

**CITY OF CHICAGO
COMMISSION ON HUMAN RELATIONS
510 N. PESHTIGO COURT, SUITE 6A
CHICAGO, ILLINOIS 60611**



RICHARD M. DALEY
Mayor

CLARENCE N. WOOD
Chair/Commissioner

1993 Adjudication Report

The Adjudication Division: The Law In Action

The Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance give the Commission on Human Relations a broad mandate to investigate, mediate, and adjudicate complaints of discrimination in Chicago. The Commission handles complaints covering the areas of employment, housing, credit and bonding, and access to places of public accommodation where the alleged act of discrimination is based on one of 13 "protected classes": race, sex, color, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, and source of income.

Complaints Filed and Actions Taken

The Commission investigates complaints of discrimination, using its subpoena power if necessary to compel testimony and the production of documents. Investigators usually go to the job site, apartment complex or public accommodation in question and interview other workers, building owners or management personnel to assess whether or not there is substantial evidence that a violation of one of the discrimination ordinances occurred. If, after an investigation, the Executive Compliance Staff of the Commission finds substantial evidence of a violation, an independent conciliator hired by the Commission will attempt to mandate the dispute to the satisfaction of all parties. If conciliation fails, the case proceeds to an Administrative Hearing, the Commission's equivalent of a trial. At the hearing, both parties present their case to an Administrative Hearing Officer who, after the Hearing, makes recommended findings of fact, conclusions of law and, if appropriate, recommends relief to be awarded. The Board of Commissioners makes the final ruling in all cases.

If, in an Administrative Hearing, a respondent is found to have violated the Human Rights Ordinance, a fine of between \$100 and \$500 will be levied, with each day of violation constituting a separate offense. Additionally, respondents may be ordered to cease the illegal conduct complained of; to pay actual damages for injury or loss; to hire, reinstate or upgrade the complainant with or without back pay; to admit the complainant to the public accommodation; to pay the complainant the cost, including reasonable attorney's fees, incurred in pursuing the complaint; and to take such other action as may be necessary to make the complainant whole.

Because respondents often have attorneys and those alleging discrimination often do not, the Commission initiated ongoing arrangements with several non-profit organizations that have agreed to provide free legal services to some, but not all, persons filing complaints at the Commission. The Commission does not guarantee that these organizations will provide legal services in any particular case or that any representation will be successful (although in many cases, where these organizations have represented complainants before the Commission, they have been successful). The Commission provides information about these organizations as a service to complainants. These organizations include: the Chicago Lawyers' Committee For Civil Rights Under Law, Inc.; the American Jewish Congress Hate Crime and Discrimination Task Force; the Leadership Council for Metropolitan Open Communities; Cook County Bar Association Community Law Project; Lawyers' Committee for Better Housing; Legal Clinic for the Disabled; Legal Center for Disability Rights; Edwin F. Mandel Legal Aid Clinic; and Access Living.

H O U S I N G

BASES OF CLAIMS IN HOUSING DISCRIMINATION CASES FILED FROM JANUARY 1, 1993 TO DECEMBER 31, 1993

PROTECTED CLASSES	NUMBERS	PERCENTAGES
RACE	58	44.6 %
COLOR	5	3.8 %
SEX	34	26.2 %
AGE (OVER 40)	4	3.1 %
RELIGION	2	1.5 %
DISABILITY	18	13.8 %
NATIONAL ORIGIN	9	6.9 %
ANCESTRY	14	10.8 %
SEXUAL ORIENTATION	5	3.8 %
MARITAL STATUS	34	26.2 %
PARENTAL STATUS	28	21.5 %
MILITARY DISCHARGE STATUS	0	0.0 %
SOURCE OF INCOME	22	16.9 %
RETALIATION	0	0.0 %

NOTE: Some complainants alleged discrimination based on more than one protected class. The percentage is based on the number of complaints including that particular basis, and so the percentages total more than 100%

H O U S I N G

DISCRIMINATORY ACTIONS COMPLAINED OF IN HOUSING CASES
FILED FROM JANUARY 1, 1993 TO DECEMBER 31, 1993

DESCRIPTION	NUMBERS	PERCENTAGES
DISCRIMINATORY COMMUNICATION	1	.8 %
DISCRIMINATORY FINANCING	0	0.0 %
NOT ACCESSIBLE TO DISABLED	6	4.6 %
LEASE TERMINATION	20	15.4 %
PANIC PEDDLING/BLOCKBUSTING	0	0.0 %
REFUSAL TO EXAMINE LISTINGS	1	.8 %
REFUSAL TO RENT/LEASE/SELL	61	46.9 %
SEXUAL HARASSMENT	13	10.0 %
STEERING	0	0.0 %
DISCRIMINATORY TERMS AND CONDITIONS	31	23.8 %
OTHER	0	0.0 %

H O U S I N G

4/06/94

COMMUNITY AREAS IN WHICH HOUSING DISCRIMINATION ACTIONS OCCURRED IN 1993

Page 1

AREA NO.	COMMUNITY NAME	COUNT
0	NONE (DOES NOT APPLY)	1
1	ROGERS PARK	8
2	WEST RIDGE	5
3	UPTOWN (310-321)	6
4	LINCOLN SQUARE	4
5	NORTH CENTER	5
6	LAKE VIEW	12
7	LINCOLN PARK	2
8	NEAR NORTH SIDE	16
12	FOREST GLEN	1
13	NORTH PARK	1
14	ALBANY PARK	1
15	PORTAGE PARK	2
16	IRVING PARK	2
17	DUNNING	1
18	MONTCLARE	1
19	BELMONT-CRAGIN	4
20	HERMOSA	1
21	AVONDALE	3
22	LOGAN SQUARE	2
24	WEST TOWN	8
25	AUSTIN	4
28	NEAR WEST SIDE	1
30	SOUTH LAWNDALE	3
31	LOWER WEST SIDE	2
33	NEAR SOUTH SIDE	1
34	ARMOUR SQUARE	1
35	DOUGLAS	1
38	GRAND BOULEVARD	1
39	KENWOOD	2
41	HYDE PARK	1
42	WOODLAWN	1
43	SOUTH SHORE	2
44	CHATHAM	2
49	ROSELAND	1
55	HEGEWISCH	1
56	GARFIELD RIDGE	1
60	BRIDGEPORT	3
61	NEW CITY	1
63	GAGE PARK	2
66	CHICAGO LAWN	1
69	GREATER GRAND CROSSING	1
70	ASHBURN	2
71	AUBURN GRESHAM	1
77	EDGEWATER (301-307)	8

E M P L O Y M E N T

BASES OF CLAIMS IN EMPLOYMENT DISCRIMINATION CASES FILED FROM JANUARY 1, 1993 TO DECEMBER 31, 1993

PROTECTED CLASSES	NUMBER	PERCENTAGE
RACE	88	31.8 %
COLOR	4	1.4 %
SEX	99	35.7 %
AGE (OVER 40)	43	15.5 %
RELIGION	6	2.2 %
DISABILITY	66	23.8 %
NATIONAL ORIGIN	43	15.5 %
ANCESTRY	21	7.6 %
SEXUAL ORIENTATION	28	10.1 %
MARITAL STATUS	3	1.1 %
PARENTAL STATUS	2	.7 %
MILITARY DISCHARGE STATUS	0	0.0 %
SOURCE OF INCOME	0	0.0 %
RETALIATION	8	2.9 %

NOTE: Some complainants alleged discrimination based on more than one protected class. The percentage is based on the number of complaints including that particular basis, and so the percentages total more than 100%

E M P L O Y M E N T

DISCRIMINATORY ACTIONS COMPLAINED OF IN EMPLOYMENT CASES
FILED FROM JANNUARY 1, 1993 TO DECEMBER 31, 1993

DESCRIPTION	NUMBERS	PERCENTAGES
FAILURE TO HIRE	27	9.7 %
PROMOTION DENIED	5	1.8 %
DEMOTION	5	1.8 %
WAGE DIFFERENTIAL	1	.4 %
DISCRIMINATORY BENEFITS	16	5.8 %
SEXUAL HARASSMENT	36	13.0 %
HARASSMENT (OTHER THAN SEXUAL)	32	11.6 %
TERMINATION/LAYOFF	145	52.3 %
FAILURE TO RECALL	7	2.5 %
RETALIATION FOR FILING COMPLAINT	2	.7 %
FAILURE TO ACCOMMODATE A DISABILITY	32	11.6 %
OTHER	5	1.8 %

P U B L I C A C C O M M O D A T I O N S

BASES OF CLAIMS IN PUBLIC ACCOMMODATION DISCRIMINATION CASES
FILED FROM JANUARY 1, 1993 TO DECEMBER 31, 1993

PROTECTED CLASSES	NUMBERS	PERCENTAGES
RACE	26	33.3 %
COLOR	0	0.0 %
SEX	2	2.6 %
AGE (OVER 40)	1	1.3 %
RELIGION	0	0.0 %
DISABILITY	40	51.3 %
NATIONAL ORIGIN	4	5.1 %
ANCESTRY	3	3.8 %
SEXUAL ORIENTATION	10	12.8 %
MARITAL STATUS	0	0.0 %
PARENTAL STATUS	0	0.0 %
MILITARY DISCHARGE STATUS	0	0.0 %
SOURCE OF INCOME	0	0.0 %
RETALIATION	1	1.3 %

NOTE: Some complainants alleged discrimination based on more than one protected class. The percentage is based on the number of complaints including that particular basis, and so the percentages total more than 100%

P U B L I C A C C O M M O D A T I O N S

DISCRIMINATORY ACTIONS COMPLAINED OF IN PUBLIC ACCOMMODATION CASES
FILED FROM JANUARY 1, 1993 TO DECEMBER 31, 1993

DESCRIPTION	NUMBERS	PERCENTAGES
NOT ACCESSIBLE	31	39.7 %
MISTREATMENT	39	50.0 %
REFUSAL OF ENTRY	6	7.7 %
OTHER	2	2.6 %

AVERAGE TURN-AROUND TIMES

From Date of Filing to Substantial Evidence Determination or Other Dismissal

a. Employment	9.25 months
b. Public Accommodations	6.37 months
c. Housing	5.56 months
d. Total	7.06 months

From Date of Filing to Date of Final Ruling After Administrative Hearing*

a. Employment	20.0 months	
b. Public Accommodations	30.0 months	(only one case)
c. Housing	10.8 months	
d. Total	20.2 months	

*Includes delays caused by parties' motions for continuance

Speedy Case Resolution

Efficient work continues to enable the Commission to provide parties with a relatively speedy resolution to their cases. The Commission's average turn-around time from the day a complaint is filed until the date of a determination of whether or not there is substantial evidence, or until an earlier dismissal including the entire investigation period, is 7 months. That figure represents a far shorter turn-around time than that for similar cases handled by other agencies.

Public Access to Data and Decisions

The Commission established a complex database for organizing information pertaining to legal operations and for monitoring and making available to the public the Commission's growing body of legal precedent. Orders and rulings are available for inspection and copying by the public. Additionally, the Commission publishes a monthly Index which digests and summarizes substantive orders by topic. The Index is available for inspection at the Commission or by subscription. Notices of Administrative Hearings, which are open to the public, are published in the Commission's monthly "Calendar of Events" and are posted at the reception desk. Finally, the Commission's decisions will be available on WESTLAW in the near future and shall also soon be part of Chicago-Kent College of Law's computer database.

1993 Adjudication Staff

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1993 Hearing Officers and Conciliators

C = Conciliator H = Hearing Officer

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Susan Bogart (C)
Violet Clark (H)
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