

Where to File Employment Discrimination Claims

The following table provides general guidance. This is not a guarantee of coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please telephone an agency if you have questions.

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	Equal Employment Opportunity Commission (U.S.)
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment and pregnancy) National Origin Ancestry Age Disability Sexual Orientation Gender Identity Marital Status Parental Status Source of Income Military Status Credit History Criminal History Limited Retaliation	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Sexual Orientation Gender Identity Marital Status Parental Status Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Sexual Orientation (includes gender identity) Marital Status Pregnancy Unfavorable Military Discharge Military Status Citizenship Status Arrest Record Immigration-Related Practices Native Language Order of Protection Status Retaliation Aiding/Abetting Willful Interference Coercion	Race Color Religion Sex (including sexual harassment, sexual orientation, gender identity and pregnancy) National Origin Ancestry Age Disability Genetic Information Retaliation
Geographic Limitations	Violation occurred within the City of Chicago	Violation occurred within Cook County	Violation occurred within Illinois	Violation occurred within U.S. or at U.S. company located outside U.S.
Time Limitations	Must file within 180 days of alleged violation	Must file within 180 days of alleged violation	Must file within 180 days of alleged violation	300 days (or 180 days if state fair employment agency does not cover)
Who Can Be Sued	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers with at least 15 employees in Illinois; or with at least 1 employee for sexual harassment, disability, pregnancy, retaliation, public contractors, state/local gov't units, apprenticeship & training programs Labor Organizations Employment Agencies Individual sexual harassers	Employers with at least 15 employees for Title VII and ADA claims and state and local governments; with at least 20 employees for ADEA; with at least 1 employee for Equal Pay Act, federal government, & educational institutions Labor Organizations Employment Agencies Apprenticeship and Training Programs

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	Equal Employment Opportunity Commission (U.S.)
Kinds of Relief Available	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Punitive Damages</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the City</p> <p>Attorneys Fees & Costs to prevailing complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the County</p> <p>Attorneys Fees & Costs to prevailing complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement and barring contracts with the State), including emergency relief</p> <p>Attorneys Fees & Costs to prevailing complainant</p>	<p>Make whole damages (such as back pay, lost benefits and reinstatement)</p> <p>Compensatory Damages (such as out-of-pocket and emotional harm)</p> <p>Punitive Damages</p> <p>Injunctive Relief, including emergency relief</p> <p>Attorneys Fees & Costs to prevailing complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick Suite 400 Chicago, IL 60654 (312) 744-4111 (312) 744-1088 (TTY) (312) 744-1081 (FAX) echrfilings@cityofchicago.org www.cityofchicago.org/humanrelations</p>	<p>Cook Co. Commission on Human Rights 69 W. Washington St. Suite 3040 Chicago, IL 60602 (312) 603-1100 (312) 603-1101 (TDD) (312) 603-9988 (FAX)</p>	<p>Illinois Department of Human Rights James R. Thompson Center, 100 W. Randolph 10th Floor, Intake Unit Chicago, IL 60601 (312) 814-6200 (217) 785-5125 (TTY) (312) 814-6251 (FAX) www.illinois.gov/dhr</p>	<p>U.S. Equal Employment Opportunity Commission Chicago District Office 500 W. Madison Suite 2000 Chicago, IL 60661 (800) 669-4000 (312) 869-8001 (TTY) (312) 869-8220 (FAX)</p>
Office Hours	<p><u>Filing Hours:</u> Monday through Friday 9:00 - 5:00 (2 copies of all filings required)</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 3:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 4:30</p> <p><u>Intake Hours:</u> Monday through Friday 9:00-4:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Thursday 8:30 - 3:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 8:30 - 3:30</p>
Other Forms of Discrimination Covered	<p>Housing Public Accommodations Credit & Bonding Transactions</p>	<p>Housing Public Accommodations Credit Transactions County Facilities, Services and Programs</p>	<p>Housing Public Accommodations Financial Credit Sexual Harassment in Education</p>	

Where to File Housing Discrimination Claims

The following table provides general guidance. This is not a guarantee of coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please telephone an agency if you have questions.

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	U.S. Dept. of Housing and Urban Development
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Parental Status Sexual Orientation Gender Identity Source of Income Military Status Limited Retaliation	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Parental Status Sexual Orientation Gender Identity Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Familial Status Sexual Orientation (incl. gender identity) Pregnancy Unfavorable Military Discharge Military Status Order of Protection Status Retaliation Aiding/Abetting Willful Interference and Coercion	Race Color Religion Sex (including sexual harassment) National Origin Disability Familial Status Retaliation Intimidation, Coercion, and Interference
Geographic Limitations	Housing located within the City of Chicago	Housing located within Cook County	Residential and commercial real estate transactions in Illinois	Housing located within U.S. or U.S. territories
Time Limitations	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within one year of the alleged violation	Must file within one year of the alleged violation
Who Can Be Sued	All persons with right to sell, rent, or lease any housing accommodation within Chicago, & their agents Lenders under credit transaction provisions	All persons with right to sell, rent, lease, or sublease any housing unit within Cook County, & their agents or any agent, broker, or other individual working on behalf of any such individual	Most persons engaging in commercial or residential real estate transactions, including real estate brokers, salespersons, builders, lenders, and appraisers and their agents. Municipalities Advertisers Persons interfering with the exercise of fair housing rights, including neighbors	Most residential housing owners (exceptions: owner-occupied builders with no more than four units, single-family house with no broker, some private organizations), sales and rental agents, builders, lenders and appraisers Municipalities Advertisers

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	U.S. Dept. of Housing and Urban Development
Kinds of Relief Available	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Punitive Damages</p> <p>Fines to the City</p> <p>Injunctive Relief (such as order to sell/rent)</p> <p>Attorneys Fees and Costs to prevailing complainant</p>	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Fines to the County</p> <p>Injunctive Relief, including emergency relief (such as order to cease eviction or order to sell/rent)</p> <p>Attorneys Fees and Costs to prevailing complainant</p>	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Fines to State</p> <p>Injunctive Relief, including emergency relief (such as order to cease eviction or order to sell/rent)</p> <p>Attorneys Fees and Costs for prevailing complainant</p>	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Punitive Damages</p> <p>Fines to Agency</p> <p>Injunctive Relief, including emergency relief (such as order to cease eviction or order to sell/rent)</p> <p>Attorneys Fees and Costs to prevailing complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick Suite 400 Chicago, IL 60654 (312) 744-2852 (312) 744-1088 (TTY) (312) 744-1081 (FAX) cchrfilings@cityofchicago.org www.cityofchicago.org/humanrelations</p>	<p>Cook County Commission on Human Rights 69 W. Washington St. Suite 3040 Chicago, IL 60602 (312) 603-1100 (312) 603-1101 (TDD) (312) 603-9988 (FAX)</p>	<p>Illinois Department of Human Rights James R. Thompson Center 100 W. Randolph 10th Floor; Housing Intake Chicago, IL 60601 (312) 814-6229 (866) 740-3953 (TTY) (800) 662-3942 (Toll free) (312) 814-6251 (FAX) IDHR.FairHousing@illinois.gov</p>	<p>U.S. Dept. of Housing and Urban Development Office of Fair Housing and Equal Opportunity 77 W. Jackson Suite 2101 Chicago, IL 60604 (312) 353-5680 (800) 669-9777 (Toll free hotline) (312) 353-7143 (TTY) (312) 886-2729 (FAX)</p>
Office Hours	<p><u>Filing Hours:</u> Monday through Friday 9:00 - 5:00 (2 copies of all filings required)</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 3:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 4:30</p> <p><u>Intake Hours:</u> Monday through Friday 9:00-4:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Thursday 8:30 - 3:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 8:30 - 5:00</p>
Other Forms of Discrimination Covered	<p>Employment Public Accommodations Credit & Bonding Transactions</p>	<p>Employment Public Accommodations Credit Transactions County Facilities, Services and Programs</p>	<p>Employment Public Accommodations Credit Transactions Sexual Harassment in Education</p>	

Where to File Public Accommodations Discrimination Claims

The following table provides general guidance. This is not a guarantee of coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please telephone an agency if you have questions.

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Parental Status Sexual Orientation Gender Identity Source of Income Military Status Limited Retaliation	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Parental Status Sexual Orientation Gender Identity Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Disability Marital Status Pregnancy Sexual Orientation (incl. gender identity) Unfavorable Military Discharge Military Status Order of Protection Status Retaliation Coercion/Aiding & Abetting Willful Interference
Geographic Limitations	Violation occurred within the City of Chicago	Violation occurred within Cook County	Violation occurred within Illinois
Time Limitations	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation
Who Can Be Sued	Place, business establishment or agency that sells, leases, provides or offers any product or service to general public, including membership organizations with over 400 members which provide regular meal service and receive payment for dues or other services from or on behalf of nonmembers	Persons that own, lease, rent, operate, manage, or in any manner control a public accommodation Exceptions for sex discrimination in private facilities, sleeping rooms and educational institutions	Accommodation or business facility of any kind which sells or otherwise offers services or goods to public OR Operator of such facility Public officials who are officers or employees of the State or its agencies

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights
Kinds of Relief Available	<p>Make Whole Damages (such as out-of-pocket expenses and emotional distress damages)</p> <p>Punitive Damages</p> <p>Injunctive Relief (such as order to admit complainant to public accommodation)</p> <p>Fines to City</p> <p>Attorneys Fees and Costs for prevailing Complainant</p>	<p>Make Whole Damages (such as out-of-pocket expenses and emotional distress damages)</p> <p>Injunctive Relief (such as order to admit complainant to public accommodation)</p> <p>Fines to County</p> <p>Attorneys Fees and Costs for prevailing Complainant</p>	<p>Make Whole Damages (such as out-of-pocket expenses and emotional distress damages)</p> <p>Injunctive Relief (such as order to admit complainant to public accommodation)</p> <p>Attorneys Fees and Costs for prevailing Complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick Suite 400 Chicago, IL 60654 (312) 744-4111 (312) 744-1088 (TTY) (312) 744-1081 (FAX) echrfilings@cityofchicago.org www.cityofchicago.org/humanrelations</p>	<p>Cook County Commission on Human Rights 69 W. Washington St. Suite 3040 Chicago, IL 60602 (312) 603-1100 (312) 603-1101 (TDD) (312) 603-9988 (FAX)</p>	<p>Illinois Dept. of Human Rights James R. Thompson Center 100 W. Randolph 10th Floor; Attn. Intake Unit Chicago, IL 60601 (312) 814-6200 (217) 785-5125 (TTY) (312) 814-6251 (FAX) www.illinois.gov/dhr</p>
Office Hours	<p><u>Filing Hours:</u> Monday through Friday 9:00 - 5:00 (2 copies of all filings required)</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 3:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 4:30</p> <p><u>Intake Hours:</u> Monday through Friday 9:00-4:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Thursday 8:30 - 3:00</p>
Other Forms of Discrimination Covered	<p>Employment Housing Credit & Bonding Transactions</p>	<p>Employment Housing Credit Transactions County Facilities, Services, and Programs</p>	<p>Employment Housing Credit Transactions Sexual Harassment in Education</p>