

Discrimination

Chicago's Human Rights Ordinance and Fair Housing Ordinance prohibit discrimination based on any of these "protected classes":

Race	Sex
Color	Sexual Orientation
Ancestry	Gender Identity
National Origin	Marital Status
Religion	Parental Status
Disability	Military Status
Age (over 40)	Source of Income
Credit History (employment only)	
Criminal History (employment only)	

Discrimination is prohibited in housing, employment, public accommodations*, credit transactions, and bonding.

How to File a Discrimination Complaint

Anyone subjected to prohibited discrimination may file a complaint at the Commission on Human Relations. Complaints must be filed within 180 days of the alleged discriminatory action, which must have occurred in Chicago.

Decision Process and Penalties

Commission staff investigates each complaint. If there is substantial evidence of the alleged violation, the complainant may pursue the case in an administrative hearing, where the accused may present defenses.

If the Commission rules that a violation occurred, it may order the violator to pay a fine to the City, to pay damages and attorney fees to the complainant, and to take specific actions to eliminate discriminatory practices. ■

* Effective January 1, 2017, new disability rights regulations passed by the Chicago Commission on Human Relations go into effect. These regulations are aligned with the requirements of the Americans with Disabilities Act (ADA) and provide clarity and uniformity to enhance accessibility throughout the City of Chicago. For more information, call the CCHR at (312) 744-5620.



Hate Crimes

If you believe you have been a victim of a hate crime, call 911 to contact the Chicago Police Department immediately! It is imperative that you tell the police why you feel that hatred was a motivating factor in the crime. If you need assistance in reporting a hate crime, call the Commission at (312) 744-4874.

The Commission assists victims of hate crimes. These are crimes motivated by a victim's actual or perceived race, color, sex, religion, national origin, age, ancestry, sexual orientation, and disability.

Hate crimes are acts of bigotry, but can only be charged when another crime such as battery, assault, aggravated assault, criminal damage to property, criminal trespass to vehicle or to real property (like a home), mob action, looting, disorderly conduct or harassment by telephone occurs and a specific hate motive is established.

The City of Chicago has taken a firm stand against hate and bigotry, and with the help of all of its citizens, we can strive to reduce the incidence of hate crimes and ensure that the perpetrators are punished to the full extent of the law. ■

Community Tension Intervention

The Commission works in communities to respond to tensions that may arise due to racial, ethnic, religious, and other forms of difference to prevent these tensions from escalating, leading to hate crimes and other acts of violence. Staff skilled in mediation and conflict resolution techniques reach out to communities experiencing these tensions to help parties in conflict agree on solutions.

Education

A key component to preventing and alleviating discrimination, hate crimes and intergroup tensions is education. The Commission offers a variety of human relations workshops and presentations to schools, religious institutions, youth agencies, and community groups on such topics as the Chicago Human Rights and Fair Housing Ordinances, prejudice reduction, hate crimes, bullying, and access to public places for people with disabilities.

To request a workshop or to find out more about these programs, contact the Commission at (312) 744-2571. ■



Advisory Councils

The Commission on Human Relations' advisory council members are appointed by the mayor and serve three year terms: the Advisory Council on Equity and the Advisory Council on Veterans. The councils work with the Commission to address practices which have a discriminatory impact. In addition, the councils serve as liaisons between City government and the community to promote cooperation and enhance services. They also provide assistance in designing educational and enforcement programs for the Commission. ■

Advisory Council on Equity:

Consists of Chicago residents representing the African descendant, Arab, Asian, and Latino communities

Advisory Council on Veterans:

Consists of members of Chicago's veterans community

Board of Commissioners

Mona Noriega, Chairperson
 Joanna Borowiec
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 Mark A. Rodriguez
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Contact Us

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*email: cchr@cityofchicago.org
<http://www.cityofchicago.org/humanrelations>*

Filing Complaints

Employment: (312) 744-4474
 Housing: (312) 744-5879
 Public Accommodation: (312) 744-5879
 Credit: (312) 744-5879

Councils

Equity: (312) 744-2571
 Veterans: (312) 746-8894

Community Tensions: (312) 744-2571

Hate Crimes: (312) 744-4874

Education/Workshops: (312) 744-2571



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Enforcement of

Chicago's Discrimination Laws

Hate Crime Victim Assistance

Community Tension Intervention

Chicago Commission on

HUMAN
 RELATIONS

