



Board of Commissioners of Cook County

Human Relations Committee

Wednesday, July 19, 2023

2:45 PM

**Cook County Building, Board Room,
118 North Clark Street, Chicago, Illinois**

NOTICE AND AGENDA

There will be a meeting of the Committee or Subcommittee of the Board of Commissioners of Cook County at the date, time and location listed above to consider the following:

PUBLIC TESTIMONY

Authorization as a public speaker shall only be granted to those individuals who have registered to speak, with the Secretary, 24 hours in advance of the meeting. To register as a public speaker, go to the meeting details page for this meeting at <https://cook-county.legistar.com/Calendar.aspx> to find a registration link. Duly authorized public speakers may speak live from the County Board Room at 118 N. Clark Street, 5th Floor, Chicago, IL or be sent a link to virtually attend the meeting and will be called upon to deliver testimony at a time specified in the meeting agenda. Authorized public speakers who are not present during the specified time for public testimony will forfeit their allotted time to speak at the meeting. Public testimony must not exceed three minutes; the Secretary will keep track of the time and advise when the time for public testimony has expired. After each speaker has completed their statement, they will be removed from the meeting. Once removed, you will still be able to follow the proceedings for that day at:

<https://www.cookcountyil.gov/service/watch-live-board-proceedings> or in a viewing area at 69 W. Washington Street, 22nd Floor Conference Room F, Chicago, IL. Persons authorized to provide public testimony shall not use vulgar, abusive, or otherwise inappropriate language when addressing the Board; failure to act appropriately; failure to speak to an item that is germane to the meeting, or failure to adhere to the time requirements may result in expulsion from the meeting and/or disqualify the person from providing future testimony. Written comments will not be read aloud at the meeting, but will be posted on the meeting page and made a part of the meeting record.

23-4038

COMMITTEE MINUTES

Approval of the minutes from the meeting of 06/28/2023

[23-3757](#)

Sponsored by: KEVIN B. MORRISON, Cook County Board of Commissioners

PROPOSED ORDINANCE AMENDMENT

MODERNIZING COOK COUNTY HUMAN RIGHTS' DEFINITIONS

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 42 - Human Relations, Article II - Human Rights, Sections 42-31 of the Cook County Code is hereby amended as Follows:

Sec. 42-31. Definitions.

The following words, terms and phrases, when used in this article shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning: Age means chronological age of not less than 40 years.

Credit history means a record of an individual's past borrowing and repaying, including information about late payments and bankruptcy.

Credit report means any written or other communication of any information by a consumer reporting agency that bears on a consumer's credit worthiness, credit standing, credit capacity, or credit history.

Credit transaction means the grant, denial, extension or termination of credit to an individual.

Disability means:

1. A physical or mental impairment that substantially limits one or more of ~~the~~ major or daily life activities of an individual;
2. A record of such an impairment; or
3. Being regarded as having such an impairment. Excluded from this definition is an impairment relating to the illegal use, possession or distribution of "controlled substances" as defined in schedules I through V of the Controlled Substances Act (21 U.S.C. § 812).

Employee means:

1. Any individual whether paid or unpaid, engaged in employment for an employer; or
2. An applicant for employment.

Employer means:

1. Any person employing one or more employees, or seeking to employ one or more employees:
 - a. If the person has its principal place of business within Cook County; or
 - b. Does business within Cook County.
2. The term "employer" does not mean:
 - a. The government of the United States or a corporation wholly owned by the government of the United States;
 - b. ~~An Indian~~ An Indigenous American tribe or a corporation wholly owned by ~~an Indian~~ An Indigenous American tribe;
 - c. The government of the State or any agency or department thereof; or
 - d. The government of any municipality in Cook County.

Employment means the performance of services for an employer:

1. For remuneration;
2. As a volunteer; or
3. As a participant in a training or apprenticeship program.

Employment agency means a person that undertakes to procure employees or opportunities to work for potential employees, through interviews, referrals, or advertising, or any combination thereof.

Gender identity means the actual or perceived appearance, expression, identity, or behavior of gender(s), whether or not that appearance, expression, identity or behavior is different from that traditionally associated with the person's designated sex at birth.

Housing status means the type of housing in which an individual resides, whether publicly or privately owned; an individual's ownership status with respect to the individual's residence; or the status of having or not having a fixed residence.

Labor organization includes any organization, labor union, or craft union, or any voluntary incorporated association designed to further the cause of the rights of union labor, which is constituted for the purpose, in whole or in part, of collective bargaining or of dealing with an employer concerning grievances, terms or conditions of employment, or apprenticeships or applications for apprenticeships, or of other mutual aid or protection in connection with employment, including apprenticeships or applications

for apprenticeships.

Marital status means the status of being single, married, divorced, separated, or widowed.

Military discharge status means the fact of having been discharged from the Armed Forces of the United States, their Reserve components or any National Guard or Naval Militia other than by a "dishonorable discharge."

National origin means the place in which an individual or one of such individual's ancestors was born.

Parental status means the status of living with one or more dependent minors or disabled children.

Person means one or more individuals; partnerships, associations, or organizations; labor organizations, labor unions, joint apprenticeship committees, or union labor associations; corporations; recipients of County funds; legal representatives, trusts, trustees in bankruptcy, or receivers; state governments other than that of Illinois; or commercial operations or entities controlled by governments other than those of Illinois, or of the United States.

Public accommodation means a person, place, business establishment, or agency that sells, leases, provides, or offers any product, facility, or service to the general public in Cook County, regardless of ownership or operation:

1. By a public body or agency;
2. For or without regard to profit; or
3. For a fee or not for a fee.

The term "public accommodation" also means an institution, club, association, or other place of accommodation in Cook County, whether or not open to the general public, that has more than 400 members and provides regular meal service and regularly receives payment for dues, fees, accommodations, facilities, or services from or on behalf of nonmembers for the furtherance of trade or business. "Public accommodation" also means any products, facilities, or services of a nonpublic accommodation that are made available in Cook County to the general public or to the customers or patrons of another establishment that is a public accommodation.

Religion means all aspects of religious observance and practice, as well as belief, or the actual identification with or perceived identification with a religion.

Sexual orientation means a person's actual or perceived sexual, romantic, and/or emotional attraction, or lack thereof, to another person or persons.

Source of income means the lawful manner by which a person supports themselves and/or their

dependents.

Unlawful discrimination means discrimination against a person because of the actual or perceived status, practice, or expression of that person's race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles), color, sex, age, religion, disability, national origin, ancestry, ethnicity, sexual orientation, marital status, parental status, pregnancy status, military discharge status, source of income, gender identity, housing status, bodily autonomy, caste; or the actual or perceived association with such a person.

Bodily autonomy means self-governance over one's own reproductive options and gender identity status, including reproductive health care and gender-affirming care.

Reproductive health care means health care offered, arranged, or furnished for the purpose of preventing pregnancy, terminating a pregnancy, managing pregnancy loss, or improving maternal health and birth outcomes. "Reproductive health care" includes, but is not limited to: contraception; sterilization; preconception care; assisted reproduction; maternity care; abortion care; and counseling regarding reproductive health care.

Assisted reproduction means a method of achieving a pregnancy through the handling of human oocytes, sperm, zygotes, or embryos for the purpose of establishing a pregnancy. "Assisted reproduction" includes, but is not limited to, methods of artificial insemination, in vitro fertilization, embryo transfer, zygote transfer, embryo biopsy, preimplantation genetic diagnosis, embryo cryopreservation, oocyte, gamete, zygote, and embryo donation, and gestational surrogacy.

Gender-affirming care means all services, supplies, drug therapies, and other care that an individual may receive to support and affirm the individual's gender identity.

Indigenous American means what has legally been known as an 'Indian'.

Effective date: This ordinance shall be in effect immediately upon adoption.

Legislative History : 6/29/23 - Board of Commissioners - refer to the Human Relations Committee



Secretary

Chair: K. Morrison

Vice-Chair: Trevor

Members: Anaya, Gordon, Miller, Quezada, Stamps