

Human Rights Annual Report

When "It's not Right"



**YOU
HAVE
RIGHTS!**

JOYCE E. TUCKER, DIRECTOR
ILLINOIS DEPARTMENT OF HUMAN RIGHTS

MANUEL BARBOSA, CHAIRPERSON
ILLINOIS HUMAN RIGHTS COMMISSION

for

**Fiscal
Year
1985**

PRESENTED TO THE HONORABLE JAMES R. THOMPSON, GOVERNOR OF ILLINOIS

STATE OF ILLINOIS DEPARTMENT OF HUMAN RIGHTS

**Annual Report for Fiscal Year 1985
July 1, 1984 — June 30, 1985**



**Joyce E. Tucker
Director**

**The Honorable
James R. Thompson
Governor**



STATE OF ILLINOIS
Department of Human Rights
100 West Randolph Street, Illinois Center, Suite 10-100
Chicago, Illinois 60601
312/917-6200

James R. Thompson
Governor

Joyce E. Tucker
Director

To The Honorable James R. Thompson
Governor of Illinois, and the
Honorable Members of the General
Assembly

I am pleased to share with you this annual report of the Illinois Department of Human Rights for fiscal year 1985.

This report reflects the strong and aggressive program of human rights this Department is implementing on behalf of the people of Illinois.

We are proud of our accomplishments and are proud to share them with you.

A handwritten signature in cursive script that reads "Joyce E. Tucker".

Joyce E. Tucker
Director
Illinois Department of Human Rights

January 1986

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INTRODUCTION

To administer and enforce the Illinois Human Rights Act and its provisions guaranteeing that all persons in Illinois be free from discrimination in employment, in real estate transactions, in financial lending practices, and in their access to places of public accommodation and the services of public officials is the primary function of the ILLINOIS DEPARTMENT OF HUMAN RIGHTS.

The Department enforces the law prohibiting discrimination on a wide range of bases: race, color, religion, sex, national origin, ancestry, age (between 40-70), marital status, unfavorable military discharge in employment, physical handicap, and mental handicap. Discrimination in rental housing against families with children under age fourteen is also prohibited. Individuals are protected against sexual harassment in employment and sexual harassment of students in higher education is also prohibited.

The Department administers the statute in several ways. Its primary activities:

- Investigating and attempting to resolve charges alleging violations of the statute.
- Monitoring the employment practices and affirmative action efforts of State executive agencies and of private employers doing business with the State or local governments.
- Providing training and technical assistance to employers and others who seek to comply with the statute.
- Conducting research, holding hearings, and otherwise studying problems which threaten the objectives of the statute, in order to promote better community relations and inter-group harmony.

PROGRAM HIGHLIGHTS

Illinois Affirmative Recruitment Program



Director Joyce E. Tucker welcomes job developers and reports on the success of the Department's Illinois Affirmative Recruitment Program in improving the employment chances of women, minorities and handicapped persons in state government



A Standing-Room-Only audience of state agency and community based organizations job developers jams a job developers workshop conducted by DHR's Illinois Affirmative Recruitment Program



Blanca Vargas-Magana, Illinois Affirmative Recruitment Program personnel analyst, gives job developers a practical walk-through of the States application, testing, interview and selections procedures

Public Hearings on Equal Housing Opportunity

The series of hearings was held in eight Illinois cities. The Department's findings were published in the report, *Equal Housing Opportunity in Illinois*. Shown appearing before a Department hearing panel (clockwise):

Luna Connors, Lake County Urban League,
Earl Jones, Professor, University of Illinois at
Champaign-Urbana; Miriam Ralston, Ralston
Realtors, Rock Island.

Ask An Expert

The noon hour series of programs on disabilities and employment received such an enthusiastic audience response in Chicago that a series was begun in Springfield. Sessions were videotaped for training purposes.



Administration

- Prepares and monitors the annual budget
- Operates the computerized information System
- Processes personnel transactions

BUDGET REVIEW

Resources	<u>1983</u>	<u>1984</u>	<u>1985</u>
GRF	2901.4	2781.1	2859.7
Federal	640.5	988.4	997.8
Other (CETA)	113.8	<u>45.0</u>	<u>-</u>
Total Federal	754.3	1033.4	997.8
Total Resources	3655.7	3814.5	3857.5

APPROPRIATIONS AND EXPENDITURE REVIEW

Appropriations	Fiscal Year				
	1981	1982	1983	1984	1985
State	\$2,664.6	\$2,597.4	\$2,877.1	\$2,781.2	\$2,859.7
Federal	834.9	858.0	640.5	988.4	997.8
Total	<u>\$2,499.5</u>	<u>\$3,455.4</u>	<u>\$3,517.6</u>	<u>\$3,769.6</u>	<u>\$3,857.5</u>
Expenditures					
State	\$2,226.9	\$2,488.5	\$2,541.0	\$2,685.4	\$2,795.2
Federal	737.9	488.8	484.5	755.7	806.9
Total	<u>\$2,964.8</u>	<u>\$2,937.3</u>	<u>\$2,025.5</u>	<u>\$3,441.2</u>	<u>\$3,602.1</u>

FEDERAL APPROPRIATIONS & CONTRACTS

HUD Capacity Building Contract	\$ 77.0
EEOC Age Contract	138.3
EEOC New Charge Contract	782.5
Total Federal	<u>997.8</u>
Total State	2,859.7
Combined Total	\$ 3,857.5

DIVISION FUNDING

(\$ thousands)

Total Resources	3,857.5
Divisions:	
Administration	837.9
Charge Processing	2,405.6
Compliance	614.0

FINANCIAL REPORT

Appropriation Item	Appropriation	Expenditures
Personal Services	\$2,695.2	\$2,590.8
Retirement	153.8	152.8
Social Security	193.7	182.4
Group Insurance	44.0	27.4
Contractual Services	434.2	387.0
Travel	92.9	91.2
Commodities	35.0	26.1
Printing	19.7	15.3
Equipment	27.2	15.2
EDP	-	-
Telecommunications	161.7	114.0
Operation Auto. Equipment	.1	-
Total	<u>\$3,857.5</u>	<u>\$3,602.1</u>

INCOME & EXPENDITURE STATEMENT

(Rounded to Nearest 1,000)

Income	General Revenue Funds	Federal
Appropriations	\$2,859.7	997.8
Reserve	-0-	-0-
Availability for Expenditure	2,859.7	997.8
Expenditures:		
Salaries	2,055.4	535.3
Fringe Benefits	263.2	99.4
Contractual Services	280.1	106.9
Rental Real Property	128.0	85.7
Registration and Conference	11.3	4.6
Rental Office Equipment	30.0	2.8
Rental Motor Vehicle	4.4	-0-
Repair and Maintenance	26.6	.2
Statistical and Tabulating	27.5	-0-
Freight, Express and Drayage	6.1	.2
Professional and Artistic Service	3.5	8.3
Electricity	10.2	-0-
Postage	18.7	.8
Subscription and Information Service	4.3	1.4
Copy Photographic and Printing	2.2	.3
Contractual Services Misc.	7.3	2.6
Travel Cost	71.8	19.4
Commodities	17.7	8.4
Printing	9.0	6.4
Equipment	13.6	1.6
Telecommunications	84.4	29.5
Total Expenditures	2,795.2	806.9
Lapsed Appropriation	64.5	190.9
Plus Reserve	-0-	-0-
Total Lapse	64.5	190.9

END OF YEAR HEADCOUNT

Division	Fiscal Year				
	1981	1982	1983	1984	1985
Administration	18	18	17	18	19
Charge Processing	85	63	81	86	96
Community Relations*	4	5	N/A	N/A	N/A
Compliance	19	20	20	18	25
	<u>126</u>	<u>106</u>	<u>118</u>	<u>122</u>	<u>140</u>

*Eliminated by the Illinois Bureau of the Budget effective Fiscal Year 1983.

New and Expanded Computer Capability

With funds provided by the U.S. Department of Housing and Urban Development, the Department was able to purchase a new IBM System 36 to expand Department capacity in processing Title VIII housing discrimination charges.

Ten work stations and five personal computers which work independently as word processors but which can also function as work stations were purchased along with new applications software.

The system upgrade improved the methods of tracking cases and storage of information obtained in housing investigations, with ready access to a resource pool of information.

Charge Processing Division

- **Charge Intake**
- **Charge Investigations
in employment, housing,
financial credit, public
accommodations and sexual
harassment of students in
higher education**

CHARGE PROCESSING DIVISION

The Charge Processing Division receives, investigates and resolves charges of discrimination in employment, housing, financial credit and places of public accommodation and access to government services. Charges are handled in both the Chicago and Springfield offices and can be initiated by writing, phoning or visiting the Department.

In employment, charges are also dual filed with the Federal Equal Employment Opportunity Commission if they are based on race, color, religion, sex or national origin, the jurisdictions covered by Title VII of the Civil Rights Act of 1964, as amended, or on age under the Age Discrimination in Employment Act of 1967, as amended.

In housing, charges are dual filed with the Federal Department of Housing and Urban Development if they are based on race, color, religion, sex or national origin, the jurisdictions covered by Title VIII of the Civil Rights Act of 1968.

Individuals who prevail on a charge may be awarded specific relief which may include attorney fees, job reinstatement, promotion and back pay, the opportunity to buy or rent a particular house or apartment in a housing charge, granting of a loan in a financial credit charge or gaining access to a place of public accommodation.

- Nearly 87 percent of all persons filing housing discrimination charges who elected to pursue their charge received some type of relief through a successful conciliation or settlement.
- The total number of charges docketed increased 8.7 percent over the previous year.
- Charges based on race (65.5 percent) and physical handicap (22.4 percent) comprised nearly 88 percent of the charges alleging discrimination in public accommodations.
- Seventy-one percent of all housing discrimination charges were filed in Cook County.
- Employment discrimination continues to comprise a clear majority of all charges filed, 91 percent in fiscal year 1985.
- The number of employment charges filed increased nearly ten percent over the previous year.

CHARGES FILED BY JURISDICTION

<u>Jurisdiction</u>	<u>Charges Filed</u>	<u>Percent</u>
Employment	3518	91.4%
Housing	204	5.3%
Public Accommodation	116	3.1%
Financial Credit	10	.2%
Sexual Harassment in Higher Education	0	0%
Total	3848	100%

EMPLOYMENT CHARGES DOCKETED

I. Number	FY'83	FY'84	FY'85
Avg. #/month	262.5	267	293
Avg. #/week	60.57	62	68
Avg. #/day	12.00	12.14	15
Total # Docketed	3,150	3,207	3,518

II. Types

	No.	%	No.	%	No.	%
Race	869	27.58	892	27.8	959	27.26
Color	1	-	3	-		
National Origin/ Ancestry	284	9.00	192	5.6	233	6.62
Sex	433	13.74	482	15.0	476	13.53
Retaliation	115	3.65	125	3.9	142	4.04
Physical Handicap	342	10.85	365	11.4	375	10.66
Mental Handicap	36	1.14	33	1.0	55	1.56
Military Discharge	-	-	1	-	1	.03
Age	384	12.19	445	13.9	431	12.25
Marital Status	18	.57	32	1.0	29	.82
Arrest/ Conviction Record	8	.25	11	.3	16	.45
Coercion/ Interference	-	-	-	-	21	.6
Religion	15	.47	20	.6	24	.68
Other	39	1.23	37	1.2	-	-
Multiple	606	19.23	569	17.7	756	21.49
Totals:	3,150		3,207		3,518	

REVIEW OF HOUSING CHARGES

Fiscal Years 1981-85

	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>
No. of Housing Charges	39	117	191	268	204
Percent of Total Charge Caseload	1.6%	4.4%	5.6%	7.5%	5.2%
Investigations Completed	34	110	90	254	225

HOUSING: BASIS OF CHARGE

	<u>1982</u>		<u>1983</u>		<u>1984</u>		<u>1985</u>	
	<u>No.</u>	<u>Per- cent</u>	<u>No.</u>	<u>Per- cent</u>	<u>No.</u>	<u>Per- cent</u>	<u>No.</u>	<u>Per- cent</u>
Race	46	39.3%	106	55.4%	136	50.7%	75	36.1%
Child Exclusion	45	38.0%	56	29.0%	68	25.3%	58	28.7%
Color	-	-	-	-	-	-	-	-
Marital Status	3	2.5%	6	3.0%	21	7.8%	8	4.0%
Age	-	-	3	1.5%	-	-	-	-
Sex	1	.8%	-	-	14	5.2%	13	6.4%
National Origin	8	6.8%	8	4.1%	16	5.9%	20	9.9%
Handicap	14	12.0%	12	6.2%	13	4.8%	20	9.9%
Religion	-	-	-	-	-	-	1	.5%
Retaliation	-	-	-	-	-	-	9	4.5%
Totals	<u>117</u>	<u>100%</u>	<u>191</u>	<u>100%</u>	<u>268</u>	<u>100%</u>	<u>204</u>	<u>100%</u>

GEOGRAPHICAL FILING OF HOUSING CHARGES

By County and Municipality

COUNTY	TOTAL	COUNTY	TOTAL
Adams	3	Kane	11
Quincy	3	Carpentersville	3
Champaign	4	Elgin	5
Champaign	3	South Elgin	3
Mahomet	1	Kankakee	4
Cook	145	Bourbonnais	3
Alsip	3	Kankakee	1
Bartlett	1	Lake	10
Calumet City	4	Park City	3
Chicago	80	Waukegan	3
Chicago Heights	5	Winnetka	1
Cicero	8	Zion	3
Des Plaines	7	Madison	1
Dixmoor	1	Edwardsville	1
Evergreen Park	1	McLean	1
Hillside	1	Normal	1
Hoffman Estates	2	Morgan	1
La Grange	2	Jacksonville	1
Lyons	1	Peoria	1
Melrose Park	3	Peoria	1
Northfield	6	Sangamon	5
Orland Park	8	Chatham	2
Palatine	3	Springfield	3
Park Ridge	1	St. Clair	1
Richton Park	4	Belleville	1
Riverdale	3	Will	2
Schaumburg *	1	Beecher	2
DuPage	14	Total	204
Downers Grove	7		
Glen Ellyn	1		
Lombard	1		
Oak Brook	1		
West Chicago	3		
Woodridge	1		
Jackson	1		
Carbondale	1		

* Located in the counties of Cook and Dupage.

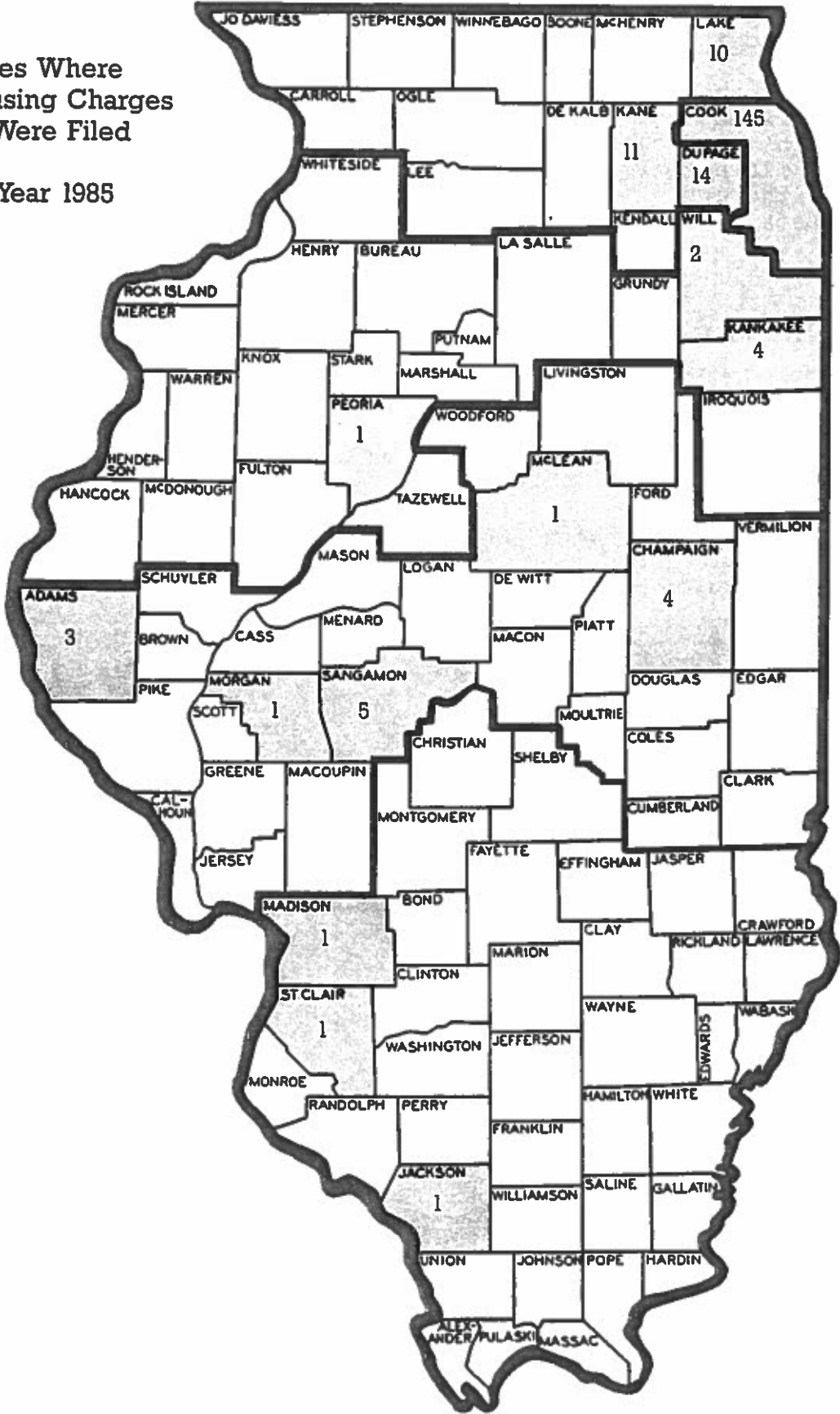
SUMMARY OF HOUSING CHARGES

By County

Adams	3
Champaign	4
Cook	145
DuPage	14
Jackson	1
Kane	11
Kankakee	4
Lake	10
Madison	1
McLean	1
Morgan	1
Peoria	1
Sangamon	5
St Clair	1
Will	2
Total	<u>204</u>

Counties Where
Housing Charges
Were Filed

Fiscal Year 1985



DISPOSITION OF HOUSING CHARGES

Fiscal Year 1985

<u>Disposition</u>	<u>Total</u>	<u>Percent</u>
Substantial Evidence	44	19.5%
Settlements	91	40.4
Lack of Substantial Evidence	13	5.7
Failure to Proceed	37	16.4
Withdrawn	32	14.2
Lack of Jurisdiction	8	3.5
	<u>225</u>	

PUBLIC ACCOMMODATION CHARGES:

BASIS OF CHARGES

Fiscal Year 1985

<u>BASIS</u>	<u>NO. OF CHARGES</u>
Race	76
Color	-
Religion	4
Sex	-
National Origin	9
Ancestry	-
Age	-
Marital Status	1
Physical Handicap	26
Mental Handicap	-
Retaliation	-
Total	<u>116</u>

FINANCIAL CREDIT CHARGES: BASIS OF CHARGES

Fiscal Year 1985

<u>BASIS</u>	<u>NO. OF CHARGES</u>
Race	2
Color	-
Religion	-
Sex	3
National Origin	5
Ancestry	-
Age	-
Marital Status	-
Physical Handicap	-
Mental Handicap	-
Retaliation	-
Total	<u>10</u>

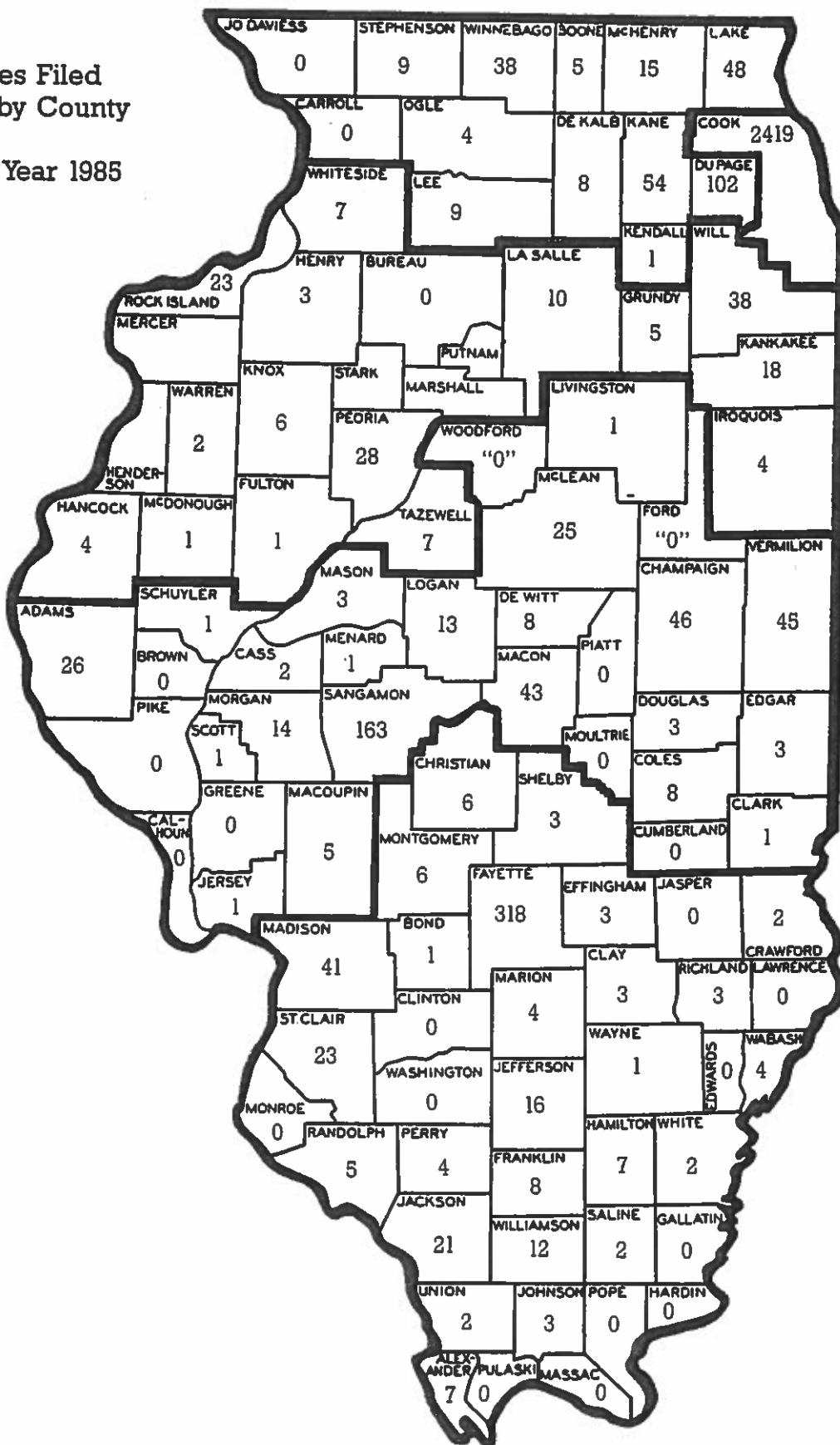
CHARGES FILED BY COUNTY

Fiscal Year 1985

County	Number of Charges Filed	County	Number of Charges Filed	County	Number of Charges Filed
Adams	26	Jefferson	16	Rock Island	23
Alexander	7	Jersey	1	St. Clair	23
Bond	1	Jo Daviess	0	Saline	2
Boone	5	Johnson	3	Sangamon	163
Brown	0	Kane	54	Schuyler	1
Bureau	0	Kankakee	18	Scott	1
Calhoun	0	Kendall	1	Shelby	3
Canton	4	Knox	6	Stark	0
Carroll	0	Lake	48	Stephenson	9
Cass	2	LaSalle	10	Tazewell	7
Champaign	46	Lawrence	0	Union	2
Christian	6	Lee	9	Vermilion	45
Clark	1	Livingston	1	Wabash	4
Clay	3	Logan	13	Warren	2
Clinton	0	McDonough	1	Washington	0
Canton	4	McHenry	15	Wayne	1
Coles	8	McLean	25	White	2
Cook	2,419	Macon	43	Whiteside	7
Crawford	2	Macoupin	5	Will	38
Cumberland	0	Madison	41	Williamson	12
DeKalb	8	Marion	4	Winnebago	38
DeWitt	8	Marshall	0	Woodford	0
Douglas	3	Mason	3		
DuPage	102	Massac	8		
Edgar	3	Menard	1		
Edwards	0	Mercer	0		
Effingham	3	Monroe	0		
Fayette	318	Montgomery	6		
Ford	0	Morgan	14		
Franklin	8	Moultrie	0		
Fulton	1	Ogle	4		
Gallatin	0	Peoria	28		
Greene	0	Perry	4		
Grundy	5	Piatt	0		
Hamilton	7	Pike	0		
Hancock	4	Pope	0		
Hardin	0	Pulaski	0		
Henderson	0	Putnam	0		
Henry	3	Randolph	5		
Iroquois	4	Richland	3		
Jackson	21				
Jasper	0				

**Charges Filed
by County**

Fiscal Year 1985



TOTAL CHARGE DISPOSITION

Fiscal Year 1985

Charge Processing Division		Compliance Systemic Unit	Totals
Substantial Evidence	377	108	485
Lack of Substantial Evidence	1142	62	1204
Settlements*	688	52	740
Failures to Proceed	582	6	588
Withdrawn	419	16	435
Lack of Jurisdiction	168	54	222
Totals	<u>3376</u>	<u>298</u>	<u>3674</u>

*Includes Adjusted with Terms and Adjusted and Withdrawn.

LEGAL UNIT ACTIVITY

Fiscal Year 1985

Complaints Filed	259
Responses to Requests for Review Filed	335
1. Department recommended vacates	138
a. Dismissal for Failure to Proceed	31
b. Other dismissals	107
2. Commission remands	48
Settlements	53
Notices of Dismissal Issued	1,304
Investigation Reports Reviewed	332

Compliance

- Equal employment opportunity and affirmative action compliance of executive State agencies and Illinois public contractors
- Equal employment opportunity and affirmative action training
- Systemic investigation of discriminatory patterns and practices

■ Compliance Audits

The Public Contracts Unit is responsible for periodically auditing public contractors to determine compliance with statutory and regulatory provisions. Figures obtained from the Illinois Office of the Comptroller show there are over 50,000 state vendors. Audit selections are made based on a number of factors:

1) size of the workforce, 2) frequency of State contract awards, 3) dollar value of contracts, 4) evidence of unlawful discrimination based on Department findings, and 5) information received from the public evidencing non-compliance on the part of an individual contractor.

In February 1984, PCU initiated an audit classification system that divides audits into two types, Type I and Type II. Each type measures contractor compliance with the statute and Department regulations. Type I audits are performed on companies with 100 or more employees. Type II audits are simplified versions of the Type I audit and are performed on companies with less than 100 employees. In FY '85, the unit conducted 130 audits. Thirty were Type I and 100 were Type II.

Illinois Affirmative Recruitment Program

The Department's Illinois Affirmative Recruitment Program (IARP), a program widely praised for its proven successes in improving the chances of minorities, women and handicapped persons for State government employment, was reactivated in January 1985 after a fifteen month close-down.

Established in October 1980, the IARP was originally funded as a pilot project by the Illinois Department of Commerce and Community Affairs through the Governor's Special Grant Program under the Comprehensive Employment and Training Act of 1978 (CETA). In 1981, the Job Training Partnership Act (JTPA) was enacted, replacing CETA. Because IARP primarily focused on public employment, it was not eligible for funding under JTPA with its emphasis on private sector employment.

However, the merits of the IARP did not go unnoticed. The Illinois legislature funded it as an on going Department service in the Department's FY '85 appropriation.

Since its inception the IARP had recorded a number of significant accomplishments, building a reputation that has brought it to the attention of both public and private sector employers.

The program disseminates to state government job seekers knowledge about job vacancies and where they are available, direct recruitment services, applicant testing and selection procedures, and counseling and referral services.

The following is a summary of the IARP's significant accomplishments during its start-up period, which was the second half of fiscal year 1985.

■ Illinois Affirmative Recruitment Program Start-up Period — January 1 - June 30, 1985

- 894 new applicants were entered into the IARP skills bank;
- 68 applicants were placed in State government employment in twenty-two different positions, 71 percent of the placements were in the professional category;
- 109 applicants received applicant orientation in State government employment;
- 133 job developers from community based organizations participated in IARP job development workshops;
- 117 government representatives received training in government employment recruitment.

One of the IARP's major strengths is its ability to make state government a viable option for challenging, rewarding and attainable employment for minorities, women and handicapped individuals. Illinois state government employs over 110,000 people — over 63,000 of them civil service employees.

There are over 1500 different job titles in state service, matching the total range of job skills and opportunities found in the private sector. Many believe the state hiring procedure to be a complicated process. It is a process with which many people are not familiar. IARP helps familiarize them with it. The program reaches out to women, the handicapped, and minorities. At the same time it helps State agencies meet their affirmative action goals.

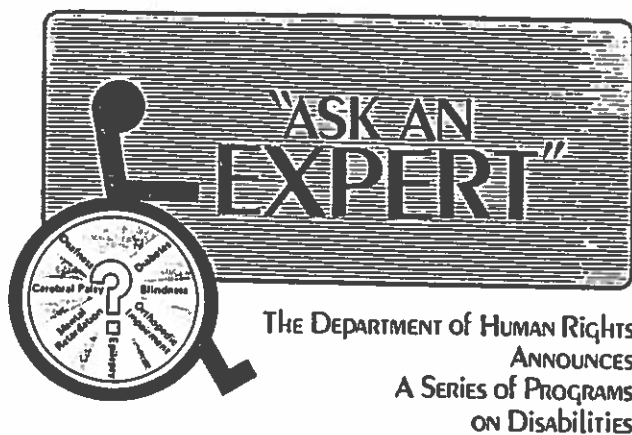
SYSTEMIC INVESTIGATIONS

Fiscal Years 1981 - 1985

	<u>FY81</u>	<u>FY82</u>	<u>FY83</u>	<u>FY84</u>	<u>1985</u>
No. of Charges	0	37	156	308	298

The disposition of the 298 investigations are detailed below:

	Number	Percent
Substantial Evidence	108	36%
Lack of Substantial Evidence	62	21%
Settlements	52	17%
Lack of Jurisdiction	54	18%
Failure to Proceed	22	7%



■ Ask an Expert

ASK AN EXPERT, a series of public seminars on the employment potential of individuals with specific disabling conditions was launched in fiscal year '84 and continued into fiscal year '85. Six sessions were held in FY '85. The topics covered were Visual Impairment, Mental Retardation, Mobility Impairment, Cancer, Cardiac Disorder, and Reasonable Accommodation of the Handicapped.

Personnel and equal employment opportunity/affirmative action managers along with other employer representatives were among the overflow audiences that attended the monthly seminars.

Each session began with an overview of the disability followed by a discussion on the disability as it relates to employment, and ending with a question and answer period.

Sessions were held during the noon hour for the convenience of the participants, many of whom brought brown bag lunches.

The keen interest in this informative series was evidenced by the numerous requests for additional information the Department received from across the state and other parts of the county.

1985 SCHEDULE

ALL SESSIONS ARE SCHEDULED FROM 12:00 TO 1:30 P.M.

DATE	TOPIC	LOCATION
JANUARY 31	VISUAL IMPAIRMENT Chicago Lighthouse for the Blind	160 N. LaSalle-Rm. 2000 Chicago, Illinois
FEBRUARY 21	MENTAL RETARDATION Association for Retarded Citizens	160 N. LaSalle-Rm. 201 Chicago, Illinois
MARCH 14	MOBILITY IMPAIRMENT Department of Rehabilitation Services	160 N. LaSalle-Rm. 2000 Chicago, Illinois
APRIL 18	CANCER American Cancer Society	160 N. LaSalle-Rm. 2000 Chicago, Illinois
MAY 16	CARDIAC DISORDER Chicago Heart Association	New State of Illinois Center 100 W. Randolph
JUNE 13	REASONABLE ACCOMMODATION Department of Human Rights	New State of Illinois Center 100 W. Randolph
JULY 18	LEARNING DISABILITIES Northwestern University	New State of Illinois Center 100 W. Randolph
AUGUST 15	WHAT IS A HANDICAP? Department of Human Rights	New State of Illinois Center 100 W. Randolph
SEPTEMBER 19	MENTAL ILLNESS Mental Health Association	New State of Illinois Center 100 W. Randolph
OCTOBER 17	DEGENERATIVE DISEASE Multiple Sclerosis Society	New State of Illinois Center 100 W. Randolph
NOVEMBER 14	ARTHRITIS Arthritis Foundation	New State of Illinois Center 100 W. Randolph
DECEMBER 12	SUBSTANCE ABUSE Interventions	New State of Illinois Center 100 W. Randolph

Locations are subject to change. Please check with the Department, at 312/793-2430, a few days before the session. Indicate how many people will be attending the session.

* Subjects discussed in 1984 include epilepsy, diabetes and hearing impairments. These topics can be repeated if there is sufficient interest.

■ New Staff Orientation

All persons newly hired by the Department were given a full day of orientation. Highlights of the sessions included appropriate processing by the personnel section and interviews with managers and the supervisory staff. All new investigators received four weeks of in-depth training into all phases of charge processing, report writing, fact finding and other details of their jobs. They also received training from staff attorneys on legal theories of discrimination and the legal bases of establishing and sustaining a finding of "substantial evidence."

■ Equal Employment Opportunity and Affirmative Action Training

Several hundred state employees, and representatives from city and county government and the general public were afforded training workshops and seminars on a broad range of civil rights and equal employment opportunity topics. Sexual harassment, sex discrimination, housing discrimination and employment discrimination were among the subjects covered.

Equal Employment Opportunity and Affirmative Action by State Executive Agencies

The Department's rules and regulations governing Equal Employment Opportunity/Affirmative Action by state executive agencies flesh out in detail the responsibilities imposed on agencies to practice equal opportunity and affirmative action in employment. The regulations also describe the methods by which the Department will monitor and assist agencies in complying with those obligations and the sanctions for noncompliance.

In FY '85 there were fifty-five State agencies covered under these regulations. Eighty-three percent of the agencies submitted affirmative action plans.

- Seventy-four percent submitted affirmative action plans that were approved by the Department.
- Nine percent submitted plans that were not approved due to deficiencies.
- Nearly thirteen percent did not timely submit a Plan and received a "Notice to Show Cause" for failing to submit a Plan. This figure was subsequently reduced by half as a result of agencies responding to the "Notice to Show Cause".

State Executive Agency Affirmative Action Plans FY '85 Status Report

The following state agencies submitted FY '85 Affirmative Action Plans that were approved; (74%)

Aging, Department of
Agriculture, Department of
Arts Council, Illinois
Attorney General's Office
Education, State Board of
Banks and Trusts, Commission on
Employment Security, Department of
Capital Development Board
Children and Family Services, Dept. of
Central Management Services, Dept. of
Civil Service Commission
Commerce & Community Affairs, Dept. of
Conservation, Department of
Corrections, Department of
Emergency Services and Disaster
Employees Retirement System
Financial Institutions, Department of
Higher Education, Board of
Historical Library
Human Rights Commission
Human Rights, Department of

Insurance, Department of
Labor, Department of
Law Enforcement, Department of
Law Enforcement Officer Training Board
Mental Health and Developmental
Disabilities, Department of
Military and Naval, Department of
Mines and Minerals, Department of
Energy and Natural Resources, Institute of
Nuclear Safety, Department of
Pollution Control Board
Prisoner Review Board
Public Aid, Department of
Public Health, Department of
Registration and Education, Department of
Rehabilitation Services, Department of
Scholarship Commission, Illinois State
Secretary of State
State Fire Marshal's Office
Teachers' Retirement System
Toll Highway Authority

The following agencies submitted Affirmative Action Plans that were not approved due to deficiencies. Department staff provided technical assistance to these agencies to bring their FY '85 Affirmative Action Plans into compliance: (9.09%)

Comptroller, Office of the
Industrial Commission
Liquor Control Commission
Racing Board, Illinois
Revenue, Illinois Department of

Sanction of State Agencies

The following state executive agencies received "Notices to Show Cause" for failure to submit an FY '85 Affirmative Action Plan: (12.7%)

Commerce Commission, Illinois
Environmental Protection Agency, Illinois
Medical Center Commission, Illinois
Pollution Control Board, Illinois
Savings and Loan Commission, Illinois
Transportation, Illinois Department of -
Veterans Affairs, Illinois Department of

These agencies subsequently submitted plans after receiving the "Notice to Show Cause."

The following Departments were created in FY '85. Department staff provided technical assistance to them in developing their first-time affirmative action plan.

Alcohol and Substance Abuse, Department of
Criminal Justice Information Authority.

COMMUNITY RELATIONS AND PUBLIC INFORMATION

Public Hearings on Equal Housing Opportunity In Illinois

In fiscal year '85, the Department concluded the series of statewide hearings on housing issues that was announced by the Director in February 1984. Eight hearings were held between February-September 1984 in the cities of: Urbana, Carbondale, Bloomington, Rock Island, Rockford, Edwardsville, Chicago and Waukegan, the latter added to the schedule because of the enthusiastic public response.

Each hearing was planned and conducted with the assistance and cooperation of a local organization with funds provided by a grant from the U.S. Department of Housing and Urban Development. Our hope was to secure the widest possible expression of issues, concerned not only with overt discrimination, but also with customs and practices which appear even-handed on their face but which may foster inequality in the housing marketplace.

A close out report containing Department conclusions based on the testimony received was prepared for public release and dissemination. The findings, based on staff review of the hearing transcripts, were grouped into six major categories. The six categories:

- A substantial and increasing shortage of affordable housing for low income persons;
- Housing discrimination against the handicapped;
- The growing exclusionary practices in the housing rental industry directed at families with children;
- Race discrimination in the rental and purchase of housing;
- State government policies and their affect on housing opportunities;
- Needed legislative action in addressing housing issues and housing discrimination.

Speakers Bureau

The Department director and staff members appeared across the state before businesses and organizations on a wide range of topics and issues. Among the most frequently requested topics were sexual harassment, handicap discrimination, pre-employment interviews, and equal employment opportunity compliance.

Public Appearances 1985

Illinois Jobs Service, Effingham
United States Office of Personnel Management, Chicago
Decatur Human Relations Commission
Center for Independent Living, Springfield
Springfield Fair Housing Board
Committee for Minority Transit Officials, Chicago
Community Information and Education Service, Mattoon
Legal Administration Services and Training, Chicago
Northwest Community Services, Chicago
Glenbrook South High School, Glenbrook
Rehabilitation Institute of Chicago Business T.E.A.M.

Illinois Commission on the Status of Women, Peoria
Mattoon Business and Professional Women's Club
Lincoln Land Community College, Springfield
Chicago Far South Suburban NAACP, Park Forest
Illinois State University, Normal
Southwest Community Congress, Chicago
Loyola University of Chicago
NAACP LaGrange Area Branch
Federal Women's Program, U.S. Internal Revenue Service, Chicago
AT&T Bell Laboratories, Naperville
Illinois Department of Rehabilitation Services Consumer Advisory Council, Springfield
Queen of Peace High School, Burbank
Illinois Jobs Service, Harvey
Danville Business and Professional Women's Club
Truman College, Chicago
Chicago State University Sickle Cell Anemia Support Organization
Little Village Community Council, Chicago
Kiwanis Club, Decatur
Midwest Women's Center, Chicago
United States Department of Labor, Chicago
Illinois Consultation on Ethnicity in Education, Chicago
Illinois Department of Commerce and Community Affairs, Springfield

Repeat appearances were made for several organizations.

Youth Motivation Program

Department staff members are active supporters of the Chicago Association of Commerce and Industry's Youth Motivation Program. Department speakers met with students in classroom settings in Chicago Public Schools sharing their experiences and talking about the world of work. In FY 85, Department staff spoke at the following schools:

Lindblom High School
Prosser Vocational High School
Harper High School
Curie High School
Roberte Clemente High School
Benito Juarez High School
Jones Metropolitan High School
Jackson Adult Education Center
Kelly High School
Harper High School
Harlan High School
South Shore High School

Media Appearances

Through radio and television interviews and guest appearances on talk shows, the Director and Department staff reached audiences throughout Illinois. A highlight was the excellent and broad media coverage given to the statewide housing hearings.

Department Sound/Slide Presentation

A sound/slide presentation, "When It's Not Right, You Have Rights" was developed by a professional public relations firm. The presentation has been shown to numerous organizations and groups. It is also made available on a loan basis to groups who request it.

With Thanks From The Director

Many organizations, agencies, companies and individuals generously contributed to the work of the Department through giving their time, talent and support to help make FY '85 one of our more productive ones. We appreciate your efforts. On behalf of the entire staff of the Illinois Department of Human Rights, a heartfelt "thank you."

Thanks for serving as guest speaker for the "ASK AN EXPERT" series.

Charlene Bennett
Director of Research and Development
Chicago Association for Retarded Citizens

Betty Dennis
Regional Administrator
Illinois Department of Rehabilitation Services

Nancy Hablutzel
Executive Director
Legal Clinic for the Disabled

Brian Maxwell
Regional Placement Coordinator
Illinois Department of Rehabilitation Services

Albert Miller, M.D.
Clinical Cardiac Group

George Pike
Supervisor of Equal Opportunity Programs
Quaker Oats Company

Greg Polman
Placement Director
Chicago Lighthouse for the Blind

Kent Sezer
General Counsel
Illinois Human Rights Commission

Thanks for the significant role you played in planning and hosting the Department's public hearing on equal opportunity in housing.

Vernon Brown, former director of the
Urbana Human Relations Commission;

James Hanson, Co-chairman of the
Southern Illinois Human Rights Network;

Sheryl Jouette, Coordinator of the
Madison County Development Agency;

Cleveland Matthews, EEO Officer for the
City of Carbondale

Vincent Thomas, Executive Director of
Project NOW. of Rock Island

Pat Tollesfrud, Director of the
Rockford Department of Human Resources;

Beverly Weckstein, Director of the
Lake County Fair Housing Department

Thanks for participating in the Department's quarterly fair housing meetings to promote fair housing opportunity.

Lake County Fair Housing Center
Village of Bellwood
Pioneer Village Apartments
United States Department of Housing
and Urban Development
Chicago Urban League
Leadership Council for Metropolitan
Open Communities
United States Commission on Civil Rights
F. J. Williams Realty Company
Elgin Human Rights Commission
Evanston Human Rights Commission

Rogers Park Housing Services Center
DuPage County Department of
Human Services
North Suburban Housing Center
Illinois Human Rights Commission
South Suburban Housing Center
Chicago Department of Housing
Chicago Commission on Human Relations
Greater South Suburban Board of Realtors
New Horizons
Urbana Human Relations Commission
H.O.P.E. Fair Housing Center

Thanks for your employees' participation in the "ASK AN EXPERT" series.

Association for Children with
Learning Disabilities
American Broadcasting Companies
AMOCO Oil Corporation
Barclays Bank PLC
Beatrice Foods
Blue Cross-Blue Shield Association
Chicago City-Wide College
Chicago Heart Association
Chicago Transit Authority
Commonwealth Edison
Continental Bank
Estech
Encyclopaedia Britannica
Family Development Association
First National Bank of Chicago
Harris Trust Bank
Illinois Attorney General's
Disabled Persons' Advocacy Division
Illinois Criminal Justice Authority
Illinois Department of Alcohol and
Substance Abuse
Illinois Department of Children and
Family Services
Illinois Department of Employment Security
Illinois Department of Insurance

Illinois Department of Public Aid
Illinois Human Rights Commission
Illinois Institute of Technology
Research Institute
Illinois Secretary of State's Office
Illinois State Chamber of Commerce
International Harvester
Jewish Vocational Service-Projects
with Industry
Kovar, Nelson and Brittain
National Safety Council
Northern Trust Bank
Northwestern Memorial Hospital
People's Gas, Light and Coke
Quaker Oats Company
R. R. Donnelley Company
U. S. Department of Education
U. S. Department of Health and
Human Services
U. S. Department of Housing
and Urban Development
U. S. Department of Labor
U. S. Environmental Protection Agency
U. S. Internal Revenue Department
U. S. Social Security Administration

AMENDMENTS TO THE ILLINOIS HUMAN RIGHTS ACT

Sections 2-101 and 2-102 (Employment) of the Human Rights Act were amended to require a public employer to allow public employees to work at hours other than their regularly scheduled work hours to compensate for time the employees lose when they take time off work to practice their religious beliefs. Time off must be "consistent with the operational needs of the employer". The employees are to be paid at their regular rate of pay, and the employer can require no more than 5 days notice. Both "public employer" and "public employee" are defined in Section 2-101.

Section 3-106 (Housing) of the Human Rights Act was amended to provide that Section 3-102 of the Human Rights Act shall not prohibit restricting the rental or sale of housing to elderly persons when the "duly recorded initial declaration of a condominium or community association" limits the housing to elderly (55 or older) persons. Those persons or families of persons who own or rent the units prior to the recording of the initial declaration are not to be considered in violation of the age restrictions during the time they continue to own or rent.

Section 4-101 (Financial Credit) was amended to make it clear that this provision includes loans which are sought for any commercial or industrial purposes.

Section 6-101 (Other Civil Rights Violations) was amended so that aiding, abetting, compelling or coercing a person to commit any violation of the Human Rights Act is a civil rights violation. This will allow charges to be filed against any person who aids and abets the denial of rental housing to families with children under age 14.

Section 7-102 (Department Procedures) was amended to provide that within 10 days of the filing of a charge, the Department must inform the complainant that if the Department does not issue a complaint, or determine that no complaint should issue, within 300 days of the filing date, the complainant may file a complaint with the Human Rights Commission. The option to file a complaint must be exercised within 30 days of the expiration of the 300 day period. This amendment applies only to charges filed on or after September 16, 1985.

This section also provides for witness depositions to be taken when the witness lives outside the state or, for good cause, is unable to be interviewed or attend a fact-finding conference.

Section 7-103 (Settlements) was amended to provide that settlements which are reached after the filing of a complaint with the Commission need not be approved by the Department.

Section 8-108 (Commission Relief; Penalties) was amended to provide that the relief available under the Human Rights Act includes an order directing the respondent to cease and desist from any violation of the Human Rights Act, and an order requiring the respondent to take such action as is necessary to make the complainant whole.

This section also provides that a three member panel of the Commission may order the Department to institute enforcement proceedings.