

# THE ILLINOIS TOLLWAY



## EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Third Quarter

January 1, 2014

Through

March 31, 2014

**KRISTI LAFLEUR**  
Executive Director

**LISA G. WILLIAMS**  
EEO/AA Officer and ADA Coordinator



April 21, 2014

Chet Pinski  
Human Rights Specialist  
Legal Division – Liaison Unit  
Illinois Department of Human Rights  
James R. Thompson Center  
100 West Randolph Street, Suite 10-100  
Chicago, Illinois 60601

Dear Chet Pinski:

The Illinois Tollway presents our Third Quarter Report for Fiscal Year 2014.

If you should have any questions, please do not hesitate to contact Lisa G. Williams, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,

A handwritten signature in blue ink that reads 'Kristi Lafleur'.

Kristi Lafleur  
Executive Director

A handwritten signature in blue ink that reads 'Lisa G. Williams'.

Lisa G. Williams  
EEO/AA Officer

Enclosure

# THE ILLINOIS TOLLWAY



## EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

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**KRISTI LAFLEUR**  
Executive Director

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## Quarterly Report Format

This is the third in a series of four quarterly reports for the period of the fiscal year of July 1, 2013 to June 30, 2014. This report covers the time period of January 1, 2014 through March 31, 2014. Each of the quarterly reports follows the same format consisting of six sections. Each section is based upon forms required by the Illinois Department of Human Rights (IDHR).

The first section consists of the “Program and Numeric Goals” and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a detailed section as to how the Tollway plans to meet its program and numerical goals and objectives of achieving a workforce with no categories underutilized. Each quarter those goals are reviewed to see whether or not the Tollway is on schedule to meet the goals. This is shown on IDHR form 13Q.

The second section lists the “Quarterly Underutilization Summary” for each region of the state in which Tollway employees are working. While IDHR breaks the state into eleven regions, the Tollway has employees working in only two of the regions. The underutilization from the beginning of the Plan is identified. The race and sex of each newly hired employee, promoted employee and the termination of each employee is categorized into job groups as identified by IDHR (officials/managers, professional, technical, office/clerical, skilled craft and service maintenance). The promoted and newly hired employees are subtracted from the underutilization at the beginning of the quarter. This process determines the current underutilization. This is shown on IDHR form 12Q.

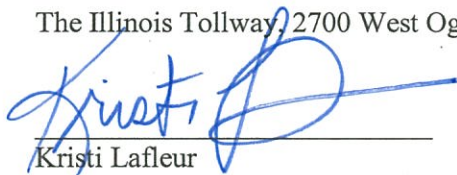
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

The fourth section is a “Summary of Workforce Transactions” Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

The fifth section, “Disability Quarterly Report,” is a report on the status of employment of persons with disabilities for the quarter. The underutilization of persons with disabilities is shown along with the total number of hires for the quarter and the total number of hires of persons with disabilities. A breakdown of the number of persons with disabilities, which are underrepresented, is displayed. The Tollway is at parity for employing persons with disabilities. This is shown on DHR form 27Q.

The final section details the Employment Discrimination Complaints filed against the Tollway. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on second page. This is IDHR form 15Q.

The Illinois Tollway, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.

  
\_\_\_\_\_  
Kristi Lafleur  
Executive Director

  
\_\_\_\_\_  
Lisa G. Williams  
EEO /AA Officer / ADA Coordinator

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# Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: January 1, 2014-March 31, 2014

## List Program Goals & Objectives and if Met/Not Met

Continuously working with current partners and expanding outreach to enhance diversity.

Beginning discussions for Respect in the Workplace Training for maintenance employees.

## Special Problems in Attaining Program Goals

## Proposed New Program Goals

No proposed new program goals this quarter. Continuing to work on previously set goals.

## Recruitment

We have sent external job postings to nearly 600 individuals in community, professional, and advocacy groups that work on behalf of women, African-Americans, Hispanics, and Asian-Americans, community colleges and universities including Historically Black Colleges and Universities and Hispanic Serving Institutions, as well as others in order to recruit African-American, Hispanic, Asian-American and female applicants.

We have attended the following job fair/sessions this quarter:

- Veterans Employment Workshop
- Rep. Brad Schneider/Rep Tammy Duckworth
- Stanley Moore Rep. Elgie Sims/Donne Trotter
- Hanover Township/Rep. Fred Crespo
- Council of Islamic Organizations of Greater Chicago
- Rep Sandra Pihos
- Robert Morris University Spring Career Fair
- Harold Wasington College Career Fair
- Job Fair & Information Session: Getting a Job with the State of Illinois (Office of the Governor in Partnership with Asian-American Employment Plan Advisory Council)-
- College of DuPage

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: Jan 1, 2014 - Mar 31, 2014

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	2	P	N/A	N/A	P	4	61
Black / African American	P	P	P	N/A	N/A	P	5	P
Hispanic / Latino	P	P	1	N/A	N/A	6	13	118
Asian	1	P	13	N/A	N/A	P	1	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Promotions Total:	1WM		2WM	N/A	N/A	1WM	0	0
New Hires (Veterans) Total:4	0	0	0	N/A	N/A	1WM	0	3WM
New Hires (Non-Vets) Total: 47	0	1WF, 1OF	4WM, 1WF, 1AAF, 1AF	N/A	N/A	2WF, 1AAF, 2HF	1WM	8WM, 4AAM, 2AM, 4WF, 9AAF, 1OF

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	4	47
Black / African American	P	P	P	N/A	N/A	P	5	P
Hispanic / Latino	P	P	1	N/A	N/A	4	13	118
Asian	1	P	12	N/A	N/A	P	1	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **2**

Reporting Period: January 1, 2014 - March 31, 2014

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	P	5
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	7
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Promotions Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:1	0	0	0	N/A	N/A	0	0	1HM
New Hires (Non-Vets) Total:5	0	0	0	N/A	N/A	0	0	2WM,3WF

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	P	2
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

DHR 12-Q (Rev. Feb. 2012)



## Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2014 - March 31, 2014

Region: 1

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	22	13	10	2	1	0	0	0	0	0	9	8	1	0	0	0	0	0	0	59.09%	40.91%	81.82%	13.64%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	100	64	49	3	2	10	0	0	0	1	36	24	6	3	2	0	0	1	0	64.00%	36.00%	73.00%	9.00%	5.00%	12.00%	0.00%	0.00%	1.00%	1.00%
Technicians	223	117	90	17	6	3	0	0	1	13	106	77	18	8	3	0	0	0	15	52.47%	47.53%	74.89%	15.70%	6.28%	2.69%	0.00%	0.00%	0.45%	12.56%
Protective Service	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Office / Clerical	153	55	46	5	3	1	0	0	0	9	98	58	25	10	4	0	0	1	9	35.95%	64.05%	67.97%	19.61%	8.50%	3.27%	0.00%	0.00%	0.65%	11.76%
Skilled Craft	79	79	75	0	3	0	1	0	0	4	0	0	0	0	0	0	0	0	0	100.00%	0.00%	94.94%	0.00%	3.80%	0.00%	1.27%	0.00%	0.00%	5.06%
Service / Maintenance	729	530	378	81	45	24	0	0	3	59	199	99	81	14	3	0	0	2	28	72.70%	27.30%	65.43%	22.22%	8.09%	3.70%	0.00%	0.00%	0.69%	11.93%
<b>TOTAL</b>	<b>1,306</b>	<b>858</b>	<b>648</b>	<b>108</b>	<b>60</b>	<b>38</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>86</b>	<b>448</b>	<b>266</b>	<b>131</b>	<b>35</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>52</b>	<b>65.70%</b>	<b>34.30%</b>	<b>69.98%</b>	<b>18.30%</b>	<b>7.27%</b>	<b>3.83%</b>	<b>0.08%</b>	<b>0.00%</b>	<b>0.61%</b>	<b>10.57%</b>

<b>Grand Total Employees for Region 1:</b>	Males:	858	Females:	448	Total Minorities:	393	OTH:	8					
		65.70%		34.30%		30.02%		0.6%					
White:	914	Black/African American:	239	Hispanic/Latino:	95	Asian:	50	AI/AN:	1	NHOPI:	0	Disabled:	138
	69.98%		18.30%		7.27%		3.83%		0.08%		0.00%		10.57%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other  
DHR-9 (Rev. Feb. 2012)

\* Please note one male employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

## Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2014 - March 31, 2014

Region: **2**

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	13	9	8	0	0	0	1	0	0	1	4	3	0	0	0	0	1	1	69.23%	30.77%	84.62%	0.00%	0.00%	0.00%	7.69%	0.00%	7.69%	15.38%	
Protective Service	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Office / Clerical	6	3	3	0	0	0	0	0		1	3	3	0	0	0	0	0	0	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Skilled Craft	12	12	12	0	0	0	0	0		2	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Service / Maintenance	158	104	87	4	10	3	0	0		10	54	45	7	0	2	0	10	10	65.82%	34.18%	83.54%	6.96%	6.33%	3.16%	0.00%	0.00%	0.00%	0.00%	12.66%
<b>TOTAL</b>	<b>189</b>	<b>128</b>	<b>110</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>1</b>	<b>0</b>		<b>14</b>	<b>61</b>	<b>51</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>11</b>	<b>67.72%</b>	<b>32.28%</b>	<b>85.19%</b>	<b>5.82%</b>	<b>5.29%</b>	<b>2.65%</b>	<b>0.53%</b>	<b>0.00%</b>	<b>0.53%</b>	<b>13.23%</b>	

<b>Grand Total Employees for Region 2:</b>	Males: 128 67.72%	Females: 61 32.28%	Total Minorities: 28 14.29%	OTH: 1 0.5%
White: 161 85.19%	Black/African American: 11 5.82%	Hispanic/Latino: 10 5.29%	Asian: 5 2.65%	AI/AN: 1 0.53%
				NHOPI: 0 0.00%
				Disabled: 25 13.23%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other  
DHR-9 (Rev. Feb. 2012)

## Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2014 - March 31, 2014

Grand Total

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH
Officials / Administrators	22	13	10	2	1						9	8	1						59.09%	40.91%	81.82%	13.64%	4.55%					
Professionals	100	64	49	3	2	10				1	36	24	6	3	2		1		64.00%	36.00%	73.00%	9.00%	5.00%	12.00%			1.00%	1.00%
Technicians	236	126	98	17	6	3	1		1	14	110	80	18	8	3		1	16	53.39%	46.61%	75.42%	14.83%	5.93%	2.54%	0.42%		0.85%	12.71%
Protective Service																												
Para-professionals																												
Office / Clerical	159	58	49	5	3	1				10	101	61	25	10	4		1	9	36.48%	63.52%	69.18%	18.87%	8.18%	3.14%			0.63%	11.95%
Skilled Craft	91	91	87		3		1			6									100.00%		95.60%		3.30%		1.10%			6.59%
Service / Maintenance	887	634	465	85	55	27			3	69	253	144	88	14	5		2	38	71.48%	28.52%	68.66%	19.50%	7.78%	3.61%			0.56%	12.06%
<b>TOTAL</b>	<b>1,495</b>	<b>986</b>	<b>758</b>	<b>112</b>	<b>70</b>	<b>41</b>	<b>2</b>		<b>4</b>	<b>100</b>	<b>509</b>	<b>317</b>	<b>138</b>	<b>35</b>	<b>14</b>		<b>5</b>	<b>63</b>	<b>65.95%</b>	<b>34.05%</b>	<b>71.91%</b>	<b>16.72%</b>	<b>7.02%</b>	<b>3.68%</b>	<b>0.13%</b>		<b>0.60%</b>	<b>10.90%</b>

<b>Grand Total Employees:</b>	Males: 986 65.95%	Females: 509 34.05%	Total Minorities: 421 28.16%	OTH: 9 0.60%
White: 1,075 71.91%	Black/African American: 250 16.72%	Hispanic/Latino: 105 7.02%	Asian: 55 3.68%	AI/AN: 2 0.13%
			NHOPI:	Disabled: 163 10.90%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other  
DHR-9 (Rev. Feb. 2012)

\* Please note one male employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2014 - March 31, 2014

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES											
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	
New Hires	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1	1							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1	1	1							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Lay Off	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2014 - March 31, 2014

**EEO Category:** PROFESSIONALS

Transaction	Grand Total		MALES								FEMALES								PERCENTAGES										
	Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	2	0								2	1							1		0.00%	100.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	2	2							0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2014 - March 31, 2014

**EEO Category:** TECHNICIANS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	7	4	4							3	1	1		1					57.14%	42.86%	71.43%	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%
Promotions	2	2	2							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	15	6	5		1					9	4	4	1					1	40.00%	60.00%	60.00%	26.67%	13.33%	0.00%	0.00%	0.00%	0.00%	6.67%
Suspensions	2	2	2							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	4	2	1	1						2	2							1	50.00%	50.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Discharges	1	0								1		1							0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	1	1	1							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2014 - March 31, 2014

**EEO Category:** OFFICE / CLERICAL

Transaction	Grand Total		MALES								FEMALES								PERCENTAGES										
	Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	6	1	1								5	2	1	2						16.67%	83.33%	50.00%	16.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1	1								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	0	0								1		1							0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	4	1		1							3		1	2						25.00%	75.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2014 - March 31, 2014

**EEO Category:** SKILLED CRAFT

Transaction	Grand Total		MALES								FEMALES								PERCENTAGES										
	Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	1	1	1								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	1	1								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	1	1	1								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled



### Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2014 - March 31, 2014

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	37	20	13	4	1	2				1	17	7	9					1		54.05%	45.95%	54.05%	35.14%	2.70%	5.41%	0.00%	0.00%	2.70%	2.70%
Promotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	17	15	13		2					1	2		2							88.24%	11.76%	76.47%	11.76%	11.76%	0.00%	0.00%	0.00%	0.00%	5.88%
Suspensions	37	22	16	5	1						15	6	8					1		59.46%	40.54%	59.46%	35.14%	2.70%	0.00%	0.00%	0.00%	2.70%	0.00%
Separations	7	6	6								1	1								85.71%	14.29%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1		1							0									100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Summary of Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2014 - March 31, 2014

**EEO Category:** GRAND TOTAL

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	53	26	19	4	1	2				1	27	11	11	2	1			2		49.06%	50.94%	56.60%	28.30%	5.66%	5.66%			3.77%	1.89%
Promotions	4	4	4																	100.00%		100.00%							
Intra-Agency Transfers	35	23	20		3					1	12	4	7	1				1		65.71%	34.29%	68.57%	20.00%	11.43%				5.71%	
Suspensions	39	24	18	5	1						15	6	8					1		61.54%	38.46%	61.54%	33.33%	2.56%				2.56%	
Separations	17	11	9	2						1	6	3	1	2					1	64.71%	35.29%	70.59%	17.65%	11.76%				11.76%	
Discharges	2	1		1							1		1							50.00%	50.00%		100.00%						
Lay Off																													
Demotions	1	1	1																	100.00%		100.00%							
Reductions	1	1	1																	100.00%		100.00%							
Reinstatements																													
Reemployment																													
Upward Reallocations																													
Downward Reallocations																													

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

# Quarterly Report on Disability

**Agency:** Illinois State Toll Highway Authority

**Quarter:** January 1, 2014- March 31, 2014

**Agency underutilization of people with disabilities:** P

**Total hires during this quarter:** 53

**Total hires of people with disabilities for this quarter:** 1

**Current employees changing status from non-disabled to disabled for this quarter:** 0

**Underutilization of people with disabilities at the end of this quarter:** P

## EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway

Reporting Period: Jan 1- Mar 31, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/1/2012	Region 2	Harassment	Disability and Race Discrimination/Retailiation	Closed
8/3/2012	Region 1	Harassment	Harassment: Racial and Age	Pending
8/20/2012	Region 1	Harassment	Retaliation	Pending
5/31/2013	Region 1	Harassment/Verbal Warning	Discrimination: Racial	Pending
7/1/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Pending
7/19/2013	Region 1	Disability (Pregnancy) Discrimination/Retaliation	Disability Discrimination/Retaliation	Pending
8/12/2013	Region 1	Harassment	Harassment	Pending
9/24/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Pending
10/8/2013	Region 1	Medical Inquiry	Harassment	Pending
10/15/2013	Region 1	Harassment, National Origin	Harassment, National Origin	Pending
11/14/2013	Region 1	Harassment	Harassment	Pending
12/27/2013	Region 1	Failure to Hire	Discrimination: Racial	Pending
12/6/2013	Region 1	Pay Disparity	Discrimination: Gender	Pending
12/31/2013	Region 1	Harassment	Harassment: Racial	Closed
1/9/2014	Region 1	Harassment: Sexual	Harassment: Sexual	Pending
1/15/2014	Region 2	Failure to Hire	Discrimination: Disability	Pending
1/24/2014	Region 1	Discrimination: Racial	Discrimination: Racial	Pending
3/31/2014	Region 1	Harassment: Racial	Harassment: Racial	Pending
3/31/2014	Region 2	Harassment: Sexual	Harassment: Sexual	Pending

DHR 15-Q Rev. 6/05

\*Action / Issue= Discharge, Suspension, etc.

\*\*Basis= Sex, Race, Religion, National Origin, etc.

## EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: Jan 1- Mar 31, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/4/2007	PL 39 / 1	Discrimination	Race	On June 19, 2008, the EEOC issued a no reasonable cause finding and a right to sue. Jones filed a federal lawsuit and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, Jones filed a complaint with the Human Rights Commission. Tollway filed a Motion to Dismiss based on pending federal litigation on the identical claim. U.S. District Court granted the Tollway's Motion for Summary Judgment on July 1, 2011. Tollway filed a Notice of Decision with the Human Rights Commission on July 18, 2011. Plaintiff filed a Motion to Reconsider, which was denied, and in November 2011 she appealed to the Seventh Circuit Court of Appeals. Oral arguments were held on November 13, 2012. The 7th Circuit affirmed the District Court. The Tollway then filed a Motion to Dismiss the complaint in the Human Rights Commission. The matter has been continued generally pending resolution that involves SERS. Status January 21, 2014. A continuation will be requested.
11/19/2012	Custodian	Discrimination	Race and Disability	Complaint filed. Motion to dismiss filed December 26, 2012. Court granted the Motion without prejudice and Plaintiff was directed to file appropriate pleadings. 7th Circuit dismissed. Appeal to USSC pending.
4/16/2012	M-14	Harassment		Response to Questionnaire filed 6/15/12. February 28, 2013 IDHR charge dismissed for lack of substantial evidence. 3/14/13 Plaintiff filed Request for Review of the dismissal. The Dept did not respond and Complainant did not commence a civil action or request that the Commission set a hearing on damages. Case closed.
4/11/2012	PI 21	Retaliation, Discrimination	Race, Sex	Position statement was filed 5/14/2012. EEOC issued right to sue letter and federal complaint filed 12/26/12. Tollway filed motions to dismiss which were granted and one count remains. . Next status 5/28/14 fact discovery closed ; dispositive motions must be filed by 5/15/14.
1/2/2013	M-01	Discrimination, Hostile work environment, retaliation	Race	Complaint filed 1/2/13 in Federal Court. Served 2/15/13. Answer filed 3/8/13. Initial disclosures made and discovery on-going. Status 8/13/13. Discovery on going. Continued to 6/20/14 for status.
5/3/2013	ADM	Discharge/Discrimination	Age, Gender, Race, Retaliation	IDHR Charge filed 3/15/13. Was closed last quarter. IDHR Charge with 4 bases of discrimination filed 4/11/13. Response to questionnaire filed 5/24/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Dismissed for lack of substantial evidence.

\*Action/Issue = Discharge, Suspension, etc.

\*\*Basis = Sex, Race, Religion, National Origin, etc

## EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: Jan 1- Mar 31, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
5/3/2013	ADM	Discharge/Discrimination	Retaliation	IDHR Charge with 1 basis-retaliation file 5/3/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Dismissed for lack of substantial evidence.
3/21/2013	PL 51	Sexual harassment	Sex	Charge sent 4/2/13. Position Statement filed 5/13/13. Mediation not agreed to by Plaintiff. Investigation by EEOC. EEOC dismissed the Charge on 7/26/13. DHR picked it up. FFC scheduled for 4/29/14.
3/12/2013	ADM	Discrimination	Race; Arrest Record	Charge sent 4/2/13. Position Statement filed 5/13/13. Mediation not agreed to by Plaintiff. Investigation by EEOC. EEOC dismissed the Charge on 7/29/13. DHR picked up case. Fact finding conference set for 4/29/14.
8/15/2013	M-08	Discrimination, Retaliation	Race and Disability	Parties initially agreed to mediate. An objection was filed on January 8, 2014. Response is due to be filed by January 24, 2014.
11/5/2013	M-04	Discrimination /suspension pending & Discharge	National Origin (Italian); Retaliation	Charge sent 10/30/13. Filed response on 11/29/13. No action since then.
11/6/2013	M-14	Discrimination /suspension pending	Race	Charge sent 11/4/13. Position Statement filed December 3, 2013.

\*Action/Issue = Discharge, Suspension, etc.

\*\*Basis = Sex, Race, Religion, National Origin, etc