

CITY OF CHICAGO  
COMMISSION ON HUMAN  
RELATIONS

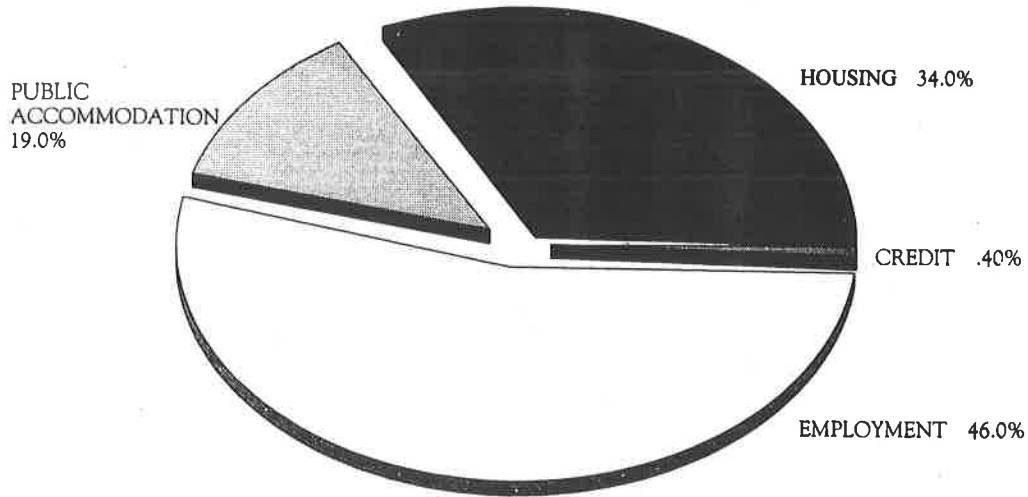
ADJUDICATION DIVISION

1995  
STATISTICS

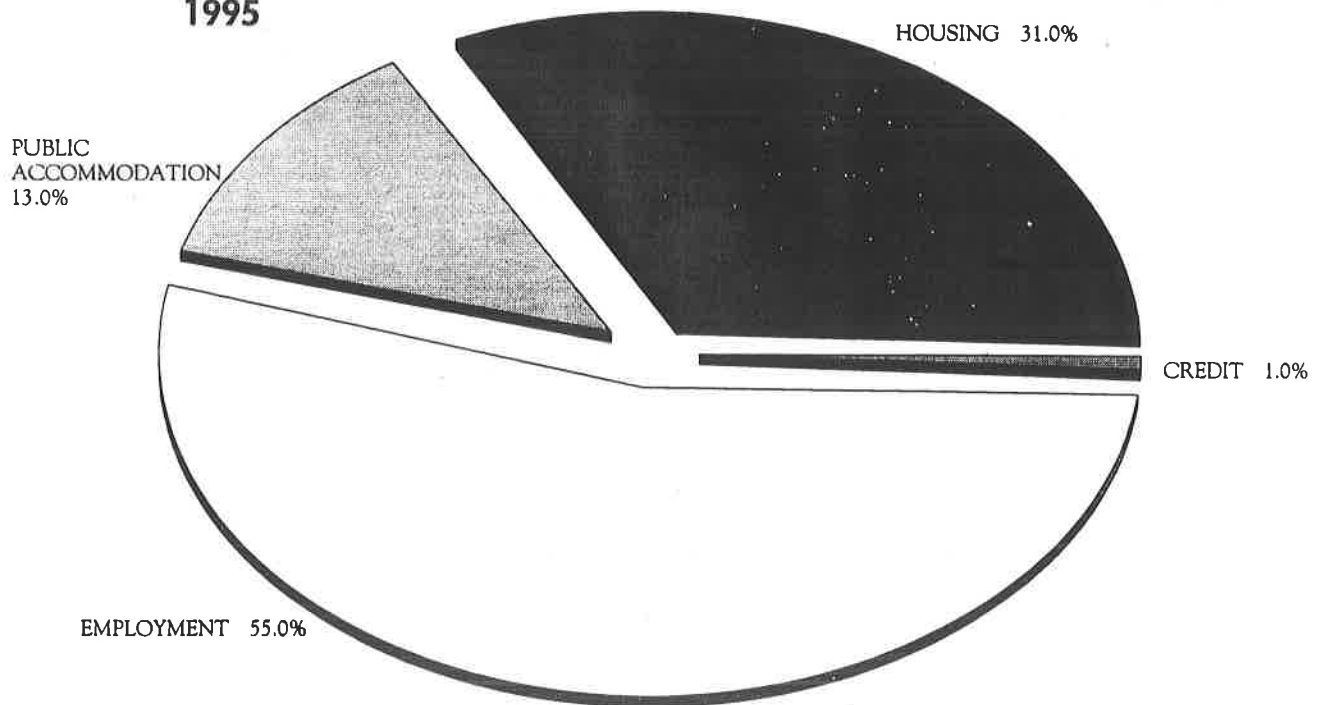


GRAPHS DEPICTING THE PROPORTIONS OF TYPES OF CASES IN 1994 AND 1995

1994



1995



**1995  
SUMMARY OF CASES FILED AND  
ACTIONS TAKEN**

EMP = Employment  
PA = Public Accommodation  
HSG = Housing  
CRD = Credit/Bonding

ACTIONS TAKEN	EMP	PA	HSG	CRD	TOTAL
NUMBER OF CASES FILED	290	68	163	5	526
NUMBER OF CASES DISMISSED	194	96	152	4	446
LACK OF JURISDICTION	4	12	3	0	19
FAILURE TO COOPERATE	15	13	14	0	42
LACK OF SUBSTANTIAL EVIDENCE	53	10	34	0	97
WITHDRAWN BY COMPLAINANT	24	4	5	0	33
OTHER	0	3	0	0	3
SETTLEMENT AGREEMENTS	98	54	96	4	252
TOTAL AMOUNT SETTLED FOR*	A	B	C	D	E
SUBSTANTIAL EVIDENCE FOUND	21	10	32	0	63
REQUESTS FOR REVIEW	9	2	2	0	13
REQUESTS FOR REVIEW GRANTED	0	1	0	0	1

A = \$501,980.68  
B = 9,505.33  
C = 108,196.00  
D = 6870.00

E = \$626,552.01

\*This figure represents settlement awards only from settlement agreements submitted to the CCHR. The CCHR facilitated settlements in many cases in which the parties have agreed not to submit the agreement to the CCHR so as to keep the terms of the settlement confidential.



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**1995  
SUBSTANTIAL EVIDENCE  
DETERMINATIONS**

*The percentages below are measured from only those cases in which an NSE or an SE finding was made. They are not percentages from all cases in which the commission took any action in 1995. For example, they do not consider the cases that were settled or withdrawn before an NSE or SE finding could be made.*

1995	EMP	HSG	PA	CRD	TOTAL
NSE	53 72%	34 52%	10 50%	0 0%	97 61%
SE	21 28%	32 48%	10 50%	0 0%	63 39%



**1995  
BASES FOR CLAIMS**

EMP = *Employment*  
 PA = *Public Accommodation*  
 HSG = *Housing*  
 CRD = *Credit/Bonding*

PROTECTED CLASSES	EMP		PA		HSG		CRD		TOTAL	
RACE	137	32%	33	41%	47	21%	5	56%	222	30%
COLOR	2	1%	0	0%	0	0%	0	0%	2	0%
SEX	93	22%	5	6%	40	18%	0	0%	138	%
AGE (OVER 40)	42	10%	1	1%	6	3%	2	22%	51	7%
RELIGION	11	3%	1	1%	3	1%	0	0%	15	2%
DISABILITY	56	13%	25	31%	22	10%	1	11%	104	14%
NATIONAL ORIGIN	30	7%	4	5%	12	5%	0	0%	46	6%
ANCESTRY	12	3%	5	6%	6	3%	0	0%	23	3%
SEXUAL ORIENTATION	24	6%	4	5%	7	3%	0	0%	35	5%
MARITAL STATUS	5	1%	0	0%	24	11%	1	11%	30	4%
PARENTAL STATUS	4	1%	0	0%	35	15%	0	0%	39	5%
MILITARY DISCHARGE	1	0%	0	0%	0	0%	0	0%	1	0%
SOURCE OF INCOME	0	0%	3	4%	26	11%	0	0%	29	4%
RETALIATION	7	2%	0	0%	0	0%	0	0%	7	1%



**1995  
HOUSING ACTIONS COMPLAINTS**

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
DISCRIMINATORY COMMUNICATION	0	0.0%
DISCRIMINATORY FINANCING	2	1.2%
NOT ACCESSIBLE TO DISABLED	3	1.8%
LEASE TERMINATION	41	24.0%
PANIC PEDDLING / BLOCKBUSTING	0	0.0%
REFUSAL TO EXAMINE LISTINGS	0	0.0%
REFUSAL TO RENT / LEASE / SELL	69	40.4%
SEXUAL HARASSMENT	17	9.9%
STEERING	0	0.0%
DISCRIMINATORY TERMS AND CONDITIONS	39	22.8%
OTHER	0	0.0%

**1995  
CREDIT / BONDING ACTION  
COMPLAINTS**

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
DENIAL OF BONDING	0	0.0%
IMPROPER LIMITATION OF TERMS	0	0.0%
DENIAL OF CREDIT	4	80.0%
OTHER	1	20.0%

*In some cases, a complainant complains about more than one action. Percentages are out of all claims made and add up to 100%.*



**1995  
EMPLOYMENT ACTION COMPLAINTS**

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
PROMOTION DENIED	18	4.9%
FAILURE TO HIRE	18	4.9%
DEMOTION	18	4.9%
WAGE DIFFERENTIAL	7	1.9%
DISCRIMINATORY BENEFITS	22	6.0%
SEXUAL HARASSMENT	31	8.4%
HARASSMENT (OTHER THAN SEXUAL)	42	11.4%
TERMINATION / LAYOFF	188	51.2%
FAILURE TO RECALL	4	1.1%
RETALIATION FOR FILING COMPLAINT	5	1.4%
FAILURE TO ACCOMMODATE A DISABILITY	26	7.1%
OTHER	0	0.0%

**1995  
PUBLIC ACCOMMODATION ACTION  
COMPLAINTS**

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
ACCOMMODATION NOT ACCESSIBLE	14	20.0%
MISTREATMENT	50	71.4%
REFUSAL OF ENTRY	6	8.6%
OTHER	0	0.0%

*In some cases, a complainant complains about more than one action.  
Percentages are out of all claims made and add up to 100%.*



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**1995****TURN AROUND TIMES**

*This chart represents the time it takes for a case to move from filing to the earlier of a finding of substantial evidence or a closing such as by settlement agreement, withdrawal, failure to cooperate or other.*

EMPLOYMENT	12.01 MONTHS
HOUSING	6.14 MONTHS
PUBLIC ACCOMODATIONS	12.5 MONTHS
AVERAGE	9.94 MONTHS

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**1995****RULINGS AFTER ADMINISTRATIVE HEARINGS**

<i>Rulings for Respondent</i>	6
<i>Rulings for Complainant</i>	10
<i>Damages Awarded</i>	\$122,207.76
<i>Fines to City</i>	\$5,350.00
<i>Attorney's Fees Rulings</i>	6
<i>Fees &amp; Costs Awarded</i>	\$84,382.25
<i>Number of Hearings Held</i>	13





1995

DESCRIPTION OF RULINGS MADE  
AFTER ADMINISTRATIVE HEARING

**EMPLOYMENT**

**Hackett v. Judeh Brothers, Inc. et al., 93-E-111 (1-18-95)**

Company and individual respondents found liable for creating a hostile environment, but not for *quid pro quo* harassment, where there were several advances and sexual comments made.

Complainant awarded \$2000 in damages; Respondent fined \$1500.

**Deegan v. Falasz, 93-E-204 (2-22-95)**

Respondent found not to have discriminated against

Complainant due to her age where it was shown she was fired due to her inability and unwillingness to use computers.

**Bosh v. CNA et al., 92-E-83 (4-19-95)**

Where Complainant's disability was not obvious and where he had not asked for an accommodation, Respondent found not liable when it fired him.

**Osswald v. Yvette Wintergarden Rest./Grossman, 93-E-93 (7-19-95)**

Respondents found liable for creating a hostile environment for Complainant due to his sexual orientation, including name-calling, but found not to have cut his hours due to his sexual orientation or due to retaliation. Complainant awarded \$21,000 in damages; Respondent fined \$200.

**Adams v. Chicago Fire Dept., 92-E-72 (9-20-95)**

Respondent found not liable for discriminating against

Complainant due to his second source of income (classical musician); Respondent was found to have non-discriminatory reasons for the disputed conduct and any negative animus was found to be directed at classical music, not at earning income from it.

**PUBLIC ACCOMMODATIONS**

**Ross v. Chicago Park District, 93-PA-31 (9-20-95)**

Respondent found liable for creating a hostile environment in Complainant's use of park facilities, but found not to be liable for restricting her use of the park after her rejection of the advances. Complainant awarded \$10,000 in damages; Respondent fined \$1000.

**Craig v. New Crystal Restaurant, 92-PA-40 (10-18-95)**

Restaurant found liable where gay Complainant was called "faggot" by one of Respondent's employees. Complainant awarded \$1,094.25 in damages; Respondent also fined \$100.



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1995

DESCRIPTION OF RULINGS MADE  
AFTER ADMINISTRATIVE HEARING

**HOUSING**

**Janicke v. Badrov, 93-H-46 (1-18-95)**

Landlord found liable for refusing to rent to Complainant's potential roommates due to their race and color. Complainant awarded \$17,723.51 in damages; Respondent fined \$500.

**Reid v. F.J. Williams Realty et al., 93-H-42 (2-22-95)**

Respondents found not to have rented to Complainant because she had post-dated a security deposit check, not because she rejected sexual advances as she claimed.

**Williams v. Banks, 92-H-169 (3-15-95)**

Respondent was found liable for sex discrimination due to physical, not sexual, intimidation, including hitting Complainant; Complainant did not present a case of *quid pro quo* sexual harassment and her testimony on sexually hostile housing environment found not credible. Complainant awarded \$3,860 in damages; Respondent fined \$500.

**Pryor v. Carbonara, 93-H-29 (5-17-95)**

Complainant found not to have shown that the Landlord declined to rent to him due to his marital status, single.

**Nash/Demby v. Sallas Realty & Sallas, 92-H-128 (5-17-95)**

Landlord found liable for not allowing tenant to sublet to a black individual, with respect to both complainants -- the tenant and the prospective subtenant. Complainant awarded \$54,230 in damages; Respondent fined \$500.

**Hall v. Becovic, 94-H-39 (6-21-95)**

Landlord found liable for not waiving no-pet rule for blind person with seeing eye dog. Complainant awarded \$2,500 in damages; Respondent fined \$250.

**Mitchell v. Kocan, 93-H-108 (10-18-95)**

Respondents found liable for not renting to African-American Complainant. Complainant awarded \$3500 in damages; Respondent fined \$500.

**McGee v. Sims, 94-H-131 (10-18-95)**

Where Complainant did not carry her burden to show that it was Respondent who denied her rental, Respondent found not liable for discrimination.

**Hussian v. Decker, 93-H-13 (11-15-95)**

Landlord found liable for creating atmosphere of intimidation due to tenant's sex, including by making some sexual comments and entering her apartment against her will; not found liable for sexual harassment. Complainant awarded \$6,300 in damages; Respondent fined \$300.

