

**HUMAN RIGHTS INVESTIGATOR****MONTHLY REPORT**

Month/Year: October 2023 (as of October 6, 2023)

**Case Summaries**

<b>Case #</b>	<b>Type</b>	<b>Date Filed</b>	<b>Most Recent Disposition</b>
230303	Religious/national origin discrimination in employment (termination)	March 3, 2023	<p>After I prepared the Investigation Summary, I called the Complainant to inform them I had not found probable cause of a violation. The Complainant said they had new witnesses. I put the case on hold for 2 weeks to allow the Complainant to produce the witnesses.</p> <p>However, when I called back two weeks later, the Complainant said there were no additional witnesses, so I made a finding of no probable cause on September 26. This case is now closed unless the Complainant files an appeal.</p>
230629	Disability discrimination in employment	June 29, 2023	<p>I conducted the initial interview on July 7 and found reasonable suspicion of a violation. I prepared the formal charge. The Complainant signed it and it was sent to the Respondent on July 14.</p> <p>On August 8, I granted the Respondent an extension to September 7 to file its response. The parties then asked to try to settle the case, and they reached an agreement on September 22. This case is now closed.</p>
230719	Race discrimination in employment	July 19, 2023	<p>I conducted the initial interview on July 27 and found reasonable suspicion of a violation. I prepared the formal charge. The Complainant signed it and it was sent to the Respondent on August 4.</p> <p>Respondent filed its response on September 19, having been granted an extension. I forwarded the response to the Complainant for review, and I am attempting to schedule an interview to begin the formal investigation.</p>

Case #	Type	Date Filed	Most Recent Disposition
230725B	Race discrimination in employment	July 25, 2023	I conducted the initial interview on August 7 and found reasonable suspicion of a violation. I prepared the formal charge. The charge was sent to the Respondent on August 14.  The Respondent's attorney and the Complainant have agreed to attempt to settle the case with me serving as remote mediator.
230831	Race discrimination in employment	August 31, 2023	I conducted initial interview on September 8, 2023 and determined there was reasonable suspicion of a violation. I prepared the formal charge. The charge was sent to the Respondent on September 25.
230908B	National origin discrimination in employment	September 8, 2023	I conducted the initial interview for September 25, and determined the alleged violation occurred outside of the City of Decatur. Referred Complainant to Illinois Department of Human Rights and provided IDHR forms. This case is now closed in our part.
230912	Race discrimination in employment (termination)	September 12, 2023	I conducted the initial interview on September 25 and found reasonable suspicion of a violation. I prepared the formal charge. The Complainant signed it and it was sent to the Respondent on October 5.

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