



**COOK COUNTY**  
**Commission on**  
**Human Rights**

**Commission on Human Rights**  
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 Amber Smock  
 Ceylan Eatherton  
 Jack Block  
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**Jennifer King**  
 Director  
 (312) 603-1100

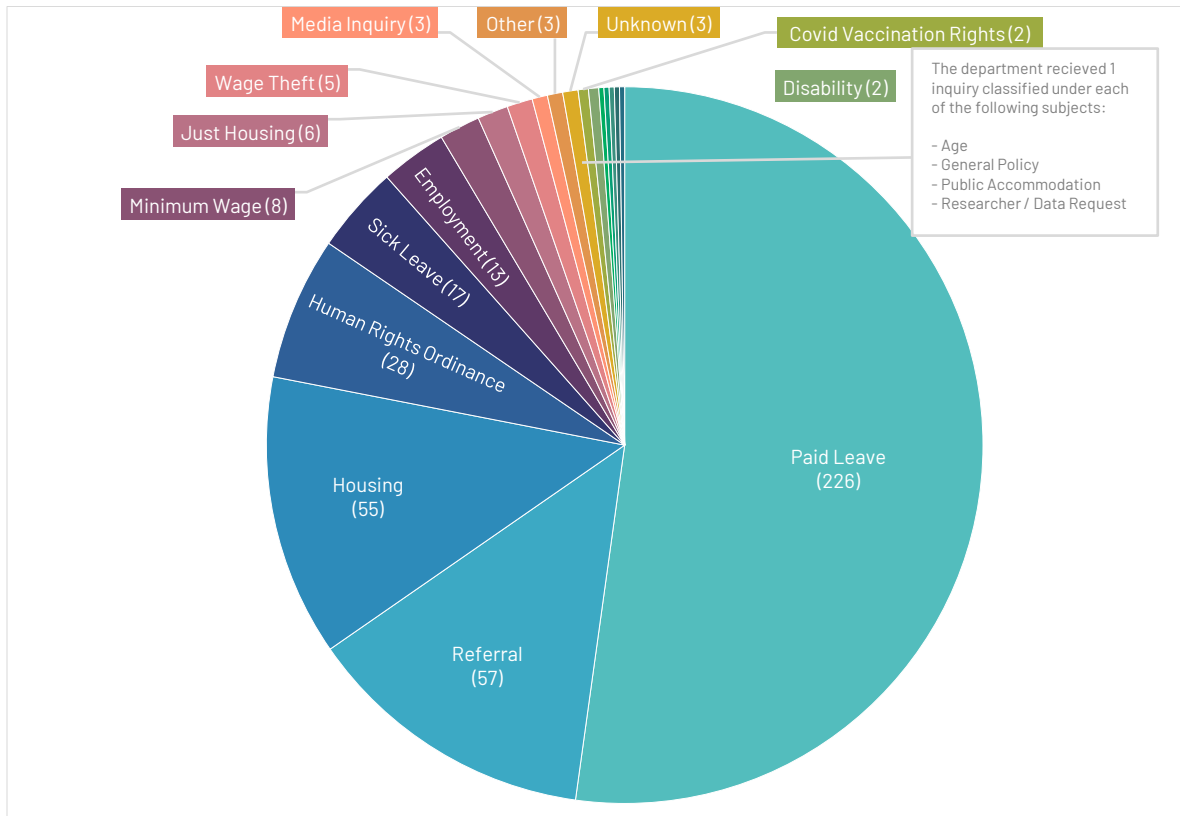
69 W. Washington Street  
 #1130  
 Chicago, Illinois 60602

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: March 25, 2024  
 RE: First Quarter FY2024 - Complaints with Commission on Human Rights Pursuant to Section 42-34(9)

**1. Summary Chart**

	<b>FY2023</b>	<b>Q4, 2023 (Sept 1-Nov 30)</b>	<b>Q1, 2024 (Dec 1-Feb 29)</b>
<b>Inquiries</b>	<b>1,036</b>	<b>229</b>	<b>433</b>
<b>Cases Pending (All Stages)</b>		<b>50</b>	<b>56</b>
<b>New Cases Filed</b>	<b>96</b>	<b>21</b>	<b>19</b>
<b>Cases Closed</b>	<b>84</b>	<b>11</b>	<b>11</b>
<b>Investigations completed within 180 Days</b>	<b>50</b>	<b>6</b>	<b>11</b>

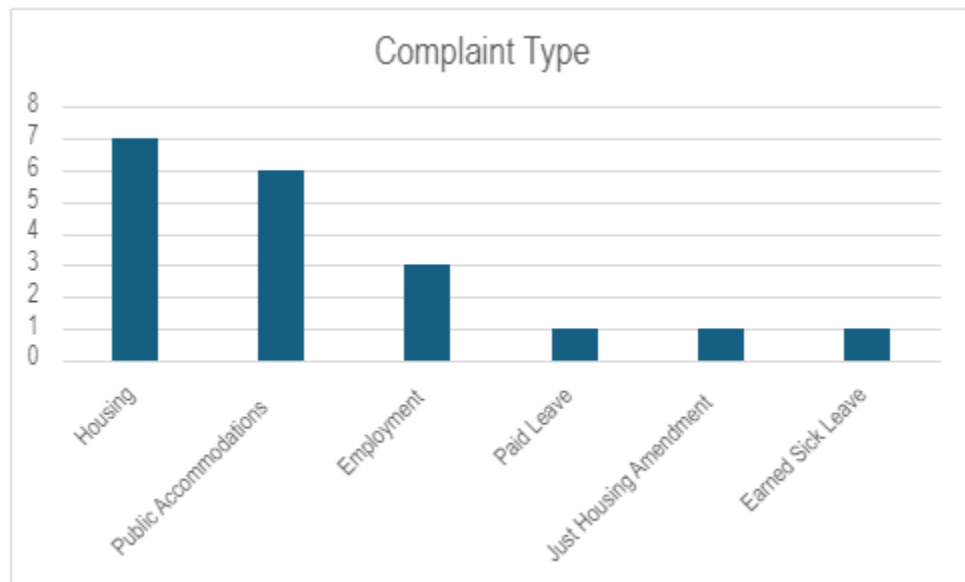
**2. Inquiries by Subject Matter - First Quarter FY2024**



**3. Human Rights Complaints Filed during First Quarter FY2024, December 1, 2023, through February 29, 2024**

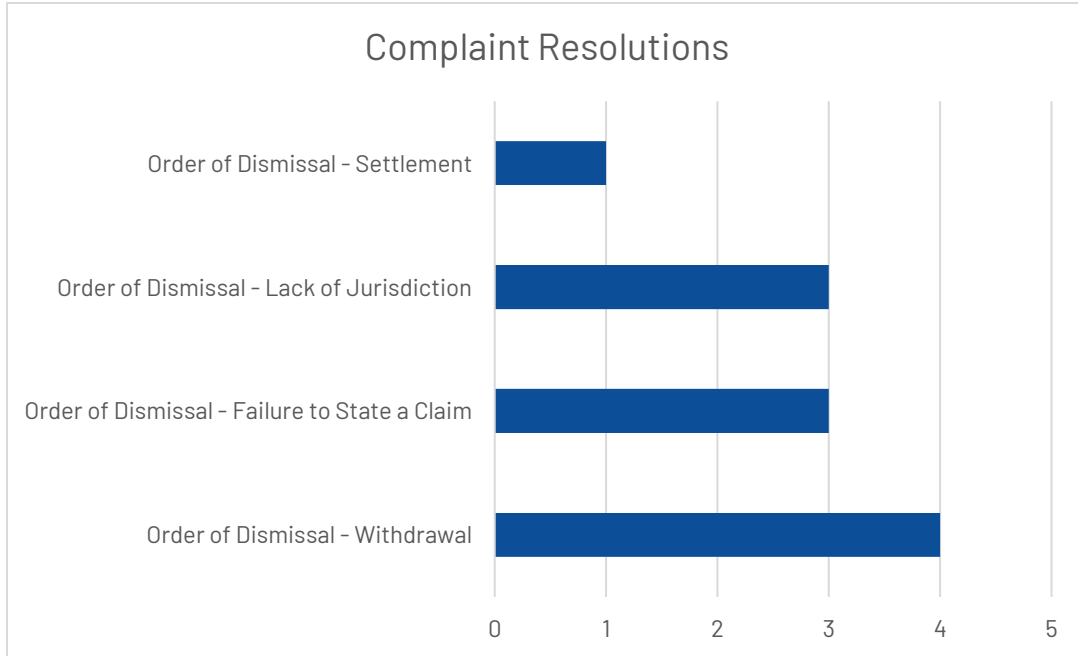
	<b>Case Number</b>	<b>Nature of Complaint</b>	<b>Date Open</b>
<b>1</b>	2024H001	Housing - Race, Color, Disability, Sexual Harassment, Source of Income, Housing Status, Retaliation	12/06/23
<b>2</b>	2024PA001	Public Accommodations - Race, Retaliation	12/11/23
<b>3</b>	2024ESL002	Earned Sick Leave - Failed to properly compensate for use of Earned Sick Leave	12/11/23
<b>4</b>	2024PA002	Public Accommodations - Race, Color, Disability, Sexual Orientation, Parental Status, Housing Status, Retaliation	12/12/23
<b>5</b>	2024PA003	Public Accommodations - Race, Color, Retaliation, Ethnicity	12/12/23
<b>6</b>	2024PA004	Public Accommodations - Race, Age, Disability	12/12/23
<b>7</b>	2024H002	Housing - Race, Ancestry, Disability, Retaliation	12/29/23
<b>8</b>	2024PA005	Public Accommodations - Race, Religion	01/23/24
<b>9</b>	2024E004	Employment - Retaliation	01/24/24
<b>10</b>	2024E002	Employment - Disability, Retaliation	02/01/24
<b>11</b>	2024H003	Housing - Source of income	02/07/24
<b>12</b>	2024PL001	Paid Leave - Failed to notify of right to Paid Leave	02/07/24
<b>13</b>	2024PA006	Public Accommodations - National Origin, Ethnicity	02/08/24
<b>14</b>	2024E003	Employment - Race, Age, Disability, National Origin, Military Discharge, Retaliation	02/16/24
<b>15</b>	2024JHA003	Just Housing Amendment - Criminal History	02/21/24

<b>16</b>	2024H004	Housing - Source of Income, Disability, Housing Status	02/22/24
<b>17</b>	2024H005	Housing - Source of Income, Disability, Housing Status, Retaliation	02/22/24
<b>18</b>	2024JHA001	Housing - Criminal History	02/26/24
<b>19</b>	2024H006	Housing - Disability, Source of Income, Housing Status, Retaliation	02/29/24



**4. Human Rights Complaints Resolved during First Quarter FY2024, December 1, 2023, through February 29, 2024**

	<b>Case Number</b>	<b>Nature of Complaint</b>	<b>Date Open</b>	<b>Date Closed</b>	<b>Cause for Dismissal</b>	<b>Which Party's Favor</b>
<b>1</b>	2023JHA009	Housing - Criminal History	10/11/2023	2/6/2024	Order of Dismissal - Withdrawal	N/A
<b>2</b>	2023E030	Employment - Disability, Retaliation	11/14/2023	2/13/2024	Order of Dismissal - Failure to State a Claim	N/A
<b>3</b>	2023H031	Housing - Race, Age, Marital Status, Parental Status, Source of Income, Ethnicity	11/25/2023	12/11/2023	Order of Dismissal - Withdrawal	N/A
<b>4</b>	2024ESL001	Earned Sick Leave - Failed to provide all hours of Earned Sick Leave required by Ordinance, Failed to allow use of accrued Earned Sick Leave required by Ordinance, Failed to notify of right to Earned Sick Leave, Retaliation	11/29/2023	2/2/2024	Order of Dismissal - Lack of Jurisdiction	N/A
<b>5</b>	2024ESL002	Earned Sick Leave - Failed to properly compensate for use of Earned Sick Leave	12/11/2023	2/2/2024	Order of Dismissal - Withdrawal	N/A
<b>6</b>	2024PA002	Public Accommodations - Race, Color, Disability, Sexual Orientation, Parental Status, Housing Status, Retaliation	12/12/2023	1/29/2024	Order of Dismissal - Failure to State a Claim	N/A
<b>7</b>	2024PA003	Public Accommodations - Race, Color, Retaliation, Ethnicity	12/12/2023	1/29/2024	Order of Dismissal - Failure to State a Claim	N/A
<b>8</b>	2023H003	Housing - Housing Status	12/28/2022	1/9/2024	Order of Dismissal - Settlement	Complainant
<b>9</b>	2024H002	Housing - Race, Ancestry, Disability, Retaliation	12/29/2023	2/6/2024	Order of Dismissal - Withdrawal	N/A
<b>10</b>	2024H001	Housing - Race, Color, Disability, Sexual Harassment, Source of Income, Housing Status, Retaliation	12/6/2023	1/30/2024	Order of Dismissal - Lack of Jurisdiction	N/A
<b>11</b>	2024E002	Employment - Disability, Retaliation	2/1/2024	2/29/2024	Order of Dismissal - Lack of Jurisdiction (180 Days)	N/A



Between December 1, 2023 and February 29, 2024, the Commission facilitated settlements between parties. Settlement amounts were not reported to the Commission.

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

**5. 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.