



Chicago Commission on Human Relations (CCHR)
Deferred Action Labor Enforcement
Procedures and Information

Requesting a “Statement of Interest” from Chicago Commission on Human Relations (CCHR)

On January 13, 2023, to strengthen the U.S. labor market by increasing the ability of labor and employment agencies to investigate potential violations more fully, the Department of Homeland Security (DHS) released guidance that streamlined a new process for immigrant workers to obtain temporary protection from deportation and work authorization if they are involved in a labor dispute. Through this process immigrant workers may be granted prosecutorial discretion—primarily in the form of deferred action—if they are victims of, or witnesses to, labor exploitation under investigation by a federal, state, or local labor and employment agency and the agency supports their request. Upon request, agencies may provide “Statements of Interests” to explain to DHS that the agency has a pending investigation that affects the labor market. Refer to DHS’ website for more information, <https://www.dhs.gov/enforcement-labor-and-employment-laws>.

CCHR is Chicago’s Civil Rights Agency. CCHR’s investigations into employment discrimination impact the labor market. As such, CCHR accepts requests for a “Statement of Interest,” but only when there is a pending employment discrimination complaint filed here. This packet explains CCHR’s process and procedures for requesting that CCHR provide a “Statement of Interest.”

Please note, you must file an employment discrimination complaint with CCHR to request a “Statement of Interest.”

This packet includes the following:

1. Instructions on how to file an employment discrimination complaint with CCHR;
2. Instruction on how to submit a Request for a “Statement of Interest;”
3. An optional form to use for your Request “Statement of Interest;” and
4. Frequently Asked Questions (FAQs) about the process.

For questions, please contact Marisol Gallegos, Director of Human Rights Compliance, 312-744-9678, Marisol.Gallegos@cityofchicago.org.

How to File an Employment Discrimination Complaint with CCHR

The Chicago Human Rights Ordinance prohibits discrimination in employment, public accommodations, credit transactions, and bonding, as well as retaliation.

Who can file a complaint with CCHR:

You can file a complaint with CCHR if you have experienced discrimination or sexual harassment at your place of employment within the city of Chicago. There is no minimum number of employees. There is no cost to file.

Types of Discrimination Basis Covered (Protected Classes):

Race	Gender Identity
Color	Marital Status
Religion	Parental Status
Sex (including sexual harassment)	Source of Income
National Origin	Military Status
Ancestry	Credit History
Age	Criminal History
Disability	Bodily Autonomy
Sexual Orientation	Retaliation

Adverse Actions Covered:

Refusal to Hire	Different Terms and Conditions
Refusal to Promote	Unequal Compensation
Discipline	Harassment
Discharge	Failure to Accommodate

(Based on your membership in one of the above listed protected classes)

When:

You must file a complaint within 365 days of the alleged discrimination, for incidents of discrimination occurring on or after June 4, 2022.

How:

Complaints may be filed in person, by mail, fax, email, or online. The Complaint form is available on CCHR's website. Intake staff is available to assist preparing complaints in person.

Filing Hours:

Monday through Friday
9:00 - 5:00 (2 copies of all filings required)

Interpreter services are available. For accommodation requests, please contact 312-744-4111.

Intake Hours:

Monday through Friday
9:00 - 3:00

Where:

Chicago Commission on Human Relations

740 N. Sedgwick, Suite 400

Chicago, IL 60654

(312) 744-4111 (General), 312-744-4474 (*Intake line – questions about filing Complaints*)

(312) 744-1088 (TTY)

(312) 744-1081 (FAX)

cchrfilings@cityofchicago.org

chicago.gov/cchr

How to Request a “Statement of Interest” from CCHR

Step 1: To request a “Statement of Interest” from CCHR, an employment discrimination complaint must be filed with CCHR. Refer to the instructions on page three about how to file a complaint.

Step 2: Individuals or their advocates or representatives seeking a “Statement of Interest” should send a written request for a “Statement of Interest” (you may use the **optional Request form** provided herein), to the attention of Marisol Gallegos, Director of Human Rights Compliance, via mail, fax or email to:

Chicago Commission on Human Relations
740 N. Sedgwick
Suite 400
Chicago, IL 60654
(312) 744-4111
(312) 744-1088 (TTY)
(312) 744-1081 (FAX)
cchrfilings@cityofchicago.org

Requests should:

- (1) Include the name of the Requestor.
- (2) Identify the workplace involved in the relevant CCHR investigation or litigation.
- (3) Provide the assigned case number of their Complaint filing with CCHR.
- (4) Provide a copy of the Complaint filed with CCHR.
- (5) Include the Requestor’s contact information.
- (6) Provide a brief description of why the Requestor believes deferred action would help CCHR carry out its enforcement of the Chicago Human Rights Ordinance.
- (7) Provide information of any coercion, retaliation, or threats of retaliation the Requestor witnessed or experienced.

It is the exclusive responsibility of federal immigration officials to determine whether a person is eligible for labor based deferred action. Issuance of a “Statement of Interest” by CCHR simply verifies information relevant to the federal immigration benefit sought, including information relevant for federal immigration officials to determine eligibility for discretionary relief such as deferred action or parole in place. By issuing a “Statement of Interest,” CCHR confirms that a Complaint of discrimination at a workplace has been filed and currently is being investigated by the CCHR.

For questions about requesting a Statement of Interest, contact Marisol Gallegos, Director of Human Rights Compliance, 312-744-9678, Marisol.Gallegos@cityofchicago.org.



City of Chicago
COMMISSION ON HUMAN RELATIONS
740 N. Sedgwick, Suite 400, Chicago, IL 60654
312/744-4111 (Voice), 312/744-1081 (Fax), 312/744-1088 (TDD)
www.Chicago.gov/cchr, cchrfilings@cityofchicago.org

**DEPARTMENT OF HOMELAND SECURITY
STATEMENT OF INTEREST REQUEST FORM**

COMPLAINANT'S NAME		TELEPHONE Email:
STREET ADDRESS		CITY, STATE, ZIP CODE
RESPONDENT'S NAME(S)/WORKPLACE		TELEPHONE
STREET ADDRESS		CITY, STATE, ZIP CODE
ASSIGNED CCHR CASE NUMBER	- E -	
REQUESTOR'S CONTACT INFORMATION		
PROVIDE A BRIEF DESCRIPTION OF WHY YOU BELIEVE DEFERRED ACTION WOULD HELP CCHR CARRY OUT ITS ENFORCEMENT OF THE CHICAGO HUMAN RIGHTS ORDINANCE		
PROVIDE INFORMATION OF ANY COERCION, RETAILIATION, OR THREATS OF RETAILIATION YOU WITNESSED OR EXPERIENCED		
REQUESTOR'S SIGNATURE:		DATE SIGNED (month/day/year)

IF YOUR COMPLAINT WAS PREVIOUSLY FILED, PLEASE PROVIDE A COPY OF YOUR COMPLAINT FORM.

**Chicago Commission on Human Relations' Support for Immigration-Related Deferred Action
Requests to the U.S. Department of Homeland Security (DHS)**

FREQUENTLY ASKED QUESTIONS

Q1: Does the Chicago Commission on Human Relations (CCHR) accept requests to support labored-based deferred action for individuals who may have been unlawfully discriminated against in the workplace.

A1: Yes. CCHR consider requests on a case-by-case basis. CCHR supports the U.S. Department of Homeland Security's (DHS) use of prosecutorial discretion to further the enforcement of laws within CCHR's jurisdiction.

Q2: Can CCHR provide me advice about whether I should request a "Statement of Interest?"

A2: No, CCHR cannot provide any individual with advice to request a "Statement of Interest." We recommend that you consult with an immigration attorney. CCHR is a neutral party. For a list of recognized organizations and accredited representatives, visit:
<https://www.justice.gov/eoir/page/file/942306/download#ILLINOIS>

Q3: How can an individual or their representative request a "Statement of Interest" from CCHR?

A3: Individuals or their advocates or representatives should send a written request that CCHR submit a "Statement of Interest" to DHS. Such requests should be sent to the attention of CCHR's *Director of Human Rights Compliance*, Marisol Gallegos, via mail, fax or email to:

Chicago Commission on Human Relations
740 N. Sedgwick
Suite 400
Chicago, IL 60654
(312) 744-4111
(312) 744-1088 (TTY)
(312) 744-1081 (FAX)
cchrfilings@cityofchicago.org

There is an optional Request Form included in this packet.

Q4: What information should be included in the request for a "Statement of Interest?"

A4: Requests should:

- (1) Include the name of the Requestor.
- (2) Identify the workplace involved in the relevant CCHR investigation or litigation.
- (3) Provide the assigned case number of their Complaint filing with CCHR.
- (4) Provide a copy of the Complaint filed with CCHR.
- (5) Include the Requestor's contact information.
- (6) Provide a brief description of why the Requestor believes deferred action would help CCHR carry out its enforcement of the Chicago Human Rights Ordinance.
- (7) Provide information of any coercion, retaliation, or threats of retaliation the Requestor witnessed or experienced.

Requests should NOT:

- (1) Provide personally sensitive identifiable information, including dates of birth, Social Security Numbers, or Alien Registration Number.
- (2) Provide the Requestor's immigration history.

Q5: What factors will CCHR consider when deciding whether to issue a “Statement of Interest” for an individual’s request for Deferred Action with DHS?

A5: CCHR promotes appreciation of Chicago’s diversity and works to eliminate prejudice and discrimination. Protecting the civil rights of individuals who participate in CCHR’s investigations and/or administrative hearings is fundamental to fulfilling its enforcement obligation. CCHR supports requests for prosecutorial discretion on a case-by-case basis where such requests support preventing and remedying unlawful employment discrimination. CCHR will take into consideration the following factors: (1) whether the request relates to an open or closed CCHR investigation or litigation; and (2) whether deferred action would help CCHR to carry out its enforcement of the Chicago Human Rights Ordinance. If so, CCHR at its discretion may provide a “Statement of Interest.”

Q6: Must there have been a substantial evidence finding by the Commission in the individual’s case for CCHR to issue a “Statement of Interest?”

A6: No, there does not need to be a finding of substantial evidence by CCHR. However, there must be a formal Complaint filed with CCHR and the requestor will need to provide information as it relates to an open or closed CCHR investigation or litigation and why they believe deferred action would help CCHR carry out its enforcement of the Chicago Human Rights Ordinance.

Q7: How long does it take to get a response back regarding my request for a “Statement of Interest” from CCHR?

A7: CCHR shall inform the requestor whether it will provide a “Statement of Interest” within two weeks from the date of the request and will submit to DHS the proposed “Statement of Interest” as soon as practicable, no later than 30 days from the date of the request. Once CCHR receives a response from DHS (or after 72 hours from our submission to DHS), CCHR will provide the “Statement of Interest” to the requestor.

Q8: If CCHR grants my request for a “Statement of Interest,” will CCHR identify me personally in the Statement as the individual who requested it?

A8: No, CCHR will not identify any individuals in a “Statement of Interest.” CCHR’s “Statement of Interest” will refer generally to the workers at the specified worksite where there is a pending investigation by CCHR.

Q9: Does a “Statement of Interest” provide any immigration status, protection, or relief?

A9: No, issuance of a “Statement of Interest” by CCHR simply verifies information relevant to the federal immigration benefit sought, including information relevant for federal immigration officials to determine eligibility for discretionary relief such as deferred action or parole in place. It does not provide any immigration status, protection, or relief. It is the exclusive responsibility of federal immigration officials to determine whether to exercise prosecutorial discretion.

Q10: What happens after CCHR issues a decision on an individual’s request for a “Statement of Interest?”

A10: If a request is granted, CCHR will submit the “Statement of Interest” directly to DHS, per their instructions. The Individual or their advocate or representative will also receive a copy of the “Statement of Interest” so they may include the statement with their petition for Deferred Action to DHS.