

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

IN THE MATTER OF THE REQUEST)	
FOR REVIEW BY:)	CHARGE NO.: 2014CR2194
)	EEOC NO.: 440-2014-00351
YVONNE CHAPPELL)	ALS NO.: 14-0490
)	
)	
)	
Petitioner.)	

ORDER

This matter coming before the Commission by a panel of three, Commissioners Chair Rose Mary Bombela-Tobias and Commissioners Patricia Bakalis Yadgir and Michael Bigger presiding, upon the Request for Review (“Request”) of Yvonne Chappell (“Petitioner”), of the Notice of Dismissal issued by the Illinois Department of Human Rights (“Respondent”) of Charge No. 2014CR2194 and the Commission having reviewed all pleadings filed in accordance with 56 Ill. Admin. Code, Ch. XI, Subpt. D, § 5300.400, and the Commission being fully advised upon the premises;

NOW, THEREFORE it is hereby ORDERED that the Respondent’s dismissal of the Petitioner’s charge for is SUSTAINED.

DISCUSSION

On December 24, 2013, Complainant filed a charge with the Respondent, alleging that Metropolitan Water Reclamation District of Greater Chicago (the “Employer”) discriminated against her when it sexually harassed her, creating a hostile work environment, in violation of Section 2-102(D) of the Illinois Human Rights Act.

On July 22, 2014, the Respondent dismissed Complainant’s charge for Lack of Substantial Evidence. Petitioner filed a timely Request.

The Commission concludes that the Respondent properly dismissed the Petitioner’s claims for lack of substantial evidence. Under the Act, sexual harassment is defined as: any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment; 2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or 3) such conduct has the purpose or effect of substantially interfering with an individual’s work performance creating an intimidating, hostile or offensive working environment. 775 ILCS 5/2-101(E).

Commissioner Michael Bigger