

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

IN THE MATTER OF THE REQUEST)	
FOR REVIEW BY:)	CHARGE NO.: 2014CF1971
)	EEOC NO.: 21BA40889
DENISE LONG)	ALS NO.: 14-0522
)	
)	
)	
Petitioner.)	

ORDER

This matter coming before the Commission by a panel of three, Commissioners Michael Bigger, Amy Kurson, and Cheryl Mainor presiding, upon the Request for Review (“Request”) of Denise Long (“Petitioner”), of the Notice of Dismissal issued by the Illinois Department of Human Rights (“Respondent”) of Charge No. 2014CF1971 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 Lack of Substantial Evidence is SUSTAINED.

DISCUSSION

On February 7, 2014, the Petitioner filed a perfected charge of discrimination against the Board of Education of the City of Chicago (the “Employer”) alleging that she was retaliated against for engaging in protected activity when the Employer’s Equal Opportunity Compliance Office (“EOCO”) failed respond to her appeal of her reasonable accommodation request and her internal complaints of retaliation.

On August 19, 2014, the Department dismissed Complainant’s charge for Lack of Substantial Evidence. The Petitioner filed a timely Request.

In the instant case, the Employer provided its responses to the Petitioner’s EOCO complaints on April 10, 2014 and reasonable accommodation appeal on May 5, 2014; therefore, the failure to respond has been resolved. Even if the Employer’s prior refusal to respond to the Petitioner was because of retaliation, the Petitioner has not alleged that she suffered any damages from the lack of response. The purpose of the damage award is to make the Complainant whole. When the Complainant has been a victim of unlawful discrimination under the Act, she should be placed in the position she would have been but for the discrimination. Clark v. Human Rights Commission, 141 Ill.App.3d 178, 490 N.E.2d 29 (1st Dist. 1986). Plaintiff has not alleged that she suffered any damage because of the Employer’s refusal to provide the responses and shortly

