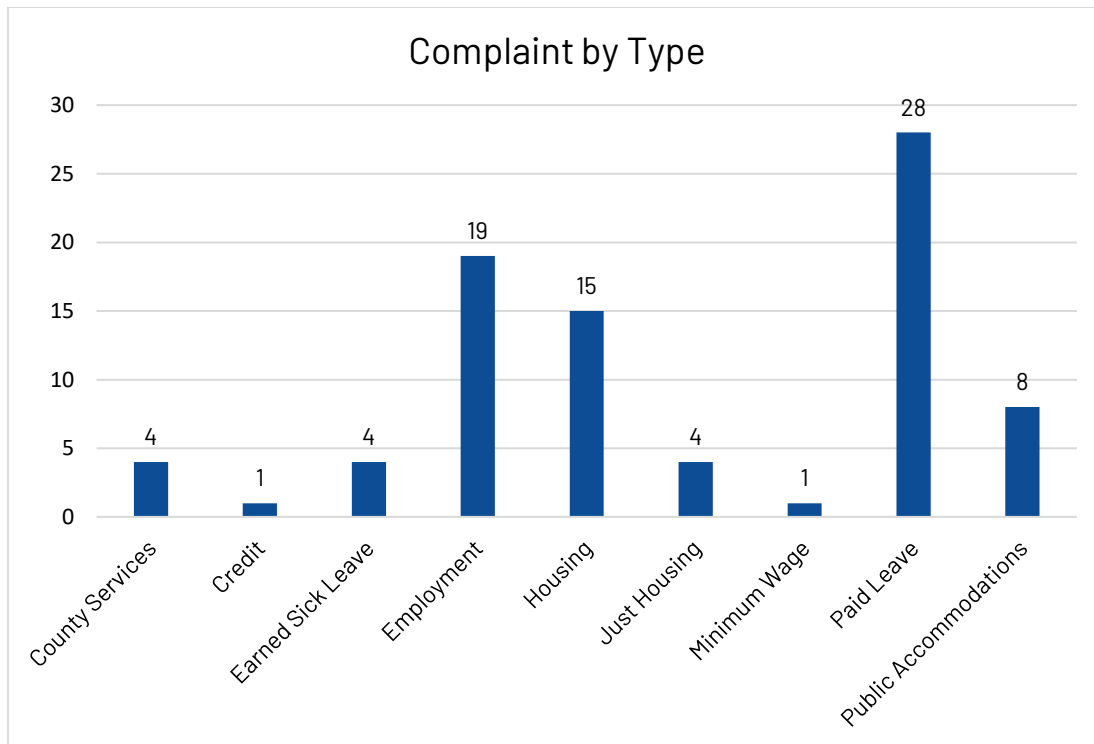
1. Summary Chart

	FY2024	Q4, 2024 (September 1-November 30)	Q1, 2025 (Dec 1-Feb 28)	Q2, 2025 (March 1-May 30)
Inquiries	1,484	302	405	327
Cases Pending (All Stages)		112	152	217
New Cases Filed	148	80	73	79
Cases Closed	81	26	20	24
Investigations completed within 180 Days	64	23	20	19

2. Inquiries by Subject Matter - Second Quarter FY2025



3. Human Rights Complaints Filed during Second Quarter FY2025, March 1, 2025, through May 30, 2025



	Investigation Number	Nature of Complaint	Date Open
1	2025E00347	Age (over 40); Retaliation	3/3/2025
2	2025H00349	Disability (physical or mental)	3/4/2025
3	2025PA00348	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	3/4/2025
4	2025PL00350	Failed To Properly Compensate For Use Of Paid Leave	3/5/2025
5	2025PL00351	Failed To Properly Compensate For Use Of Paid Leave	3/5/2025
6	2025E00352	Disability (physical or mental)	3/9/2025
7	2025PL00353	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	3/10/2025
8	2025E00354	Retaliation; Sexual Harassment	3/11/2025
9	2025PL00355	Failed To Properly Compensate For Use Of Paid Leave	3/11/2025
10	2025CS00357	Age (over 40); Color; Criminal History; Disability (physical or mental); Sex	3/13/2025

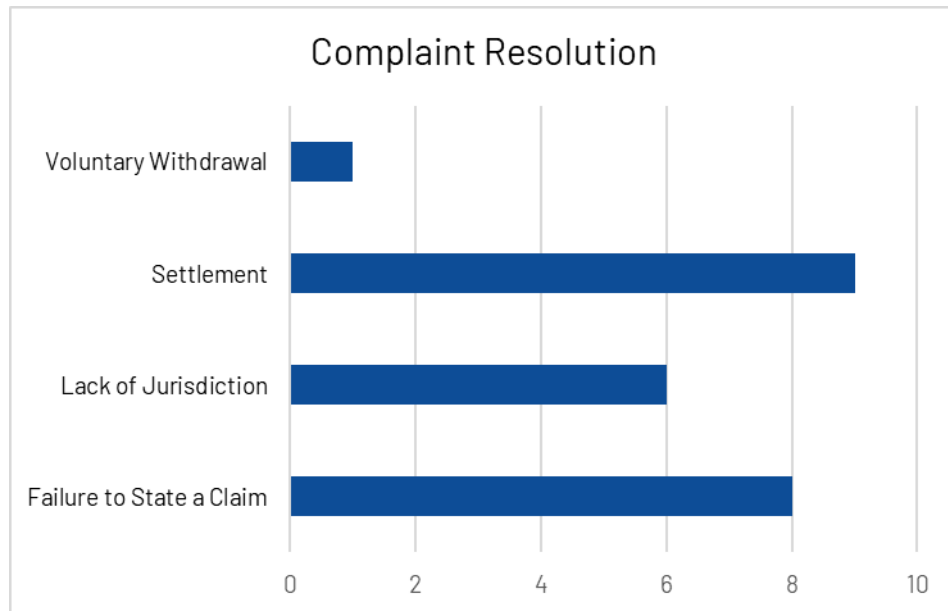
11	2025PL00358	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	3/13/2025
12	2025H00362	Age (over 40)	3/17/2025
13	2025JHA00363	Criminal History	3/17/2025
14	2025PA00359	Age (over 40); Ancestry; Color; Disability (physical or mental); Ethnicity; Gender Identity; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Guidance for Compliance	3/17/2025
15	2025PA00360	Age (over 40); Ancestry; Color; Disability (physical or mental); Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Guidance for Compliance	3/17/2025
16	2025PA00361	Age (over 40); Ancestry; Color; Disability (physical or mental); Ethnicity; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Guidance for Compliance	3/17/2025
17	2025E00364	Age (over 40); Color; Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	3/18/2025
18	2025MW00366	Paid Less Than The Minimum Wage; Retaliation	3/19/2025
19	2025PL00365	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	3/19/2025
20	2025PL00367	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	3/19/2025
21	2025E00368	Disability (physical or mental); Retaliation	3/20/2025
22	2025H00369	Retaliation; Source of Income	3/21/2025
23	2025PL00370	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave	3/23/2025
24	2025E00372	Retaliation	3/24/2025
25	2025E00373	Disability (physical or mental); Retaliation; Source of Income; Guidance for Compliance	3/24/2025
26	2025H00374	Criminal History; Source of Income	3/24/2025
27	2025PA00371	Age (over 40); Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex	3/24/2025
28	2025CS00376	Disability (physical or mental)	3/26/2025
29	2025E00375	Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sexual Harassment; Source of Income	3/26/2025

30	2025H00377	Disability (physical or mental)	3/27/2025
31	2025JHA00379	Criminal History	3/27/2025
32	2025PL00378	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Retaliation	3/27/2025
33	2025CS00380	Source of Income	4/3/2025
34	2025PA00382	Retaliation	4/7/2025
35	2025PL00381	Other Act(s) Prohibited By Ordinance	4/7/2025
36	2025C00383	Criminal History	4/9/2025
37	2025E00384	Retaliation	4/11/2025
38	2025ESL00386	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	4/13/2025
39	2025PA00385	Retaliation	4/13/2025
40	2025E00387	Gender Identity; Sexual Orientation; Source of Income	4/16/2025
41	2025H00388	Housing Status; Retaliation	4/17/2025
42	2025PL00390	Failed To Notify Of Right To Paid Leave; Retaliation	4/18/2025
43	2025H00392	Criminal History; Housing Status	4/19/2025
44	2025PL00393	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	4/22/2025
45	2025E00396	Disability (physical or mental); Retaliation; Guidance for Compliance	4/23/2025
46	2025H00397	Disability (physical or mental)	4/23/2025
47	2025PL00395	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	4/23/2025
48	2025PL00398	Failed To Notify Of Right To Paid Leave	4/27/2025
49	2025E00400	Sexual Harassment	4/28/2025
50	2025PL00399	Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance	4/28/2025
51	2025E00403	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	4/30/2025
52	2025E00404	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	4/30/2025

53	2025E00406	Disability (physical or mental); Religion; Retaliation	4/30/2025
54	2025ESL00405	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.; Retaliation	4/30/2025
55	2025PL00401	Other Act(s) Prohibited By Ordinance	4/30/2025
56	2025H00407	Ethnicity; Housing Status	5/1/2025
57	2025ESL00408	Failed To Allow Use of Accrued Earned Sick Leave As Required By Ordinance; Retaliation	5/2/2025
58	2025PL00410	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Retaliation	5/2/2025
59	2025H00420	Color; Disability (physical or mental); Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Source of Income	5/13/2025
60	2025JHA00421	Bodily Autonomy; Ethnicity	5/14/2025
61	2025PL00422	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	5/15/2025
62	2025E00424	Disability (physical or mental)	5/19/2025
63	2025H00423	Retaliation	5/19/2025
64	2025PL00425	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; Retaliation	5/19/2025
65	2025E00411	National Origin; Religion; Retaliation; Sex	5/4/2025
66	2025H00413	Housing Status	5/4/2025
67	2025PA00414	Ethnicity	5/5/2025
68	2025PL00415	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	5/5/2025
69	2025H00418	Housing Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	5/6/2025
70	2025PL00416	Other Act(s) Prohibited By Ordinance; Retaliation	5/6/2025
71	2025PL00417	Other Act(s) Prohibited By Ordinance; Retaliation	5/6/2025
72	2025H00419	Housing Status	5/7/2025
73	2025E00427	Disability (physical or mental); Retaliation	5/20/2025
74	2025JHA00428	Criminal History	5/21/2025
75	2025E00429	Retaliation	5/22/2025

76	2025H00430	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	5/23/2025
77	2025PL00431	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave	5/24/2025
78	2025PL00432	Retaliation	5/25/2025
79	2025PL00433	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	5/29/2025

4. Human Rights Complaints Resolved during Second Quarter FY2025, March 1, 2025, through May 30, 2025



	Investigation Number	Date Open	Date Closed	Cause for Dismissal
1	2024E00120	9/27/2024	4/8/2025	Failure to State a Claim
2	2024PL00121	9/29/2024	4/25/2025	Lack of Jurisdiction
3	2024E00132	9/21/2024	4/8/2025	Failure to State a Claim
4	2024CS00153	10/8/2024	4/29/2025	Failure to State a Claim
5	2024CS00157	10/9/2024	4/11/2025	Failure to State a Claim
6	2024PA00192	10/21/2024	4/8/2025	Failure to State a Claim
7	2024E00207	6/11/2024	4/25/2025	Settlement
8	2025PL00272	12/4/2024	4/25/2025	Lack of Jurisdiction
9	2025E00291	12/24/2024	3/11/2025	Settlement
10	2025ESL00311	1/20/2025	3/7/2025	Settlement
11	2025PL00318	1/28/2025	3/6/2025	Settlement
12	2025PL00321	1/31/2025	3/7/2025	Settlement

13	2025PL00326	2/6/2025	4/15/2025	Settlement
14	2025E00327	2/6/2025	5/14/2025	Settlement
15	2025PL00332	2/13/2025	4/29/2025	Settlement
16	2025H00349	2/27/2025	3/17/2025	Failure to State a Claim
17	2025PL00350	3/5/2025	4/29/2025	Settlement
18	2025E00352	3/9/2025	3/11/2025	Lack of Jurisdiction
19	2025E00354	3/11/2025	3/17/2025	Lack of Jurisdiction
20	2025PA00371	3/23/2025	4/15/2025	Failure to State a Claim
21	2025E00375	3/5/2025	4/15/2025	Lack of Jurisdiction
22	2025H00377	3/27/2025	4/25/2025	Lack of Jurisdiction
23	2025PA00382	4/7/2025	4/29/2025	Failure to State a Claim
24	2025H00388	4/17/2025	4/29/2025	Voluntary Withdrawal

Between March 1, 2025 and May 30, 2025, the Commission facilitated settlements between parties. \$9,275.00 in settlement was reported to the Commission.

No complaints resolved during this quarter were Just Housing Amendment complaints.

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.