

<b>Agency</b>	Department Of Human Rights
<b>Program Name</b>	Compliance with Anti-Discrimination Policies
<b>Program Description</b>	<p>The Illinois Department of Human Rights' (the "Department") Public Contracts Unit ("PCU"), housed in the Legal Division, administers and enforces provisions of the Illinois Human Rights Act ("HRA") and rules and regulations that require public contractors and eligible bidders to refrain from unlawful discrimination, undertake affirmative action in employment, and develop a written sexual harassment policy. The PCU registers entities seeking to establish eligibility status for competitively bidding on state contracts. The PCU provides technical assistance and training on how to develop equal opportunity policies and procedures, reviews entities' affirmative action plans to ensure compliance with established equal employment opportunity laws and guidelines and conducts audits to examine policies, procedures and efforts expended by the contractor toward meeting its equal employment opportunity/affirmative action ("EEO/AA") obligations.</p> <p>The Department's Liaison Unit ("LU"), housed in the Legal Division, administers and enforces the statutory regulations to ensure state governmental compliance with EEO/AA requirements; reviews required submissions of affirmative action plans, quarterly reports, and layoff reports for conformance with the HRA and rules and regulations; monitors each state entity to assure compliance with goals established in the state entity's affirmative action plan; provides ongoing technical assistance and training to EEO/AA officers of state entities on the requirements of the HRA and rules and regulations; and provides technical assistance on disability issues to state entities, members of the public, employers, housing providers and organizations serving people with disabilities. LU staff serves as DHR's Americans with Disabilities Act (ADA) Coordinator for programs/services and represents DHR's Director in the Director's capacity as co-chair of the Interagency Committee on Employees with Disabilities (ICED).</p>
<b>Target Population</b>	<ul style="list-style-type: none"> <li>- State entities and potential and current employees of state entities</li> <li>- Eligible bidders and public contractors</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>- Enforce compliance with the Illinois Human Rights Act and rules and regulations</li> <li>- Co-chair the Interagency Committee on Employees with Disabilities (ICED)</li> <li>- Issue public contract numbers to vendors interested in bidding on state contracts</li> <li>- Audit public contractors for compliance</li> </ul>
<b>Goals</b>	<ul style="list-style-type: none"> <li>- Ensure state entities comply with equal employment opportunity and affirmative action guidelines</li> <li>- Ensure public contractors have sexual harassment prevention policies and comply with Illinois Human Rights Act affirmative action requirements</li> </ul>
<b>Outcome</b>	Meet the Needs of the Most Vulnerable

**PROGRAM FUNDING**

Appropriations (\$ thousands)		
FY18 Actual	FY19 Enacted	FY20 Recommended
931.2	995.9	1,035.9

**MEASURES**

**Percentage of state agencies in compliance with affirmative action guidelines**

**Reported :** Annually    **Key Indicator :** Yes    **Desired Direction :** Increase

**Benchmark :** 87% of state agencies    **Source :** Internal history

**Baseline :** Comparison from previous years    **Baseline Date :** 11/3/2008

**Methodology :** Compute percentage of state agencies in compliance with affirmative action plan projections

FY 2018	FY 2019	FY 2020 Est.	FY 2021 Proj.
95	95	95	

  

FY	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2018	N/A	100	N/A	N/A
2019	N/A	100	N/A	N/A

<b>Agency</b>	Department Of Human Rights
<b>Program Name</b>	Housing Discrimination Charge Investigation, Resolution and Enforcement
<b>Program Description</b>	<p>Housing discrimination charges are investigated and litigated by staff in the Fair Housing and Legal Divisions. The work is performed under a cooperative agreement with the U.S. Department of Housing and Urban Development, Office of Fair Housing and Equal Opportunity (HUD), to accept referrals of housing cases filed with HUD and to cross-file with HUD housing discrimination cases originating at the Illinois Department of Human Rights (the "Department"). Housing investigators handle intake of housing inquiries and mail, and docket charges that are jurisdictional, referring other matters to appropriate agencies. In many cases, charges can be resolved by mutual agreement between the parties. If not, investigators conduct a thorough investigation of each case by interviewing the parties to the charge and relevant witnesses, and obtaining and analyzing documents to determine if there is substantial evidence ("SE") of discrimination.</p> <p>The Legal Division reviews substantial evidence determinations, conciliates cases after the Department issues substantial evidence findings and files complaints with the Illinois Human Rights Commission ("Commission"), a separate adjudicatory body, if conciliation efforts are unsuccessful. The Legal Division decides Requests for Review filed with the Chief Legal Counsel ("CLC") of dismissed charges and notices of defaults issued for charges filed prior to January 1, 2008, and files responses to Requests for Review filed with the Commission of dismissed charges and notices of defaults issued for charges filed after January 1, 2008. The Legal Division also litigates fair housing cases before the Commission, responds to Freedom of Information Act requests and subpoenas, litigates the enforcement of Commission orders, prepares the appellate records, assists the Illinois Attorney General on appeals of Chief Legal Counsel decisions, assists the Illinois Attorney General in litigating housing discrimination cases which were removed to the Illinois Circuit Court, and litigates other matters.</p> <p>The Department, as part of its mandate from HUD, also conducts education and outreach activities statewide in order to inform Illinois residents of their fair housing rights.</p>
<b>Target Population</b>	The target population is Illinois residents, especially those most vulnerable to housing discrimination, and others affected by the law, including housing seekers and providers, financial institutions, municipalities, condominium and cooperative associations, and the real estate community.
<b>Activities</b>	<ul style="list-style-type: none"> <li>-Compliance with the Illinois Human Rights Act and rules and regulations</li> <li>-Conduct investigation of discrimination cases</li> <li>-Provide redress or relief of complaints of discrimination</li> <li>-Enforce violations through conciliation and litigation</li> </ul>
<b>Goals</b>	<ul style="list-style-type: none"> <li>-Educate public on the Illinois Human Rights Act</li> <li>-Meet service level expectations</li> <li>-Prevent or mitigate discrimination</li> </ul>
<b>Outcome</b>	Meet the Needs of the Most Vulnerable

**PROGRAM FUNDING**

Appropriations (\$ thousands)		
FY18 Actual	FY19 Enacted	FY20 Recommended
7,125.1	7,513.5	8,141.3

**MEASURES**

**Average number of days to resolve housing cases**

**Reported :** Quarterly    **Key Indicator :** Yes    **Desired Direction :** Decrease

**Benchmark :** DHR has 100 days to complete the investigation after filing of the charge.    **Source :** Human Rights Act, 775 ILCS 5, Section 7B-102 (C) (1) and (2)

**Baseline :** Comparison from previous years    **Baseline Date :** 11/3/2008

**Methodology :** Compute number of days from case filing to initial resolution

FY 2018	FY 2019	FY 2020 Est.	FY 2021 Proj.
150	179	180	

FY	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2018	186	260	260	167
2019	188	183	184	157

<b>Agency</b>	Department Of Human Rights
<b>Program Name</b>	Non-Housing Discrimination Charge Investigation and Resolution
<b>Program Description</b>	<p>The Charge Processing Division investigates all non-housing charges filed under the Illinois Human Rights Act ("Act"), which includes employment, public accommodations, financial credit and sexual harassment in education charges. Charges filed in the area of employment, which constitute the majority of cases, that allege discrimination based on federally recognized protected categories, are cross-filed with the U.S. Equal Employment Opportunity Commission ("EEOC") pursuant to a worksharing agreement. The Mediation Program within the Charge Processing Division mediates charges of employment and public accommodations discrimination in the Chicago office. The parties are offered mediation upon the filing of the charge and are encouraged to settle during and after the investigation of their charges. Cases that do not resolve through mediation are investigated and disposition of each case is the subject of a written report.</p> <p>Charge Processing Division investigators handle intake of inquiries and mail, and docket charges that are jurisdictional, referring other matters to appropriate agencies. Investigators conduct a thorough investigation of each case by interviewing the parties to the charge and relevant witnesses, and obtaining and analyzing documents to determine if there is substantial evidence ("SE") of discrimination.</p> <p>The Legal Division reviews substantial evidence determinations, conciliates cases after the Department issues substantial evidence findings and files complaints with the Illinois Human Rights Commission ("Commission"), a separate adjudicatory body, if conciliation efforts are unsuccessful and if requested by the complainant. The Legal Division decides Requests for Review filed with the Chief Legal Counsel ("CLC") of dismissed charges and notices of default issued for charges filed prior to January 1, 2008, and files responses to Requests for Review filed with the Commission of dismissed charges and notices of default issued for charges filed after January 1, 2008. The Legal Division also responds to Freedom of Information Act requests and subpoenas, litigates the enforcement of Commission orders, prepares the appellate records, assists the Illinois Attorney General on appeals of Chief Legal Counsel decisions and litigates other matters.</p>
<b>Target Population</b>	The target population is Illinois residents, especially those most vulnerable to discrimination, as well as others affected by the law, including employers, state entities, municipalities, financial institutions, educational institutions and the business community.
<b>Activities</b>	<ul style="list-style-type: none"> <li>-Compliance with the Illinois Human Rights Act and rules and regulations</li> <li>-Conduct investigation of discrimination cases</li> <li>-Provide redress or relief of complaints of discrimination</li> </ul>
<b>Goals</b>	<ul style="list-style-type: none"> <li>-Educate public on the Illinois Human Rights Act</li> <li>-Meet service level expectations</li> <li>-Prevent or mitigate discrimination</li> </ul>
<b>Outcome</b>	Meet the Needs of the Most Vulnerable

**PROGRAM FUNDING**

Appropriations (\$ thousands)		
FY18 Actual	FY19 Enacted	FY20 Recommended
6,103.9	5,951.3	6,431

**MEASURES**

**Average number of days to resolve non-housing cases**

**Reported :** Quarterly    **Key Indicator :** Yes    **Desired Direction :** Decrease

**Benchmark :** DHR has 365 days to issue a report after filing of the charge    **Source :** Human Rights Act, 775 ILCS 5, Section 7A-102(G)(1) and (2)

**Baseline :** Comparison from previous years    **Baseline Date :** 11/3/2008

**Methodology :** Compute number of days from case filing to initial resolution

FY 2018	FY 2019	FY 2020 Est.	FY 2021 Proj.
275	292	300	

FY	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2018	301	318	318	343
2019	357	292	329	358

<b>Agency</b>	Department Of Human Rights
<b>Program Name</b>	Training and Outreach on Human Rights Act
<b>Program Description</b>	Provides training on non-discrimination and other human and civil rights related issues to public and private entities, educational institutions and community-based organizations. The Institute for Training and Development's ("Institute") various training courses are designed to increase respect among diverse cultures both in the workplace and at home in order to prevent discrimination and hate crimes. The Institute trains state agencies and others on sexual harassment prevention, provides training and issues human resources certification credit to human resources professionals and provides in-house training for new human rights investigators and other staff on an as-needed basis.
<b>Target Population</b>	The target populations for the Department's training and outreach are Illinois residents, companies, educational institutions, state entities and community organizations.
<b>Activities</b>	Outreach, training and education
<b>Goals</b>	-Prevent discrimination and hate crimes -Ensure compliance with anti-discrimination provisions
<b>Outcome</b>	Meet the Needs of the Most Vulnerable

**PROGRAM FUNDING**

Appropriations (\$ thousands)		
FY18 Actual	FY19 Enacted	FY20 Recommended
531.2	595.9	635.9

**MEASURES**

**Percentage of participants satisfied in human rights training**

**Reported :** Quarterly    **Key Indicator :** Yes    **Desired Direction :** Increase

**Benchmark :** 98% satisfaction rate    **Source :** Evaluations from participants

**Baseline :** Comparison from previous years    **Baseline Date :** 11/3/2008

**Methodology :** Evaluations from participants

FY 2018	FY 2019	FY 2020 Est.	FY 2021 Proj.
98	98	95	

  

FY	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2018	96	99	98	96
2019	96	98	97%	98