

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	04/21/10	Case Number:	CC-10-002PA
HRD Jurisdiction:	Yes <input type="checkbox"/> X <input checked="" type="checkbox"/> No <input type="checkbox"/>	Date of Alleged Discrimination:	03/24/10
Place of Alleged Discrimination:	Classic Tan		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Classic Tan
Address	[REDACTED]	Address	1733 W. Kirby
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 351-6976

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	X	Religion
Color	Matriculation	Prior Arrest or Conviction	Sex	Source of Income
Creed	National Origin	Political Affiliation	Sexual Harassment	Other

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations	X
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DISTRIBUTION:

Respondent	Complainant	Legal	File		
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ALLEGATION OF DISCRIMINATION

██████████ alleges that he entered Classic Tan on March 24, 1010, to use his cell phone. 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	07/13/10	Case Number:	CC-10-003EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:			07/10
Place of Alleged Discrimination:		Motherhood Maternity	

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Motherhood Maternity
Address	[REDACTED]	Address	Market Place Mall
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 355-1263

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/> X	Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex	<input checked="" type="checkbox"/> X	Other	
Creed		National Origin		Political Affiliation		Sexual Harassment		Retaliation	

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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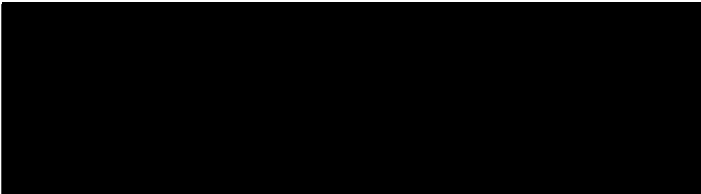
ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED] I am employed by 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.

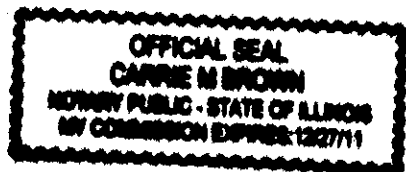
County of Champaign)

On July 15, 2010, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	01/19/11	Case Number:	CC-11-001EM
HRD Jurisdiction:	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:
Place of Alleged Discrimination:			Olive Garden

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Olive Garden
Address	[REDACTED]	Address	30 E. Anthony Drive
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 351-6339

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other: Retaliation <input checked="" type="checkbox"/>
Creed	National Origin	Political Affiliation	Sexual Harassment <input checked="" type="checkbox"/>	

DISCRIMINATION OCCURRED IN:

Credit	Employment <input checked="" type="checkbox"/>	Housing	Commercial Transaction	Public Accommodations
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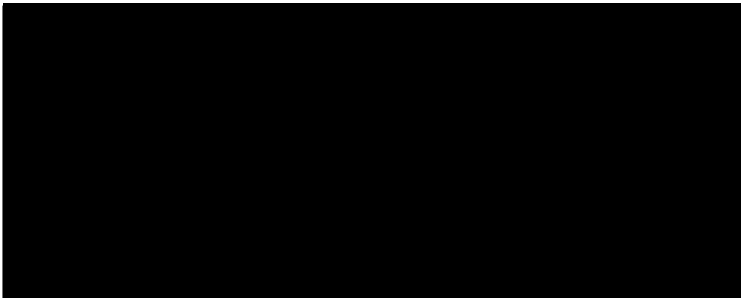
DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED] 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.

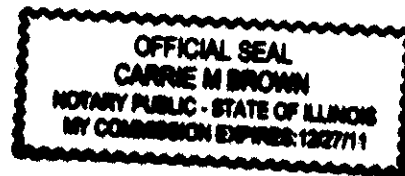
County of Champaign)

On JAN. 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 04/07/11 **Case Number:** CC-11-002EM

HRD Jurisdiction: Yes No **Date of Alleged Discrimination:** 02/17/11

Place of Alleged Discrimination: Progressive Logistic Services

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Progressive Logistic Services
Address		Address	3001 Apollo Drive
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 403-5053

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/>	Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED], [REDACTED]
[REDACTED]

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.



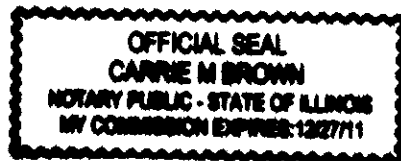
State of Illinois)
S.S.
County of Champaign)

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. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	06-02-11	Case Number:	CC-11-003EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination: 05-23-11
Place of Alleged Discrimination:	McDonald's		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	McDonald's
Address	[REDACTED]	Address	4910 N. Market Street
CSZ	[REDACTED]	CSZ	Champaign, IL 61822
Phone	[REDACTED]	Phone	(217) 643-7918

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other:
Creed	National Origin	<input checked="" type="checkbox"/> Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations
	<input checked="" type="checkbox"/>			

DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED] [REDACTED]

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.

[REDACTED]

Complainant Signature

State of Illinois)

S.S.

County of Champaign)

On 9/2/11, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 07/12/11

Case Number: CC-11-004EM

HRD Jurisdiction: Yes No

Date of Alleged Discrimination: 06/28/11

Place of Alleged Discrimination: Freedom Oil Company #23

COMPLAINANT(S)

RESPONDENT(S)

Name

[REDACTED]

Name

Freedom Oil Company #23

Address

[REDACTED]

Address

1406 N. Prospect Ave.

CSZ

[REDACTED]

CSZ

Champaign, IL 61820

Phone

[REDACTED]

Phone

(217) 398-4930

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)

RESPONDENT(S)

Name

[REDACTED]

Name

[REDACTED]

Address

[REDACTED]

Address

[REDACTED]

CSZ

[REDACTED]

CSZ

[REDACTED]

Phone

[REDACTED]

Phone

[REDACTED]

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	<input checked="" type="checkbox"/>	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion		Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex		Other
Creed	National Origin	Political Affiliation	Sexual Harassment		

DISCRIMINATION OCCURRED IN:

Credit	Employment	<input checked="" type="checkbox"/>	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File		
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

I 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

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	07/12/11	Case Number:	CC-11-005EM
HRD Jurisdiction:	Yes <input type="checkbox"/> X <input checked="" type="checkbox"/> No <input type="checkbox"/>	Date of Alleged Discrimination:	06/29/11
Place of Alleged Discrimination:	Panera Bread		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Panera Bread
Address	[REDACTED]	Address	1765 W. Kirby Ave.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 355-9885

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	X	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion		Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex		Other
Creed	National Origin	Political Affiliation	Sexual Harassment		

DISCRIMINATION OCCURRED IN:

Credit	Employment	X	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED], [REDACTED]

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.

[REDACTED]

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

On July 21, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	09/12/11	Case Number:	CC-11-006EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:	06/29/11		
Place of Alleged Discrimination:	Helia Healthcare		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Helia Healthcare
Address	[REDACTED]	Address	1915 S. Mattis Ave.
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 352-0516

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	<input checked="" type="checkbox"/> X Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other
Creed	National Origin	Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations
	<input checked="" type="checkbox"/> X			

DISTRIBUTION:

Respondent	Complainant	Legal	File		
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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

[REDACTED]

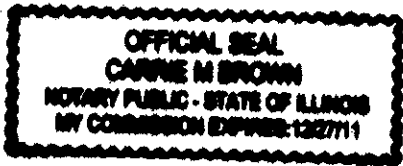
Complainant Signature

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

On 9/19/11, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	10/04/11	Case Number:	CC-11-007EM
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	10/02/11
Place of Alleged Discrimination:	Guido's		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Guido's
Address	[REDACTED]	Address	2 E. Main
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 359-3148

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class	Marital Status	Physical/Mental Disability	Religion		Source of Income	
Color	Matriculation	Prior Arrest or Conviction	Sex		Other	
Creed	National Origin	Political Affiliation	Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit	Employment	<input checked="" type="checkbox"/>	Housing	Commercial Transaction	Public Accommodations	
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DISTRIBUTION:

Respondent	Complainant	Legal	File		
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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.

[REDACTED]

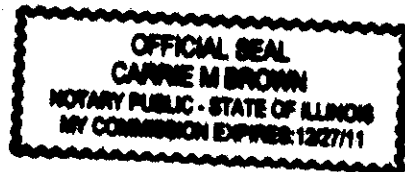
State of Illinois)
S.S.
County of Champaign)

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



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	10/13/11	Case Number:	CC-11-008EM
HRO Jurisdiction:	Yes <input type="checkbox"/> X No <input type="checkbox"/>	Date of Alleged Discrimination:	09/13/11
Place of Alleged Discrimination:	Loft		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Loft
Address	[REDACTED]	Address	2000 N. Neil St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 355-0395

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [redacted] I reside at [redacted] [redacted]

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.

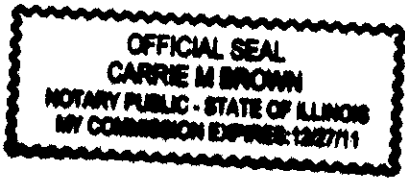
[redacted]

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.

Carrie M. Brown
Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	11/14/11	Case Number:	CC-11-009-EM	
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination:	08/16/11
Place of Alleged Discrimination:	Hollister & Co.			

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Hollister & Co.
Address		Address	2000 N. Neil St.
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 359-1297

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [redacted] I reside at [redacted]

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

[redacted signature area]

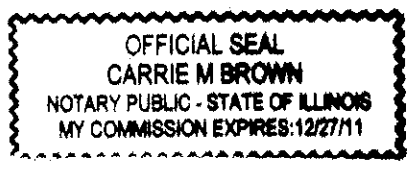
Complainant signature

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

On November 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. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	03/22/12	Case Number:	CC-12-001EM
HRO Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	03/01/12
Place of Alleged Discrimination:	Fashion Bug		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Fashion Bug
Address	[REDACTED]	Address	450 Winks Lane
CSZ	[REDACTED]	CSZ	Bensalem, PA 19020
Phone	[REDACTED]	Phone	(217) 356-8569 (local)

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction	<input checked="" type="checkbox"/>	Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/>	Complainant	<input checked="" type="checkbox"/>	Legal	<input type="checkbox"/>	File	<input checked="" type="checkbox"/>
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Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	09/17/12	Case Number:	CC-12-002EM
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	09/07/12
Place of Alleged Discrimination:	Bromley Group of Companies		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Bromley Group of Companies
Address		Address	910 S. Third Street
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 384-6100

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/>	Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] St.
[REDACTED]

On Tuesday, August 28, 2012 I was entering the building at Bromley Group of Companies, my employer. I walked in and my left leg 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.

[REDACTED]

Complainant Signature

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

On September 18, 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.

Carrie M. Brown
Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	11/16/12	Case Number:	CC-11-003EM
HRD Jurisdiction:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Date of Alleged Discrimination:	11/16/12
Place of Alleged Discrimination:	Taco Bell		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Taco Bell, Fredia Ayres
Address	[REDACTED]	Address	910 W. Springfield Avenue
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 356-7526

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	[REDACTED]
Address	[REDACTED]	Address	[REDACTED]
CSZ	[REDACTED]	CSZ	[REDACTED]
Phone	[REDACTED]	Phone	[REDACTED]

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other
Creed	National Origin	Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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.

[REDACTED]

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

On 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.

Carrie M. Brown
Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	12/17/12	Case Number:	CC-12-004EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination:
Place of Alleged Discrimination:			Smoke Que-N-Brew

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Smoke Que-N-Brew
Address		Address	2411 Village Green Place
CSZ		CSZ	Champaign, IL 61822
Phone		Phone	(217) 355-3855

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment	<input checked="" type="checkbox"/>		

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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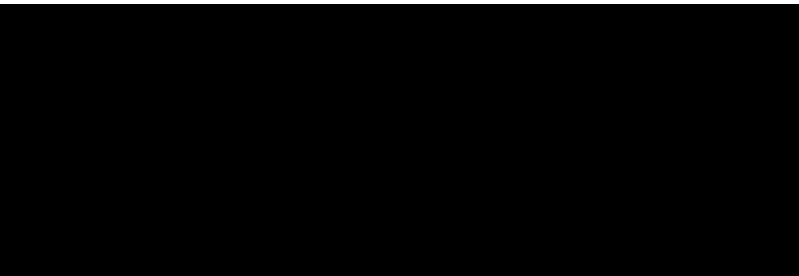
DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

While attending an after-work event with other employees at the home of Mark (restaurant manager), another employee - [REDACTED] touched me in a sexual way. I immediately voiced my displeasure at his inappropriate and unsolicited behavior. Later that evening [REDACTED] 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

On December 19, 2012,
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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	01/24/13	Case Number:	CC-13-001EM
HRO Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	01/14/13
Place of Alleged Discrimination:	Schnuck's		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Schnuck's
Address	[REDACTED]	Address	109 N. Mattis Avenue
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 351-2600

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	<input checked="" type="checkbox"/>	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion		Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex		Other
Creed	National Origin	Political Affiliation	Sexual Harassment		

DISCRIMINATION OCCURRED IN:

Credit	Employment	<input checked="" type="checkbox"/>	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File		
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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.

[REDACTED]

State of Illinois

County of Champaign

On January 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



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	02/04/13	Case Number:	CC-13-002pa
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination:
Place of Alleged Discrimination:			Drury Inn Hotel

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Drury Inn Hotel
Address		Address	905 W. Anthony Drive
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	(217) 398-0030

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color	<input checked="" type="checkbox"/>	Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing		Commercial Transaction		Public Accommodations	<input checked="" type="checkbox"/>
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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. [REDACTED] 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 [REDACTED] 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.

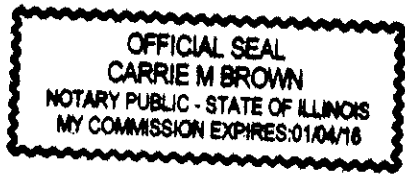
[REDACTED]

State of Illinois

County of Champaign

On January 7, 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



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received	3/11/13	Case Number	
HRD Jurisdiction	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination
Place of Alleged Discrimination		Federation of Animal Science Societies	

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Federation of Animal Science Societies
Address		Address	1800 S. Oak Street
CSZ			Champaign, IL 61820
Phone		Phone	217-356-3182

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance		Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	<input checked="" type="checkbox"/>	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction		Sex	Other
Creed	National Origin	Political Affiliation		Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	<input checked="" type="checkbox"/>	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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.

[REDACTED]

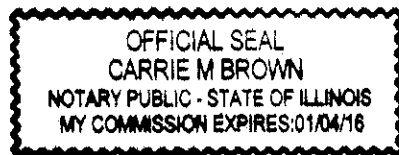
State of Illinois

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. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	4/16/13	Case Number:	CC-13-004EM
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	4/9/13
Place of Alleged Discrimination:	Prime Sale		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Prime Sale
Address		Address	1703 Avenue of Mid America
CSZ			Effingham, IL 62401
Phone		Phone	217-342-7463

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/>	Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	<input checked="" type="checkbox"/>
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex	<input checked="" type="checkbox"/>	Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]

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.

[REDACTED]

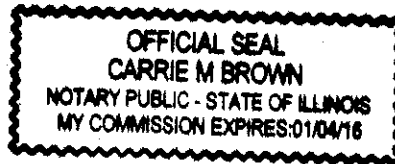
State of Illinois

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.

Carrie M. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
 102 North Neil Street
 Champaign, Illinois 61820

Date Received	01/20/14	Case Number	CC-14-001EM
HRD Jurisdiction	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination	11/27/13
Place of Alleged Discrimination	Human Kinetics		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Human Kinetics
Address		Address	1607 N. Market Street
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 351-5076

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color	<input checked="" type="checkbox"/>	Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

- On November 11, 2013, my director, Sean Wilson, called me and [REDACTED] [REDACTED] into a meeting where he began to explain that [REDACTED] would be removed from café coverage and that I would take her place. I do not report to [REDACTED], 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 [REDACTED] 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, [REDACTED] "Is it really a question?"
- The next day, November 12th, 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 26th. 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 27th, 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 [REDACTED] 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 [REDACTED]. Yet somehow, it was deemed more appropriate that I be required to take on café food service responsibilities than to require [REDACTED] or any other white employee with less seniority and education to do so.

[REDACTED]

Complainant Signature

State of Illinois

County of Champaign

On 1/28/14, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
 102 North Neil Street
 Champaign, Illinois 61820

Date Received:	03/05/14	Case Number:	CC-14-002
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	02/11/14
Place of Alleged Discrimination:	Campus Communications Group, Inc.		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Michael O'Linc
Address		Address	P.O. Box 25
CSZ		CSZ	Champaign, IL 61824
Phone		Phone	(217) 417-6455

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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.

[REDACTED]

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



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	04/10/14	Case Number:	CC-14-003EM
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	January, 2014
Place of Alleged Discrimination:	St. John's Catholic Newman Center		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Cosette Fulk
Address		Address	604 E. Armory Avenue
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 344-1266

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other: Retaliation	X
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	X	Housing		Commercial Transaction		Public Accommodations	
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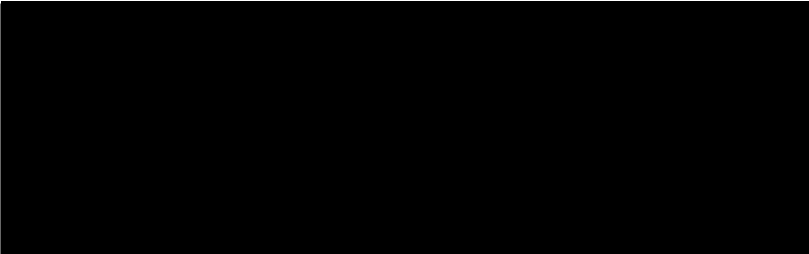
DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] My mailing address is [REDACTED]
[REDACTED]

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.



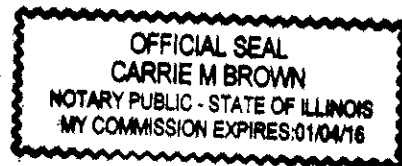
State of Illinois

County of Champaign

On 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.

Carrie M. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	08/18/14	Case Number:	CC-14-004EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination: 08/14/14
Place of Alleged Discrimination:		Spherion & Art Jackson State Farm	

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Spherion/Art Jackson State Farm
Address		Address	701 Devonshire/2001 S. First, Suite 102
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 359-4488/278-6919

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction	<input checked="" type="checkbox"/>	Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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

[REDACTED]

State of Illinois

County of Champaign

On August 26, 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



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	01/28/15	Case Number:	CC-15-001EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination:
Place of Alleged Discrimination:			

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Kelly Services
Address		Address	113 N. Mattis Avenue #K
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	217/351-0937

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	<input checked="" type="checkbox"/> Sex	Other
Creed	National Origin	Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	<input checked="" type="checkbox"/> Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]

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.

[REDACTED]

State of Illinois

County of Champaign

On February 2, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 06/01/15 **Case Number:** CC-15-002PA

HRD Jurisdiction: Yes No **Date of Alleged Discrimination:** 05/21/15

Place of Alleged Discrimination: Walmart Supercenter

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Walmart Supercenter
Address		Address	2610 N. Prospect Avenue
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	217/352-0700

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing		Commercial Transaction		Public Accommodations	<input checked="" type="checkbox"/>
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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.

[REDACTED]

State of Illinois

County of Champaign

On June 2, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received	06/03/15	Case Number	CC-15-003EM
HRD Jurisdiction	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination	05/13/15
Place of Alleged Discrimination	Adecco		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Adecco
Address		Address	1805 W. Kirby Avenue
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	217/355-2342

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other
Creed	National Origin	Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations
	<input checked="" type="checkbox"/>			

DISTRIBUTION:

Respondent	Complainant	Legal	File		
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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.

[REDACTED]

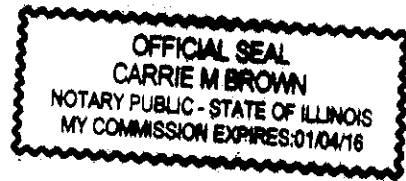
State of Illinois

County of Champaign

On June 4, 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	06/12/15	Case Number:	CC-15-004H
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	06/04/15
Place of Alleged Discrimination:	Parkland Point Apartments		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Parkland Point Apartments
Address		Address	2002 W. Bradley Avenue
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	217/531-3838

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/>	Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing	<input checked="" type="checkbox"/>	Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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.

[REDACTED]

Complainant Signature

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 M. Brown
Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	07/01/15	Case Number:	CC-15-005EM
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	06/23/15
Place of Alleged Discrimination:	Residence Inn Marriott		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Residence Inn Marriott
Address	[REDACTED]	Address	502 W. Marketview
CSZ	[REDACTED]	CSZ	Champaign, IL 61822
Phone	[REDACTED]	Phone	319/768-8844

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other
Creed	National Origin <input checked="" type="checkbox"/>	Political Affiliation	Sexual Harassment <input checked="" type="checkbox"/>	

DISCRIMINATION OCCURRED IN:

Credit	Employment <input checked="" type="checkbox"/>	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

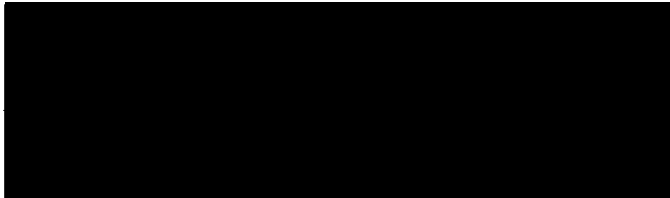
My name is [redacted] I reside at [redacted]

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 July 9, 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 violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	09/23/15	Case Number:	CC-15-006PA
HRO Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	09/16/15
Place of Alleged Discrimination:	County Market		

COMPLAINANT(S)		RESPONDENT(S)	
Name:		Name:	County Market
Address:		Address:	312 W. Kirby Avenue
CSZ:		CSZ:	Champaign, IL 61820
Phone:		Phone:	217/221-5681

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name:		Name:	
Address:		Address:	
CSZ:		CSZ:	
Phone:		Phone:	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/>	Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing		Commercial Transaction		Public Accommodations	<input checked="" type="checkbox"/>
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]

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).

[REDACTED SIGNATURE]

Complainant Signature

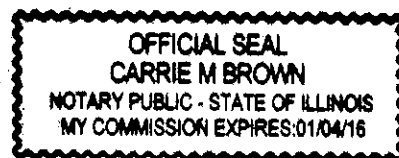
State of Illinois

County of Champaign

On September 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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 11/19/15 **Case Number:** CC-15-007H

HRD Jurisdiction: Yes No **Date of Alleged Discrimination:** 11/04/15

Place of Alleged Discrimination:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Colony West Condo Association
Address		Address	31 Colony West Drive
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	217-358-3405

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color	<input checked="" type="checkbox"/>	Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin	<input checked="" type="checkbox"/>	Political Affiliation		Sexual Harassment		Language & ethnicity	<input checked="" type="checkbox"/>

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing	<input checked="" type="checkbox"/>	Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

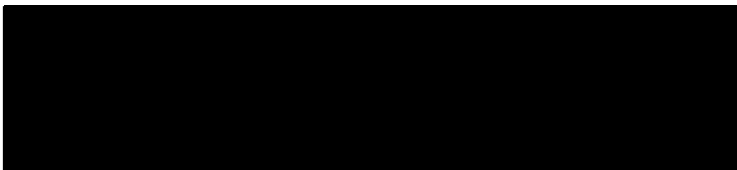
My name is [REDACTED] I reside at [REDACTED]

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.



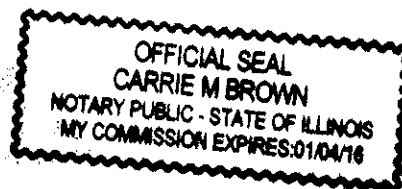
State of Illinois

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 Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	April 18, 2017	Case Number:	17-004-EM
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	April 9, 2017
Place of Alleged Discrimination:	Harvest Market, Champaign, IL		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Harvest Market
Address		Address	2029 S. Neil St.
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 355-7878

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction	X	Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

State of Illinois

County of Champaign

On April 27, 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.

Carrie M. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 4-28-2017 **Case Number:** CC-17-005 EM

HRO Jurisdiction: Yes X No **Date of Alleged Discrimination:** Current

Place of Alleged Discrimination: Elliott Counseling Group- Employer

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Sandra Ahten, Elliott Counseling Group
Address	[REDACTED]	Address	309 W. Clark St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 398-9066

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	X	Sexual Orientation
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income
Color		Matriculation		Prior Arrest or Conviction		Sex		Other
Creed		National Origin		Political Affiliation		Sexual Harassment		

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing		Commercial Transaction		Public Accommodations
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]

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.

[REDACTED]

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.

Carrie M. Brown
Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	5-24-2017	Case Number:	CC-17-006 EM
HRD Jurisdiction:	Yes <input type="checkbox"/> X No <input type="checkbox"/>	Date of Alleged Discrimination:	5/16/2017
Place of Alleged Discrimination:	Pavilion		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Pavilion
Address		Address	809 W. Church
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	(217) 373-1750

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	X	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion		Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex		Other
Creed	National Origin	Political Affiliation	Sexual Harassment		

DISCRIMINATION OCCURRED IN:

Credit	Employment	X	Housing	Commercial Transaction	Public Accommodations
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DISTRIBUTION:

Respondent	Complainant	Legal	File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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.

[REDACTED]

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.

Carrie M. Brown

Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	8/28/2017	Case Number:	CC-17-002H
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> No	Date of Alleged Discrimination:
Place of Alleged Discrimination:			Next Chapter Properties- Apartment building

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Next Chapter Properties
Address	[REDACTED]	Address	217 S. Neil St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217)356-3511

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance		Race		Sexual Orientation	
Class	Marital Status	Physical/Mental Disability	<input checked="" type="checkbox"/>	Religion		Source of Income	
Color	Matriculation	Prior Arrest or Conviction		Sex		Other- ESA	<input checked="" type="checkbox"/>
Creed	National Origin	Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED] [REDACTED]

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.


[REDACTED]

Complainant Signature

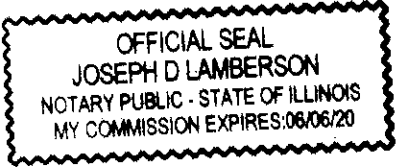
State of Illinois

County of Champaign

On 1 September, 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



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: **05/20/16** Case Number: **CC-16-001EM**

HRD Jurisdiction: Yes No Date of Alleged Discrimination: **05/02/16**

Place of Alleged Discrimination: **Davis Mail Service, Inc.**

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Davis Mail Service, Inc. (Tony Davis, President)
Address	[REDACTED]	Address	6819 Elkmont Drive
CSZ	[REDACTED]	CSZ	Jacksonville, FL 32226-3355
Phone	[REDACTED]	Phone	618-979-5275

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]

On the second day of May I was told by Cherrie Coppedge "We gonna have to let you go." I, [REDACTED] 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 2nd 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

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	07/27/16	Case Number:	CC-16-002EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:	04/21/16		
Place of Alleged Discrimination:	Hobbico		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Hobbico
Address	[REDACTED]	Address	1608 Interstate Drive
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	217-398-3630

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment		Retaliation	<input checked="" type="checkbox"/> X

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED].

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 & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	01/10/17	Case Number:	CC-17-003EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:	01/02/17		
Place of Alleged Discrimination:	Sports Clips, Champaign, Illinois		

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Sports Clips
Address		Address	1733 W. Kirby Ave #11
CSZ		CSZ	Champaign, IL 61821
Phone		Phone	(217) 552-2768 (365-9100 Business phone)

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/> X	Family Responsibilities		Personal Appearance	<input checked="" type="checkbox"/> X	Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color	<input checked="" type="checkbox"/> X	Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin	<input checked="" type="checkbox"/> X	Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	11/22/16	Case Number:	CC-17-001EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:	10/07/16		
Place of Alleged Discrimination:	Walgreens, 1713 W. Springfield Ave, Champaign, 61821		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Walgreens
Address	[REDACTED]	Address	1713 W. Springfield Ave.
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 356-2529

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	11/22/16	Case Number:	CC-17-002H
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:	11/19/16		
Place of Alleged Discrimination:	1811 Cynthia Drive, Champaign, 61821		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Michael McAnally
Address	[REDACTED]	Address	[REDACTED]
CSZ	[REDACTED]	CSZ	[REDACTED]
Phone	[REDACTED]	Phone	[REDACTED]

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities	<input checked="" type="checkbox"/> X	Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing	<input checked="" type="checkbox"/> X	Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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 [REDACTED], 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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	12/05/2017	Case Number:	CC-17-001PA
HRD Jurisdiction:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Date of Alleged Discrimination:	12/01/2017
Place of Alleged Discrimination:	Suburban Express and Illini Shuttle		

COMPLAINANT(S)		RESPONDENT(S)	
Name	City of Champaign	Name	Suburban Express and Illini Shuttle
Address	102 N. Neil St.	Address	714 S. 6th St.
CSZ	Champaign, IL 61820	CSZ	Champaign, IL 61820
Phone	(217) 403-8830	Phone	(217) 344-6700

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other
Creed	National Origin <input checked="" type="checkbox"/>	Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations <input checked="" type="checkbox"/>
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/>	Complainant	<input type="checkbox"/>	Legal	<input type="checkbox"/>	File	<input type="checkbox"/>
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ALLEGATION OF DISCRIMINATION

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.**"

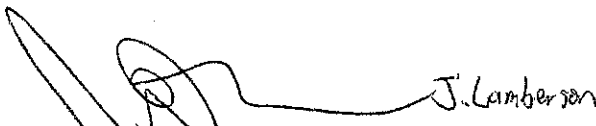


Complainant Signature

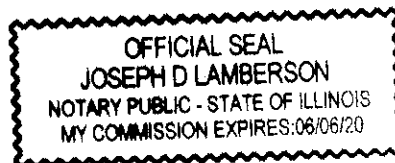
State of Illinois

County of Champaign

On 6 December, 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 of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 04/13/18 **Case Number:** CC-18-001EM

HRD Jurisdiction: Yes No **Date of Alleged Discrimination:** 04/01/18

Place of Alleged Discrimination: Towneplace Suites by Marriott Champaign Urbana/Campus Town

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	TownePlace Suites by Marriott
Address	[REDACTED]	Address	603 S. 6 th St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217)344-1600

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities	<input checked="" type="checkbox"/>	Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent		Complainant		Legal		File	
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED]. 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.

Notary Public

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



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	04/19/18	Case Number:	CC-18-002EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/>	No
Place of Alleged Discrimination:	Spring Mobile		
Date of Alleged Discrimination:	03/15/18		

COMPLAINANT(S)		RESPONDENT(S)	
Name	██████████	Name	Spring Mobile
Address	██████████	Address	2033 S. Neil
CSZ	██████████	CSZ	Champaign, IL 61820
Phone	██████████	Phone	(217)317-0660

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input type="checkbox"/>	Family Responsibilities	<input type="checkbox"/>	Personal Appearance	<input type="checkbox"/>	Race	<input checked="" type="checkbox"/>	Sexual Orientation	<input type="checkbox"/>
Class	<input type="checkbox"/>	Marital Status	<input type="checkbox"/>	Physical/Mental Disability	<input type="checkbox"/>	Religion	<input type="checkbox"/>	Source of Income	<input type="checkbox"/>
Color	<input type="checkbox"/>	Matriculation	<input type="checkbox"/>	Prior Arrest or Conviction	<input type="checkbox"/>	Sex	<input type="checkbox"/>	Other	<input type="checkbox"/>
Creed	<input type="checkbox"/>	National Origin	<input type="checkbox"/>	Political Affiliation	<input type="checkbox"/>	Sexual Harassment	<input type="checkbox"/>		<input type="checkbox"/>

DISCRIMINATION OCCURRED IN:

Credit	<input type="checkbox"/>	Employment	<input checked="" type="checkbox"/>	Housing	<input type="checkbox"/>	Commercial Transaction	<input type="checkbox"/>	Public Accommodations	<input type="checkbox"/>
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DISTRIBUTION:

Respondent	<input type="checkbox"/>	Complainant	<input type="checkbox"/>	Legal	<input type="checkbox"/>	File	<input type="checkbox"/>
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED]. I previously 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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & COMMUNITY RELATIONS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	05/16/18	Case Number:	CC-18-003EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:	04/23/2018		
Place of Alleged Discrimination:	Circle K		

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Circle K
Address	[REDACTED]	Address	59 E. Green St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 344-8722

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability	<input checked="" type="checkbox"/> X	Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	06/28/18	Case Number:	CC-18-004EM
HRD Jurisdiction:	Yes	X	No
			Date of Alleged Discrimination:
			04/17/2018
Hooters of America			

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Hooters of America
Address	[REDACTED]	Address	1706 S. State St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 355-7682

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance	X	Race	X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color	X	Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment	X		

DISCRIMINATION OCCURRED IN:

Credit		Employment	X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	X	Complainant	X	Legal		File	X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]

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.

[REDACTED]

Complainant/Signature

State of Illinois

County of Champaign

On November 1, 2018, 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.

Ashley Stickels
Notary Public



Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received: 10/09/18 Case Number: CC-18-005EM

HRO Jurisdiction: Yes No Date of Alleged Discrimination: 09/20/2018

Hooters of America

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	Hooters of America
Address		Address	1706 S. State St.
CSZ		CSZ	Champaign, IL 61820
Phone		Phone	(217) 355-7682

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color	<input checked="" type="checkbox"/>	Matriculation		Prior Arrest or Conviction		Sex	<input checked="" type="checkbox"/>	Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/>	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/>	Complainant	<input checked="" type="checkbox"/>	Legal	<input checked="" type="checkbox"/>	File	<input checked="" type="checkbox"/>
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Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	11/13/18	Case Number:	CC-18-001H
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:			07/01/2018

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Foot Print Leasing
Address	[REDACTED]	Address	206 W. Main St.
CSZ	[REDACTED]	CSZ	Urbana, IL 61801
Phone	[REDACTED]	Phone	217-621-5495

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input type="checkbox"/>	Family Responsibilities	<input type="checkbox"/>	Personal Appearance	<input type="checkbox"/>	Race	<input type="checkbox"/>	Sexual Orientation	<input type="checkbox"/>
Class	<input type="checkbox"/>	Marital Status	<input type="checkbox"/>	Physical/Mental Disability	<input type="checkbox"/>	Religion	<input type="checkbox"/>	Source of Income	<input type="checkbox"/>
Color	<input type="checkbox"/>	Matriculation	<input type="checkbox"/>	Prior Arrest or Conviction	<input type="checkbox"/>	Sex	<input type="checkbox"/>	Other	<input type="checkbox"/>
Creed	<input type="checkbox"/>	National Origin	<input type="checkbox"/>	Political Affiliation	<input type="checkbox"/>	Sexual Harassment	<input type="checkbox"/>	Familial Status	<input checked="" type="checkbox"/> X

DISCRIMINATION OCCURRED IN:

Credit	<input type="checkbox"/>	Employment	<input type="checkbox"/>	Housing	<input checked="" type="checkbox"/> X	Commercial Transaction	<input type="checkbox"/>	Public Accommodations	<input type="checkbox"/>
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal	<input type="checkbox"/>	File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	11/16/18	Case Number:	CC-18-007EM
HRD Jurisdiction:	Yes	X	No
Date of Alleged Discrimination:			11/09/2018

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Caterpillar
Address	[REDACTED]	Address	102 S. Duncan Rd
CSZ	[REDACTED]	CSZ	Champaign, IL 61822
Phone	[REDACTED]	Phone	(217) 373-2505

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction	X	Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	X	Complainant	X	Legal		File	X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	12/07/18	Case Number:	CC-18-006EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
			Date of Alleged Discrimination: 11/13/2018

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	DSC Logistics
Address	[REDACTED]	Address	710 N. Mattis Ave.
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 402-8832

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED]

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	12/10/18	Case Number:	CC-18-001PA
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
		Date of Alleged Discrimination:	12/08/2018

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Davita Illini Renal Dialysis
Address	[REDACTED]	Address	507 E. University Ave
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(866) 544-6741 ext. 3580

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability	<input checked="" type="checkbox"/> X	Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing		Commercial Transaction		Public Accommodations	<input checked="" type="checkbox"/> X
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	3/1/19	Case Number:	CC-19-001PA
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
			Date of Alleged Discrimination: 12/07/18

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Monical's Pizza
Address	[REDACTED]	Address	205 N. Mattis Ave.
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone	[REDACTED]	Phone	(217) 359-3514

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment		Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	6/10/19	Case Number:	CC-19-001EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
			Date of Alleged Discrimination:
			05/29/19

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Ramshaw Real Estate
Address	[REDACTED]	Address	505 W. University
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 359-6400

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction	<input checked="" type="checkbox"/> X	Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	8/13/19	Case Number:	CC-19-002EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
			Date of Alleged Discrimination: 8/13/19

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Ruler Foods
Address	[REDACTED]	Address	716 W. Town Center Blvd.
CSZ	[REDACTED]	CSZ	Champaign IL 61822
Phone	[REDACTED]	Phone	217-356-7100

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	<input checked="" type="checkbox"/> X	Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED] 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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	8/16/19	Case Number:	CC-19-004EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
		Date of Alleged Discrimination:	April 2019

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Pepsi Bottling Group
Address	[REDACTED]	Address	1306 W. Anthony Drive
CSZ	[REDACTED]	CSZ	Champaign, IL 61821
Phone		Phone	

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] I reside at [REDACTED]
[REDACTED]

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 29th 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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820

Date Received:	9/21/19	Case Number:	CC-19-002PA
HRD Jurisdiction:	Yes	X	No
Date of Alleged Discrimination:			September 17, 2019

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	JJ's Shoe Repair
Address	[REDACTED]	Address	109 S. Walnut
CSZ	[REDACTED]	CSZ	Champaign IL 61820
Phone	[REDACTED]	Phone	217-352-0111

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age	Family Responsibilities	Personal Appearance	Race	Sexual Orientation
Class	Marital Status	Physical/Mental Disability	X Religion	Source of Income
Color	Matriculation	Prior Arrest or Conviction	Sex	Other
Creed	National Origin	Political Affiliation	Sexual Harassment	

DISCRIMINATION OCCURRED IN:

Credit	Employment	Housing	Commercial Transaction	Public Accommodations	X
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DISTRIBUTION:

Respondent	X	Complainant	X	Legal	X	File	X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	9/30/19	Case Number:	CC-19-003EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
Date of Alleged Discrimination:			09/20/19

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Holiday Inn Trade Center
Address	[REDACTED]	Address	101 Trade Center Dr.
CSZ	[REDACTED]	CSZ	Champaign IL 61820
Phone	[REDACTED]	Phone	217-398-3400

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:

COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:

Age		Family Responsibilities		Personal Appearance		Race		Sexual Orientation	
Class		Marital Status		Physical/Mental Disability	<input checked="" type="checkbox"/> X	Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:

Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	
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DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED]. I reside at [REDACTED].

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.

Notary Public

Complaint of Violation of the Human Rights Ordinance

CITY OF CHAMPAIGN HUMAN RELATIONS COMMISSION & OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS DIVISION



**Human Relations Commission
102 North Neil Street
Champaign, Illinois 61820**

Date Received:	11/18/19	Case Number:	CC-19-005EM
HRD Jurisdiction:	Yes	<input checked="" type="checkbox"/> X	No
		Date of Alleged Discrimination:	

COMPLAINANT(S)		RESPONDENT(S)	
Name	[REDACTED]	Name	Midtown Lofts
Address	[REDACTED]	Address	512 S. Third St.
CSZ	[REDACTED]	CSZ	Champaign, IL 61820
Phone	[REDACTED]	Phone	(217) 210-4911

WITNESSES OR OTHERS HAVING KNOWLEDGE OF THIS VIOLATION:			
COMPLAINANT(S)		RESPONDENT(S)	
Name		Name	
Address		Address	
CSZ		CSZ	
Phone		Phone	

ALLEGATION: DISCRIMINATION WAS BASED ON:									
Age		Family Responsibilities		Personal Appearance		Race	<input checked="" type="checkbox"/> X	Sexual Orientation	
Class		Marital Status		Physical/Mental Disability		Religion		Source of Income	
Color		Matriculation		Prior Arrest or Conviction		Sex		Other	
Creed		National Origin		Political Affiliation		Sexual Harassment			

DISCRIMINATION OCCURRED IN:									
Credit		Employment	<input checked="" type="checkbox"/> X	Housing		Commercial Transaction		Public Accommodations	

DISTRIBUTION:

Respondent	<input checked="" type="checkbox"/> X	Complainant	<input checked="" type="checkbox"/> X	Legal		File	<input checked="" type="checkbox"/> X
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ALLEGATION OF DISCRIMINATION

My name is [REDACTED] and I reside [REDACTED]. 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.

Notary Public