



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

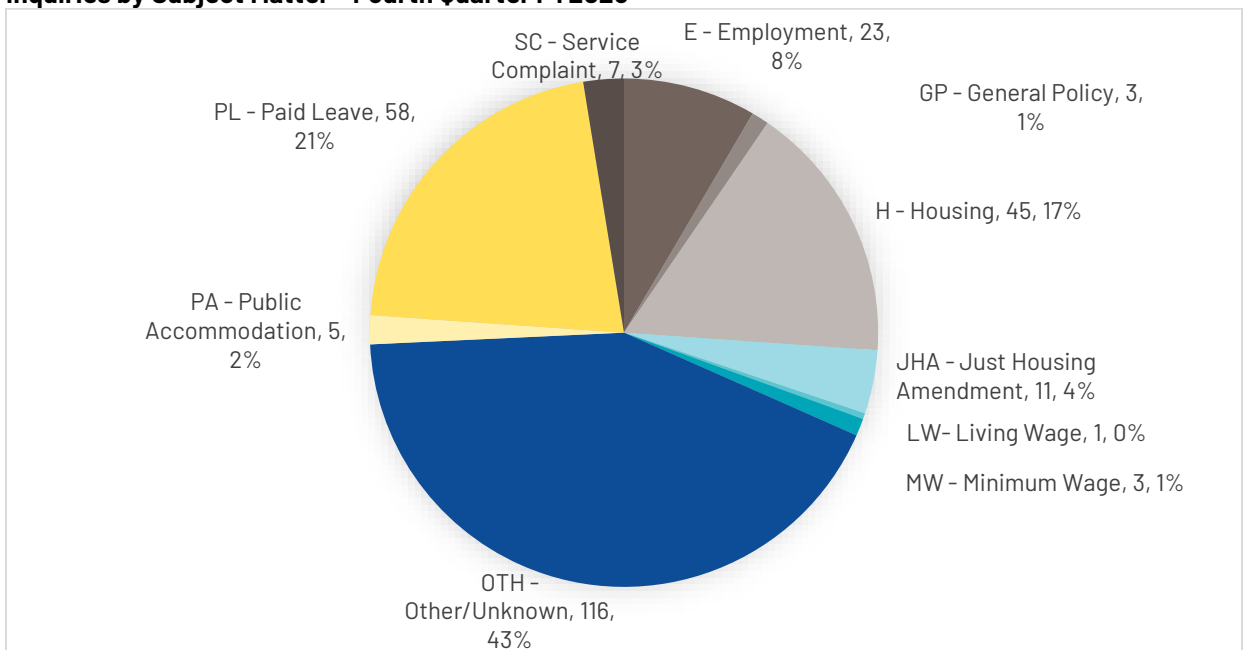
Date: December 4, 2025

RE: Fourth 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)	Q4, 2025 (Sept 1-Nov 30)
Inquiries	1,484	405	327	312	272
Cases Pending (All Stages)		152	217	218	205
New Cases Filed	148	73	79	98¹	82²
Investigations Closed	81	20	24	88	82
Investigations Completed within 180 Days	64	20	19	76	73

2. Inquiries by Subject Matter - Fourth Quarter FY2025



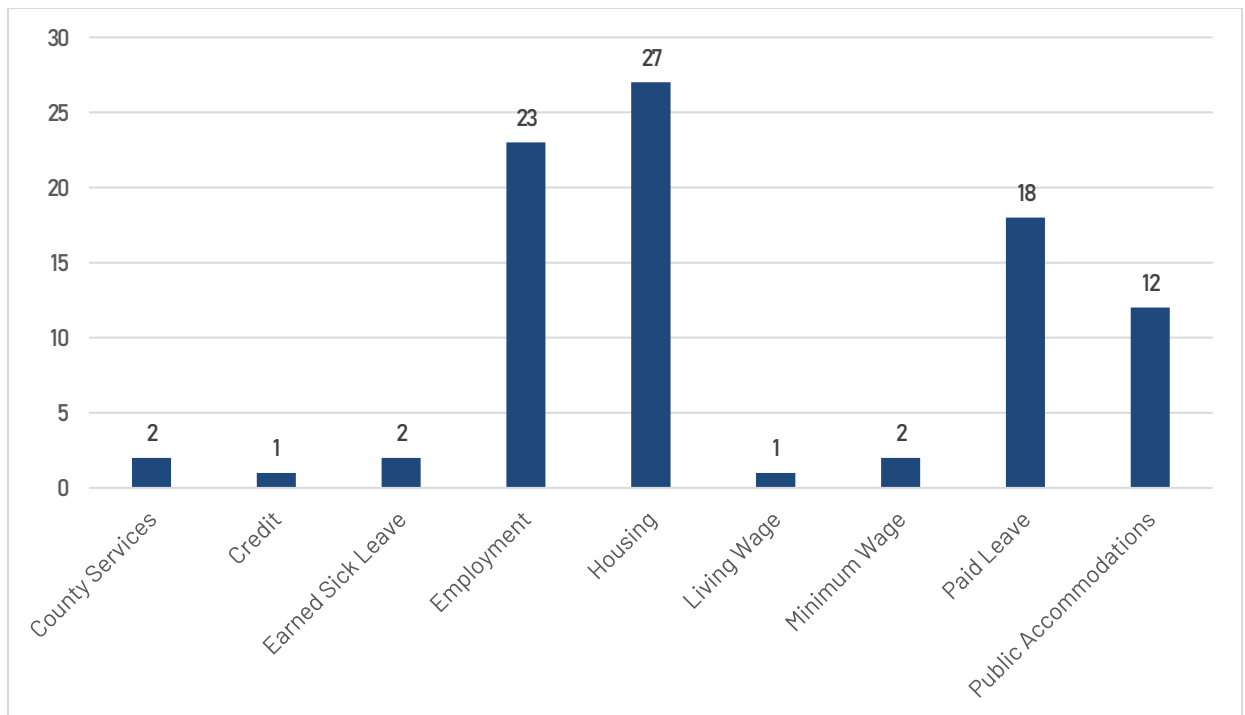
¹ This value excludes duplicates (complaints that were identical but filed more than once).

² This value excludes duplicates (complaints that were identical but filed more than once).

Since adding more specific categories within the Other Inquiry Type, staff has received:

- 27 inquiries regarding the Cook County Residential Tenant Landlord Ordinance, which CCCHR does not enforce,
- 31 calls from Wrong Numbers,
- Six inquiries regarding Complaint Process, and
- One inquiry regarding Outreach & Training.

3. Human Rights Complaints Filed during Fourth Quarter FY2025, September 1, 2025, through November 30, 2025



	Investigation Number	Type	Basis of Discrimination	Complaint Filing Date
1	2025PL00541	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	9/4/2025
2	2025MW00542	Minimum Wage	Paid Less Than The Minimum Wage	9/7/2025

3	2025PL00543	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; Other Act(s) Prohibited By Ordinance; Retaliation	9/8/2025
4	2025PL00544	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; Other Act(s) Prohibited By Ordinance; Retaliation	9/8/2025
5	2025PL00545	Paid Leave	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	9/11/2025
6	2025LW00546	Living Wage	Providing Labor Pursuant to Contract or Subcontract with Cook County	9/12/2025
7	2025PL00547	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; Other Act(s) Prohibited By Ordinance; Retaliation	9/15/2025
8	2025PL00548	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; Other Act(s) Prohibited By Ordinance; Retaliation	9/15/2025
9	2025H00549	Housing	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/16/2025
10	2025H00550	Housing	Source of Income	9/17/2025
11	2025E00551	Employment	Retaliation	9/17/2025
12	2025H00552	Housing	Age (over 40); Color; Marital Status; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	9/18/2025
13	2025PL00553	Paid Leave	Failed To Notify Of Right To Paid Leave	9/19/2025

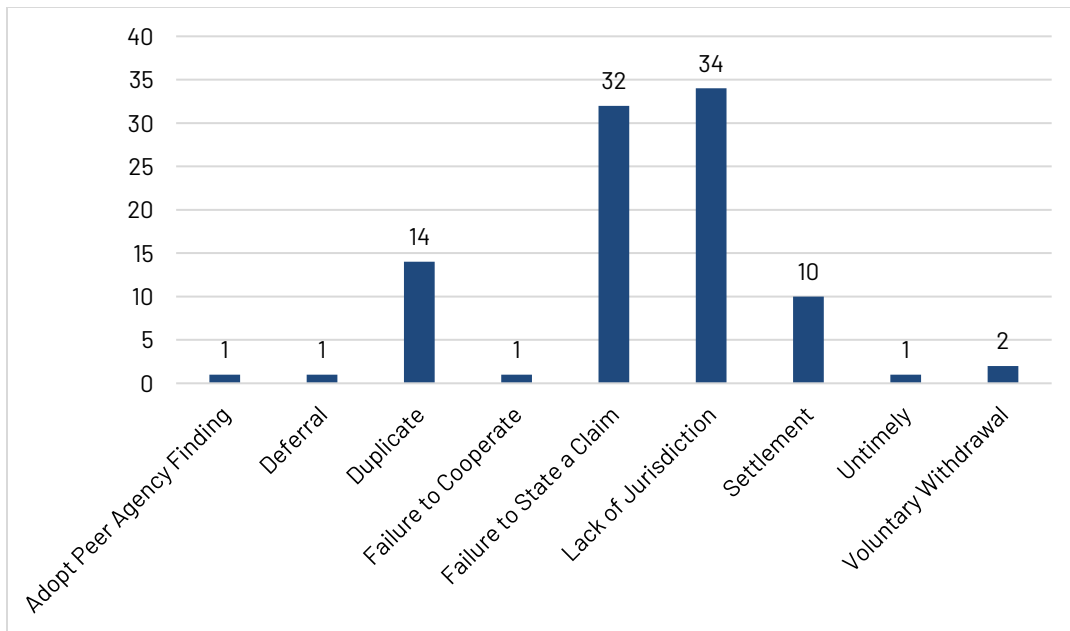
14	2025E00554	Employment	Age (over 40); Retaliation; Sex	9/20/2025
15	2025E00555	Employment	Age (over 40); Retaliation; Sex	9/20/2025
16	2025PL00556	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave; Failed To Properly Compensate For Use Of Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance; Retaliation	9/22/2025
17	2025H00557	Housing	Retaliation; Source of Income	9/22/2025
18	2025CS00558	County Services	Age (over 40); Criminal History	9/24/2025
19	2025H00559	Housing	Source of Income	9/24/2025
20	2025E00560	Employment	Age (over 40); Ethnicity; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	9/24/2025
21	2025PA00561	Public Accommodations	Ethnicity; National Origin; Religion	9/26/2025
22	2025E00562	Employment	Disability (physical or mental); National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/26/2025
23	2025E00563	Employment	Disability (physical or mental); National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	9/26/2025
24	2025H00564	Housing	Housing Status; Retaliation	9/29/2025
25	2025H00565	Housing	Housing Status; Parental Status; Retaliation	9/29/2025
26	2025PL00566	Paid Leave	Retaliation	9/30/2025
27	2025PA00567	Public Accommodations	Ancestry; Ethnicity; National Origin; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Religion	9/30/2025
28	2025E00568	Employment	Ethnicity; National Origin; Retaliation	9/30/2025
29	2025PL00569	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance; Failed To Notify Of Right To Paid Leave	10/2/2025
30	2025H00570	Housing	Color; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Source of Income	10/2/2025
31	2025E00571	Employment	Retaliation	10/6/2025

32	2025PL00572	Paid Leave	Other Act(s) Prohibited By Ordinance	10/7/2025
33	2025E00573	Employment	Retaliation	10/8/2025
34	2025PL00574	Paid Leave	Retaliation	10/9/2025
35	2025PL00575	Paid Leave	Failed To Allow Use Of Accrued Paid Leave As Required By Ordinance	10/9/2025
36	2025MW00576	Minimum Wage	Failed To Notify Of Right To Minimum Wage; Paid Less Than The Minimum Wage; Retaliation	10/11/2025
37	2025E00577	Employment	Ancestry; Bodily Autonomy; Caste; Color; Disability (physical or mental); Ethnicity; Gender Identity; Marital Status; Military Discharge Status; 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	10/13/2025
38	2025E00578	Employment	Ancestry; Bodily Autonomy; Caste; Color; Criminal History; Disability (physical or mental); Ethnicity; Gender Identity; Housing Status; Marital Status; Military Discharge Status; 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	10/13/2025
39	2025H00579	Housing	Ethnicity	10/14/2025
40	2025H00580	Housing	Housing Status	10/15/2025
41	2025ESL00581	Earned Sick Leave	Retaliation	10/18/2025
42	2025ESL00582	Earned Sick Leave	Retaliation	10/18/2025
43	2025H00583	Housing	Disability (physical or mental)	10/20/2025
44	2025E00584	Employment	Disability (physical or mental)	10/20/2025
45	2025H00585	Housing	Source of Income	10/20/2025
46	2025PL00586	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; Retaliation	10/21/2025
47	2025PL00587	Paid Leave	Failed To Provide All Hours Of Paid Leave Required By Ordinance	10/22/2025
48	2025H00588	Housing	Parental Status; Retaliation	10/22/2025
49	2025PA00589	Public Accommodations	Race (including traits associated with race, including, but not limited	10/23/2025

			to, hair texture and protective hairstyles)	
50	2025PA00590	Public Accommodations	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles)	10/23/2025
51	2025E00591	Employment	Retaliation	10/24/2025
52	2025H00592	Housing	Retaliation	10/27/2025
53	2025E00593	Employment	Disability (physical or mental); Ethnicity; Gender Identity	10/27/2025
54	2025PA00594	Public Accommodations	Disability (physical or mental)	10/28/2025
55	2025PA00595	Public Accommodations	Disability (physical or mental)	10/28/2025
56	2025PA00596	Public Accommodations	Disability (physical or mental)	10/28/2025
57	2025E00597	Employment	Retaliation	10/29/2025
58	2025PA00598	Public Accommodations	Disability (physical or mental)	10/28/2025
59	2025PA00599	Public Accommodations	Disability (physical or mental)	10/29/2025
60	2025E00600	Employment	Color; Sex	11/1/2025
61	2025E00601	Employment	Sex	11/3/2025
62	2025PL00602	Paid Leave	Failed To Properly Compensate For Use Of Paid Leave	11/3/2025
63	2025H00603	Housing	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Source of Income	11/4/2025
64	2025H00604	Housing	Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation; Source of Income	11/4/2025
65	2025PA00605	Public Accommodations	Disability (physical or mental); Retaliation	11/4/2025
66	2025E00606	Employment	Color; Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	11/4/2025
67	2025H00607	Housing	Retaliation	11/5/2025
68	2025H00608	Housing	Retaliation	11/6/2025
69	2025CS00609	County Services	Housing Status; Retaliation	11/6/2025
70	2025E00610	Employment	Retaliation; Sex; Sexual Harassment	11/9/2025
71	2025PL00611	Paid Leave	Failed To Notify Of Right To Paid Leave; Failed To Provide All Hours Of Paid Leave Required By Ordinance	11/10/2025

72	2025E00612	Employment	Retaliation	11/11/2025
73	2025E00613	Employment	Retaliation	11/11/2025
74	2025C00614	Credit	Age (over 40); Caste; Color; Criminal History; Ethnicity; Retaliation	11/11/2025
75	2025H00615	Housing	Disability (physical or mental); Housing Status	11/15/2025
76	2025E00616	Employment	Retaliation	11/18/2025
77	2025PA00617	Public Accommodations	Disability (physical or mental)	11/20/2025
78	2025H00618	Housing	Criminal History	11/20/2025
79	2025PL00619	Paid Leave	Other Act(s) Prohibited By Ordinance	11/20/2025
80	2025H00620	Housing	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	11/20/2025
81	2025H00621	Housing	Disability (physical or mental); Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	11/21/2025
82	2025H00622	Housing	Criminal History	11/21/2025
83	2025H00623	Housing	Criminal History	11/21/2025
84	2025H00624	Housing	Source of Income	11/23/2025
85	2025E00625	Employment	Disability (physical or mental); Ethnicity; Gender Identity; Housing Status; Military Discharge Status; Parental Status; Retaliation; Sexual Harassment; Sexual Orientation; Source of Income	11/23/2025
86	2025H00626	Housing	Criminal History	11/25/2025
87	2025PA00629	Public Accommodations	Disability (physical or mental); Retaliation; Sexual Harassment; Sexual Orientation	11/29/2025
88	2026H00628	Housing	Ethnicity; Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles); Retaliation	11/29/2025

4. Human Rights Investigations Closed during Fourth Quarter FY2025, September 1, 2025, through November 30, 2025



	Investigation Number	Cause for Dismissal	Date Opened	Investigation Closed
1	2024CS00082	Duplicate	8/31/2024	9/30/2025
2	2024CS00083	Lack of Jurisdiction; and Failure to State a Claim	8/31/2024	9/30/2025
3	2024CS00084	Failure to State a Claim	8/31/2024	9/30/2025
4	2024H00085	Failure to State a Claim	9/3/2024	11/5/2025
5	2024H00094	Failure to State a Claim	9/7/2024	11/5/2025
6	2024JHA00101	Settlement	9/12/2024	10/21/2025
7	2024PL00116	Voluntary Withdrawal	9/23/2024	9/9/2025
8	2024CS00117	Failure to State a Claim	9/26/2024	11/5/2025
9	2024PA00127	Failure to State a Claim	10/2/2024	11/6/2025
10	2024PA00166	Adopt Finding of Peer Agency	12/12/2023	11/3/2025
11	2024E00186	Settlement	3/11/2024	11/3/2025
12	2024H00190	Settlement	3/21/2024	9/23/2025
13	2024H00196	Voluntary Withdrawal	3/21/2024	10/15/2025
14	2024E00198	Duplicate	10/22/2024	9/8/2025
15	2024E00197	Failure to Cooperate	10/22/2024	9/8/2025
16	2024H00203	Settlement	4/30/2024	9/30/2025
17	2024H00205	Settlement	5/14/2024	11/3/2025
18	2025CS00334	Failure to State a Claim	2/17/2025	9/26/2025
19	2025CS00340	Failure to State a Claim	2/21/2025	11/3/2025
20	2025E00342	Lack of Jurisdiction	2/25/2025	9/25/2025

21	2025CS00344	Failure to State a Claim	2/26/2025	9/29/2025
22	2025PL00353	Failure to State a Claim	3/10/2025	9/29/2025
23	2025E00373	Deferral	3/24/2025	11/18/2025
24	2025ESL00386	Settlement	4/13/2025	9/23/2025
25	2025PL00395	Settlement	4/23/2025	9/23/2025
26	2025E00424	Failure to State a Claim	5/16/2025	11/6/2025
27	2025H00430	Failure to State a Claim	5/23/2025	11/5/2025
28	2025H00461	Lack of Jurisdiction	6/23/2025	9/26/2025
29	2025CS00462	Lack of Jurisdiction	6/23/2025	9/25/2025
30	2025PL00481	Failure to State a Claim	7/13/2025	11/25/2025
31	2025PL00484	Settlement	7/15/2025	10/21/2025
32	2025PL00485	Lack of Jurisdiction	7/16/2025	9/12/2025
33	2025E00515	Failure to State a Claim	8/14/2025	9/24/2025
34	2025E00518	Duplicate	8/18/2025	11/14/2025
35	2025E00520	Untimely	8/18/2025	9/9/2025
36	2025PL00525	Duplicate	8/21/2025	9/24/2025
37	2025PL00526	Settlement	8/21/2025	9/24/2025
38	2025PA00528	Duplicate	8/22/2025	9/2/2025
39	2025PA00529	Duplicate	8/23/2025	9/2/2025
40	2025CS00530	Failure to State a Claim	8/23/2025	9/8/2025
41	2025PA00532	Duplicate	8/23/2025	9/2/2025
42	2025PA00533	Duplicate	8/23/2025	9/2/2025
43	2025H00534	Failure to State a Claim	8/25/2025	9/9/2025
44	2025H00535	Failure to State a Claim	8/25/2025	9/9/2025
45	2025CS00536	Lack of Jurisdiction	8/27/2025	9/8/2025
46	2025E00537	Lack of Jurisdiction	8/28/2025	11/20/2025
47	2025PL00538	Lack of Jurisdiction	8/29/2025	9/9/2025
48	2025PL00541	Lack of Jurisdiction	9/4/2025	9/19/2025
49	2025PL00543	Lack of Jurisdiction	9/8/2025	9/19/2025
50	2025LW00546	Failure to State a Claim	9/12/2025	9/22/2025
51	2025PL00547	Lack of Jurisdiction	9/15/2025	9/19/2025
52	2025PL00548	Duplicate	9/15/2025	9/16/2025
53	2025H00549	Lack of Jurisdiction	9/16/2025	9/19/2025
54	2025H00550	Lack of Jurisdiction	9/17/2025	9/19/2025
55	2025E00551	Lack of Jurisdiction	9/17/2025	9/19/2025
56	2025H00557	Lack of Jurisdiction	9/22/2025	10/29/2025
57	2025CS00558	Failure to State a Claim	9/24/2025	9/26/2025
58	2025H00559	Failure to State a Claim	9/24/2025	9/26/2025
59	2025E00560	Failure to State a Claim	9/24/2025	10/2/2025
60	2025PA00561	Lack of Jurisdiction	9/26/2025	9/30/2025
61	2025E00562	Lack of Jurisdiction	9/26/2025	10/3/2025
62	2025E00563	Duplicate	9/26/2025	9/26/2025

63	2025H00564	Failure to State a Claim	9/29/2025	10/9/2025
64	2025H00565	Failure to State a Claim	9/29/2025	11/5/2025
65	2025PL00566	Lack of Jurisdiction	9/30/2025	10/3/2025
66	2025PA00567	Failure to State a Claim	9/30/2025	10/14/2025
67	2025H00570	Lack of Jurisdiction	10/2/2025	10/3/2025
68	2025E00571	Lack of Jurisdiction	10/6/2025	10/17/2025
69	2025PL00572	Settlement	10/7/2025	11/24/2025
70	2025E00573	Lack of Jurisdiction	10/8/2025	10/29/2025
71	2025MW00576	Lack of Jurisdiction	10/11/2025	10/17/2025
72	2025E00577	Lack of Jurisdiction	10/13/2025	10/15/2025
73	2025E00578	Duplicate	10/13/2025	10/14/2025
74	2025H00579	Failure to State a Claim	10/14/2025	10/17/2025
75	2025H00580	Failure to State a Claim	10/15/2025	10/27/2025
76	2025ESL00582	Duplicate	10/18/2025	10/21/2025
77	2025H00583	Lack of Jurisdiction	10/20/2025	10/24/2025
78	2025H00585	Lack of Jurisdiction	10/20/2025	10/24/2025
79	2025PL00586	Lack of Jurisdiction	10/21/2025	11/17/2025
80	2025H00588	Lack of Jurisdiction	10/22/2025	10/24/2025
81	2025PA00589	Lack of Jurisdiction	10/23/2025	11/17/2025
82	2025H00592	Failure to State a Claim	10/27/2025	11/18/2025
83	2025PA00595	Duplicate	10/28/2025	10/29/2025
84	2025E00597	Lack of Jurisdiction	10/29/2025	11/17/2025
85	2025E00600	Lack of Jurisdiction	11/1/2025	11/14/2025
86	2025PL00602	Lack of Jurisdiction	11/3/2025	11/17/2025
87	2025H00603	Lack of Jurisdiction	11/4/2025	11/14/2025
88	2025PA00605	Failure to State a Claim	11/4/2025	11/17/2025
89	2025E00606	Lack of Jurisdiction	11/4/2025	11/14/2025
90	2025H00607	Failure to State a Claim	11/5/2025	11/14/2025
91	2025CS00609	Failure to State a Claim	11/6/2025	11/21/2025
92	2025PL00611	Lack of Jurisdiction	11/10/2025	11/21/2025
93	2025E00612	Lack of Jurisdiction	11/11/2025	11/21/2025
94	2025H00615	Failure to State a Claim	11/15/2025	11/21/2025
95	2025E00616	Failure to State a Claim	11/18/2025	11/18/2025
96	2025H00621	Duplicate	11/21/2025	11/24/2025

Between September 1, 2025, through November 30, 2025, the Commission facilitated settlements between parties. \$2,802.00 in settlement was reported to the Commission.

No complaints resolved during this quarter were Just Housing Amendment complaints.

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.

6. Public Dashboard

The Cook County Commission on Human Rights recently published an online Complaints Dashboard on the Commission's webpage, "Commission on Human Rights Reports & Guidance Documents."

The dashboard:

1. Displays data on cases filed, case closures, investigation lengths, and case location
2. Will be updated on a regular basis
3. Advances the Commission's continued efforts for accessibility and transparency.

You can view the dashboard [here](#).