

HUMAN RIGHTS INVESTIGATOR**MONTHLY REPORT**

Month/Year: April 2023

Case Summaries

Case #	Type	Date Filed	Most Recent Disposition
220201	Disability discrimination in employment (termination)	February 1, 2022	<p>Found probable cause and sent investigation summary to the parties on October 19. The parties have been in negotiation ever since.</p> <p>On April 10, the attorneys notified me that they had reached an agreement in principle. When (and if) the agreement is executed, the Complainant will withdraw the charge, and the case will be closed.</p>
220713	Race discrimination and retaliation in employment (termination)	July 13, 2022	<p>I completed the investigation and did not find probable cause for a violation. I dismissed the case. Both parties were sent notification on March 6.</p> <p>On March 31, the Complainant filed an appeal. The Commission is setting a date to review the dismissal.</p>
221017	Disability discrimination in a place of public accommodation	October 17, 2022	<p>I completed the investigation and found no probable cause of a violation on March 16. Complainant has 40 days to submit an appeal of this ruling. If they do not appeal, the case will be closed.</p>
230224	Race discrimination in employment (denial of promotion, constructive discharge)	February 24, 2023	<p>Charge was submitted on February 24. I conducted the initial interview on February 28. The case centers alleged harassment based on race, which is not prohibited by our ordinance.</p> <p>However I filed the charge on March 14 based on racial discrimination. The Complainant has asked the Respondent to negotiate a settlement, but the Respondent has not yet replied.</p> <p>At the request of the Respondent, I granted an extension to April 18 to submit its response.</p>

Case #	Type	Date Filed	Most Recent Disposition
230303	Religious/national origin discrimination in employment (termination)	March 3, 2023	Charge was submitted on March 3. I conducted the initial interview on March 7 and determined there was reasonable suspicion of a violation. I prepared the formal charge and interrogatories. I filed the charge on March 21. The Respondent has 30 days for the date of receipt to submit its response.

Conducted Commissioner orientation session for Commissioners Kelly and Walker.

Will attend meeting of Illinois Municipal Human Relations Association (IMHRA) on April 19, representing City of Decatur.

Submitted by: **Fred Spannaus, Human Rights Investigator**