



COOK COUNTY
Commission on
Human Rights

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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

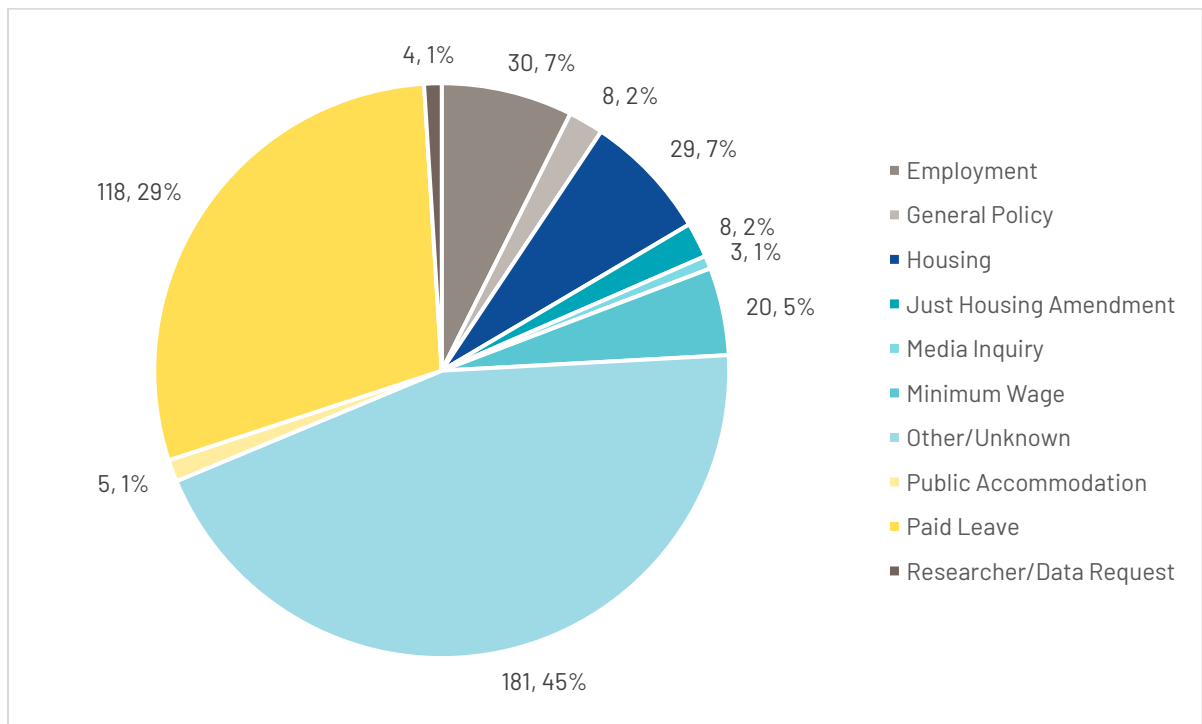
Date: March 12, 2025

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

1. Summary Chart

	FY2024	Q4, 2024 (September 1- November 30)	Q1, 2025 (Dec 1-Feb 28)
Inquiries	1,484	302	405
Cases Pending (All Stages)		112	152
New Cases Filed	148	80	73
Cases Closed	81	26	20
Investigations completed within 180 Days	64	23	20

2. Inquiries by Subject Matter - First Quarter FY2025



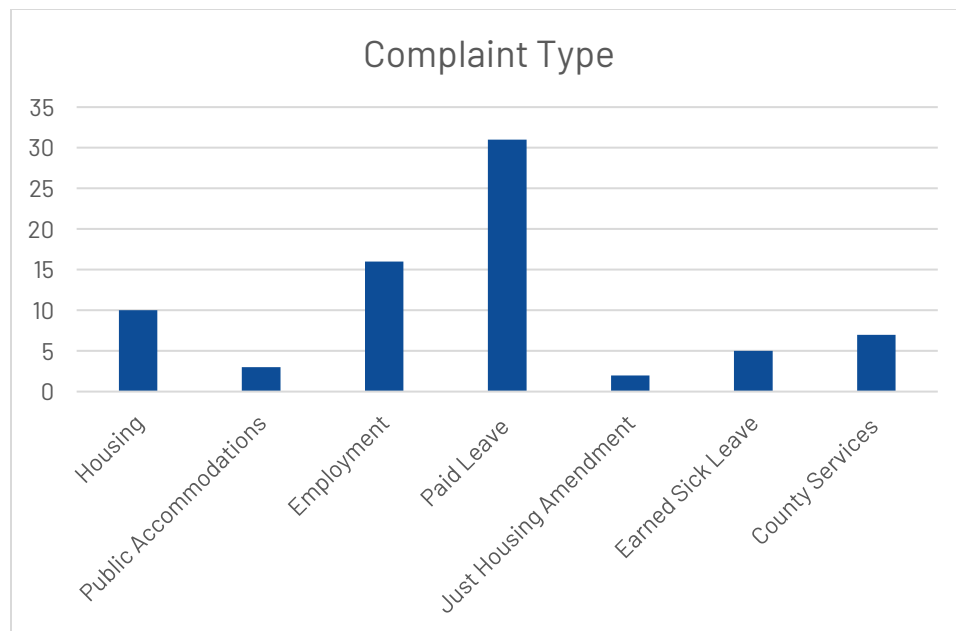
3. Human Rights Complaints Filed during First Quarter FY2025, December 1, 2024, through February 28, 2025

	Case Number	Nature of Complaint	Date Open
1	2025PL00270	Paid Leave - 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; Retaliation	12/4/2024
2	2025PL00271	Paid Leave - 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; Retaliation	12/4/2024
3	2025PL00272	Paid Leave - 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	12/4/2024
4	2025E00276	Employment - Race	12/5/2024
5	2025E00277	Employment - Race	12/5/2024
6	2025PL00275	Paid Leave - 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; Retaliation	12/5/2024
7	2025H00276	Housing - Race	12/6/2024
8	2025PL00277	Paid Leave - 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	12/7/2024
9	2025PL00278	Paid Leave - 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	12/9/2024
10	2025PL00279	Paid Leave - Failed To Notify Of Right To Paid Leave	12/12/2024
11	2025E00283	Employment - Disability	12/12/2024
12	2025E00284	Employment - Disability	12/12/2024
13	2025PL00282	Paid Leave - Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	12/12/2024
14	2025PL00283	Paid Leave - Failed To Provide All Hours Of Paid Leave Required By Ordinance	12/12/2024
15	2025H00284	Housing - Disability	12/13/2024
16	2025PL00285	Paid Leave - Retaliation	12/16/2024
17	2025CS00286	County Services - Color; Housing Status; Race	12/18/2024
18	2025H00287	Housing - Criminal History	12/20/2024
19	2025PL00288	Paid Leave - Failed To Properly Compensate For Use Of Paid Leave	12/22/2024

20	2025PA00289	Public Accommodations - Disability	12/23/2024
21	2025E00293	Employment - Color; Disability; Ethnicity; Race; Retaliation; Sex	12/23/2024
22	2025E00294	Employment - Color; Disability; Ethnicity; National Origin; Sexual Orientation	12/24/2024
23	2025H00292	Housing - Source of Income	12/27/2024
24	2025PL00293	Paid Leave - Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave	12/28/2024
25	2025H00294	Housing - Ethnicity; Housing Status; Source of Income	12/30/2024
26	2025PL00295	Paid Leave - Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	12/30/2024
27	2025E00299	Employment - Criminal History; Retaliation	12/30/2024
28	2025ESL00298	Earned Sick Leave - Failed to Provide All Hours of Earned Sick Leave Required by Ordinance; Failed To Allow Use of Accrued Earned Sick Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Earned Sick Leave; Failed To Notify Of Right To Earned Sick Leave.	1/2/2025
29	2025ESL00297	Earned Sick Leave - Failed to Provide All Hours of Earned Sick Leave Required by Ordinance; Failed To Allow Use of Accrued Earned Sick Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Earned Sick Leave; Failed To Notify Of Right To Earned Sick Leave.	1/2/2025
30	2025E00302	Employment - Age; Color; Disability; Ethnicity; Guidance for Compliance; Race; Retaliation; Sex; Sexual Harassment	1/6/2025
31	2025PL00300	Paid Leave - Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	1/6/2025
32	2025ESL00301	Earned Sick Leave - Retaliation	1/8/2025
33	2025ESL00302	Earned Sick Leave - Failed to Provide All Hours of Earned Sick Leave Required by Ordinance	1/8/2025
34	2025H00303	Housing - Housing Status; Parental Status	1/15/2025
35	2025PA00305	Public Accommodations - Ancestry	1/15/2025
36	2025PL00306	Paid Leave - Failed To Provide All Hours Of Paid Leave Required By Ordinance	1/15/2025
37	2025E00308	Employment - Disability; Race; Retaliation	1/15/2025
38	2025E00307	Employment - Disability; Race; Retaliation	1/15/2025
39	2025PL00309	Paid Leave - 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	1/17/2025
40	2025PL00310	Paid Leave - 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	1/18/2025

41	2025ESL00311	Earned Sick Leave - Failed to Provide All Hours of Earned Sick Leave Required by Ordinance; Failed To Properly Compensate For Use Of Earned Sick Leave	1/20/2025
42	2025PL00314	Paid Leave - Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	1/23/2025
43	2025PL00313	Paid Leave - Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	1/23/2025
44	2025H00328	Housing - Age; Color; Disability; Housing Status; Race; Sex	1/26/2025
45	2025E00315	Employment - Religion; Retaliation; Sex; Sexual Harassment; Source of Income	1/27/2025
46	2025PL00317	Paid Leave - 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	1/27/2025
47	2025PL00316	Paid Leave - 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	1/27/2025
48	2025PL00318	Paid Leave - Failed To Provide All Hours Of Paid Leave Required By Ordinance	1/28/2025
49	2025E00319	Employment - Disability; Pregnancy Status; Race; Retaliation; Sex	1/30/2025
50	2025E00320	Employment - Disability; Pregnancy Status; Race; Retaliation; Sex	1/30/2025
51	2025PL00321	Paid Leave - Other Act(s) Prohibited By Ordinance	1/31/2025
52	2025H00322	Housing - Disability; Housing Status; Retaliation; Source of Income	2/3/2025
53	2025H00323	Housing - Retaliation	2/4/2025
54	2025H00324	Housing - Housing Status	2/4/2025
55	2025E00325	Employment - Age; Disability; Race; Retaliation; Sex	2/4/2025
56	2025PL00326	Paid Leave - Retaliation	2/6/2025
57	2025E00327	Employment - Disability	2/6/2025
58	2025PL00329	Paid Leave - Failed To Properly Compensate For Use Of Paid Leave	2/11/2025
59	2025PL00330	Paid Leave - Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	2/12/2025
60	2025PL00331	Paid Leave - 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	2/13/2025
61	2025PL00332	Paid Leave - Other Act(s) Prohibited By Ordinance	2/13/2025
62	2025CS00333	County Services - Religion	2/14/2025
63	2025CS00334	County Services - Guidance for Compliance; Housing Status	2/17/2025
64	2025PL00335	Paid Leave - Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid	2/17/2025

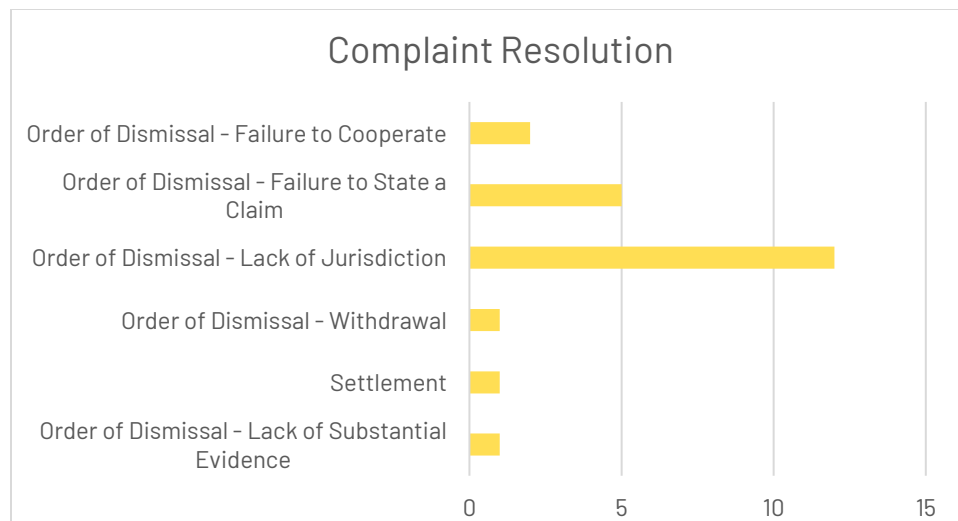
		Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Other Act(s) Prohibited By Ordinance	
65	2025CS00336	County Services - Age; Guidance for Compliance; Retaliation	2/18/2025
66	2025PL00339	Paid Leave - Failed To Provide All Hours Of Paid Leave Required By Ordinance	2/18/2025
67	2025CS00340	County Services - Color; Criminal History; Source of Income	2/21/2025
68	2025H00341	Housing - Criminal History	2/21/2025
69	2025E00342	Employment - Disability; Ethnicity; National Origin; Race	2/25/2025
70	2025PA00343	Public Accommodations - Color; Disability; Retaliation	2/25/2025
71	2025CS00344	County Services - Retaliation; Sex	2/26/2025
72	2025CS00345	County Services - Criminal History; Retaliation	2/26/2025
73	2025H00349	Housing - Disability	2/27/2025
74	2025PL00346	Paid Leave - 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	2/28/2025



4. Human Rights Complaints Resolved during First Quarter FY2025, December 1, 2024, through February 28, 2025

	Case Number	Nature of Complaint	Date Open	Date Closed	Cause for Dismissal
1	2024H00257	Housing	11/19/2024	12/3/2024	Order of Dismissal – Lack of Jurisdiction, Chicago
2	2024E00266	Employment	11/26/2024	12/3/2024	Order of Dismissal – Lack of Jurisdiction, Chicago
3	2024PL00263	Paid Leave	11/25/2024	12/4/2024	Order of Dismissal – Lack of Jurisdiction, Outside of Cook
4	2024PA00240	Public Accommodations	11/4/2024	12/5/2024	Order of Dismissal – Lack of Jurisdiction, Chicago
5	2024PL00258	Paid Leave	11/19/2024	12/5/2024	Order of Dismissal – Failure to State a Claim
6	2024CS00209	County Services	10/23/2024	12/11/2024	Order of Dismissal – Lack of Jurisdiction
7	2024CS00229	County Services	10/25/2024	12/11/2024	Order of Dismissal – Failure to State a Claim
8	2025E00273	Employment	12/5/2024	12/11/2024	Order of Dismissal- Lack of Jurisdiction, Chicago
9	2024E00231	Employment	10/29/2024	12/11/2024	Order of Dismissal – Failure to State a Claim
10	2024JHA001	Housing – Just Housing Amendment	2/26/2024	12/18/2025	Order of Dismissal – Failure to Cooperate
11	2022E001	Employment	12/1/2022	1/6/2025	ALJ dismissed for want of prosecution and failure of Complainant to cooperate
12	2022E013A	Employment	4/25/2022	1/15/2025	Order of Dismissal – Lack of Substantial Evidence
13	2024E00099	Employment	9/12/2024	1/23/2025	Settlement
14	2025E00315	Employment	1/27/2025	2/19/2025	Order of Dismissal – Lack of Jurisdiction, Chicago

15	2025PL00293	Paid Leave	11/25/2024	2/19/2025	Withdrawal (non-settlement)
16	2025PL00329	Paid Leave	2/11/2025	2/19/2025	Order of Dismissal - Lack of Jurisdiction, Outside of County
17	2025E00325	Employment	2/5/2025	2/19/2025	Order of Dismissal - Lack of Jurisdiction, Chicago
18	2025PL00125	Paid Leave	10/2/2024	2/20/2025	Order of Dismissal - Lack of Jurisdiction
19	2025H00323	Housing	2/4/2025	2/20/2025	Failure to State a Claim
20	2025H00328	Housing	1/26/2025	2/20/2025	Order of Dismissal - Lack of Jurisdiction, Chicago
21	2025H00292	Housing	12/27/2024	2/21/2025	Order of Dismissal - Failure to State a Claim
22	2025H0322	Housing	2/3/2025	2/25/2025	Order of Dismissal - Lack of Jurisdiction



Between December 1, 2024 and February 28, 2025, the Commission facilitated settlements between parties. \$0.00 in settlement was reported to the Commission.

One complaint resolved during this quarter was a Just Housing Amendment complaint.

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.