



COOK COUNTY
Commission on
Human Rights

Jennifer King
Director
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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

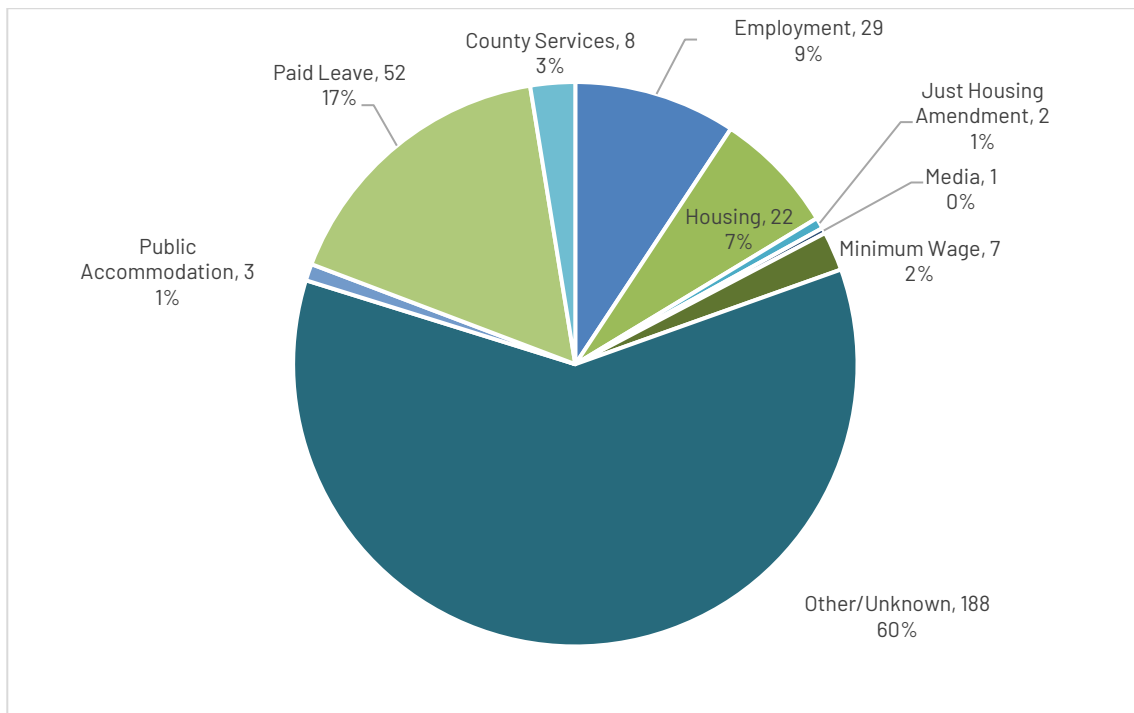
Date: September 10, 2025

RE: Third Quarter FY2025 – Complaints with Commission on Human Rights Pursuant to Section 42-34(9)

1. Summary Chart

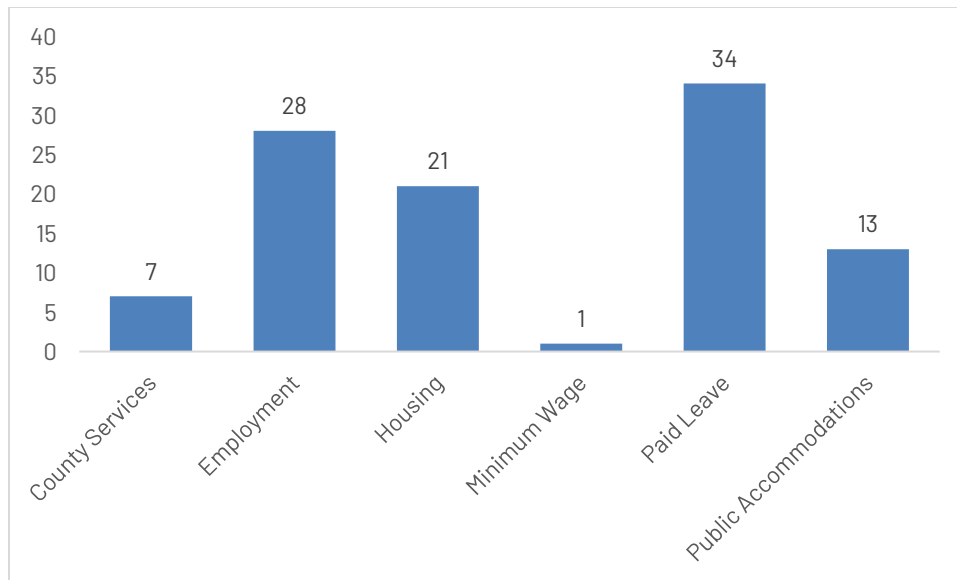
	FY2024	Q1, 2025 (Dec 1-Feb 28)	Q2, 2025 (March 1-May 30)	Q3, 2025 (June 1-Aug 31)
Inquiries	1,484	405	327	312
Cases Pending (All Stages)		152	217	218
New Cases Filed	148	73	79	98¹
Investigations Closed	81	20	24	88
Investigations Completed within 180 Days	64	20	19	76

2. Inquiries by Subject Matter - Third Quarter FY2025



¹ This value excludes duplicates (complaints that were identical but filed more than once).

3. Human Rights Complaints Filed during Third Quarter FY2025, June 1, 2025, through August 31, 2025



	Investigation Number	Basis of Discrimination	Complaint Filing Date
1	2025H00434	Disability (physical or mental); Housing Status	6/1/2025
2	2025PA00435	Disability (physical or mental)	6/1/2025
3	2025E00436	Disability (physical or mental); National Origin; Retaliation	6/2/2025
4	2025PL00437	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	6/3/2025
5	2025H00438	Disability (physical or mental); Ethnicity	6/4/2025
6	2025H00439	Color; Housing Status; Parental Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	6/4/2025
7	2025H00440	Color; Housing Status; Retaliation	6/4/2025
8	2025PL00441	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	6/4/2025
9	2025PL00442	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave	6/5/2025

10	2025PL00443	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave	6/5/2025
11	2025E00444	Color; Disability (physical or mental); Retaliation; Sexual Orientation	6/6/2025
12	2025PA00445	Parental Status	6/9/2025
13	2025CS00446	Sex	6/6/2025
14	2025PL00447	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	6/11/2025
15	2025E00448	Color; Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sexual Harassment; Sexual Orientation	6/11/2025
16	2025E00449	Color; Ethnicity; Sexual Harassment; Sexual Orientation	6/11/2025
17	2025E00450	Disability (physical or mental); National Origin; Retaliation	6/12/2025
18	2025E00451	National Origin; Retaliation; Sex	6/12/2025
19	2025PL00452	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance; Retaliation	6/13/2025
20	2025PL00453	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance	6/16/2025
21	2025PA00454	Color; Gender Identity; Sex	6/17/2025
22	2025PL00455	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	6/18/2025
23	2025PA00456	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	6/19/2025
24	2025PA00457	Disability (physical or mental); Retaliation	6/20/2025
25	2025PL00458	Other Act(s) Prohibited By Ordinance	6/20/2025
26	2025H00459	Housing Status	6/20/2025
27	2025H00460	Age (over 40); Color; Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Source of Income	6/22/2025

28	2025H00461	Color; Disability (physical or mental); Ethnicity; Housing Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex	6/23/2025
29	2025CS00462	Military Discharge Status; Parental Status; Retaliation; Source of Income	6/23/2025
30	2025H00463	Housing Status	6/24/2025
31	2025E00464	Age (over 40); Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	6/25/2025
32	2025PL00465	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance; Retaliation	6/27/2025
33	2025E00466	Criminal History	6/28/2025
34	2025E00467	Bodily Autonomy; Color; Ethnicity; Gender Identity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Sex; Sexual Orientation	6/30/2025
35	2025H00468	Retaliation	7/1/2025
36	2025E00469	Age (over 40); Color; Retaliation	7/1/2025
37	2025PL00470	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave	7/1/2025
38	2025CS00471	Criminal History; Disability (physical or mental)	7/1/2025
39	2025CS00472	Criminal History; Disability (physical or mental); Housing Status; Religion; Retaliation	7/2/2025
40	2025PA00473	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	7/3/2025
41	2025CS00474	Color; Criminal History; Disability (physical or mental); Gender Identity; Housing Status; Religion; Sexual Orientation; Source of Income	7/3/2025
42	2025PA00475	Criminal History; Disability (physical or mental); Housing Status; Parental Status; Religion; Sexual Orientation; Source of Income	7/3/2025
43	2025PA00476	Criminal History; Disability (physical or mental); Housing Status; Religion; Retaliation	7/3/2025

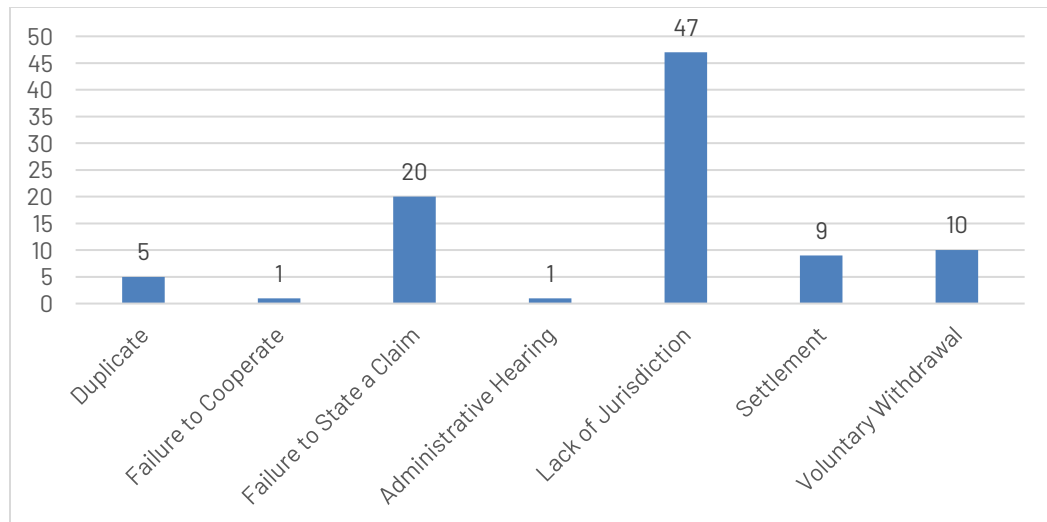
44	2025E00477	Age (over 40); Color; Disability (physical or mental); Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	7/8/2025
45	2025PL00478	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance	7/10/2025
46	2025PL00479	Failed To Properly Compensate For Use Of Paid Leave	7/10/2025
47	2025PL00480	Failed To Properly Compensate For Use Of Paid Leave	7/10/2025
48	2025PL00481	Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	7/13/2025
49	2025PL00482	Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance; Retaliation	7/14/2025
50	2025H00483	Housing Status; Retaliation	7/15/2025
51	2025PL00484	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Retaliation	7/15/2025
52	2025PL00485	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Retaliation	7/16/2025
53	2025H00486	Retaliation	7/17/2025
54	2025MW00487	Other	7/17/2025
55	2025H00488	Disability (physical or mental); Housing Status; Retaliation; Source of Income	7/17/2025
56	2025PL00489	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	7/17/2025
57	2025E00490	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	7/17/2025
58	2025E00491	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	7/17/2025
59	2025E00492	Source of Income	7/18/2025

60	2025E00493	Disability (physical or mental); Gender Identity; Retaliation; Sexual Orientation	7/20/2025
61	2025PL00494	Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	7/21/2025
62	2025H00496	Source of Income	7/23/2025
63	2025H00498	Source of Income	7/28/2025
64	2025H00499	Source of Income	7/28/2025
65	2025H00500	Ancestry; Color; Ethnicity	7/29/2025
66	2025PL00501	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance	7/30/2025
67	2025PL00502	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	7/31/2025
68	2025E00503	Retaliation	7/31/2025
69	2025PL00504	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	8/1/2025
70	2025PL00505	Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Retaliation	8/2/2025
71	2025E00506	Religion	8/4/2025
72	2025PL00507	Retaliation	8/5/2025
73	2025H00508	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sexual Orientation	8/6/2025
74	2025PL00509	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Retaliation	8/6/2025
75	2025PL00510	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	8/6/2025
76	2025E00511	Source of Income	8/7/2025
77	2025PL00512	Other Act(s) Prohibited By Ordinance	8/9/2025
78	2025E00513	Disability (physical or mental)	8/12/2025

79	2025H00514	Age (over 40); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	8/13/2025
80	2025E00515	Source of Income	8/14/2025
81	2025H00516	Disability (physical or mental)	8/17/2025
82	2025E00517	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	8/18/2025
83	2025E00518	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	8/18/2025
84	2025E00520	Pregnancy Status	8/18/2025
85	2025PL00519	Retaliation	8/18/2025
86	2025E00521	Disability (physical or mental); Religion; Source of Income	8/19/2025
87	2025E00522	Bodily Autonomy; National Origin; Retaliation	8/20/2025
88	2025PL00523	Failed To Properly Compensate For Use Of Paid Leave; Other Act(s) Prohibited By Ordinance	8/20/2025
89	2025PL00524	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Retaliation	8/21/2025
90	2025PL00525	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	8/21/2025
91	2025PL00526	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	8/21/2025
92	2025E00527	Age (over 40); Disability (physical or mental); National Origin	8/22/2025
93	2025PA00528	National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	8/22/2025
94	2025PA00531	National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	8/23/2025
95	2025PA00529	National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	8/23/2025

96	2025CS00530	Age (over 40); Marital Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	8/23/2025
97	2025PA00532	National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	8/23/2025
98	2025PA00533	National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	8/23/2025
99	2025H00534	Housing Status	8/25/2025
100	2025H00535	Retaliation	8/25/2025
101	2025CS00536	Color; Marital Status; Parental Status; Sex; Sexual Harassment; Source of Income	8/27/2025
102	2025E00537	Disability (physical or mental); Retaliation; Sex	8/28/2025
103	2025PL00538	Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	8/29/2025
104	2025E00540	National Origin; Sexual Orientation	8/31/2025

4. Human Rights Investigations Closed during Third Quarter FY2025, June 1, 2025, through August 31, 2025



	Investigation Number	Cause for Dismissal	Date Opened	Investigation Closed
1	2024PL00118	Duplicate	9/26/2024	6/26/2025
2	2024PA00129	Failure to State a Claim	10/2/2024	6/25/2025
3	2025JHA00141	In Administrative Hearing	2/6/2023	8/29/2025
4	2025E00146	Lack of Jurisdiction	7/23/2023	6/30/2025

5	2025E00189	Settlement	3/14/2024	8/20/2025
6	2025E00218	Voluntary Withdrawal	8/20/2024	6/6/2025
7	2024PL00228	Lack of Jurisdiction	10/25/2024	7/8/2025
8	2025H00233	Settlement	8/29/2023	6/9/2025
9	2025JHA00234	Settlement	8/29/2023	7/31/2025
10	2024E00239	Voluntary Withdrawal	11/1/2024	7/3/2025
11	2024PL00252	Lack of Jurisdiction	11/10/2024	7/21/2025
12	2024PL00256	Failure to State a Claim	11/19/2024	7/2/2025
13	2025PL00277	Failure to Cooperate	12/7/2024	8/6/2025
14	2025CS00286	Failure to State a Claim	12/18/2024	7/2/2025
15	2025E00290	Lack of Jurisdiction	12/23/2024	7/14/2025
16	2025PL00297	Lack of Jurisdiction	1/2/2025	6/30/2025
17	2025H00303	Failure to State a Claim	1/15/2025	7/10/2025
18	2025PA00305	Lack of Jurisdiction	1/15/2025	7/9/2025
19	2025PL00306	Lack of Jurisdiction	1/15/2025	7/10/2025
20	2025PL00309	Settlement	1/17/2025	7/9/2025
21	2025PL00310	Duplicate	1/18/2025	7/9/2025
22	2025PL00316	Settlement	1/27/2025	6/6/2025
23	2025E00319	Lack of Jurisdiction	1/30/2025	7/31/2025
24	2025E00320	Lack of Jurisdiction	1/30/2025	7/31/2025
25	2025CS00337	Duplicate	2/18/2025	7/3/2025
26	2025CS00336	Lack of Jurisdiction	2/18/2025	7/23/2025
27	2025PL00338	Duplicate	2/18/2025	7/3/2025
28	2025PL00339	Settlement	2/18/2025	6/6/2025
29	2025E00347	Failure to State a Claim	3/3/2025	7/24/2025
30	2025CS00356	Failure to State a Claim	3/13/2025	7/24/2025
31	2025CS00357	Duplicate	3/13/2025	7/24/2025
32	2025H00362	Failure to State a Claim	3/17/2025	6/9/2025
33	2025PL00365	Settlement	3/19/2025	8/13/2025
34	2025MW00366	Failure to State a Claim	3/19/2025	6/10/2025
35	2025E00368	Voluntary Withdrawal	3/20/2025	6/6/2025
36	2025E00372	Failure to State a Claim	3/22/2025	8/19/2025
37	2025CS00376	Lack of Jurisdiction	3/5/2025	6/9/2025
38	2025PL00381	Failure to State a Claim	4/7/2025	6/13/2025
39	2025E00384	Failure to State a Claim	4/11/2025	6/27/2025
40	2025PL00390	Lack of Jurisdiction	4/18/2025	6/12/2025
41	2025PL00393	Settlement	4/22/2025	7/31/2025

42	2025H00397	Lack of Jurisdiction	4/23/2025	6/12/2025
43	2025PL00398	Voluntary Withdrawal	4/27/2025	6/9/2025
44	2025E00403	Failure to State a Claim	4/30/2025	7/17/2025
45	2025E00404	Lack of Jurisdiction	4/30/2025	7/17/2025
46	2025ESL00405	Lack of Jurisdiction	4/30/2025	6/30/2025
47	2025E00406	Lack of Jurisdiction	4/30/2025	6/30/2025
48	2025H00407	Voluntary Withdrawal	5/1/2025	6/10/2025
49	2025PL00408	Lack of Jurisdiction	5/2/2025	6/13/2025
50	2025E00411	Failure to State a Claim	5/4/2025	6/13/2025
51	2025H00413	Failure to State a Claim	5/4/2025	6/10/2025
52	2025PA00414	Lack of Jurisdiction	5/5/2025	6/27/2025
53	2025PL00415	Lack of Jurisdiction	5/5/2025	6/10/2025
54	2025H00418	Failure to State a Claim	5/6/2025	6/9/2025
55	2025H00419	Lack of Jurisdiction	5/7/2025	6/13/2025
56	2025H00420	Lack of Jurisdiction	5/13/2025	6/10/2025
57	2025H00421	Lack of Jurisdiction	5/14/2025	7/31/2025
58	2025PL00422	Settlement	5/15/2025	7/11/2025
59	2025E00429	Lack of Jurisdiction	5/22/2025	6/9/2025
60	2025PL00432	Lack of Jurisdiction	5/25/2025	6/9/2025
61	2025PL00433	Voluntary Withdrawal	5/29/2025	6/9/2025
62	2025PA00435	Lack of Jurisdiction	6/1/2025	6/9/2025
63	2025H00438	Lack of Jurisdiction	6/4/2025	6/9/2025
64	2025E00444	Lack of Jurisdiction	6/6/2025	6/16/2025
65	2025PL00447	Lack of Jurisdiction	6/11/2025	6/25/2025
66	2025E00450	Lack of Jurisdiction	6/12/2025	6/26/2025
67	2025E00451	Lack of Jurisdiction	6/12/2025	7/31/2025
68	2025PL00452	Failure to State a Claim	6/13/2025	6/27/2025
69	2025PL00453	Withdrawal	6/16/2025	7/30/2025
70	2025PA00454	Lack of Jurisdiction	6/17/2025	6/25/2025
71	2025PL00455	Voluntary Withdrawal	6/18/2025	7/29/2025
72	2025H00459	Failure to State a Claim	6/20/2025	7/2/2025
73	2025H00460	Lack of Jurisdiction	6/22/2025	7/18/2025
74	2025H00463	Failure to State a Claim	6/24/2025	7/2/2025
75	2025E00464	Lack of Jurisdiction	6/25/2025	7/23/2025
76	2025PL00465	Lack of Jurisdiction	6/27/2025	7/29/2025
77	2025H00468	Lack of Jurisdiction	7/1/2025	7/29/2025
78	2025E00469	Lack of Jurisdiction	7/1/2025	7/29/2025
79	2025E00477	Lack of Jurisdiction	7/8/2025	7/29/2025
80	2025PL00478	Lack of Jurisdiction	7/10/2025	7/22/2025

81	2025PL00479	Voluntary Withdrawal	7/10/2025	7/29/2025
82	2025PL00480	Lack of Jurisdiction	7/10/2025	7/22/2025
83	2025H00483	Failure to State a Claim	7/15/2025	7/29/2025
84	2025H00486	Lack of Jurisdiction	7/17/2025	7/22/2025
85	2025MW00487	Lack of Jurisdiction	7/17/2025	7/29/2025
86	2025PL00489	Lack of Jurisdiction	7/17/2025	8/13/2025
87	2025E00503	Lack of Jurisdiction	7/31/2025	8/20/2025
88	2025E00506	Failure to State a Claim	8/4/2025	8/25/2025
89	2025PL00510	Lack of Jurisdiction	8/6/2025	8/18/2025
90	2025E00511	Lack of Jurisdiction; Failure to State a Claim	8/7/2025	8/18/2025
91	2025PL00512	Voluntary Withdrawal	8/9/2025	8/21/2025
92	2025H00516	Lack of Jurisdiction	8/17/2025	8/25/2025
93	2025E00521	Lack of Jurisdiction	8/19/2025	8/26/2025

Between June 1, 2025, through August 31, 2025, the Commission facilitated settlements between parties. \$4,870.00 in settlement was reported to the Commission.

One complaint resolved during this quarter were Just Housing Amendment complaints.

4. 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.