



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

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**File #: 23-3757, Version: 2**

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### **PROPOSED SUBSTITUTE TO FILE 23-3757**

### **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 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.