

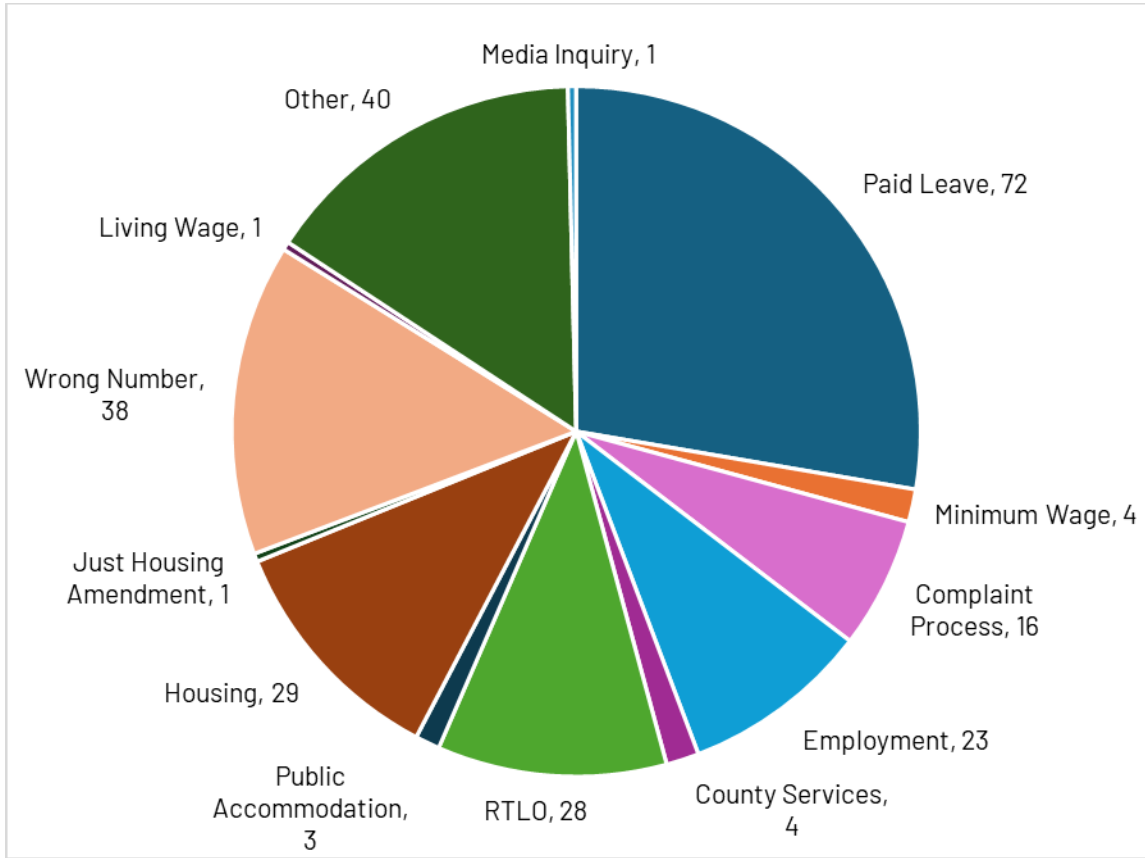


To: Commissioner Kevin Morrison, Chair; Commissioner Maggie Trevor, Vice Chair
 Cook County Commissioners, Human Relations Committee
 From: Jennifer King, Director, Dept. of Human Rights & Ethics
 Date: March 26, 2026
 RE: First Quarter FY2026 - Complaints with Commission on Human Rights Pursuant
 to Section 42-34(9)

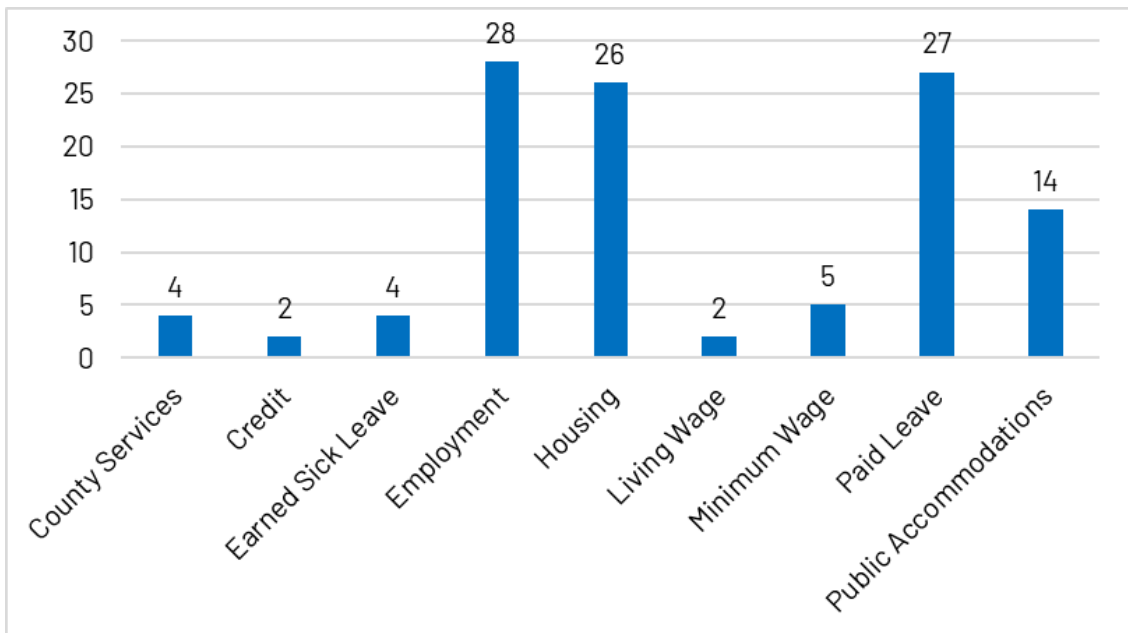
1. Summary Chart

	FY2024	FY2025	Q1, 2026 (Dec 1-Feb 28)
Inquiries	1,484	1,344	260
Cases Pending (All Stages)	--	--	240
New Cases Filed	148	321	112
Cases Closed as Duplicate	--	--	18
Investigations Closed	81	221	80
Investigations Completed within 180 Days	64	192	68

**2. Inquiries by Subject Matter during First Quarter FY2026,
 December 1, 2025, through February 28, 2026**



3. Human Rights Complaints Filed by Type during First Quarter FY2026, December 1, 2025, through February 28, 2026



	Investigation Number	Type	Basis of Discrimination	Complaint Filing Date
1	2026PL0002	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	12/3/2025
2	2026H0014	Housing	Housing Status; Retaliation	12/4/2025
3	2026PL0003	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; Retaliation	12/4/2025
4	2026E0001	Employment	Criminal History; Retaliation	12/5/2025
5	2026PL0004	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; Retaliation	12/6/2025
6	2026E0002	Employment	Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	12/9/2025
7	2026E0003	Employment	Age (over 40); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	12/6/2025

8	2026PL0005	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; Retaliation	12/10/2025
9	2026ESL0001	Earned Sick Leave	Failed To Notify Of Right To Earned Sick Leave.; Retaliation	12/11/2025
10	2026ESL0002	Earned Sick Leave	Failed To Notify Of Right To Earned Sick Leave.; Retaliation	12/11/2025
11	2026PL0006	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; Failure to Pay Out Unused Paid Leave at Separation; Other Act(s) Prohibited By Ordinance; Retaliation	12/14/2025
12	2026E0004	Employment	Disability (physical or mental)	12/16/2025
13	2026E0005	Employment	Disability (physical or mental)	12/18/2025
14	2026PL0007	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	12/18/2025
15	2026LW0001	Living Wage	Providing Labor Pursuant to Contract or Subcontract with Cook County	12/18/2025

16	2026LW0002	Living Wage	Providing Labor Pursuant to Contract or Subcontract with Cook County	12/18/2025
17	2026PL0008	Paid Leave	Failed To Provide All Hours Of Paid Leave Required By Ordinance	12/20/2025
18	2026E0006	Employment	Age (over 40); Disability (physical or mental)	12/20/2025
19	2026PA0001	Public Accommodations	Disability (physical or mental)	12/21/2025
20	2026PA0002	Public Accommodations	Disability (physical or mental)	12/22/2025
21	2026PA0009	Public Accommodations	Disability (physical or mental)	12/24/2025
22	2026PL0009	Paid Leave	Failed To Notify Of Right To Paid Leave	12/23/2025
23	2026PA0003	Public Accommodations	Disability (physical or mental)	12/23/2025
24	2026E0007	Employment	Disability (physical or mental)	12/26/2025
25	2026E0008	Employment	Disability (physical or mental)	12/26/2025
26	2026C0002	Credit	Source of Income	12/30/2025
27	2026H0001	Housing	National Origin; Parental Status	12/31/2025
28	2026ESL0003	Earned Sick Leave	Failed To Allow Use of Accrued Earned Sick Leave As Required By Ordinance; Retaliation	12/31/2025
29	2026H0002	Housing	Retaliation	1/1/2026
30	2026MW0001	Minimum Wage	Other; Paid Less Than The Minimum Wage	1/2/2026
31	2026MW0002	Minimum Wage	Other; Paid Less Than The Minimum Wage	1/2/2026
32	2026MW0003	Minimum Wage	Other; Paid Less Than The Minimum Wage	1/2/2026
33	2026PL0010	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Other Act(s) Prohibited By Ordinance	1/5/2026
34	2026MW0004	Minimum Wage	Other; Paid Less Than The Minimum Wage	1/5/2026
35	2026E0009	Employment	Retaliation	1/6/2026

36	2026C0003	Credit	Ethnicity; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	1/6/2026
37	2026H0003	Housing	Housing Status	1/8/2026
38	2026H0004	Housing	Housing Status	1/8/2026
39	2026E0010	Employment	Retaliation	1/10/2026
40	2026ESL0004	Earned Sick Leave	Failed to Provide All Hours of Earned Sick Leave Required by Ordinance; Failed To Notify Of Right To Earned Sick Leave.	1/10/2026
41	2026E0011	Employment	Age (over 40); Retaliation	1/12/2026
42	2026H0005	Housing	Gender Identity; Marital Status; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	1/14/2026
43	2026H0006	Housing	Source of Income	1/14/2026
44	2026H0007	Housing	Retaliation	1/15/2026
45	2026PA0004	Public Accommodations	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	1/16/2026
46	2026PA0005	Public Accommodations	Color; Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	1/17/2026
47	2026PA0006	Public Accommodations	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	1/17/2026
48	2026PL0001	Paid Leave	Failed To Provide All Hours Of Paid Leave Required By Ordinance	1/18/2026

49	2026H0008	Housing	Housing Status; Marital Status	1/18/2026
50	2026PL0011	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance	1/19/2026
51	2026PA0007	Public Accommodations	Disability (physical or mental)	1/19/2026
52	2026PA0008	Public Accommodations	Disability (physical or mental)	1/19/2026
53	2026H0009	Housing	Age (over 40); Housing Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation; Sexual Harassment; Source of Income	1/20/2026
54	2026E0012	Employment	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	1/20/2026
55	2026E0013	Employment	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	1/20/2026
56	2026PL0012	Paid Leave	Failure to Pay Out Unused Paid Leave at Separation	1/20/2026
57	2026E0014	Employment	Color; Retaliation	1/20/2026
58	2026H0010	Housing	Age (over 40); Disability (physical or mental); Housing Status; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation; Source of Income	1/21/2026

59	2026H0011	Housing	Age (over 40); Disability (physical or mental); Housing Status; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation; Source of Income	1/21/2026
60	2026H0012	Housing	Criminal History; Source of Income	1/21/2026
61	2026H0013	Housing	Criminal History; Source of Income	1/21/2026
62	2026CS0001	County Services	Housing Status; Retaliation	1/21/2026
63	2026PL0013	Paid Leave	Failure to Pay Out Unused Paid Leave at Separation	1/22/2026
64	2026E0015	Employment	Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	1/22/2026
65	2026H0015	Housing	Criminal History	1/23/2026
66	2026PL0014	Paid Leave	Failed To Notify Of Right To Paid Leave	1/26/2026
67	2026H0017	Housing	Disability (physical or mental); Sex	1/28/2026
68	2026PA0010	Public Accommodations	Ancestry; Bodily Autonomy; Caste; Color; Disability (physical or mental); Ethnicity; Gender Identity; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion; Retaliation; Sex; Sexual Harassment; Sexual Orientation; Source of Income	1/28/2026
69	2026H0016	Housing	Disability (physical or mental)	1/28/2026
70	2026E0016	Employment	Age (over 40); Ethnicity	1/29/2026
71	2026E0017	Employment	Retaliation	1/30/2026
72	2026E0019	Employment	Source of Income	2/2/2026
73	2026E0018	Employment	Source of Income	2/2/2026

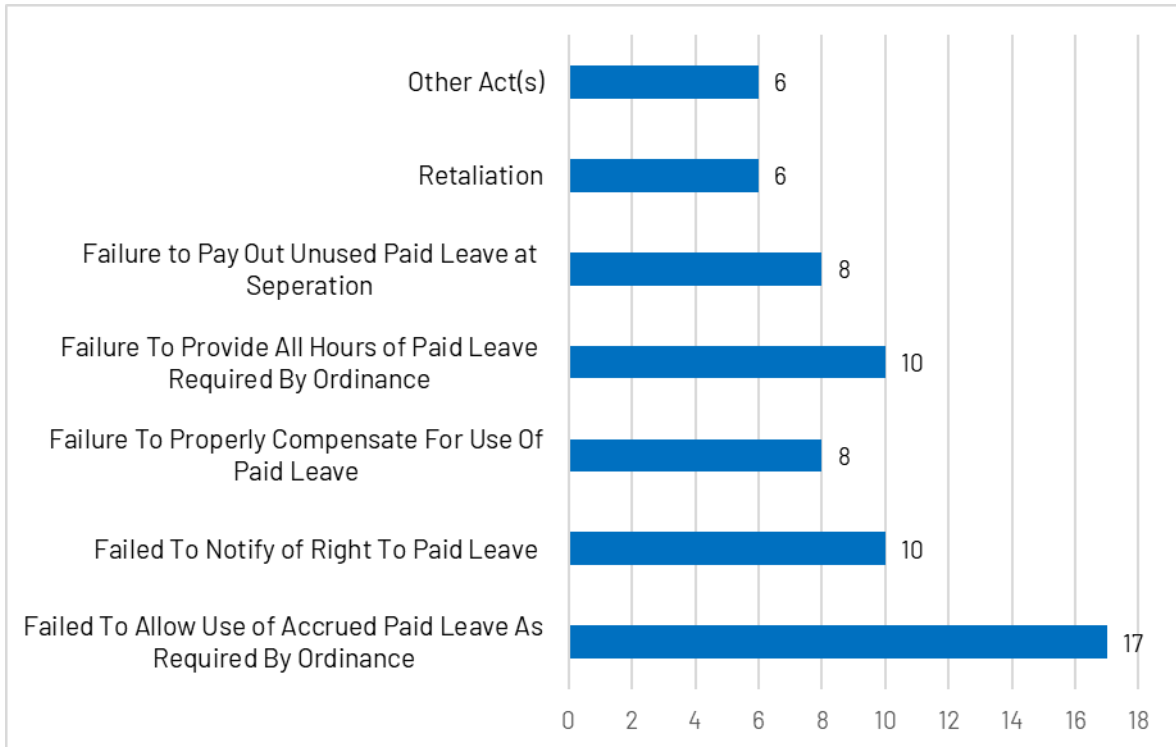
74	2026E0020	Employment	Criminal History	2/2/2026
75	2026CS0002	County Services	Color	2/4/2026
76	2026E0021	Employment	Retaliation	2/5/2026
77	2026E0022	Employment	Ancestry; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion	2/5/2026
78	2026PL0015	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Failure to Pay Out Unused Paid Leave at Separation	2/6/2026
79	2026PL0016	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Properly Compensate For Use Of Paid Leave; Failure to Pay Out Unused Paid Leave at Separation	2/6/2026
80	2026E0023	Employment	Source of Income	2/6/2026
81	2026PL0017	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	2/8/2026
82	2026H0022	Housing	Color; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	2/9/2026
83	2026H0018	Housing	Color; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	2/9/2026

84	2026H0019	Housing	Color; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	2/9/2026
85	2026H0020	Housing	Color; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Sex	2/9/2026
86	2026H0021	Housing	Housing Status; Retaliation	2/9/2026
87	2026CS0003	County Services	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	2/10/2026
88	2026PL0018	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Failure to Pay Out Unused Paid Leave at Separation	2/11/2026
89	2026PL0019	Paid Leave	Other Act(s) Prohibited By Ordinance	2/12/2026
90	2026E0024	Employment	Disability (physical or mental); Retaliation	2/12/2026
91	2026E0025	Employment	Disability (physical or mental); Retaliation	2/12/2026
92	2026PL0022	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Retaliation	2/13/2026
93	2026PL0020	Paid Leave	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; Failure to Pay Out Unused Paid Leave at Separation	2/14/2026

94	2026PL0021	Paid Leave	Other Act(s) Prohibited By Ordinance; Retaliation	2/14/2026
95	2026E0026	Employment	Disability (physical or mental)	2/15/2026
96	2026PL0023	Paid Leave	Failed To Properly Compensate For Use Of Paid Leave; Failure to Pay Out Unused Paid Leave at Separation	2/19/2026
97	2026PL0024	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	2/19/2026
98	2026PL0025	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	2/20/2026
99	2026H0025	Housing	Criminal History	2/20/2026
100	2026H0023	Housing	Criminal History	2/20/2026
101	2026H0024	Housing	Marital Status	2/20/2026
102	2026PL0026	Paid Leave	Failed To Notify Of Right To Paid Leave	2/23/2026
103	2026PA0011	Public Accommodations	Disability (physical or mental)	2/23/2026
104	2026PA0012	Public Accommodations	Disability (physical or mental)	2/23/2026
105	2026E0027	Employment	Source of Income	2/25/2026
106	2026PL0027	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	2/25/2026
107	2026E0028	Employment	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Source of Income	2/25/2026
108	2026CS0004	County Services	Retaliation	2/27/2026
109	2026H0025	Housing	Criminal History	2/27/2026
110	2026MW0005	Minimum Wage	Other	2/28/2026

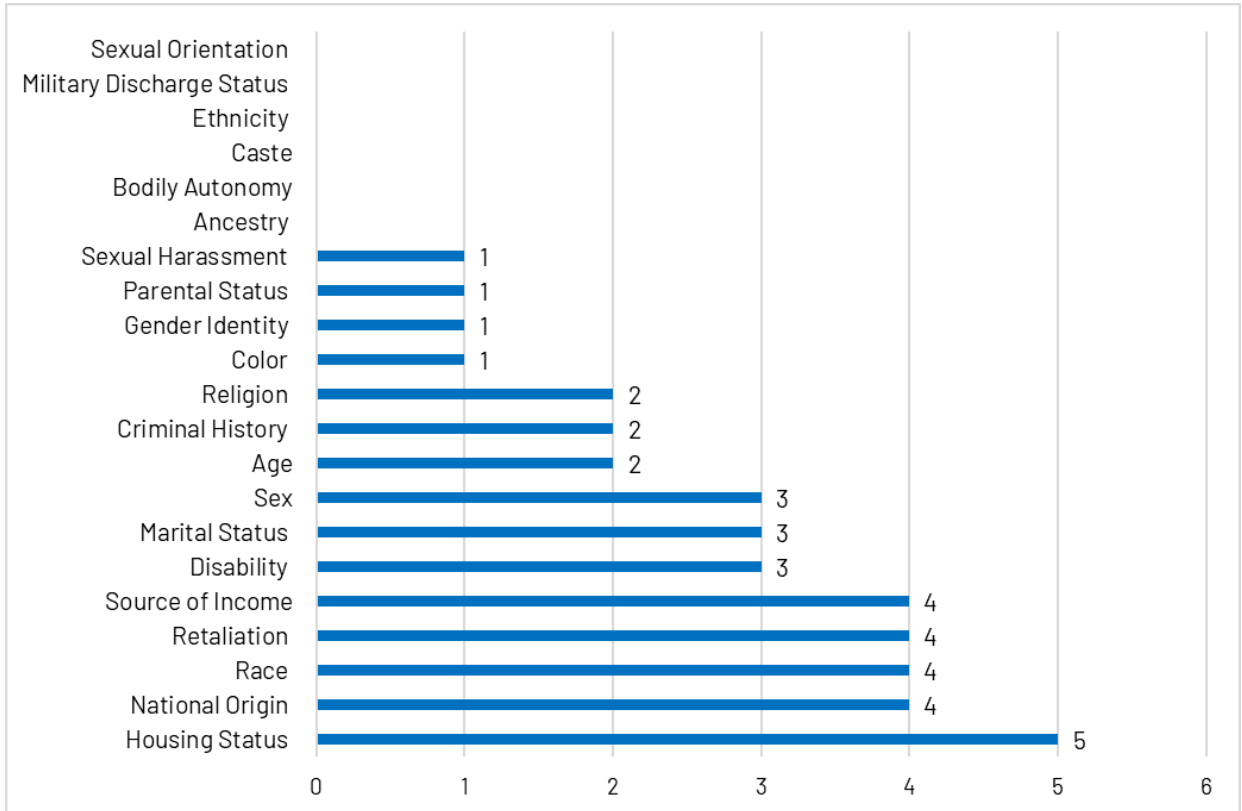
111	2026PA0014	Public Accommodations	Color; Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	2/21/2026
112	2026PA0015	Public Accommodations	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	2/21/2026

a. **Additional Details: Paid Leave Complaints Filed by Bases of Discrimination during First Quarter FY2026, December 1, 2025, through February 28, 2026**



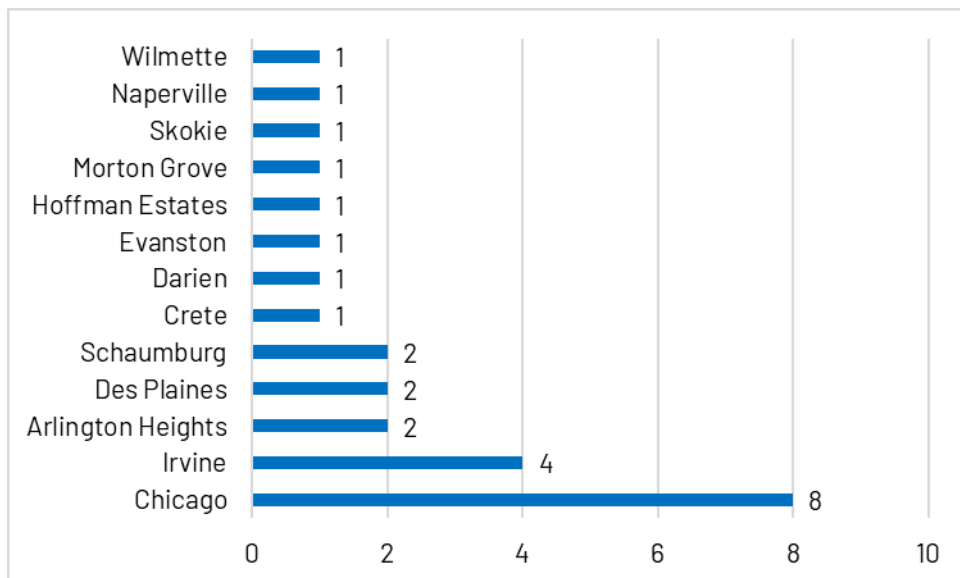
Please note: many complaints are filed with multiple bases of discrimination (selecting multiple of the bases included in the chart), which is the reason for any count discrepancies.

b. **Additional Details: Housing Complaints Filed by Bases of Discrimination during First Quarter FY2026, December 1, 2025, through February 28, 2026**

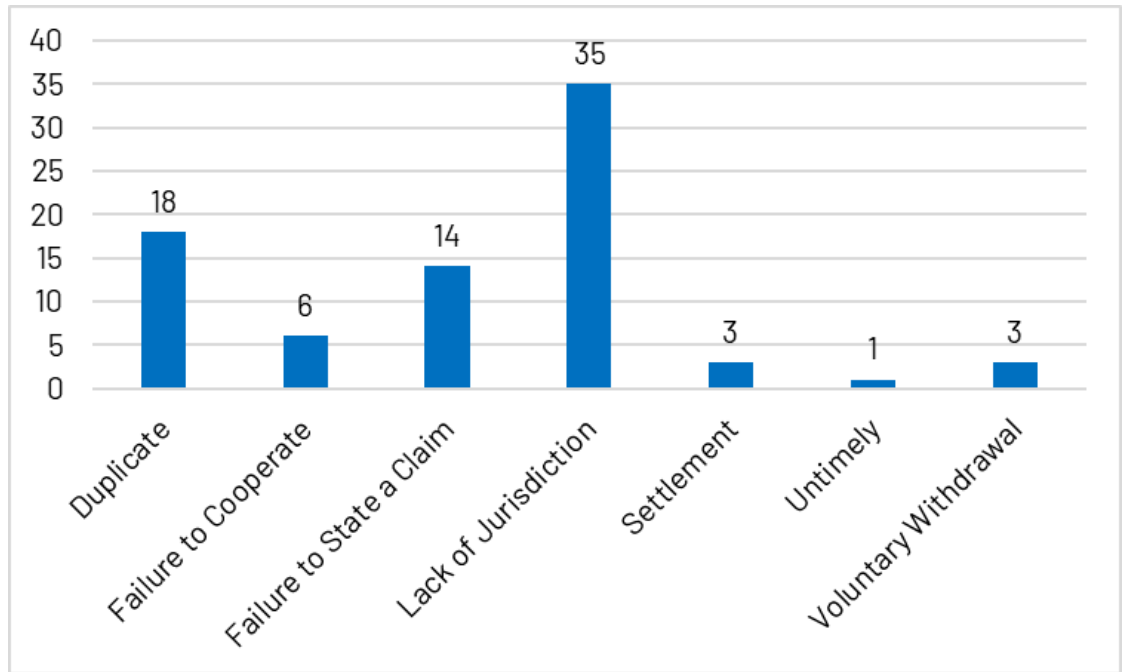


Please note: many complaints are filed with multiple bases of discrimination (selecting multiple of the bases included in the chart), which is the reason for any count discrepancies.

c. Additional Details: Housing Complaints Filed by Respondent Municipality during First Quarter FY2026, December 1, 2025, through February 28, 2026



4. Human Rights Investigations Closed during First Quarter FY2026, December 1, 2025, through February 28, 2026



	Investigation Number	Basis of Dismissal	Complaint Filing Date	Investigation Closure Date
1	2025PL00502	Settlement	7/31/2025	12/3/2025
2	2025H00624	Lack of Jurisdiction	11/23/2025	12/3/2025
3	2025E00625	Lack of Jurisdiction	11/23/2025	12/3/2025
4	2025H00626	Lack of Jurisdiction	11/25/2025	12/3/2025
5	2025E00627	Lack of Jurisdiction	11/27/2025	12/3/2025
6	2025H00628	Lack of Jurisdiction	11/29/2025	12/3/2025
7	2025H00623	Duplicate	11/21/2025	12/5/2025
8	2026PL0002	Lack of Jurisdiction	12/3/2025	12/9/2025
9	2026E0002	Duplicate	12/9/2025	12/10/2025
10	2025E00296	Lack of Jurisdiction	12/30/2024	12/11/2025
11	2026E0001	Lack of Jurisdiction	12/5/2025	12/11/2025

12	2026PL0005	Lack of Jurisdiction	12/10/2025	12/16/2025
13	2026PL0006	Duplicate	12/14/2025	12/23/2025
14	2026E0008	Duplicate	12/26/2025	12/26/2025
15	2026ESL0001	Failure to State a Claim	12/11/2025	12/31/2025
16	2026E0004	Lack of Jurisdiction	12/16/2025	12/31/2025
17	2026E0005	Failure to State a Claim	12/18/2025	12/31/2025
18	2026PL0007	Lack of Jurisdiction	12/18/2025	12/31/2025
19	2026PL0008	Lack of Jurisdiction	12/20/2025	12/31/2025
20	2026PL0009	Lack of Jurisdiction	12/23/2025	12/31/2025
21	2026PA0001	Duplicate	12/21/2025	1/2/2026
22	2026H0014	Failure to State a Claim	12/4/2025	1/5/2026
23	2026ESL0002	Duplicate	12/11/2025	1/5/2026
24	2026MW0002	Duplicate	1/2/2026	1/6/2026
25	2026MW0003	Duplicate	1/2/2026	1/6/2026
26	2025PL00619	Failure to State a Claim	11/20/2025	1/7/2026
27	2026C0002	Lack of Jurisdiction	12/30/2025	1/7/2026
28	2026H0001	Lack of Jurisdiction	12/31/2025	1/8/2026
29	2026H0002	Failure to State a Claim	1/1/2026	1/8/2026
30	2025PL00378	Failure to Cooperate	3/27/2025	1/14/2026
31	2026E0009	Lack of Jurisdiction	1/6/2026	1/14/2026
32	2026H0003	Failure to State a Claim	1/8/2026	1/14/2026
33	2026H0004	Duplicate	1/8/2026	1/14/2026
34	2022E00131	Failure to Cooperate	2/2/2022	1/15/2026
35	2026C0003	Failure to State a Claim	1/6/2026	1/15/2026

36	2026PA0005	Duplicate	1/17/2026	1/21/2026
37	2025H00500	Lack of Jurisdiction	7/29/2025	1/22/2026
38	2025PL00431	Voluntary Withdrawal	5/24/2025	1/23/2026
39	2025PL00442	Lack of Jurisdiction	6/5/2025	1/26/2026
40	2025ESL00302	Voluntary Withdrawal	1/8/2025	1/30/2026
41	2025H00496	Lack of Jurisdiction	7/23/2025	1/30/2026
42	2025H00499	Lack of Jurisdiction	7/28/2025	1/30/2026
43	2026H0005	Failure to Cooperate	1/14/2026	1/30/2026
44	2026H0008	Lack of Jurisdiction	1/18/2026	1/30/2026
45	2026E0014	Failure to State a Claim	1/20/2026	1/30/2026
46	2026E0016	Failure to State a Claim	1/29/2026	1/30/2026
47	2026E0007	Failure to Cooperate	12/26/2025	2/3/2026
48	2026E0011	Lack of Jurisdiction	1/12/2026	2/3/2026
49	2026PA0004	Lack of Jurisdiction	1/16/2026	2/3/2026
50	2026H0009	Lack of Jurisdiction	1/20/2026	2/3/2026
51	2026LW0002	Duplicate	12/18/2025	2/4/2026
52	2026E0013	Duplicate	1/20/2026	2/4/2026
53	2026H0011	Duplicate	1/21/2026	2/4/2026
54	2025PL00355	Failure to Cooperate	3/11/2025	2/5/2026
55	2026PA0008	Duplicate	1/19/2026	2/5/2026
56	2026H0017	Lack of Jurisdiction	1/28/2026	2/5/2026
57	2026E0020	Lack of Jurisdiction	2/2/2026	2/10/2026
58	2026H0010	Lack of Jurisdiction	1/21/2026	2/11/2026

59	2026PL0014	Voluntary Withdrawal	1/26/2026	2/11/2026
60	2026H0018	Duplicate	2/9/2026	2/11/2026
61	2026H0019	Duplicate	2/9/2026	2/11/2026
62	2026H0020	Duplicate	2/9/2026	2/11/2026
63	2026PL0016	Duplicate	2/6/2026	2/13/2026
64	2026E0023	Failure to State a Claim	2/6/2026	2/13/2026
65	2026H0022	Lack of Jurisdiction	2/9/2026	2/13/2026
66	2026CS0003	Untimely	2/10/2026	2/13/2026
67	2026PL0019	Lack of Jurisdiction	2/12/2026	2/13/2026
68	2025PA00594	Settlement	10/28/2025	2/19/2026
69	2025H00498	Lack of Jurisdiction	7/28/2025	2/23/2026
70	2026E0015	Failure to State a Claim	1/22/2026	2/23/2026
71	2026PA0010	Lack of Jurisdiction	1/28/2026	2/23/2026
72	2026E0021	Lack of Jurisdiction	2/5/2026	2/23/2026
73	2026E0024	Lack of Jurisdiction	2/12/2026	2/23/2026
74	2026PL0023	Lack of Jurisdiction	2/19/2026	2/23/2026
75	2023CS00163	Failure to Cooperate	11/2/2023	2/24/2026
76	2026E0019	Failure to State a Claim	2/2/2026	2/24/2026
77	2026E0018	Failure to State a Claim	2/2/2026	2/24/2026
78	2025E00540	Settlement	8/31/2025	2/27/2026
79	2026PL0021	Lack of Jurisdiction	2/14/2026	2/27/2026
80	2026E0027	Failure to State a Claim	2/25/2026	2/27/2026

Between December 1, 2025, through February 28, 2026, the Commission facilitated 3 settlements between parties. \$700.00 in settlement was reported to the Commission.

5. 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.