	Complaint of V CITY OF I	iolation o Champaign H & Communit	IUMAN RELAT	TIONS C	OMMISSI		38		
2 2 3	City of CHAMPA	IGN		102	2 North Ne	: Commissio eil Street nois 61820	IN		
Date R	eceived: 04/21/10		Case Number: CC-10-002PA						
HRD JI	risdiction: Yes	X No	Date of Alleg	ed Discri	mination:	03.	/24/10		
Place o	f Alleged Discrimination	Class	sic Tan						
	COMPLAINANT(S)				RESPOND	ENT(S)		-	
Name			Name	Classic Tan					
Addres	s l		Address	1733 W. Kirby					
CSZ		CSZ	Champa	aign, IL 618.	21				
Phone		Phone	(217) 3	51-6976	<u></u> .				
	WITNESSES	OR OTHERS H	AVING KNOWLEI	DGE OF T	HIS VIDLAT	10N:			
	COMPLAINANT(S)	· · · · · ·			RESPOND	ENT(S)	<u> </u>		
Name			Name						
Addres	5		Address						
CSZ			CSZ.						
Phone			Phone						
	ALL	EGATION: DISC	RIMINATION W	AS BASE	D DN:				
Age	Family Responsibilities	Personal App	earance	Race		Sexua	Orientation		
Class	Marital Status	Physical/Men	ntal Disability X	Religi	DN	Sourc	e of Income		
Color	Matriculation	Prior Arrest	or Conviction	Sex		Other			
Creed	National Origin	Palitical Affilia	ation	Sexua	l Harassment				
		DISCRIMIN	ATION OCCURR	ED IN:					
Credit	Employment	Housing			ercial action	Public Accon	nmodations	X	

Respondent Complainant	Legal	File	
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It had begun to rain and it was wind outside. A Classic Tan employee approached and advised that he would need to leave. The employee then informed that the store does not take care of his kind there.

Complainant Signature

State of Illinois )

S.S,

County of Champaign)

On \_\_\_\_\_, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Notary Public

		Complaint of CITY C	F CH	AMPA	IGN HI		TIONS	COMMISSION		1ance		
								n Relations C		й. Г		
		City of CHAMI	PAIG	N		102 North Neil Street						
Date R	eceiv	·····				Champaign, Illinois 61820 Case Number: CC-10-003EM						
HRD J	urisd	iction: Ye	)	( No		Date of Alleg	ed Disc	rimination:		07/10		
Place o	of Alle	eged Discrimination:	<b></b>		Mothe	herhood Maternity						
		COMPLAINANT(	5)		-			RESPONDEN	T(S)			
Name				,		Name	Mothe	rhood Materni	ty			
Addres	s					Address	Marke	t Place Mall				
CSZ						CSZ	Cham	paign, IL 61821				
Phone						Phone	(217)	355-1263		······································		
		WITNESS		R ULTHE	RS HA			THIS VIOLATIO	N.			
<u></u>		COMPLAINANT(						RESPONDEN		<u> </u>		
Name						Name						
Addres								<u>     .    .</u>				
	55	· · · · · · · · · · · · · · · · · · ·				Address						
CSZ						CSZ						
Phone		·····				Phone						
			LLEG	ATION:	DISCR	IMINATION W	AS BAS	ED ON:	• • • • • •			
Age	X	Family Responsibilities		Perso	inal Appe	arance	Rac	8		Sexual Orientation		
Class	<u> </u>	Marital Status				al Disability	Reliq	gian		Source of Income		
Color	-	Matriculation				r Conviction	Sex		X	Other Retaliation		
Creed	<u> </u>	National Origin		· · · ·	al Affiliat:		l	ual Harassment				
	· · ·	1 E				TION OCCURE			1			
Credit		Employment	X	Housi	ng			imercial Isaction		Public Accommodations		

Respondent Complainant Legal File	
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I am employed by My name is l reside at Motherhood Maternity. My Supervisor's name is Megan Crawford.

My Supervisor is creating a hostile work environment for me by making negative comments about me to my co-workers, and she has reduced the number of hours I am scheduled to work. Co-workers have come to me on a number of occasions citing comments made by my supervisor.

My supervisor, before she even met me, told a co-worker that I was pregnant and lazy. My supervisor subsequently has said that I have an attitude problem and am intimidating. She also has said that she wishes to get rid of the old people. At age 31, I am the oldest person in the store.

Recently, my work hours have been reduced. I was getting 20 plus hours a week. Now, I am scheduled for only eight hours. It appears that my supervisor is trying to drive me from my job. I have reported my supervisor to district management a few times, but the situation has not gotten better.



State of Illinois )

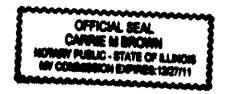
S.S.

County of Champaign)

On <u>July 15, 2010</u>, the Complainant personally appeared before me, whose identity l proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Brown Notary Public



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	Complaint of	Vio	lation of the Hu	me	m Rights Br	din	ance					
			MPAIGN HUMAN REL	S 11 2 1	the second star loss and							
		<b>6</b> C	OMMUNITY RELATION									
				Human Relations Commission								
	City of CHAMPA	lG	N	102 North Neil Street Champaign, Illinois 61820								
Date Re	and a second second second descented		ALL AND	CC-11-001EM								
	isdiction: Yes	X	一般のなどのなどである。 「などのなどのなどのなどのなどのなどのなどのなどのなどのなどのです。 などのなどのなどのです。 などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのです。 などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのです。 などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどの などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのです。 などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどの などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどの などのなどのなどのなどのなどのなどのなどのなどのなどのなどのなどの などのなどのなどのなどのなどの などのなどのなどのなどのなどのなどのなどのなどの などのなどのなどのなどのなどの などのなどのなどのなどのなどのなどのなどのなどのなどのなどの などのなどのなどのなどの などのなどのなどのなどの などのなどのなどの などのなどのなどの などのなどの などのなどの などのなどの などのなどの などのなどの などのなどの などのな などの などの	Date of Alleged Discrimination: 11/18/10								
Place d	Alleged Discrimination:		Olive Garden				· · · · · · · · · · · · · · · · · · ·					
	COMPLAINANT(S)					(S)						
Name			States, -		llive Garden							
Address					C E. Anthony Drive	•						
CSZ					Shampaign, IL 61820	<b> </b>						
Phone			<u>३५००</u> ०२		217) 351-6339							
	WITNESS	<u> 55 OF</u>	ROTHERS HAVING KNOWL	EDGE	OF THIS VIOLATION							
	COMPLAINANT(S)			886d	RESPONDEN	<b>(</b> ( <b>S</b> )						
Name			Name									
Addres	S.   		Address									
CSZ			ESZ									
Phone			Phone									
	<b>1</b>	LLEG	ATION: DISCRIMINATION	WAS	BASED ON:							
Age	Family Responsibilities		Personal Appearance	-	Race		Sexual Orientation					
Class Color	Marital Status Matriculation		Physical/Mental Disability Prior Arrest or Conviction	<u> </u>	Religion Sex		Source of Income Other: Retaliation	X				
Creed	National Origin		Political Affiliation	<u> </u>	Sexual Harassment	X						
			DISCRIMINATION OCCU	RRED			L. Na second sec Na second sec					
Credit	Employment	X	Housing		Commercial		Public	<u>本報司</u> 				
- (		1		<u> </u>	Transaction	L	Accommodations					

## DISTRIBUTION:

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l Respondent	)	Complainant	1	Legai	f 16	1 1
E BERNAR AN BERNARD AN	;	f evenue and the second s	1	Legui	1 8 39 63	
	3				•	
CONTRACTOR OF A CONTRACTOR OF	Weaterday Personal	And the state of the second seco			 The automotive serves a reach mental to make	1.1.1 South 14 No. See Alterry and A facility

My name is l reside at was employed by Olive Garden in Champaign, IL. My Supervisor's name was Jason Hodges.

I complained that a company trainer was sexually harassing me. I made that complaint to management. Two days later, I was wrongfully accused of stealing cake from the business and terminated. The termination was in retaliation to my making a sexual harassment complaint.



State of Illinois )

S.S.

County of Champaign)

On \_\_\_\_\_\_, TAN . 24, 2011 \_\_\_\_\_, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Brown Notary Public



	Complaint of CITY OF	CHA	MPAIGN HU	JMAN RELA	TIONS COMMISSI	38-X 7-640034	ance			
Date Re	City of CHAMPA CHAMPA ceived: 04/07/11 isdiction: Yes			Y RELATIONS DIVISION Human Relations Commission 102 North Neil Street Champaign, Illinois 61820 Case Number: CC-11-002EM						
(Dependentier)	Alleged Discrimination:			Date of Alleged Discrimination: 02/17/11 pressive Logistic Services						
	COMPLAINANT(S)	anna an aig th 1974 (197			RESPOND	ENT(S)				
Name				Name - Sa	Progressive Logi	stic Sei	vices			
Address				Multesse	3001 Apollo Drive					
CSZ				Champaign, IL 61820						
Phone				Pione : .	(217) 403-5053					
	<b>WITNESS</b>	ES DA	RITTHERS HA	ANG KNOWLE	DGE OF THIS VIOLATI	DN:				
	COMPLAINANT(S)			-	RESPOND	ENT(S)				
Name Address				Name Address						
CSZ				CSZ			·			
Phone				Phone			·			
FILLIG	ian Antice and a second second		ATION: DISC		AS BASED DN:					
Age	X Family Responsibilities	2883) <b>49</b> 83	Personal Appe		Race	X	Sexual Orientation			
Class	Marital Status		Physical/Ment	tal Disability	Religion		Source of Income			
Color	Matriculation	Prior Arrest o	r Conviction	Sex		Dther				
Creed	National Origin		Political Affilia	tion	Sexual Harassmer	rt 🛛				
	E			TION OFFUR						
Credit	Employment	X	Hausing		Commercial Transaction		Public Accommodations			

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## DISTRIBUTION:

Respondent Complainant Legal File

My name is I reside at ,

During the first week of March, I found out that I was terminated, effective February 22, 2011. I learned of my firing from a company employee in Atlanta, Georgia, who was helping me with my 401K. I feel that I was terminated due to my race and age.



State of Illinois ) S.S.

County of Champaign)

On MAY 17, 2011, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Blown

Notary Public



	Complaint of CITY OF	CHA		JMAN RELA	ATIONS	COMMISSI	通知	ance			
ann an thursday an thair an th			<u>ar an </u>	Human Relations Commission							
	City of				1	02 North Ne	il Stre	et			
	City of CHAMP	٩IG	N	Champaign, Illinois 61820							
Date Rece	lived: 06-02-11			Case Number: CC-11-003EM							
HRO Juris	diction: Yes	X	No	Date of Alleged Discrimination: 05-23-11							
Place of A	lleged Discrimination		McDoi	nald's							
	COMPLAINANT(S)	)				RESPONDE	NT(S)				
Name				Name McDonald's							
Address				Address 4910 N. Market Street							
CSZ				CSZ Champaign, IL 61822							
Phone				Phone	(217)	643-7918					
	WITNESS	ES D	R OTHERS HA	VING KNOWL		THIS VIOLATIC	N:				
	COMPLAINANT(S)	)				RESPONDE	NT(S)				
Name				Name							
Address				Address							
CSZ		·		CSZ .							
Phone				Phone							
		ALLER	BATION: DISC	RIMINATION	NAS BAS	ED ON:		in the second			
Age	Family Responsibilities		Personal Appe	earance	Ra	3		Sexual Orientation			
Class	Marital Status		Physical/Men	tal Disability	Re	igion		Source of Income			
Color	Matriculation		Prior Arrest o	r Conviction	Se	Χ		Other:			
Creed	National Origin	X	Political Affilia	ition	Se	xual Harassment	and the state of the sector	Manufacture and the second	400.417		
			DISCRIMIN	ATION DEEUR	RED IN:						
Credit	Employment	X	Housing			mmercial Insaction		Public Accommodations			

Respondent Complainant Legal File					File	
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My name is . I reside at

I am regularly accused of stealing and called a "stupid Mexican" by my supervisor. I feel harassed at work, and as a result, I am nervous and stressed at the job. I believe that I am treated this way because I am Mexican.



State of Illinois )

S.S.

County of Champaign )

On  $\frac{9/2/u}{me}$ , the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

arrie M. Bran

Notary Public

OFFICIAL SEAL CARRIE M BROWN NOTARY PUBLIC - STATE OF ILLINOIS NY CONSISSION EXPIRES 12(27)11

in an	Complaint of CITY OF	CH/	MPAIGN H		TIONS COMMISS		Iance			
	City of CHAMP	AIG	N		Human Relation: 102 North N Champaign, Illi	eil Stre	et			
Date Reci			North Arthony and	Case Number: CC-11-004EM						
HRO Juri:	sdiction: Yes Uleged Discrimination:	<u> </u>		Date of Alleged Discrimination:         D6/28/11           sedom Dil Company #23						
	COMPLAINANT(S		IIEE		RESPOND					
Name		)		Name	Freedom Oil Com		23			
Address				Address	1406 N. Prospect	Ave.				
CSZ				CSZ	Champaign, IL 61	320				
Phone				Phone	(217) 398-4930		·			
	WITNESS	ies d	R OTHERS H.	AVING KNOWLE	DGE OF THIS VIOLAT	ion:				
<u>i negatiki na k</u> angka ka	COMPLAINANT(S	)	<u>1996 - 1997 - 1998 - 1997 - 1997 - 1997</u>		RESPOND	ENT(S)	<u>ander and dep for Antonio and Antonio and Frank</u> anje			
Name				Name						
Address				Address						
CSZ				CSZ			·			
Phone		462-4-2508	an a	Phone		and the second second				
		ALLE	BATION: DISI	CRIMINATION W	VAS BASED ON:		n a departe de competen 1997 - Persona de competen 1997 - Persona de competencia			
Age	Family Responsibilities	-	Personal App		Race	X	Sexual Orientation			
Class	Marital Status		+··· ·	ntal Disability	Religion	·	Source of Income			
Calor Creed	Matriculation National Origin		Prior Arrest Political Affil	or Conviction lation	Sex Sexual Harassmei		Other			
	and a second sec			IATION OCCUR			<u>                                      </u>			
Credit	Employment	X ·	Housing		Commercial Transaction	1969 1969 1979 1979 1979 1979 1979 1979	Public Accommodations			

Respondent	Complainant	Legal	File	ł

My name is

I reside at

1 was terminated from employment at Freedom Oil #23. The reason given for the termination could easily be proven wrong. The real reason for the firing was my race.

Complainant Signature

State of Illinois ) S.S. County of Champaign)

On \_\_\_\_\_\_, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Notary Public

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	Complaint of	Vic	lation o	f the Hu	तास	Rights	Ordin	ance			
	CITY OF	CH/	IMPAIGN H	UMAN RELA	ATION	S COMMIS	SION				
		8 C	COMMUNIT	TY RELATIONS DIVISION							
					Hur	nan Relatior	ıs Comn	iission	100-00-00		
	City of CHAMP		NI	102 North Neil Street							
Date Rec				Champaign, Illinois 61820 Case Number: CC-11-005EM							
HRO Juris		X		Date of Alleged Discrimination: 06/29/11							
the State Lands	Alleged Discrimination		Ali a	nera Bread							
	COMPLAINANT(S)	) )				RESPON	DENT(S)				
Name				Name	Pan	iera Bread		<u></u>			
Address				Address	176	5 W. Kirby Av	/e.				
ESZ				ESZ Champaign, IL 61820							
Phone				Phone	(21	7) 355-9885					
	WITNESS	- 	1) <b>111 (41) (4</b> 1)	VINE KNOWLE	ence A		ΠΠΝ				
	COMPLAINANT(S)	影响和中国教							2/26		
	GUMELAINANI (S)	/ <u> </u>				RESPON	UENI(a)	<u> </u>			
Name		<u> </u>		Name			· · ·				
Address				Address					·		
CSZ				<u>CSZ</u>							
<u>Phone</u>				Phone					Refere		
	konstruiten (* 1995) T	ALLE	<u>ang kalan kanan</u> kana kana kana kana kana kana	RIMINATION N	NAS BA	SED ON	<u>x</u>				
Age	Family Responsibilities		Personal App			lace	^^	Sexual Drientation	<b> </b>		
Class	Marital Status		Physical/Mer			leligion		Source of Income	<u> </u>		
Color Creed	Matriculation National Origin	Prior Arrest Political Affili			Sex Sexual Harassm	ant	Other	<u> </u>			
			ATION OCCUR					 85.8949 80.4049			
Credit	Employment	<u>X</u>	Housing			Commercial		Public			
					1	ransaction		Accommodations			

Respondent	Complainant	Legal	File	

My name is

I reside at

I was terminated from Panera Bread without warning, and I was given no explanation for the action. I believe that I was terminated because of my race.

State of Illinois S.S.

County of Champaign)

July 21, 2011, the Complainant personally appeared before On me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Brown Notary Public

	Complaint of CITY OF	CHA	er have an a series at	UMAN REL	<b>VII</b>	ONS COMMISSION	inance			
yrafen oesel yr en gening faeth faeth fa		an na sa	<u>and and the second s</u>	Human Relations Commission						
	City of CHAMPA		. 1	102 North Neil Street						
Date Reci	a (~~)%///////////////////////////////////		<u>N</u>	Champaign, Illinois 61820 Case Number: CC-11-006EM						
	HRD Jurisdiction: Yes X No						00/20/11			
					Date of Alleged Discrimination: 06/29/11 Healthcare					
							·			
	COMPLAINANT(S)					RESPONDENT() Helia Healthcare	2)			
Name				Name		· ·				
Address				Address		915 S. Mattis Ave.				
ESZ	CSZ			ESZ .	20	Champaign, IL 61821				
Phone	Phone				Phone (217) 352-0516					
ner andra an Ner Albaras Ner Albaras	WITNESS	ES OI	R OTHERS HA	VING KNOWLI	EDG	E OF THIS VIOLATION:				
	COMPLAINANT(S)	)				RESPONDENT(	S)	<u></u>		
Name 🗤				Name						
Address				Address						
CSZ				ESZ						
Phone		n an		Phone						
		ALLEI 	ATION: DISC		14.5					
Age	Family Responsibilities	<u> </u>	Personal App		X	Race	Sexual Orientation			
Class	Marital Status	<u> </u>	Physical/Men			Religion	Source of Income			
Calar	Matriculation		Prior Arrest (			Sex	Other			
Creed	National Drigin		Political Affilia			Sexual Harassment				
Credit	Employment	<u>x</u>	Housing	ATION DECUR	KE	LIN: Commercial	Public			
			iteenig			Transaction	Accommodations			

Respondent Camplainant Legal File	pondent Complainant Legal	File
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(

My name is I reside at

I was terminated from Helia Healthcare without warning. I was told that the reason for the termination was the swelling in my legs.

Complainant Signature

State of Illinois ) S.S.

County of Champaign)

name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Brown Notary Public



	Complaint of CITY OF	CH/	IMPAIGN H	a da da da da da da da	<b>VTIC</b>	INS COMMISSION		ance			
				Human Relations Commission							
	City of CHAMP		N 1	102 North Neil Street Champaign, Illinois 61820							
Date Rece											
HRO Juris		X	No	Case Number: CC-11-007EM Date of Alleged Discrimination: 10/02/11							
	Place of Alleged Discrimination:					lusenminador.	in de Frender	10/02/11			
	COMPLAINANT(S)	)		Name		RESPONDENT Guido's	(S)				
Name						·····					
Address	Address				Address of 2 E. Main						
CSZ	ESZ				ESZ Champaign, IL 61820						
Phone .	Phone			Phone (217) 359-3148							
	WITNESS	ES D	R OTHERS HA	VING KNOWL	06	OF THIS VIOLATION					
	COMPLAINANT(S)	)				RESPONDEN	<b>(</b> ())				
Name				Name							
Address				Address				- <u> </u>			
ESZ			·	ESZ		·					
Phone				Phone		<u> </u>					
Nume:	<u> </u>		ation: disc	RIMINATION V	VAS	BASED DN:					
Age	Family Responsibilities		Personal App	earance	#4 <b>4</b> 724214703	Race	X	Sexual Orientation	2.200.40		
Class	Marital Status		Physical/Me	ıtal Disability		Religion		Saurce of Income			
Color	Matriculation		Prior Arrest	or Conviction		Sex		Other			
Creed	National Origin	Carlier Incom	Political Affili	ation		Sexual Harassment					
			DISERIMIN	ATION OCCUR	RED	<b>N:</b>					
Credit	Employment	X	Housing			Commercial Transaction		Public Accommodations			

Respondent Complainant Legal File

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My name is

I reside at

I was laid-off from employment at Guido's. There was no reason given for this action. The real reason for this occurrence is my race.

State of Illinois ) S.S. County of Champaign)

On \_\_\_\_\_Oct\_13, 2011 \_\_\_\_\_, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Brown Notary Public



	14 F	HAM	IPAIGN HL	en de la companye de	TIONS C	OMMISSION		ance		
				Human Relations Commission						
	City of CHAMPA					2 North Neil		· .		
						ipaign, Illinoi		B20		
Date Recei		X		Case Number: CC-11-008EM Date of Alleged Discrimination: 09/13/11						
HRO Jurisi		No.	Uate of Alle	ged Disci	imination:		09/13/11			
Place of Al	leged Discrimination	98. 16	Loft	<u></u>						
	COMPLAINANT(S)			A P.	RESPONDENT	(2)				
Name			Name	Loft						
Address			2000 N	l. Neil St.						
ESZ .		PS72 Champaign, IL 61820								
Phone		_		Phones (217) 355-0395						
	WITNESSE	S OR	OTHERS HA\	ANG KNOWLS	DGE OF TH	HIS VIOLATION				
	COMPLAINANT(S)					RESPONDEN	<b>r(s)</b>			
Name		-		Name						
Address				Address						
CSZ				CSZ -				· · ·		
Phone			<u> </u>	Phone						
	A	LLEGA	ATION: DISE	RIMINATION W	IAS BASE	D ON:				
Age	Family Responsibilities		Personal Appe	larance	Race		X	Sexual Orientation		
Class	Marital Status		Physical/Men	tal Disability	Relig	ion		Source of Income		
Color	Matriculation		Prior Arrest o	ır Conviction	Sex			Other		
Creed	National Origin	20.02.0 20.0 00-2	Political Affilia	ition	Sexu	al Harassment	5080010-389-1-4	nan versen sterre til her at leger af det som	Station Dr.	
			DISORÍMIN	ATION OCCUR	RED IN:		erre di Secologia Catelogia			
Credit	Emplayment	X	Housing			mercial saction		Public Accommodations		

Respondent Complainant Legal File
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My name is . I reside at

I was terminated from employment at Loft. The reason given for this action was my use of a merchandise credit card. However, I believe the real reason for my termination is my race.

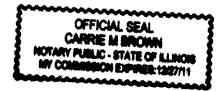
State of Illinois ) S.S. County of Champaign)

On October 14, 2011, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carino M. Brown

Notary Public



	Complaint of CITY OF	CHA	MPAIGN HI	JMAN RELA	TID	NS COMMISSIOI		ance		
Date Rece HRD Juris	長いた 教育の い		Y RELATIONS DIVISION Human Relations Commission 102 North Neil Street Champaign, Illinois 61820 Case Number: CC-11-009-EM Date of Alleged Discrimination: 08/16/11							
	lleged Discrimination:	io No esse Victoria		ter & Co.	<u>85.4945</u>				-	
	COMPLAINANT(S)		TY be	H 📓	RESPONDEN ollister & Co.	(2)	· 			
Name: 21						000 N, Neil St.		· · · · · ·	_	
Address		2000 EEEE	San Champaign, IL 61820							
ESZ				1574	21.53	217) 359-1297				
Phone				Qinne						
i algene i ver			KATHERSHY VATHERSHY	VING KNUWH T	EDCE	OF THIS VIOLATION	2017年1月第			
	COMPLAINANT(S)	)		RESPONDENT(S)						
Name			···	Name						
Address				Address						
ESZ				CSZ						
Phone		(1)	anan dan bermerikan ana an	Phone		university and a second measure of the second s	10040.5748	NAR BUMANNE AND BUILD IN THE MAN PARTICULA	Singler	
		ALLEI	ATION: DISE	RIMINATION	NAS	BASED ON:				
Åge	Family Responsibilities		Personal App	earance		Race	X	Sexual Orientation		
Class	Marital Status		Physical/Men	ital Disability		Religion		Source of Income		
Color	Matriculation	<u> </u>	Prior Arrest (		,	Sex		Other		
Creed	National Drigin		Political Affili		1	Sexual Harassment				
Credit	Employment	<u>x</u>	DISCRIMIN Housing	ATION OCCUR	RED	IN: Commercial		Public		
Greuit						Transaction		Accommodations		

Respondent	Complainant	Legal	- File	
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My name is

I reside at

I am employed by Hollister & Co. I have been denied pay raises and promotions. This is due to my race, physical appearance and retaliation.

State of Illinois ) S.S.

County of Champaign)

On <u>Movember 17, 2011</u>, the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie M. Brown

Notary Public

OFFICIAL SEAL CARRIE M BROWN

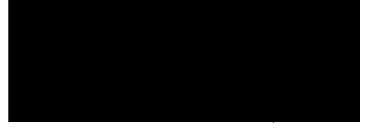
	Complaint of Complaint of Complaint of	CHAN	IPAIGN HI		(TII  5 I	INS COMMISSION Division				
				Human Relations Commission						
		AIGN	l	102 North Neil Street Champaign, Illinois 61820						
Date Rece			•	Case Number: CC-12-DD1EM						
HRO Juris	sdiction: Yes	X	No	Date of Alle	ège	d Discrimination:	03/01/12			
Place of A	Alleged Discrimination:		Fashic	on Bug						
	COMPLAINANT(S)					RESPONDENT	(2)			
Name				Name		ashion Bug				
Address				Address		450 Winks Lane				
CSZ					Bensalem, PA 19020					
Phone					Phone (217) 356-8569 (local)					
<u>an an ann an </u>	WITNESS	ES OR	OTHERS HA	VING KNOWLI	数 数 EDG	E OF THIS VIOLATION:				
	COMPLAINANT(S)	AN DE MARCES	ine alternation of the		897.6 <i>00</i>	RESPONDENT	(5)	1993		
Name	(_,			Name						
Address				Address				-		
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				ATION OCCUR	RE					
Credit	Employment	X	Housing	<u>ang an</u> ni akang k		Commercial Transaction	Public Accommodations			

Respondent X Complainant X Legal X File X
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My name

I reside at

After being employed for two months, I was asked to sign a paper giving permission for a criminal background check. I was honest and said I had prior convictions. I was suspended for 10 days and terminated on the 11<sup>th</sup> day of suspension.



State of Illinois S.S. County of Champaign)

May 29, 2012 On , the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Carrie Notary Pub



		Complaint of CITY OF	CHA	MPAIGN HU	JMAN RELA	TIONS COMMIS	治的法律性的法律的	ance		
Date Re		City of CHAMPA			Y RELATIONS DIVISION Human Relations Commission 102 North Neil Street Champaign, Illinois 61820 Case Number: CC-12-002EM					
HRD Ju Place o	的现在分词	ction: Yes ged Discrimination	X	No Bromi	Date of Alleged Discrimination:         09/07/12           nley Group of Companies         09/07/12					
Name Addres ČSZ Phone	S	COMPLAINANT(S)	•		RESPONDENT(S)         Name       Bromley Group of Companies         Address       910 S. Third Street         ES7       Champaign, IL 61820         Phone       (217) 384-6100					
		WITNESS Complainant(s)		R OTHERS HA	VING KNOWLE	A DGE OF THIS VIDLA Respon	tion: Dent(s)			
Name Addres CSZ Phone	is S				Name Address CSZ 42 Phone					
	<u> </u>		LLEC		RIMINATION W	AS BASED ON:		Savuel Baiantation		
Age Class Color		Family Responsibilities Marital Status Matriculation		Personal Appe Physical/Men Prior Arrest c	tal Disability	Religion Sex		Sexual Orientation Source of Income Other		
Creed		National Origin		Political Affilia		Sexual Harassm	ent			
Credit		Employment	X	Housing		Commercial Transaction		Public Accommodations		

Respondent	Complainant	Legal	File	
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name	is		I	reside	at	St.

On Tuesday, August 28, 2012 I was entering the building at Bromley Group of Companies, my employer. I walked in and my left leq stuck on a huge spill on the floor and I slipped and banged my knee.

I was accused of willfully falsifying Company records and my employment was terminated on Friday, September 7, 2012. I have been an honest and reliable employee for almost 15 years with this Company. I feel in my heart they terminated me because of my age. I am nearing retirement.



State of Illinois ) S.S. County of Champaign)

September 18,2012 On the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

Μv

Carrie M. B

Notary Public



		CH	AMPAIGN	HUMAN RE	uman Rights C Lations commissi INS DIVISION		nance			
	City of CHAMP	AIC	<u>in</u>	Human Relations Commission 102 North Neil Street Champaign, Illinois 61820						
Date Rec				Case Number: CC-11-003EM						
HRO Juri:	and the second		( No	and the states of the states o	lleged Discrimination:		11/16/12			
Place of A	Alleged Discrimination:	65304 87863	Tac	co Bell	RESPONDE	(2)TN				
Name				Name	Taco Bell, Fredia /					
Address				Address	910 W. Springfield	Aveni	16			
CSZ				<b>BSZ</b>	Champaign, IL 618	21				
Phone				Phone	(217) 356-7526					
	WITNESS	ES C	R OTHERS	HAVING KNOW	LEDGE OF THIS WOLATI	<b>)N:</b>				
	<u>Comp</u> lainant(s)	)			RESPONDE	NT(S)	nan - La general de la contra de			
Name				Name						
Address				Address						
CSZ				ESZ			· · · · · · · · · · · · · · · · · · ·			
Phone				Phone						
	entralizzational Vieta Augusta Augusta Augusta	ALLE	EATION: DI	SCRIMINATION	WAS BASED ON:					
Age	Family Responsibilities		Personal A	ppearance	Race		Sexual Orientation			
Class	Marital Status		Physical/M	lental Disability	Religion		Source of Income			
Color	Matriculation		Prior Arres	st or Conviction	Sex	X	Other			
Creed	National Origin		Political Af	Part Carry and the rate	Sexual Harassment					
Credit	Emplayment	X	DISCRIM	INATION DECL	RRED IN: Commercial Transaction		Public Accommodations			
DISTRIBUT Respondent			.egal	File		1				

<u>Mv name i</u>s

I reside at

I recently discovered that I am making a lower hourly rate of pay than female managers with less experience and less tenure with the company. I believe I am being discriminated against based on my sex.



State of Illinois ) S.S. County of Champaign)

November 20,2012

the Complainant personally appeared before me, whose identity I proved on the basis of satisfactory evidence to be the person whose name is subscribed to this instrument, and that the Complainant acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

L.S.

On

Notary Public



	Complaint of CITY OF	CH/	MPAIGN I	of the Hu Iuman rela Y relation	TIONS C	OMMISSIC		ance	
<u>, , , , , , , , , , , , , , , , , , , </u>	City of CHAMP	AIG	N		102	Relations ( 2 North Nei 1paign, Illin	l Stre	et	
Date Rec	eived: 12/17/12			Case Numb	ier:	CC-12-004	EM	· · · · · · · · · · · · · · · · · · ·	
HRO Juri:	sdiction: Yes	X	No	Date of Alle	eged Discrimination: 11/16/12				
Place of <i>l</i>	Alleged Discrimination:		Smo	ike Que-N-Brew	l				
	COMPLAINANT(S	)	1			RESPONDEN	IT(S)		
Name				Name	Smoke	Que-N-Brev	V		
Address				Address	2411 Vil	lage Green i	Place		
CSZ				E8Z	Champ	aign, IL 6182	2		
Phone				Phone	(217) 3	55-3855			
	WITNESS	SES O	R OTHERS H	AVING KNOWLE	DGE OF TH	IIS VIOLATIO	N.		
	COMPLAINANT(S	)				RESPONDE	NT(S)		<u>18763334</u>
Name				Name					
Address				Address					
CSZ				CSZ				·	
Phone			· · · · · · ·	Phone					
		ALLEI	Gation: dis	CRIMINATION V	VAS BASEL	) ON:			
Age	Family Responsibilities	<u>and 1489</u> 8888	Personal Ap	pearance	Race	e en linderichte verstereiter	ana an an an An	Sexual Orientation	
Class	Marital Status		Physical/Me	ental Disability	Religi			Source of Income	
Color	Matriculation		Prior Arrest	t or Conviction	Sex			Other	
Creed	National Origin		Political Affi	liation	Sexua	ll Harassment	X	್ಷ ಸಂಯೋಜನ ಪ್ರಾಹಿತ್ ಕ್ರಿ ಲಾಗ್ ಎಂಗ್ ಎಂಗ್ ಎ	! 
			DISCRIMI	NATION OCCUR	RED IN:				
Credit	Employment	X	Housing			nercial action		Public Accommodations	

Respondent Complainant	Legal	File
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My name is

I reside at

While attending an after-work event with other employees at the home of Mark (restaurant manager), another employee touched me in a sexual way. I immediately voiced my displeasure at his inappropriate and unsolicited behavior. Later that evening texted me, referenced his friendship with Mark the manager, and threatened my job. The next day when I tried to talk to Mark about what transpired, he refused to listen and mocked and teased me throughout the day. Two days after the sexual harassment, I was terminated.



State of Illinois

County of Champaign

December 19,2012 On

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Brown Notary Public



	Complaint of <b>\</b>	liolation	i of the Hur	nan Rights	Ordin	ance	
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Date Rece			Case Numbe				-
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Place of A	Neged Discrimination	<u> </u>	chnuck's				
				RESPON	DENT(S)		
Name			Name	Schnuck's			
Address				109 N. Mattis Av	enue		
GSZ			NT .	Champaign, IL G	1821		
Phone -			AUTION A	(217) 351-2600	ü		
	WITNESSE	S OR OTHER	SHAVING KNOWLE	DEE DE THIS VIDU	NION:		
	COMPLAINANT(S)				ident(s)		1450.902
Name			Name				
and the state			Address				
Address					5 700 - 0		
CSZ			ESZ				
Phone		e construction	Phone				
	A	DEGATION:	DISERIMINATION	AS BASED ON:			i iteratione T
Age	Family Responsibilities	Persona	Appearance	Race	X	Sexual Orientation	
Class	Marital Status	Physical	/Mental Disability	Religion		Source of Income	<u> </u>
Color	Matriculation		rest or Conviction	Sex		Other	<u> </u>
Creed	National Origin	r i se	Affiliation	Sexual Harassm	ient		
<b>Pr-du</b>	E		IMINATION DEEUR	RED IN: Commercial		Public	
Credit	Emplayment	X Housing		Transaction		Accommodations	

Respondent Complainant Legal	File	
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I reside at My name is

I was terminated, effective January 17, 2013. I was informed that the reason for my termination was that I had personally accepted a gift of stale potato chip products from the Frito Lay vendor. I feel that I was terminated due to my race.

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State of Illinois

County of Champaign

On JAN-ARY 29, 2013 the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Brown Notary Public



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		City of CHAMPA		Human Relations Commission 102 North Neil Street Champaign, Illinois 61820						
Date Ri	uniter of			Case Numb	ale a second and	-	B4 //D //D			
HRO Ju Place r		iction: Yes eged Discrimination:	X No Dru	Date of Alleged Discrimination: 01/19/13 ury Inn Hotel						
		COMPLAINANT(S)			RESPON	TENT(S)				
Name	an Maria			Name	Drury Inn Hotel					
Addres	8-1924) 12-29-5 1 <b>5</b> -29-5			Address	905 W. Anthony	Drive				
CSZ			CSZ Champaign, IL 61821							
Phone				Phene (217) 398-0030						
		WITNESSES	OR OTHERS H	AVING KNDWLE	DGE OF THIS VIOLA	TION:	ng ségéré szereket térévetettek Alekszereket tégéréset kezetettek			
		COMPLAINANT(S)	india wa di ni dana fikatika		Responi	DENT(S)		<u>这个</u> 优秀的知道。		
Name				Name						
Addres	5 <b>5</b> 4			Address						
CSZ				CSZ						
Phone				Phone						
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Age		Family Responsibilities	Personal Ap	pearance	Race	X	Sexual Orientation			
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Calor	X	Matriculation		t or Conviction	Sex		Other	<u> </u>		
Creed		National Origin	Political Affi		Sexual Harassme	int				
Credit	Alter at	Employment	Housing	NATION OCCUR	RED IN: Commercial Transaction		Public Accommodations	X		

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Respondent	Complainant	Legal	File	

My name is

I reside at

On January 19, 2013, my daughter and a group of her friends went to the Drury Inn Hotel for a birthday party sleepover. There were several Caucasian guests in the pool area that were calling the girls racist names. \_\_\_\_\_ the chaperone of our group, heard about this and went to inform the hotel manager. She told him repeatedly about the name calling. After our group was moved repeatedly to several different rooms, the hotel told it was best for the group to leave. I feel that my daughter and her friends were asked to leave the hotel due to race and color.



State of Illinois

County of Champaign

February 7, 2013 On

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carine M. Brozen Notary Public



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	City of CHAMPA		<u>N</u>	H	uman Relations Co 102 North Neil S Champaign, Illinoi	Stree	et	
Date Rece HRO Juris Place of A	No Date of Al	Case Number Date of Alleged Discrimination: 9/24/12 Tration of Animal Science Societies						
	COMPLAINANT(S)				RESPONDENT	(S)		
Name: K	Name			Fi	ederation of Animal	Scie	nce Societies	
				12	100 S. Oak Street			
NA S	57.			Champaign, IL 61820				
Pione				Phone 217-356-3182				
	I WINISS	К П.	OTHERS HAVING MOVI	n Filte	nenusvinivaan			
	COMPLAINANT(S)	10-0-00-94			RESPONDENT			
NEMEA 2.000ESS			Name Address					
<u>FNZ</u>								
<u>Pione</u>			Ahone .					
	A	LLEG	ATION: DISCRIMINATION	WAS	BASED ON:			
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Class	Marital Status		Physical/Mental Disability	X	Religion		Source of Income	
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			DISCRIMINATION OCCU	RRED				
Credit	Employment	X	Housing		Commercial Transaction		Public Accommodations	

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# DISTRIBUTION:

Respondent	Complainant	Legal	File	
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My name is

I reside at

In September 2012, I notified my employer that I had a disability that required a flexible work schedule. I also offered Jamie Ritter, the managing director, two letters from my physician which detailed my disability and suggested reasonable accommodation including a flexible schedule. Ms. Ritter refused to read the letter. When I tried to offer suggestions for modifications that would enable me to continue performing the essential functions of my position, I was told that such modifications would be unfair to other employees and my suggestions were ignored. The employer failed to initiate the interactive process until February 26th - five months after learning of my disability and one week after I had taken medical leave as a result of not having a modified work schedule. During the meeting, Ms. Ritter, Ruth Ann Fleenor and their attorney David Krchak told me to produce in writing a list of accommodations to be considered. Four business days later, while I was pursuing consultation with my physician, I received a letter which indicated that I was terminated effective March 4, 2013 because my employer was unable to identify reasonable accommodations for my disability.



State of Illinois

County of Champaign

on March 11, 2013

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M.

Notary Public



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				Prime of							
		COMPLAINANT(S)	· .				PONDENT(S)				
Name.					ame .	Prime Sole					
Addresss				Address and 1783 Avenue of Mid America							
5572					Effingham, II	L 62401					
Phone						217-342-74	63				
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	COMPLAINANT(S)				<u></u>	RES	PONDENT(S)				
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Credit		Employment	X	Hausing	UNIX DOUGHAN	Commercia Transactior		Public Accommodations	<u>1000000000000000000000000000000000000</u>		

Respondent	Complaina	nt Legal	File	

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My name is

I reside at

On April 9, 2013 and after successfully managing Prime Sole for 10 ½ years, I was terminated. In December of 2012, the owner of Prime Sole hired his son-in-law (i.e. Sam Connell). Sam notified me that he was the manager of the store and that I reported to him. From that point on I endured repeated harassment and unwelcome comments regarding my age, race, sexual orientation, and sex. When I notified human resources, I was told that nothing could be done, that Sam would never change, and that I should consider looking for another job. On April 9, 2013, the owner visited the store and I discussed my concerns with him. After our discussion, he went into Sam's office to speak privately. When the owner emerged from the office with Sam, he said that Sam and I needed to talk and then exited the store. It was then that Sam notified me that he was taking the store in a different direction and terminated my employment.



State of Illinois

County of Champaign

On

april 29, 2013

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Oarin M. Brown Notary Public



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	1	City of CHAMPA				102 North Neil	Stre	et	
			AIGI			Champaign, Illino		1820	
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1994-90		រុក្រសាក្រមសាល់		Human Kinetics					_
		COMPLAINANT(S)				RESPONDEN	T(S)		
Vennes				NGTE -	Hı	ıman Kinetics			
	S I				<b>1</b> 6	07 N. Market Stre	et		
ВУZ -			·HY4		nampaign, IL 6182	0			
Phone			្រំបាល	(2	17) 351-5076				
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Respondent	Complainant	Legal	File
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My name is

I reside at

• On November 11, 2013, my director, Sean Wilson, called me and **set of the set of** into a meeting where he began to explain that **set of** would be removed from café coverage and that I would take her place. I do not report to **set of**, so I thought it completely inappropriate that she would be privy to a discussion regarding a potential change in my employment status. He went on to explain that it was unfair to pull **set of** from her job to cover the café. I informed Mr. Wilson that it was also unfair to pull me from my purchasing duties to cover the café. I offered to provide more coverage in the mail room since those duties were already a part of my job description. Mr. Wilson did not consider my request, instead he suggested that I think about the situation and get back to him the next day. To that,

"Is it really a question?"

- The next day, November 12<sup>th</sup>, Mr. Wilson asked me if I had a chance to think about it. I told him that I did not want café coverage as a permanent task but that I would be willing to continue helping out "in a pinch." I also sent an email to that effect.
- The next meeting was held on November 26<sup>th</sup>. I met with Mr. Wilson and a representative from Human Resources. I was presented with a new job description that included the café duties. I articulated my disappointment in the café duties being added to my job description but also made it clear that I was willing to help out when needed, as I have always done throughout my tenure with Human Kinetics. HR responded that failing to accept the new duties would amount to "refusing to do my job." I responded that I was not refusing to do my job but refusing to have café duties added to my job description as permanent responsibilities. We scheduled another meeting for the next day.
- On November 27<sup>th</sup>, we met again and I indicated that my position had not changed. HR said that I was refusing to do my job, terminated me, and escorted me out of the building.
- I believe I was terminated based on race/color discrimination. I am African-American and is Caucasian. I have been with Human Kinetics for 19 years and have a college degree. I have more seniority and have attained a higher level of education than Yet somehow, it was deemed more appropriate that I be required to take on café food service responsibilities than to require the propriate that I be required with less seniority and education to do so.

**Complainant Signature** 

State of Illinois

County of Champaign

On  $\frac{1/28/14}{28}$ , the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Boun

Notary Public



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Credit	Employment	<u>.</u> Х	Hausing	Commercial Transaction		Public Accommodations				

Respondent	Complainant	Legal	File	
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My name is I reside at ,

I was terminated by my employer in February of 2014. The reasons given for my termination were vague. During my tenure with the employer I was treated differently than similarly situate white male colleagues and I believe I was terminated due to my race.

Complainant Signature

State of Illinois

County of Champaign

on March 6, 2014

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Brown

Notary Public



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					604 E. Armo	iry Avenue				
				Champaign, IL 61820						
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	Respondent	Complainant	Legal		File	
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My name is

My mailing address is

In November of 2013 a student worker/resident approached me to report an assault (i.e. unwanted physical contact) from a male full time staff employee. I suggested that the student report the employee to her supervisor, Cosette Fulk, and the student did so. Subsequent to the report, I began to be harassed by Ms. Fulk and was falsely accused/disciplined for trying to cause friction between employees. The student that was assaulted also informed me that when she reported the assault, Ms. Fulk said that both she and I had made up the allegations. I believe my mistreatment by Ms. Fulk was in retaliation for my involvement in the investigation of the employee accused of assault.



State of Illinois

On

County of Champaign

April 15,2014

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carie M. Down Notary Public



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	City of CHAMP	AIG	N		10	n Relations Co 12 North Neil S mpaign, Illinois	treet	·	
Date Rec	eived: 08/18/14			Case Number: CC-14-004EM					
HRO Juri:	sdiction: Yes	X	No	Date of Alli	eged Discrimination: 08/14/14				
Place of <i>l</i>	Alleged Discrimination:		Sphe	erion & Art Jac	kson Stat	e Farm			
	COMPLAINANT(S)	)		To the Art Sec. 2 - 1 at a 22 billion		RESPONDENT	(S)		
Name				Name	Spher	ion/Art Jackso	in State Farm		
Address				Address	701 De	vonshire/2001	S. First, Suite 102		
CSZ	CSZ				Cham	paign, IL 61820			
Phone	N. A. S.				(217)	359-4488/278	-6919		
	WITNESS	ES OF	- R others h	AVING KNOWLI	EDGE OF T	HIS VIOLATION:			
2271142-0012390-121022812	COMPLAINANT(S)			RESPONDENT(S)					
Name				Name					
Address		-		Address					
CSZ				CSZ.					
Phone				Phone					
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Credit	Employment	X	Housing			imercial isaction	Public Accommodations		

My name is

I reside at

was employed by Spherion, a temporary placement agency located in Champaign, Illinois. was placed at State Farm Research and Development Consumer Feedback also located in Champaign, Illinois, informed Spherion prior to applying that he had a felony conviction. was told that it would not be a problem and was subsequently placed at State Farm. worked at State Farm for over a week and received positive feedback about his performance. On August 14, 2014, Spherion notified that he had been released from State Farm as a result of his felony conviction. He was told that his past felony violated State Farm policy. is alleging that Spherion and State Farm have discriminated against him based on his conviction record in violation of the Champaign Human Rights Ordinance.

State of Illinois

County of Champaign

August 26, 2014 . On

the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Brown Notary Public



	Complaint of CITY OF	; CH/	AMPAIGN H		ATI	ons commissio				
	City of CHAMP	PAIG	N	Human Relations Commission 102 North Neil Street Champaign, Illinois 61820						
Date Rec	eived: 01/28/15			Case Num	ber:	CC-15-001	M			
HRO Juri	sdiction: Yes	X	No	Date of Alleged Discrimination: 01/13/15						
Place of <i>l</i>	Alleged Discrimination:									
	COMPLAINANT(S	)				RESPONDE	NT(S)			
Name				Name		Kelly Services				
Address	Address				s 113 N. Mattis Avenue #K					
CSZ	ESZ					Champaign, IL 618	21			
Phone	Phone .			Phone		217/351-0937				
	WITNESS	es ni	e nthers h/		FNG	E OF THIS VIOLATIC	1N•			
COMPLAINANT(S)						Responde		<u> Siste</u> in		
Name		·,		Name						
Address				Address						
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Class	Marital Status		Physical/Mer	Physical/Mental Disability		Religion	Source of Income			
Color	Matriculation		Prior Arrest	or Conviction	X	Sex	Other			
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Credit	Employment	X	Housing			Commercial Transaction	Public Accommodations			

Respondent complainment regare the	Respondent	Complainant	Legal		File	
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I reside at My name is

I worked for Kelly Services for two weeks and was terminated after a background check was ran. I called Kelly Services on January 13, 2015 and was told that I didn't qualify for work due to my past convictions.



State of Illinois

County of Champaign

On <u>Jehrman</u>, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Owww. Notary Public



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	COMPLAINANT(S)				RESPONDENT	(S)						
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Address			Address 2510 N. Prospect Avenue									
ESZ			CSZ Champaign, IL 61821									
Phone			Phone 217/352-0700									
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Credit	Employment	Housing			mercial Isaction		Public Accommodations	X				

Respondent Complainant

File

Legal

My name is I reside at

On May 21, 2015 I purchased 25 bags of landscape rock from Walmart Supercenter. I feel like I was singled out due to race to have my purchase inspected at the register and upon leaving the store. A Caucasian male made a similar purchase and his items were not inspected.

State of Illinois

County of Champaign

On <u>June 1, 2015</u>, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carin M. Blown

Notary Public



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			Champaign, Illinois 61820								
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	Respondent		Complainant		Legal		File	
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My name is

I reside at

On May 13, 2015 I completed the pre-employment process and scheduled an interview for May 15, 2015. As soon as I told them that I had a misdemeanor conviction, my interview was cancelled and I was told that I would have to wait on the results of my background check to reschedule. On May 22, 2015 I called back and was told that I could not be used until 2019. They would not tell me why. I feel like I was discriminated against due to prior arrest/conviction.

State of Illinois

County of Champaign

June 4, 2015 \_\_\_\_\_, the Complainant personally appears before me, with On satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carris M. Blown Notary Public

OFFICIAL SEA CARRIE M B NOTARY PUBLIC - STATE LINOIS MY COMMISSION EXP ES:01/04/16

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			FEUMMUNIN	TY RELATIONS DIVISION							
		City of		Human Relations Commission 102 North Neil Street							
			GN			Champaign, Illinois					
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Place o	f Alle	ged Discrimination 🛔 🚑	Parkla	Ind Point Apar	*tmei	nts	# · # ·				
	REAL SPACE	COMPLAINANT(S)				RESPONDENT					
Name				Name -	<u>.</u>	arkland Point Apart					
Addres	S			Address 2002 W. Bradley Avenue							
ĊSZ				6SZ Champaign, IL 61821							
Phone				Phone 3	2	17/531-3838					
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				ATION OCCUR	RED						
Credit		Employment	Housing		X	Commercial Transaction	Public Accommodations				

Respondent	Complainant	Legal	File	
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My name is

I reside at

I received a notice dated June 4, 2015 from Parkland Point Apartments informing me that my lease will not be renewed. I have lived at Parkland Point Apartments for the past three years. I spoke with Danielle Farrar and she told me that they could not place a roommate with me because of my age and that they would raise my rent to pay for both rooms due to the lack of a roommate. I believe that I am being discriminated against due to my age.



State of Illinois

County of Champaign

On June 18, 2015, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie y. Brown Notary Public



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Place of A	leged Discrimination		Residence Inn	Marriot	t						
	COMPLAINANT(S)				RESPONDEN	IT(S)					
Name			Name		Residence Inn Mari	iott					
Address			Addire	SS.	502 W. Marketview	I					
CSZ			INT	ESZ Champaign, IL 61822							
Phone			Rhom	Phone 2 319/768-8844							
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	COMPLAINANT(S)				RESPONDE						
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Credit	Employment	X	Housing		Commercial Transaction		Public Accommodations				

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Respondent Complainant File Legal

My name is

I reside at

In September of 2014, I was hired as a housekeeper at the Residence Inn Marriott. In 2-3 three weeks following, I was promoted to Executive Keeper. This position required inspecting rooms that were cleaned by other housekeepers. I was very satisfied with my position at this point.

In April of 2015, General Manager Mr. Keith Oye, was replaced as my Supervisor. It began with subtle sexual harassment where he would hug me in the elevator. Soon after, he began more aggressively touching and ultimately violating me in guest rooms and my office. I was fearful of losing my job.

I was also turned away a lot by Regional Manager Amy Russell when I approached her for fulfilling my job responsibilities by requesting answers needed to provide to housekeepers regarding work schedules, work conditions and wages.

I have been terminated from my job. I feel that I have been discriminated against based on national origin.



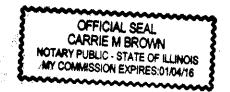
State of Illinois

County of Champaign

On  $\frac{J_{u}}{2015}$ , the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carin M. Brown

Notary Public



City of violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION 6 COMMUNITY RELATIONS DIVISION Human Relations Commission 102 North Neil Street	
CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION	
Complaint of violation of the Human Rights Ordinance	

Public

Accommodations

X

Commercial

Transaction

		CHAMPAIG	N N	Champaign, Illinois 61820								
Date Re	ceived:	09/23/15		Case Number-	CC-15	-006PA						
HRD Ju	risdiction:	Yes X	No	Date of Allege	d Discriminati	on:	09/16/15					
Place	<b>Alleged Dise</b>	rinination:	Count	unty Market								
	CBM	IPLAINANT(S)		RESPONDENT(S)								
Name				Name	County Marke	t						
Addres				Address	312 W. Kirby A	venue						
<b>CSZ</b>				DSZ 💒 🗧	Champaign, IL	61820						
-Phone.				Phone & A	217/221-5681							
		WITNESSES D	R OTHERS HAV	/ING KNOWLEDG	E OF THIS VID	LATION:						
	COM	IPLAINANT(S)		Care Daniel Der Gesternen ber	RESPE	INDENT(S)	<u>and a second and a second s</u>	<u>Neguran</u>				
Name				Name			·					
Addres			<u> </u>	Address		,						
CSZ .		· · · ·		CSZ ····································								
Phone			·	Phone								
		ALLEG	ATION: DISCI	RIMINATION WAS	S BASED ON:							
Age	X Family R	esponsibilities	Personal Appe	arance	Race	X	Sexual Orientation					
Class	Marital S	tatus	Physical/Ment	al Disability	Religion		Saurce of Income					
Color	Matricula	ation	Prior Arrest o	r Conviction	Sex		Other					
Creed	National	Drigin	Political Affilia	tion	Sexual Harass	ment						
ini Marijan Rovinsko			DISERIMINA	TION OCCURRE	D IN:							
Cradit	Employm	net	Housing		Permanenial		<b>n</b> L!:_	V				

# DISTRIBUTION:

Employment

Credit

Respondent	Complainant	Legal	File		ĺ

Housing

My name is

I reside at

On September 16, 2015, I entered the County Market at approximately 10:15 a.m. with the intent of purchasing cigars, playing the lottery and purchasing a salad. I was told at the Customer Service Counter that I could not get cash back on my bank card. I then asked the clerk if I could go through the check-out line to receive cash back. She said no. A cashier came to the counter needing assistance and the clerk stopped waiting on me to wait on her. When I questioned this, she yelled at me "The people in line have priority over those at the Customer Service Counter". I then asked to speak to management.

The Manager (Brian) approached me as I was walking towards the salad bar. I communicated to him the incident and he stated that was store policy. I asked if it was because the people in line were white. He became extremely angry. He then told me not to play the race card with him and to get out of his store and never come back.

I feel that I was denied the privileges of a place of public accommodation in that I was physically intimidated by two County Market Employees, both of whom were much younger and larger than myself, and was told that that my patronage of their establishment was unwelcome and undesirable based on my race (African American) and age (Senior Citizen).



State of Illinois

County of Champaign

On <u>September 24, 2015</u>, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Brown Notary Public



		Complaint of CITY OF	CH)	MPAIGN I	of the Hu human rel fy relation	ATION	IS COMMI	요즘 아이는 것 같은 옷을	lance				
		City of CHAMP	AIG	N	Human Relations Commission 102 North Neil Street Champaign, Illinois 61820								
Date R	eceiv	red: 11/19/15			Case Number: CC-15-007H								
HRO JI	irisd	iction: Yes	X	No	Date of All	leged C	liscriminati		11/04/15				
<b>Place</b> d	if Alli	eged Discrimination:			C. <u></u> C. C. C. U. U. C.								
		COMPLAINANT(S	)				RESPE	INDENT(S)					
Name					Naure	s Col	lony West C	Condo Asso	ciation				
Addres	is.				Address	31	Colony Wes	t Drive					
CSZ					CSZ	GSZ Champaign, IL 61820							
Phone					Diene	217-359-3405							
		WITNESS	80	OTHERS H	AVING KNOWL	EDGE (	OF THIS VID	LATION:		1 6 1 6 6 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
		COMPLAINANT(S	)				RESPO	DNDENT(S)		<u>, new productions</u>			
Name					Name								
Addres	38				Address			_					
CSZ					CSZ								
Phone					Phone								
Nessee 1 A Scart			<b>LLEE</b>	ATION: DIS	CRIMINATION	WAS B	ASED ON:			ale y Vitiaj			
Age		Family Responsibilities		Personal Ap	pearance		Race	X	Sexual Orientation	<u>1-800000</u>			
Class		Marital Status		Physical/Me	ental Disability		Religion		Source of Income				
Color	X	Matriculation		Prior Arrest	t or Conviction		Sex		Other				
Creed		National Drigin	X	Political Affi	liation		Sexual Harass	sment	Language & ethnicity	X			
				DISCRIMI	NATION OCCUP	RRED II	<b>N:</b>						
Credit		Employment		Housing	<u>a ann a bhaile air fa fear tha a</u> fad e		Commercial Transaction	ero entrari una providente	Public Accommodations				

i.

Respondent	Complainant	Legal	File	
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My name is

I reside at

I have been continually harassed based on my race, ethnicity, color, language, and national origin.

On the morning of October 20, 2015, I left for a trip to India. My car was parked in the guest parking lot in my condo complex. By October 26, 2015, a towing ticket had been placed on the aforementioned van. On November 4, 2015, my brother received a call from the towing company stating that my van was going to be towed as requested by the apartment manager. My brother called me in India about the incident and I asked him to explain to the towing company employee that the van belongs to me and I was out of the country at that time. The towing company proceeded to tow the van.

I returned home from India on November 8, 2015. Upon my return, I asked the Colony West Property Manager, Jeff, the reason for my van being towed. He said the reason he had my van towed was because it had not been moved for three consecutive days. However, since my return on November 8, I have noticed a scooter and a navy blue pickup truck (with expired license plates), both being parked in guest parking spaces just opposite of where my van was parked, without being moved. The scooter is owned by an African-American family living next to my building in the same complex. I have not seen the owner of the pickup truck.

I feel I am being discriminated against because I am of different national origin, race, ethnicity, color, and I speak a different language.



State of Illinois

County of Champaign

On November 24, 2015, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Carrie M. Brown Notary Public



	Complaint of V	States and the second		100-116	in Rìghts Ord INS COMMISSION		
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				ł	luman Relations Co	mmission	
	City of CHAMPAI				102 North Neil S		
	alexander de Ceneralez az artikez alexander da en est		<b>.</b>	Service	Champaign, Illinois	s 61820	_
Date Reci		Rear Andrewson	Case Num		17-004-EM		_
HRO Juri		XNO			Discrimination:	April 9, 2017	
Hace of A	Illeged Discrimination		est Market, Cl	nampi	aign, il		
Martin Reissier					RESPONDENT	(2)	
Name			NEDICE	H	arvest Market		
Andress			anninas.	2	029 S. Neil St.		
ĽŠZ .			- HYZ		hampaign, IL 61820		_
Phone			line	(	217) 355-7878		_
		r ala Maballetala RIVI					
		UK UIHEKS HA	VING KNUWL	EU61	OF THIS VIOLATION:		
					RESPONDENT	(2)	
Name			Name		· · · · · · · · · · · · · · · · · · ·		
Address			Address				
ĊŚZ			CSZ				
Phone			Phone				-
	<u> </u> •			wir.			
		EGATION: DISC		<b>UAD</b>			
Age	Family Responsibilities	Personal Appe			Race	Sexual Drientation	
Class	Marital Status	Physical/Ment	· ·	X	Religion	Source of Income	
Color	Matriculation	Prior Arrest o			Sex .	Other	
Creed	National Origin	Political Affilia			Sexual Harassment		
len del una del serie La serie del serie d		DISCRIMIN	ATION OCCU	RED	<b>IN:</b>		

H:\Complaint charge BM 042617.docx

State of Illinois

County of Champaign

On <u>April 27, 2017</u> the Complainant personally appears before me, with satisfactory

the Complainant' personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

) areand

Notary Public



H:\Complaint charge BM 042617.docx

	(						24.249				
	Complaint of V	iolation o	if the Hun	nan Rights	Ordin	ance					
	CITY OF C	HAMPAIGN H	IUMAN RELAT	IONS COMMISS	ion .						
		G COMMUNIT	Y RELATIONS	DIVISION			ta entra				
				Human Relation							
ı	City of CHAMPAI		102 North Neil Street								
Date Rece			Champaign, Illinois 61820 Case Number: CC-17-005 EM								
HRO Juris		X No		ed Discrimination	ander site with the black of the	Current					
一、 新闻 相關	lleged Discrimination:	Set bits a state water to fin	t Counseling Gro								
					ראד <i>ו</i> פי						
Name			RESPONDENT(S)           Name         Sandra Ahten, Elliott Counseling Group								
Address	1999 EXT (1999)		Name	309 W. Clark St.	-						
			Address								
CSZ			CSZ	(2)(7) 200 0000							
Phone											
	WITNESSES	OR DTHERS HA	VING KNOWLED	IGE OF THIS VIDLA	TION:						
	COMPLAINANT(S)	·		RESPON	DENT(S)	·					
Name			Name								
Address			Address								
ESZ			CSZ								
Phone			Phone								
	ALL	EGATION: DISC	RIMINATION W	AS BASED DN:			22.99 122.193 (242.944)				
Age	Family Responsibilities	Personal App	earance	Race	X	Sexual Orientation					
Class	Marital Status	Physical/Mer	ntal Disability	Religion		Source of Income					
Color	Matriculation	Prior Arrest	or Conviction	Sex		Other					
Creed	National Origin	Political Affili	ation	Sexual Harassme	nt						
ang Propaganan Adapter (Paganan)			ATION OCCURR			1 <b>-</b>					
Credit	Employment	Housing		Commercial Transaction		Public Accommodations					

My name is

I reside at

I have been harassed and treated differently than other employees. I had an incident involving the use of my PTO and told to sign a document indicating I would never speak about it again. I have been harassed about my lunch breaks, while other employees are not. I was also singled out by another employee regarding breaking the plants in the office. In addition, my confidential personnel file was placed on the computer for other employees to view. These are a few examples of harassment I have been exposed to while employed. I have been constantly harassed and I believe this ongoing harassment on my job is due to my race.



Complainant Signature

State of Illinois

County of Champaign

On May 8, 2017, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Notary Public



	Complaint o CITY (	IF CH	Diation D Ampaign H Community	UMAN RELA	TIONS	COMMISSIO		1ance			
	City of CHAM	īN	Human Relations Commission 102 North Neil Street Champaign, Illinois 61820								
Date Rec	eived: 5-24-20		Case Numbe	3 <b>Г</b> :	CC-17-006	EM					
HRO Juri	sdiction: Ye	Date of Alle	ged Disc	rimination:		5/16/2017					
Place of <i>i</i>	Alleged Discrimination	וו			<u>_</u>						
					RESPONDEN	T(S)					
Name		Name	Pavilio	חנ							
Address		Address	809 W. Church								
CSZ		CSZ	Champaign, IL 61821								
Phane			· · · ·	Phone	ne (217) 373-1750						
	WITNES	SES O	R OTHERS HAV	/ING KNOWLED	DGE OF T	HIS VIOLATIO	N:				
	COMPLAINANT(	S)		RESPONDENT(S)							
Name				Name							
Address			<u>.</u>	Address							
CSZ				CSZ							
Phone				Phone	ione						
· · · · · · · · · · · · · · · · · · ·		ALLEC	ATION: DISCR	RIMINATION W	AS BASE	D DN:		· · · · · · · · · · · · · · · · · · ·			
Age	Family Responsibilities		Personal Appe	arance	Race		X	Sexual Orientation			
Class	Marital Status		Physical/Ment	al Disability	Relig	ljon		Source of Income			
Color	Matriculation		Prior Arrest a	- Conviction	Sex			Other			
Creed	National Origin		Political Affiliat	ion	Sexu	al Harassment					
  	· · · ·		DISCRIMINA	TION OCCURR	ED IN:						
Credit	Employment	Commercial Public Transaction Accommod			Public Accommodations						

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Respondent	Complainant	Legal		File	
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My name is

l reside at

I was terminated from my duties in housekeeping by Cliff Schwab and HR Director Laurie Crabtree based on my race. I did not receive any warning or write up. I was told I was taking unauthorized breaks. I was treated unfairly by supervisor Cliff Schwab and he said it was personal. I have been harassed by Cliff Schwab and he lied on me. Another white employee was treated different by HR Director Laurie Crabtree and he is still employed at Pavilion.



State of Illinois

County of Champaign

On June 22, 2017 , the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Corrie M. Brown Notary Public



	<b>Complaint of</b> CITY OF	Violation ( Champaign ) & Communit	HUMAN RELA	TIONS COMMISSION	dinance V				
	City of CHAMPA	IGN	Human Relations Commission 102 North Neil Street Champaign, Illinois 61820						
Date Rec		the first sector	Case Numb		·····				
	isdiction: Yes	X Na		ged Discrimination:	8/24/2017	<u> </u>			
Place DI	Alleged Discrimination:	Next	Chapter Prope	rties- Apartment building	]				
	COMPLAINANT(S)		RESPONDENT(S)						
Name			Name	Next Chapter Proper	rties				
Address			Address	217 S. Neil St.					
CSZ			CSZ	Champaign, IL 61820					
Phone			Phone	(217)356-3511					
	WITNESSES	OR OTHERS HA	Star & Marke & Contract	DGE OF THIS VIOLATION					
	COMPLAINANT(S)			RESPONDENT					
Name			Name						
Address			Address	· · · · · · · · · · · · · · · · · · ·					
CSZ			CSZ	3 3					
Phone			Phone						
	ALI	EGATION: DISC		AS BASED DN:					
Age	Family Responsibilities	Personal App		Race	Sexual Orientation	·. 			
Class	Marital Status	Physical/Men	ıtal Disability	X Religion	Source of Income	+			
Color	Matriculation	Prior Arrest	ar Conviction	Sex	Other- ESA	X			
Creed	National Origin	Political Affili	ation	Sexual Harassment		-			
		DISCRIMIN	ATION OCCUR	RED IN:					
Credit	Employment	Housing		Commercial Transaction	Public Accommodations				

My name is

l reside at

I have a certified therapy dog and have medical documentation that has been submitted. I have provided everything the landlord has requested, and continue to be denied the use of my therapy dog on the property.



State of Illinois

County of Champaign

On <u>1 September</u> 2017, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Notary Public J. Lamberson

OFFICIAL SEAL JOSEPH D LAMBERSON NOTARY PUBLIC - STATE OF ILLINOIS MY COMMISSION EXPIRES:06/06/20

Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION																
		<b></b>									Humar	n Relations C	Comm	ission		
	City of							-		2 North Neil						
										npaign, Illinc						
Date Received: 05/20/16					Case Num	ber:		CC-16-001E								
HRO Ju	risdia	risdiction: Yes X No					Date of All	leger	d Discr	imination:		05/02/16				
Place of Alleged Discrimination: Davis Mail Service, Inc.																
COMPLAINANT(S)										RESPONDEN	T(S)					
Name								Name		Davis Mail Service, Inc. (Tony Davis, President)						
Addres	s								Address	E	6819 Elkmont Drive					
CSZ									CSZ	•	Jacksonville, FL 32226-3355					
Phone	1								Phone	E	618-979-5275					
			WI	INESSE	ES OF	R OTHE	RS H	AV	ING KNOWL	EDG	E OF TH	HIS VIOLATIO	N:			
		[	:OMPLAIN	ANT(S)					RESPONDENT(S)							
Name									Name							
Addres	s								Address							
CSZ									CSZ							
Phone									Phone							
				A	LLEG	ATION:	DIS	CR	IMINATION	WAS	BASE	D ON:				
Age		Famil	y Responsibi	lities		Persor	nal Ap	pea	rance		Race		X	Sexual Orientation	Τ	
Class		Marit	al Status			Physic	al/Me	enta	l Disability		Religi	on		Source of Income		
Color		Matri	culation			Prior /	Arrest	t or	Conviction		Sex			Other		
Creed		Natio	nal Origin			Politica	al Affi	liati	on		Sexua	ll Harassment				
						DISC	RIMII	NA	rion occur	RRED	IN:					
Credit			oyment		X	Housin	Ig					iercial action		Public Accommodations		
DISTRIBI Responde		:	Complaina	<b>nt</b>	1.	egal			File		7					
Incehoinge	GIIL	1	POUIDIANIA	nt		syai			1 116							

My name is

I reside at

On the second day of May I was told by Cherrie Coppedge "We gonna have to let you go." I, was told by employers and not any supervisor that "Zack" was training to learn all the routes. From 4/30/2016 to 5/01/2016 I trained "Zack" on my route. On the 2<sup>nd</sup> of May is when Cherrie Coppedge said to me, "We gonna have to let you go." I asked why and Cherrie stated, "I'm not saying."

I received no warning, nor was I given a write up for anything against me. I have no reasons to subscribe to the actions against me.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Notary Public

	Comp		CH/	AMPAI	GN HI		ATIO	n Rights Or 15 commissio Vision		ance			
							Hı	ıman Relations C	Comm	ission			
	City of							102 North Neil	Stre	et			
								Champaign, Illino	iis 61	820			
Date Received: 07/27/16						Case Num	ber:	CC-16-002E	M				
HRO Ju	Jurisdiction: Yes X No					Date of All	leged l	Discrimination:		04/21/16			
Place o	f Alleged Discı	rimination:			Hobbia	CO							
COMPLAINANT(S)								RESPONDEN	T(S)				
Name						Name	Ho	bbico					
Addres	s					Address	161	1608 Interstate Drive					
CSZ						CSZ	Ch	Champaign, IL 61821					
Phone						Phone	217	217-398-3630					
		WITNESSI	ES OF	R OTHE	RS HAV	/ING KNOWL	EDGE I	OF THIS VIOLATIO	N:				
	COM	PLAINANT(S)	)			RESPONDENT(S)							
Name						Name							
Addres	s					Address							
CSZ						CSZ							
Phone						Phone							
		A	LLEG	ATION:	DISCR	RIMINATION	WAS B	ASED ON:					
Age	Family Res	sponsibilities		Perso	nal Appea	arance		Race	X	Sexual Orientation			
Class	Marital Sta	atus		Physic	al/Menta	al Disability		Religion		Source of Income			
Color	Matriculat	ion		Prior /	Arrest o	r Conviction		Sex		Other			
Creed	National O	rigin		Political Affiliati		tion		Sexual Harassment		Retaliation	X		
				DISC	RIMINA	TION OCCUR	RRED I	N:					
Credit	Employme	nt	X	Housin	g			Commercial Transaction		Public Accommodations			
ISTRIBUT				-	T		· · · · ·		<u> </u>				
Responde	ent 🛛 Cor	nplainant	Le	egal		File							

My name is

I reside at

I was discharged based on retaliation and race. I filed a complaint with the Human Resources Department for not receiving a raise based on mistakes made by other employees who were not disciplined. Human Resources never responded to my complaint, nor took action against the employee who made the mistakes. I was told my position was eliminated, however a new position was created that I could have taken.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Notary Public

		Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION													
								relatioi				N			
										Human	Relations C	lomm	iission		
			City of CHAN						102 North Neil Street						
					IG	N				Chan	npaign, Illino	is 6	1820		
Date R	eceiv	red:	01/10/	<b>′17</b>				Case Num	ber:		CC-17-003E	M			
HRO Ju	ırisdi	iction:		Yes	X	No		Date of Al	legea	d Discr	imination:		01/02/17		
Place o	of Alle	eged Discri	iminatio	I <b>n</b> :			Sport	s Clips, Charr	npaig	n, Illino	is				
		COMP	LAINAN	T(S)							RESPONDEN	T(S)			
Name				_				Name	2	Sports	Clips				
Addres	S							Address	1	733 W	. Kirby Ave #	11			
CSZ								CSZ	1	Champa	aign, IL 61821				
Phone								Phone	(	(217) 5	52-2768 (36	<b>i5-91</b>	30 Business phoni	e)	
			WITN	ESSE	s or	OTHE	RS HA	VING KNOWL	.EDG	E OF TH	IS VIOLATIO	N:			
		COMP	LAINAN	T(S)							RESPONDEN	T(S)			
Name								Name							
Addres	S							Address							
CSZ								CSZ							
Phone								Phone							
				AL	LEG	ATION:	DISC	RIMINATION	WAS	BASE	) ON:				
Age	X	Family Resp	ponsibiliti	es		Perso	nal Appe	arance	X	Race		Х	Sexual Orientation		
Class		Marital Sta	tus			Physic	al/Ment	al Disability		Religio	n		Source of Income		
Color	X	Matriculatio	on			Prior /	Arrest o	r Conviction	tion Sex Other						
Creed		National Or	igin		X	Politic	al Affilia	liation Sexual Harassment							
						DISC	RIMIN/	TION OCCUP	RRED	IN:					
Credit		Employmen	t		X	Housin	g			Comm Trans	ercial action		Public Accommodations		

	Respondent	X	Complainant	Х	Legal	X	File	X	
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My name is

I reside at

I was being trained as a new hire, and did not receive an employee handbook. I was told it was in the back office. I was trained on how to greet customers. I have 20+ years cosmetology experience. Manager made comments about my hair, and very adamant about me accepting Facebook request. Manager indicated that is how she hires people based on Facebook profile. I took the position of Assistant Manager, but was paid at minimum wage. I was the only African American stylist there. I believe I was terminated due to national origin, age, race, color and personal appearance.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	Comp		CHA	MPAI	GN HI	JMAN REL	ATIONS	Rights Or commissio		lance			
			80	IDMMI	UNITY	RELATION	IS DIVIS	SION					
								in Relations C					
		City of CHAMP		N 1			102 North Neil Street						
			٩IC				Champaign, Illinois 61820						
Date Re		11/22/16			_	Case Numb		CC-17-001E	M				
	risdiction:	Yes	X	No			-	rimination:					
Place of	f Alleged Discr	rimination:			Walgr	eens, 1713 W. 1	Springtiel	d Ave, Champai	gn, 61	821			
	COM	PLAINANT(S)						RESPONDEN	T(S)				
Name						Name	Walgr	eens					
Address	s					Address	1713 V	1. Springfield A	Ave.				
CSZ CSZ Champaign, IL 61821													
Phone						Phone	(217)	356-2529					
		WITNESS	es or	l other	RS HAV	/ING KNOWLE	EDGE OF "	THIS VIOLATION	N:				
	COM	PLAINANT(S)						RESPONDEN	T(S)				
Name						Name							
Address	S					Address							
CSZ						CSZ							
Phone						Phone							
		A	LLEG	ATION:	DISCR	RIMINATION V	VAS BAS	ed on:					
Age	Family Res	sponsibilities		Person	al Appe	arance	Rac	9	X	Sexual Orientation			
Class	Marital Sta	atus		Physica	al/Menta	al Disability	Reli	gion		Source of Income			
Color	Matriculat	ion		Prior A	rrest o	r Conviction	Sex			Other			
Creed	National O	rigin		Politica	ıl Affiliat	tion	Sex	ual Harassment					
				DISC	RIMINA	TION OCCUR	RED IN:						
Credit	Employme	nt	X	Housin	9			mercial Isaction		Public Accommodations			

	Respondent	X	Complainant	Х	Legal	X	File	X	
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My name is . I reside at

I worked at Walgreens. I was called in one day by the Corporate Office and informed they would be doing an investigation. On October 15, 2016 I was terminated based on sexual harassment. I believe I was terminated because of my race. I did not sexually harass my former co-worker.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	Comp	laint of CITY OF	CHA	MPAI	GN HI		ATIC	JNS C	DMMISSID		iance		
									Relations C	lomn	nission		
		City of CHAMPA				102 North Neil Street							
			١G	N		Champaign, Illinois 61820							
	ceived:	11/22/16	_			Case Num			CC-17-002H				
	risdiction:	Yes	X	No			-		imination:		11/19/16		
Place o	f Alleged Discr	rimination:			1811 Cy	nthia Drive,	Chan	npaign,	61821				
	COM	PLAINANT(S)							RESPONDEN	T(S)			
Name						Name	Ν	lichae	l McAnally				
Addres	s					Address	s						
CSZ						CSZ							
Phone						Phone							
		WITNESSE	S OR	OTHE	RS HAV	/ING KNOWL	EDGI	E OF TH	IS VIOLATIO	N:			
	COM	PLAINANT(S)							RESPONDEN	T(S)			
Name						Name							
Addres	s					Address							
CSZ						CSZ							
Phone						Phone							
		A	LLEG/	ATION:	DISCR	RIMINATION	WAS	BASE	) <b>ON</b> :				
Age	Family Res	sponsibilities	X	Persor	nal Appe	arance		Race		X	Sexual Orientation		
Class	Marital Sta	atus		Physic	al/Menta	al Disability		Religi	on		Source of Income		
Color	Matriculat	ion		Prior /	Arrest o	r Conviction		Sex			Other		
Creed	National D	rigin		Politica	al Affiliat	tion		Sexua	l Harassment				
				DISC	RIMINA	TION OCCUP	RRED	IN:					
Credit	Employme	nt		Housin	g		X		iercial action		Public Accommodations		

Respondent X Complainant	X Legal	X File	X
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My name is . I reside at

I looked at a 4 bedroom rental house at 1801 Cynthia Lane on 11/19/2016. I received an application from the landlord and told the landlord it would be perfect for myself, my daughter **Example**, and her 4 kids. The landlord took back the application and said, "I'm sorry, I can't let you in because that's too many people. I only want 4 people living here. Four kids would be too much wear and tear on the house."

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

		CH	AMPAIGN H		man Rights D Ations commissi Is division		3068		
	City of CHAMP		iN		Human Relations 102 North Ne Champaign, Illin	il Stree	:t		
Date Rece	ived: 12/05/20	17		Case Numt	per: CC-17-001	PA			
HRO Juris	diction: Yes	<u>)</u>	( No	Date of Alle	eged Discrimination:		12/01/2017		
Place of A	leged Discrimination:		Subu	urban Express a	and Illini Shuttle				
	COMPLAINANT(S	)			RESPONDE	NT(S)			
Name	City of Champaign		-	Name	Suburban Express	and Illi	ni Shuttle		
Address	102 N. Neil St.			Address	714 S. 6th St.	714 S. 6th St.			
CSZ	Champaign, IL 61820			CSZ	Champaign, IL 6183	20			
Phone	(217) 403-8830 1	<b>NLLE</b>	Sation: Disc	Phone Crimination V	(217) 344-6700 Nas Based on:				
Age	Family Responsibilities		Personal App	Jearance	Race	Ì	Sexual Orientation	Ť.	
Class	Marital Status		Physical/Me	ntal Disability	Religion		Source of Income	1	
Colar	Matriculation		Prior Arrest	or Conviction	Sex		Other	-	
Creed	National Origin	X	Political Affili	iation	Sexual Harassment			1	
			DISCRIMIN	IATION OCCUR	RED IN:				
Credit	Employment		Housing	<u></u>	Commercial Transaction		Public Accommodations	X	

Respondent X Complainant Legal File	
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Beginning December 3, 2017 through December 5, 2017 The City of Champaign's City Manager's Office and Community Relations Division was contacted regarding concerns related to a recent December promotional advertisement circulated through your company website. The City of Champaign received a copy of this advertisement via email and based on the information, the Complainant alleges that this advertisement violates the City of Champaign's Human Rights Ordinance. Specifically, Article IV, Section 17-56 which states: "It shall be unlawful to do any of the following acts based on unlawful discrimination: to deny, directly or indirectly, or charge a higher price than the regular rate, for the full and equal enjoyment of the goods, services, facilities, privileges, advantages and accommodations of any place of public accommodations; to print, circulate, post, mail, or otherwise cause directly or indirectly to be published a statement, advertisement or sign which indicates that the full and equal enjoyment of the goods, services, facilities, privileges, advantages or accommodation will be refused, withheld from or denied an individual; or that an individual's patronage of, or presence at, a place of public accommodation is objectionable, unwelcome, unacceptable or undesirable."

Complainant Signature

State of Illinois

County of Champaign

On <u>6 becember 1207</u>, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

J. Lamberson Notary Public

OFFICIAL SEAL JOSEPH D LAMBERSON NOTARY PUBLIC - STATE OF ILLINOIS MY COMMISSION EXPIRES:06/06/20

# Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION

							Human Relations Commission						
		City of CHA							02 North Neil				
				G				Cha	mpaign, Illinoi	is 61	820		
Date Reci	eived:	04/13	/18				Case Num	Case Number: CC-18-001EM					
HRO Juris	sdiction:		Yes	Х	No		Date of Al	leged Disa	rimination:		04/01/18		
Place of A	lleged Discr	iminati	on:			Town	eplace Suites	by Marrio	tt Champaign Ur	·bana/	/Campus Town		
	COMF	IAINAI	NT(S)						RESPONDENT	(S)			
Name							Name	Towne	Place Suites by	Marri	ott		
Address							Address 603 S. 6 <sup>th</sup> St.						
CSZ							CSZ Champaign, IL 61820						
Phone	-	Phone (217)344-1600											
		WITN	IESSES	S OR	OTHE	RS HA'	VING KNOWL	EDGE OF 1	THIS VIOLATION	<b>:</b>			
	COMF	IAINAI	NT(S)						RESPONDENT	(S)			
Name							Name						
Address							Address						
CSZ							CSZ						
Phone							Phone						
			ALI	LEG/	ATION:	DISC	RIMINATION	WAS BAS	ed on:				
Age	Family Res	ponsibilit	ies	X	Persor	nal Appe	arance	Raci	8		Sexual Orientation		
Class	Marital Sta	tus			Physic	al/Ment	al Disability	Reli	gion		Source of Income		
Color	Matriculati	on			Prior A	Arrest o	r Conviction	Sex			Other		
Creed	National Or	igin			Politica	al Affilia	tion	Sex	ual Harassment				
					DISC	RIMIN/	TION OCCUP	RRED IN:					
Credit Employment X Housing						g	Commercial Public Transaction Accommodations						

Respondent	Complainant	Legal	File	

My name is **Example 1**. I reside at

. On April 1, 2018 I contacted my employer to let them know I couldn't come in that day from 1pm- 9pm. I spoke to Tammy at 9 am and let her know my father had a massive stroke and I would not be able to come in. Tammy stated if I did not come in I was fired.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

			-	CH/	AMPAI	IGN H			NS CI	s Ordinance DMMISSION JN				
								H	lumar	n Relations C	omn	nission		
		City o	of MPA				102 North Neil Street							
				IGN			Champaign, Illinois 61820							
Date Re	ceived:	04/1	9/18				Case Num	ber:		CC-18-002EN	1			
HRO Jur	risdiction:		Yes	Х	No		Date of All	eged	Discr	rimination:		03/15/18		
Place of	Alleged Dis	crimina	tion:			Spring	g Mobile							
	CO	MPLAIN/	ANT(S)							RESPONDEN	T(S)			
Name							Name	S	pring	Mobile				
Address	;						Address	2	033 S	. Neil				
CSZ				CSZ Champaign, IL 61820										
Phone							Phone	(2	217)317	7-0660				
		WI	NESSES	S OR	OTHER	RS HAV	/ING KNOWL	EDGE	OF TI	HIS VIOLATIOI	N:			
	CO	MPLAIN	ANT(S)							RESPONDEN	T(S)			
Name							Name							
Address	5						Address							
CSZ							CSZ							
Phone							Phone							
			AL	LEGA	TION:	DISCI	RIMINATION	WAS	BASEI	D ON:				
Age	Family R	esponsibi	lities		Person	al Appe	arance		Race		X	Sexual Orientation		
Class	Marital S	Status			Physica	al/Ment	al Disability		Religi	on		Source of Income		
Color	Matricul	ation			Prior A	rrest o	r Conviction		Sex			Other		
Creed	National	Origin			Politica	ıl Affilia	tion		Sexua	al Harassment				
					DISC	RIMINA	TION OCCUR	RRED	IN:					
Credit	Employn	ient X			Housin	9				nercial action		Public Accommodations		
•I	ч		I								-			

Respondent	Complainant	Legal	File	

My name is **My** name is **My**. I reside at **My** asked for assistance related to work issues. I was given a new supervisor in January and was written up, received threats of termination and was singled out on multiple occasions. I was terminated on March 15, 2018 and was told termination was due to an allegation of threatening to rape the district manager's daughter. I was also escorted out by the police. I filed for unemployment and the reason for termination given from the employer was that the company accelerated my resignation. During the past several months of my employment I tried reporting my concerns to HR and received no assistance. I believe my race and reporting issues to HR was the reason for my termination.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION													
						( RELATIO								
							Human Relations Commission							
		City of CHAMP				102 North Neil Street								
			AIG	<u>N</u>			Champaign, Illinois 61820							
Date Re	eceived:	05/16/18				Case Number: CC-18-003EM								
HRO Ju	risdiction:	Yes	X	No		Date of Alleged Discrimination:04/23/2018								
Place o	f Alleged Disci	rimination:			Circle	e K								
	COM	PLAINANT(S	)						RESPONDEN	T(S)				
Name						Name	1	Circle I	K					
Addres	s					Address	5	59 E. Green St.						
CSZ						CSZ	(	Champa	aign, IL 61820	]				
Phone						Phone	(	(217) 3	44-8722					
		WITNESS	es of	R OTHE	RS HA	VING KNOWL	EDG	E OF TH	IS VIOLATION	1:				
	COM	PLAINANT(S	)			RESPONDENT(S)								
Name						Name								
Addres	s					Address								
CSZ						CSZ								
Phone						Phone								
		A	LLEG	ATION:	DISC	RIMINATION	WAS	BASE	) <b>on</b> :					
Age	Family Res	sponsibilities		Perso	nal Appe	arance		Race			Sexual Orientation			
Class	Marital St	atus		Physic	:al/Ment	al Disability	X	Religi	on		Source of Income			
Color	Matriculat	ion		Prior	Arrest o	r Conviction		Sex			Other			
Creed	National O	rigin	Politic	al Affilia	Affiliation Sexual Harassment									
				DISC	RIMINA	TION OCCUI	RRED	IN:						
Credit	edit Employment X Housing Commercial Public Accommodations													

	Respondent	X	Complainant	X	Legal	X	File	X	
--	------------	---	-------------	---	-------	---	------	---	--

My name is

. I reside at

I had a disagreement with my manager regarding my hours in March 2018. When I returned to work my manager requested I have a fit to work form filled out. I stated I already filled out a previous fit to work form earlier in my employment. I contacted the Dr.'s office and they said they would resend a copy of that form. I was told later by the Human Resources Department that since I had restrictions I would no longer be allowed to work, because it would be unfair to other employees if I was unable to keep up at the busiest store. I believe I was discriminated against based on my disability. I also believe that after my previous disagreement with my manager related to hours and schedule, that she (my manager) was trying to find any reason to fire me.

**Complainant Signature** 

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION															
									ł	lumar	Relations C	lomn	nission			
			City of CHAMF					102 North Neil Street								
					<u>iN</u>			Champaign, Illinois 61820								
Date Re	eceiv	red:	06/28/1	3				Case Number: CC-18-004EM								
HRO Ju	ırisdi	iction:	Yes	; )		lo			-	l Discr	imination:		04/17/2018			
						ŀ	looter	rs of America								
COMPLAINANT(S) RESPONDENT(S)																
Name								Name	ŀ	looter	s of America					
Addres	S							Address	1	1706 S. State St.						
CSZ	CSZ							CSZ	Champaign, IL 61820							
Phone	Phone							Phone	(	217) 3	55-7682					
			WITNESS	SES O	R OTI	HERS	S HAV	ING KNOWL	EDG	E OF TH	IIS VIOLATIOI	N:				
		COMP	LAINANT(S	5)							RESPONDEN	T(S)				
Name								Name								
Addres	S							Address								
CSZ								CSZ								
Phone								Phone								
				ALLEE	GATIO	IN: [	DISCR	IMINATION	WAS	BASE	) ON:					
Age		Family Resp	onsibilities		Per	sona	l Appea	arance	X	Race		x	Sexual Orientation			
Class		Marital Stat	tus		Phy	sical	/Menta	al Disability		Religi	on		Source of Income			
Color	X	Matriculatio	n		Pric	or Ar	rest or	· Conviction		Sex			Other			
Creed	Creed National Origin Political Affili							ffiliation Sexual Harassment X								
					DIS	SCRI	MINA	TION OCCUP	RRED	IN:						
Credit	redit Employment X Housing Commercial Public Accommodations															

### DISTRIBUTION:

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	Respondent	X	Complainant	Х	Legal	X	File	X	
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My name is

. I reside at

I was suspended and terminated from my position after being accused of stealing from a white female co -worker. I was not provided with an investigation by management and believe my termination was based on race. In addition, since being employed I was sexually harassed by inappropriate sexual comments of staff and management. I was also told that my personal appearance which included my natural hair was inappropriate for the workplace and I needed to get a different hairstyle. I suffered frequent and consistent harassment at my place of employment without assistance from the Human Resources Department and Management.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

My name is

. I reside at

On September 17, 2018 I met with Casey Fralick, the General Manager of Hooters for a job interview. At the end of the interview, I was asked to return to the restaurant on September 18, 2018 so I could try on the store uniform. After putting on the uniform, 8 to 10 photographs were taken of me on his personal cell phone. Casey Fralick informed me that he would contact me with the hiring decision.

I contacted Casey Fralick on September 20, 2018 to inquire about the status of my application. I was told by Casey Fralick, "I'm not going to offer you the job because you're too fat for the uniform." At that point. I did not continue the conversation.



State of Illinois

County of Champaign

On <u>November 1, 2018</u>, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

Notary Public



			CH/	AMPAIGN H	IUMAN RELA	man Rights TIONS COMMI HUMAN RIGHT	SSION							
<u> </u>		City of CHAMP	AIG	N	Human Relations Commission 102 North Neil Street Champaign, Illinois 61820									
Date R	eceiv	ed: 10/09/18			Case Number: CC-18-005EM									
HRO Ju	irisdi	ction: Yes	X	No	Date of Alleged Discrimination: 09/20/2018									
				Hoot	ers of America									
	<b>T</b>	COMPLAINANT(S	)			RESPO	NDENT(S)							
Name					Name	Hooters of Am	erica							
Addres	S				Address	1706 S. State S	St.							
CSZ >	82				CSZ	Champaign, IL	61820							
Phone					Phone	(217) 355-768	12							
		WITNESS	ES D	R OTHERS H/	AVING KNOWLE	, Dge of this viol	ATION:							
lanato tropolo	<u>- 1841 - 992</u>	COMPLAINANT(S	)	<u>loktenek giline one olehjen</u>	<u>26 22/46 65 6 2</u> 00 1000 - 11 80	RESPO	NDENT(S)	uniteri <u>e a ser poste a po</u> lizio di constitucione e di accessione e di accessione e di accessione e di accessione e	<u></u>					
Name					Name									
Addres	SS S				Address									
CSZ					DSZ									
Phone					Phone									
			ALLEE	ATION: DISI	RIMINATION W	AS BASED ON:								
Age		Family Responsibilities	er (753, 713, 975)	Personal App		X Race	X	Sexual Orientation						
Class		Marital Status		Physical/Me	ntal Disability	Religion		Source of Income	<u>+</u>					
Color	X	Matriculation		Prior Arrest	or Conviction	Sex	X	Other						
Creed		National Origin		Political Affil	iation	Sexual Harass	ment							
				DISCRIMIN	IATION OCCUR	RED IN:								
Credit		Employment	X	Housing		Commercial Transaction		Public Accommodations						

	Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION													
				,					Relations C					
	City of City of CHA	of						102	2 North Neil	Stre	et			
			IG					Chan	npaign, Illino	is 61	820			
Date Rec			- v			Case Num			CC-18-001H	_				
HKU Jur	isdiction:	Yes	X	No		Date of All	leged	Uiscr	imination:		07/01/2018			
	COMPLAIN	ANT(S)							RESPONDEN	T(S)				
Name						Name			int Leasing					
Address			Address	2	06 W.	Main St.								
CSZ			CSZ	SZ Urbana, IL 61801										
Phone	Phone						2	17-621	1-5495					
	WI	INESSES	S OR	OTHER	RS HAV	/ING KNOWL	EDGE	OF TH	IS VIOLATION	1:				
	COMPLAIN	ANT(S)							RESPONDEN	T(S)				
Name						Name								
Address						Address								
CSZ						CSZ								
Phone						Phone								
		ALI	LEGA	TION:	DISCF	RIMINATION	WAS	BASE	) ON:					
Age	Family Responsibi	lities		Person	al Appe	arance		Race			Sexual Orientation			
Class	Marital Status			Physica	I/Ment	al Disability		Religi	on		Source of Income			
Color	Matriculation			Prior A	rrest o	r Conviction		Sex			Other			
Creed	National Origin	l Affiliat	Affiliation Sexual Harassment Familial Status						X					
				DISCR	RIMINA	TION OCCUP	RRED	IN:						
Credit	Employment			Housing		X	Comm Trans	ercial action		Public Accommodations				

### DISTRIBUTION:

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Respondent	X	Complainant	X	Legal	X	File	X	
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My name is

. I reside at

On July 1, 2018 I was informed by management of Footprint Leasing, that my tenancy would be terminated. I was informed that the City of Champaign does not allow more than 2 people in a dwelling the size of my unit. After researching and measuring the size of the dwelling, I informed management I was within the appropriate required measurements. However, I still received a notice to vacate effective November 30, 2018. I believe I have been discriminated against based on my familial status and seek relief under this protected class.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION													
									Human	Relations C	lomm	iission		
		City of CHAN			<b>.</b> 1					2 North Neil				
D . D				IG	<u>N</u>			1		npaign, Illino		820		
	ceived:	11/16/1		v	N	_	Case Num			CC-18-007E	M			
HKU JU	risdiction:	ľ	es	X	No		Date of Alleged Discrimination: 11/09/2018							
	COM	PLAINAN	T(S)				Name		_	RESPONDEN	T(S)			
Name	Name								Caterpi	llar				
Address							Address	Address 102 S. Duncan Rd						
CSZ	CSZ							1	Champa	aign, IL 61822	2			
Phone							Phone	(	(217) 3'	73-2505				
		WITNE	SSES	S OR	OTHEI	RS HA	VING KNOWL	.EDG	E OF TH	IS VIOLATION	N:			
	COM	PLAINAN	T(S)							RESPONDEN	T(S)			
Name							Name							
Addres	s						Address							
CSZ							CSZ							
Phone							Phone							
			ALL	LEG/	ATION:	DISC	RIMINATION	WAS	BASE	) ON:				
Age	Family Re	sponsibilitie	s		Person	al App	earance		Race			Sexual Orientation		
Class	Marital St	atus			Physic	al/Men	tal Disability		Religio	n		Source of Income		
Color	Color Matriculation Prior Arrest of			or Conviction	X	Sex			Other					
Creed	Creed National Origin Political Affili							ffiliation Sexual Harassment						
					DISCI	RIMIN	ATION OCCUI	RRED	) IN:					
Credit														

My name is

I reside at

I was hired through Express for a temporary position at Caterpillar. After 10 months of working the same job Caterpillar offered me a permanent position doing the same job. I was told later that I did not meet the job requirements after a background check. I was not informed of exactly why I was not hired on permanently and due to this I believe it is based on my prior arrest and/or conviction.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	Complaint of Violation of the Human Rights Ordinance CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION													
		IFFICE UF	EUU	IIY, Ľ	UMMI	JNIIY ANU								
		City of				Human Relations Commission 102 North Neil Street								
		City of CHAMP/	٩IG	N				mpaign, Illino						
Date Re	ceived:	12/07/18				Case Number: CC-18-006EM								
HRO Ju	risdiction:	Yes	X	No		Date of All	eged Disc	rimination:		11/13/2018				
	COMF	LAINANT(S)	)					RESPONDEN	T(S)					
Name						Name	DSC L	ogistics						
Addres	s					Address	710 N.	Mattis Ave.						
CSZ			-			CSZ	Champaign, IL 61821							
Phone						Phone	(217)	402-8832						
		WITNESS	ES OF	R OTHEI	RS HAV	/ING KNOWL	EDGE OF T	HIS VIOLATIOI	N:					
	COMF	LAINANT(S)	)					RESPONDEN	T(S)					
Name						Name								
Addres	s					Address								
CSZ						CSZ								
Phone						Phone								
		A	LLEG	ATION:	DISCR	RIMINATION	WAS BASE	D ON:						
Age	Family Res	ponsibilities		Persor	ial Appe	arance	Race		X	Sexual Orientation				
Class	Marital Sta	tus		Physic	al/Menta	al Disability	Relig	ion		Source of Income				
Color	Matriculati	on		Prior A	rrest o	r Conviction	Sex			Other				
Creed	National Or	igin		Politica	al Affiliat	ffiliation Sexual Harassment								
				DISCI	RIMINA	TION OCCUR	RED IN:							
Credit	redit Employment X Housing Commercial Public Transaction Accommodations													

### **DISTRIBUTION:**

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	Respondent	X	Complainant	Х	Legal	X	File	X	
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My name is

. I reside at

I was in an accident on the job involving a forklift, resulting in a damaged rack. I was fired a couple days after and informed it was due to the severity of the accident. However, I believe my termination was due to my race. There have been other workers that have had similar accidents that did not result in termination. In addition, a new protocol was put in place in April to prevent workers from losing their jobs on a first offense accident. Therefore, I am filing a complaint against the company for racial discrimination.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	•	CITY C	JF Cł	HAN	MPAI	SN H	UMAN REL	ATII	ONS C	i <b>ghts D</b> i commissio rights di	N		
								l	Humar	ı Relations C	Comm	nission	
		City of CHAM			1					2 North Neil			
<b>D</b> . <b>D</b>				GN						npaign, Illino		1820	
	eceived:		_	v	NI_	r i	Case Num			CC-18-001P	A		
HKU JU	risdiction:	YE	!S	X	No		Date of Al	legel	a Discr	imination:		12/08/2018	
	COM	PLAINANT	(S)							RESPONDEN			
Name							Name		Javita	Illini Renal Di	alysi	5	
Addres	s						Address	1	507 E.	University A	Ve		
CSZ							CSZ	(	Champ	aign, IL 61821	]		
Phone							Phone	(	(866) !	544-6741 ext	. 358	0	
		WITNES	SES	OR I	OTHER	S HA	VING KNOWL	EDG	E OF TH	HIS VIOLATIO	N:		
	COM	PLAINANT	(S)							RESPONDEN	T(S)		
Name							Name						
Addres	s						Address						
CSZ							CSZ						
Phone							Phone						
			ALLE	EGA <sup>.</sup>	TION:	DISC	RIMINATION	WAS	BASE	) ON:			
Age	Family Res	sponsibilities			Persona	al Appe	arance		Race			Sexual Orientation	
Class	Marital St	atus			Physica	l/Ment	al Disability	X	Religi	on		Source of Income	
Color	Color Matriculation Prior Arre						r Conviction		Sex			Other	
Creed National Origin Political Aff						Affilia	tion		Sexua	l Harassment			
					DISCR	IMINA	TION OCCUI	RRED	IN:				
Credit	Employme	nt			Housing					iercial action		Public Accommodations	X

Respondent	X	Complainant	X	Legal	X	File	X
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	_	CITY OF (	CHA	MPAIG	IN HL	JMAN REL		JNS C	ights Dr COMMISSIO RIGHTS DI	N		
							ŀ		Relations C			
		y of HAMPA							2 North Neil			
D . D			IG	<u> </u>			_	Chan	npaign, Illino		1820	
Date Rec		/1/19	N N		-	Case Num			CC-19-001P	A	10 (00 (10	
HRO Juri	sdiction:	Yes	X	No		Date of All	leged	1 Discr	imination:		12/07/18	
	COMPLA	INANT(S)							RESPONDEN	T(S)		
Name						Name	N	lonica	l's Pizza			
Address						Address	2	205 N.	Mattis Ave.			
CSZ						CSZ		Champa	aign, IL 61821			
Phone						Phone	(	217) 3	59-3514			
		WITNESSES	S OR	OTHER	S HAV	/ING KNOWL	EDGE	E OF TH	IS VIOLATIO	N:		
	COMPLA	INANT(S)							RESPONDEN	T(S)		
Name						Name						
Address						Address						
CSZ						CSZ						
Phone						Phone						
		AL	LEG/	ATION:	DISCR	RIMINATION	WAS	BASE	) ON:			
Age	Family Respon	sibilities		Persona	l Appea	arance		Race		X	Sexual Orientation	
Class	Marital Status			Physical	/Menta	al Disability		Religi	on		Source of Income	
Color Matriculation Prior Arre						· Conviction		Sex			Other	
Creed National Origin Political Affiliation						Sexua	l Harassment					
				DISCR	IMINA	TION OCCUR	RRED	IN:				
Credit	Employment			Housing				Comm Trans			Public Accommodations	

Respondent	X	Complainant	X	Legal	X	File	X
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My name is **Example**. I reside at

I placed an order for delivery on December 7, 2018 at the Champaign, IL Monical's store location. I was told that I was out of the service delivery area, and after complaining to management regarding this issue, I was not provided with information on why my address was outside of the service area. I believe the store discriminated against me and refused to deliver to my address based on the make up of the neighborhood which is predominately black. I am filing this complaint based on racial discrimination.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	-	CITY C	IF Cł	IAI		SN HL	JMAN REL	ATII	ons c	i <b>ghts O</b> r :ommissio rights div	N		
									Humar	ı Relations C	Comn	nission	
		City of CHAM		_					10	2 North Neil	Stre	et	
			PAI	GN						npaign, Illino		1820	
Date Ri	eceived:	6/10/19					Case Num	ber:		CC-19-001E	M		
HRO Ju	risdiction:	Ye	S	X	No		Date of Al	lege	d Discr	imination:		05/29/19	
							1						
	COM	IPLAINANT(	S)							RESPONDEN	T(S)		
Name							Name		Ramsh	aw Real Estat	te		
Addres	s						Address	1	505 W.	University			
CSZ							CSZ	1	Champ	aign, IL 6182(			
Phone							Phone	(	(217) 3	59-6400			
		WITNES	SES	OR	OTHER	S HA\	/ING KNOWL	EDG	e of ti	HIS VIOLATIO	N:		
	COM	IPLAINANT(	S)							RESPONDEN	T(S)		
Name							Name						
Addres	s						Address						
CSZ							CSZ						
Phone							Phone						
			ALLE	EGA	TION:	DISCR	RIMINATION	WAS	BASE	) ON:			
Age	Family Re	sponsibilities			Persona	I Appea	arance		Race			Sexual Orientation	
Class	Marital Si	tatus			Physica	l/Menta	al Disability		Religi	on		Source of Income	
Color	Matricula	tion	Prior Arrest or Conviction X Sex Other										
Creed	Creed National Origin Political Affiliation Sexual Harassment												
					DISCR	IMINA	TION OCCUI	RRED	) IN:				
Credit	Employm	ent	X		Housing					iercial action		Public Accommodations	

My name is **Example**. I reside at

Jay Ramshaw said he didn't feel comfortable with me in my position dealing with money after seeing the News Gazette Article (May 28, 2019) regarding my court case. He stated that I was terminated because I pled guilty to the charge of theft over \$500. He confirmed that he had not seen any discrepancies in any charges or deposits for the business in the year that I had worked there.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

		. (	CITY OF	CHA	MPAI	GN HI	UMAN REL	ATIONS (	l <mark>ights Or</mark> Commissioi RIGHTS DIV	N		
		<u> </u>						Huma	n Relations C	omm	ission	
		Cit	y of HAMP/					10	2 North Neil	Stre	et	
			<b>HAMP</b>	٩IG	N			Chai	mpaign, Illino	is 61	820	
Date R	eceiv	ed: 8	/13/19				Case Num	ber:	CC-19-002E	М		
HRO Ju	ırisdi	ction:	Yes	X	No		Date of All	eged Disc	rimination:		8/13/19	
							1					
		COMPLA	INANT(S)						RESPONDEN	T(S)		
Name							Name	Ruler I	Foods			
Addres	s						Address	716 W.	Town Center	Blvd.		
CSZ							CSZ	Champ	aign IL 61822			
Phone							Phone	217-35	i6-7100			
			WITNESSE	ES OF	R OTHE	RS HAV	ING KNOWL	edge of t	HIS VIOLATION	<b>l</b> :		
		Compla	INANT(S)						RESPONDEN	T(S)		
Name							Name					
Addres	s						Address					
CSZ							CSZ					
Phone							Phone					
			A	LLEG	ATION:	DISCI	RIMINATION V	NAS BASE	D ON:			
Age	X	Family Respon	sibilities		Perso	nal Appe	arance	Race			Sexual Orientation	
Class		Marital Status			Physic	al/Ment	al Disability	Religi	ion		Source of Income	
Color		Matriculation			Prior /	Arrest o	r Conviction	Sex			Other	
Creed		National Origin	I		Politic	al Affilia	tion	Sexu	al Harassment			
					DISC	RIMINA	TION OCCUR	RED IN:				
Credit		Employment		X	Housin	g			nercial saction		Public Accommodations	

### DISTRIBUTION:

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Respondent	X	Complainant	X	Legal	Х	File	X	
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My name is

. I reside at

Champaign, Illinois.

I applied for a position with Ruler Foods. I received a phone interview and was informed I would receive an in-person interview. I did not receive any additional information about an in- person interview and after inquiring was informed someone else was hired instead. I believe I did not receive an in-person interview because of my age as I was qualified and originally guaranteed an in-person interview.

Therefore, I am filing a complaint against the company for age discrimination.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	•	CITY OF	CH/	<b>MPA</b> I	GN HI	JMAN REL	ATIONS I	Rights Or Commissio RIGHTS DIV	N		
							Huma	n Relations C	lomn	nission	
		City of CHAMP/					10	12 North Neil	Stre	et	
			٩IG	N				mpaign, Illino		1820	
Date Re	ceived:	8/16/19				Case Num	ber:	CC-19-004E	M		
HRO Ju	risdiction:	Yes	X	No		Date of All	eged Disc	rimination:		April 2019	
	COMP	LAINANT(S)	)					RESPONDEN	T(S)		
Name						Name	Pepsi	Bottling Grou	p		
Address	5					Address	1306 V	V. Anthony Dr	ive		
CSZ						CSZ	Champ	aign, IL 61821			
Phone						Phone					
		WITNESS	ES OF	R OTHE	RS HA\	ING KNOWL	edge of t	HIS VIOLATIOI	N:		
	COMP	LAINANT(S)	)					RESPONDEN	T(S)		
Name						Name					
Address	S					Address					
CSZ						CSZ					
Phone						Phone					
		A	LLEG	ATION:	DISCF	RIMINATION	WAS BASE	D ON:			
Age	Family Resp	onsibilities		Perso	nal Appe	arance	Race		X	Sexual Orientation	
Class	Marital Stat	US		Physic	al/Ment	al Disability	Relig	ion		Source of Income	
Color Matriculation Prior Arrest or Conviction Sex								Other			
Creed	National Ori	gin		Politic	al Affiliat	tion	Sexu	al Harassment			
				DISC	RIMINA	TION OCCUR	RED IN:				
Credit	Employment	t	X	Housir	Ig			nercial saction		Public Accommodations	

### DISTRIBUTION:

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Respondent	X	Complainant	Х	Legal	Х	File	X	
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My name is

I reside at

I was hired as a full- time employee and later found out I would be part time. My current manager Gus has had issues and harassed me dating back to April 2019. I have also not received the same wages as other employees nor provided the same opportunities in the workplace. Most recently as of October 29<sup>th</sup> my hours have not been reinstated as full time. My hours have been an approximate 10 hours or less.

Therefore, I am filing a complaint against the company for discrimination based on race.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

		CITY	OF C	HA	MPAI	GN ł	IUMAN R	ELA <sup>.</sup>	TIONS	Rights Or Commissio RIGHTS DI	N		
									Huma	n Relations C	Comn	nission	
		City of CHA							10	12 North Neil	Stre	et	
		CHAI	MPAI	G١					Cha	mpaign, Illinc		1820	
Date Rec	:eived:	9/21/	19				Case Ni	umbe	9 <b>r</b> :	CC-19-002F	Ac		
HRO Jur	isdiction:		Yes	X	No		Date of	Alleç	ged Disc	rimination:		September 17, 2019	
							1						
	COM	PLAINAN	NT(S)							RESPONDEN	T(S)		
Name							Name		JJ's S	hoe Repair			
Address							Addres	S	109 S.	Walnut			
CSZ							CSZ		Cham	oaign IL 61820			
Phone							Phone		217-3	52-0111			
		WITN	ESSES	OR	OTHE	RS H/	AVING KNO	WLE	)GE OF 1	HIS VIOLATIO	N:		
	COM	PLAINAN	NT(S)							RESPONDEN	T(S)		
Name							Name						
Address							Addres	S					
CSZ							CSZ						
Phone							Phone						
			ALL	EGA	TION:	DISC	CRIMINATIO	IN W	AS BASE	:D ON:			
Age	Family Res	ponsibiliti	ies		Persor	nal App	jearance		Race	ł		Sexual Orientation	
Class	Marital Sta	atus			Physic	al/Mei	ntal Disability	)	( Relig	ion		Source of Income	
Color						or Conviction	1	Sex			Other		
Creed						al Affil	iation		Sexu	al Harassment			
					DISCI	RIMIN	IATION OCC	CURR	ED IN:				
Credit	Employme	nt			Housin	g				mercial saction		Public Accommodations	X

Respondent	X	Complainant	X	Legal	X	File	X
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My name is **Example**. I reside at

I took my shoes to JJ's Repair on September 17, 2019 and requested tassels. I was told my shoes would be completed. I returned the next day and I was told to get out of the store with no explanation. I was yelled at and told to stop talking and not to return. He could tell I had a disability. He was trying to intimidate me.

Therefore, I am filing a complaint against the company for discrimination based on disability.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

	•	CITY D	F CH	IAN	IPAIG	IN HL	JMAN REL	ATI	ons c	ights Or COMMISSIO RIGHTS DI	N		
									Humar	Relations C	Comm	ission	
									2 North Neil				
							_		npaign, Illini		820		
Date Received: 9/30/19					Case Number: CC-19-003EM								
HRO Ju	risdiction:	Ye	S	X	No		Date of Al	lege	d Discr	imination:		09/20/19	
	COM	PLAINANT(	S)							RESPONDEN	T(S)		
Name	Name					Name	I	Holiday Inn Trade Center					
Addres	Address .					Address	1	101 Trade Center Dr.					
				CSZ	1	Champa	aign IL 61820		Imission reet 61820 09/20/19 3) 6 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7				
Phone				Phone		217-398-3400							
	·	WITNES	SES (	JR I	DTHER	S HAV	/ING KNOWL	EDG	E OF TH	IS VIOLATIO	N:		
	COM	PLAINANT(	S)							RESPONDEN	T(S)		
Name							Name						
Addres	s						Address						
CSZ							CSZ						
Phone							Phone						
			ALLE	GA'	tion:	DISCR	RIMINATION	WAS	BASE	) ON:			
Age	Family Res	sponsibilities			Persona	I Appea	arance		Race			Sexual Orientation	
Class	Marital St	atus			Personal Appearance Physical/Mental Disability		X	Religi	n		Source of Income		
Color	Matriculation Prior Arrest or		• Conviction		Sex			Other					
Creed National Origin Political Affiliati		tion		Sexua	l Harassment								
					DISCR	IMINA	TION OCCUP	REE	) IN:				
Credit	Employme	nt	X		Housing					ercial action		Public Accommodations	

Respondent X Complainant	X Legal	X File	X
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My name is **Example**. I reside at **Example**.

I was sick and needed to go to the ER. After being seen, I was admitted to the hospital and was fired from my employer because I did not come in. I provided proof to my employer related to my hospitalization and my ongoing medical condition. I was still terminated, and I believe I was fired based on my medical condition/disability that I am now still receiving treatment for.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.

		CITY OF	CH/	AMPAI	GN H	UMAN REL	ATII	ons c	ights Or ommissio rights div	N			
								Human	Relations C	lomn	iission		
									2 North Neil				
						C N	<b>.</b>		ipaign, Illino		1820		
Date Received:     11/18/19       HRD Jurisdiction:     Yes     X     No						Case Number: CC-19-005EM Date of Alleged Discrimination:							
חונט שע	risaiction:	Yes	^	No		Date of Al	iegei	a Discr	imination:				
			_										
		PLAINANT(S	)			N			RESPONDEN	T(S)			
Name						Name		Midtow					
Addres	s					Address		512 S. Third St.					
CSZ						CSZ	1	Champa	aign, IL 61821	]			
Phone				Phone	(	(217) 210-4911							
		WITNESS	ES OI	R DTHE	RS HA	VING KNOWL	EDG	E OF TH	IIS VIOLATIO	N:			
	COM	PLAINANT(S	)						RESPONDEN	T(S)			
Name						Name							
Addres	S					Address							
CSZ						CSZ							
Phone						Phone							
		l	ALLEG	ATION:	DISCI	RIMINATION	WAS	BASE	) ON:				
Age	Family Res	sponsibilities		Perso	nal Appe	arance		Race		X	Sexual Orientation		
Class	Marital Sta	atus		Physical/Mental Disabilit		al Disability		Religio	n		Source of Income		
Color	Matriculat	ion		Prior	Arrest o	r Conviction		Sex			Other		
Creed	National O	rigin		Politic	al Affilia	tion		Sexua	l Harassment				
				DISC	RIMINA	TION OCCUP	RED	) IN:					
Credit	Employme	nt	X	Housir	Ig			Comm Transa			Public Accommodations		

Respondent X C	lomplainant X	Legal	X	File	X
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My name is **and I reside manual**. My company did summer maintenance work (painting and cleaning) for Midtown Lofts. Former Property Manager oversaw the work and services provided/completed. Estimate was provided and contract in place. Four invoices remain outstanding, while two invoices were paid. Efforts to receive payment through calls and emails have still not resulted in payment. My company is predominantly Hispanic (myself included), and we are the only company that has not been paid in full. Due to this, I am filing a complaint against the company for discrimination based on race.

Complainant Signature

State of Illinois

County of Champaign

On \_\_\_\_\_\_, the Complainant personally appears before me, with satisfactory identification, and acknowledges that he/she has read the foregoing charge and knows the contents thereof, to be true and correct.