



April 19, 2019

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 2019. If you should have any questions, please do not hesitate to contact me, Sharon E. Ferguson, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kevin Artl'.

Kevin Artl
Acting Executive Director

A handwritten signature in blue ink, appearing to read 'Sharon E. Ferguson'.

Sharon E. Ferguson
EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

Third Quarter - Fiscal Year July 1, 2018 to June 30, 2019

January 1, 2019

Through

March 31, 2019

Kevin Artl
Acting Executive Director

Sharon Ferguson
EEO/AA Officer

Quarterly Report Format

This is the third in a series of four quarterly reports for the period of the fiscal year of July 1, 2018 to June 30, 2019. Each of the quarterly reports follow 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 Goals" and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a detailed section detailing 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 three 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, administrative support, 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, the "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. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on the second page. This is IDHR form 15Q.

The Illinois State Toll Highway Authority, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.



Kevin Artl
Acting Executive Director



Sharon Ferguson
EEO /AA Officer

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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: January 1, 2019 - March 31, 2019

List Program Goals & Objectives and if Met/Not Met

Provided Civility Training.

Analyzed exit interview trends and provided recommendations on how to implement changes based upon those trends.

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training.

Continue to analyze exit interview trends.

Provide Civility Training to New Hires

Provide ADA Training to Managers & Supervisors

Increased outreach through internal collaboration with Diversity and job fairs.

Recruitment

External job postings were sent to approximately 698 individuals in the 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 other's in order to achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

Mayor Rahm Emanuel South Side Hiring Event & Career Fair

State Representative LaShawn K. Ford Resources Fair

Hanover Township/Rep. Fred Crespo Annual Job Fair

KRA- Westside Ministries Coalition (January)

Alderman Burnett/KRA/Ebenezer Community Outreach and The Sunlight District Association

KRA- Westside Ministries Coalition(March)

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: January 1, 2019 - March 31, 2019

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	4	P	N/A	N/A	P	10	18
Black / African American	P	1	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	4	N/A	N/A	12	32	9
Asian	P	P	11	N/A	N/A	P	5	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	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 8	2WM	0	2WF	N/A	N/A	1BM, 1WF, 2WM	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 13	0	1WF, 1WM	2BF, 2WF, 2WM	N/A	N/A	1WF, 1HF	1BM, 1WM, 1HM	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	4	P	N/A	N/A	P	10	18
Black / African American	P	1	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	4	N/A	N/A	11	31	9
Asian	P	P	11	N/A	N/A	P	5	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, 2019 - March 31, 2019

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	1	2	P
Black / African American	P	P	P	N/A	N/A	P	1	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	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	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 1	0	0	1BM	N/A	N/A	0	0	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	1	2	P
Black / African American	P	P	P	N/A	N/A	P	1	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	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: **3**

Reporting Period: January 1, 2019 -
 March 31, 2019

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	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	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 0	0	0	0	N/A	N/A	0	0	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	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

DHR 12-Q (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2019- March 31, 2019

Region: 1

EEO Category	Grand Total	MALES											FEMALES																				
		Total						AI/AN					H/L					Total						AI/AN					H/L				
		W	B/AA	H/L	A	AI/AN	NH OPI	D	V	I	W	B/AA	H/L	A	AI/AN	NH OPI	D	V	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D					
Officials / Administrators	20	14	13	1					6	5	1							70.00%	30.00%	90.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Professionals	101	61	45	3	6		2	1	40	27	7	2			1		4	60.40%	39.60%	71.29%	11.88%	5.94%	7.92%	0.00%	0.00%	2.97%							
Technicians	228	133	96	8	5		5	14	95	63	21	2		3	10	1		58.33%	41.67%	69.74%	17.98%	6.58%	3.07%	0.00%	0.00%	11.40%							
Protective Service	0	0							0									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%							
Administrative Support	405	168	87	19	20		6	18	237	112	86	21	7		11	37	2	41.48%	58.52%	49.14%	30.37%	9.88%	6.67%	0.00%	0.00%	13.58%							
Skilled Craft	333	328	260	26	1	3	9	19	5	2	2	1						98.50%	1.50%	78.68%	9.31%	8.11%	0.30%	0.00%	5.71%								
Service / Maintenance	63	59	40	8	2		8	3	4	4								93.65%	6.35%	69.84%	14.29%	12.70%	3.17%	0.00%	12.70%								
TOTAL	1,150	763	541	100	65	34	22	63	387	213	117	32	11	0	15	48	7	66.35%	33.65%	65.57%	18.87%	8.43%	3.91%	0.26%	3.22%	9.65%							

Grand Total Employees for Region 1:	Males:	763	66.35%	Females:	387	33.65%	Total Minorities:	399	34.43%	OTH:	37	3.2%	Veteran:	60	5.22%		
White:	754	65.57%	Black/African American:	217	18.87%	Hispanic/Latino:	97	8.43%	Asian:	45	3.91%	A/AN:	3	0.26%	Disabled:	111	9.65%
B/AA=Black or African American	H/L=Hispanic or Latino	A=Asian	A/AN=American Indian and Alaska Native	NHOPI=Native Hawaiian or Other Pacific Islander	D=Disabled	OTH=Other											

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian A/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Jan. 2018)

*Please note two males and one female employee declared two ethnicities (African-American/Hispanic, Caucasian/Hispanic and African-American). Therefore, the total number in those categories will be reduced by 1.

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2019- March 31, 2019

Region: **2**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	V	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	V	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%		
Professionals	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Technicians	7	5	3		2					2	2								71.43%	28.57%	71.43%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
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%		
Administrative Support	62	33	24	3	4	1				29	23	3							53.23%	46.77%	75.81%	9.68%	6.45%	1.61%	0.00%	0.00%	0.00%	0.00%	14.52%		
Skilled Craft	49	49	44		3	1				0									100.00%	0.00%	89.80%	0.00%	6.12%	2.04%	0.00%	0.00%	0.00%	0.00%	4.08%		
Service / Maintenance	2	1	1							1	1								50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	120	88	72	3	9	2				32	26	3	0	0	0	3	4	0	73.33%	26.67%	81.67%	5.00%	7.50%	1.67%	0.00%	0.00%	0.00%	0.00%	9.17%		

Grand Total Employees for Region 2:	Males:	88	Females:	32	Total Minorities:	22	OTH:	5	Veteran:	7
		73.33%		26.67%		18.33%		4.2%		5.83%
White:	98	Black/African American:	6	Hispanic/Latino:	9	Asian:	2	NHOPI:	0	Disabled:
81.67%		5.00%		7.50%	1.67%	0.00%	0.00%	0.00%	0.00%	9.17%

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

DHR-9 (Rev. Jan. 2018)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2019- March 31, 2019

Region: 3

EEO Category	Grand Total	MALES												FEMALES															
		Total						A						A						A									
		W	B/AA	H/L	A	AI/AN	NH OPI	D	V	I	W	B/AA	H/L	A	AI/AN	NH OPI	D	V	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	2	2	2						0										100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
Administrative Support	8	2	2					1	6	5	1								75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
Skilled Craft	23	23	20	2	1			1	0										86.96%	0.00%	0.00%	8.70%	0.00%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%
Service / Maintenance	2	0							2	2									100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	35	27	24	0	2	1	0	0	8	7	1	0	0	0	0	1	0	77.14%	22.86%	88.57%	5.71%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%	8.57%

Grand Total Employees for Region 3:		Males: 27	Females: 8	Total Minorities: 4	OTH: 0	Veteran: 3
White:	31	77.14%	22.86%	11.43%	0.0%	8.57%
Black/African American:	1	2.86%	22.86%	0	0.00%	0.00%
Hispanic/Latino:	2	5.71%	5.71%	0	0.00%	0.00%
Asian:	1	2.86%	2.86%	0	0.00%	0.00%
NHOPI:	0	0.00%	0.00%	0	0.00%	0.00%
Disabled:	3	8.57%	8.57%	0	0.00%	0.00%

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

DHR-9 (Rev. Jan. 2018)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2019- March 31, 2019

Grand Total

EEO Category	Grand Total	MALES											FEMALES											PERCENTAGES																																																							
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D																																																
																																14	13		1							6	5	1								70.00%	30.00%	90.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.40%	39.60%	71.29%	5.94%	7.92%	0.00%	0.00%	0.00%	0.00%	0.00%	59.07%	40.93%	70.04%	7.17%	2.95%	0.00%	0.00%	0.00%
Officials / Administrators	20	14	13		1						6	5	1								70.00%	30.00%	90.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																								
Professionals	101	61	45	5	3	6		2	1	1	40	27	7	3	2			1	1	4	60.40%	39.60%	71.29%	5.94%	7.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																							
Technicians	237	140	101	20	10	5		5	16	3	97	65	21	7	2			3	10	1	59.07%	40.93%	70.04%	7.17%	2.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																							
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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																								
Administrative Support	475	203	113	40	23	21		7	23	14	272	140	90	21	7			14	42	2	42.74%	57.26%	53.26%	9.26%	5.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																							
Skilled Craft	405	400	324	29	31	3		10	22		5	2	2	1							98.77%	1.23%	80.49%	7.90%	0.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																							
Service / Maintenance	67	60	41	9	8	2			8	1	7	7						1			89.55%	10.45%	71.64%	11.94%	2.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																							
TOTAL	1,305	878	637	103	76	37		24	71	7	427	246	121	32	11			18	54	7	67.28%	32.72%	67.28%	8.28%	3.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																																							

Grand Total Employees:		Males:	878	Females:	427	Total Minorities:	425	OTH:	42	Veteran:	70
White:	883	Black/African American:	224	Hispanic/Latino:	108	Asian:	48	NHOPI:	0	Disabled:	125
	67.66%	American:	17.16%		8.28%		3.68%		0.00%		9.58%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH OPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Jan. 2018)

*Please note two males and one female employee declared two ethnicities (African-American/Hispanic, Caucasian/Hispanic and Caucasian/African-American). Therefore, the total number in those categories will be reduced by 1.

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2019 - March 31, 2019

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	MALES												FEMALES												PERCENTAGES																	
		Total						W						B/AA						H/L						A						AI						NH					
		O	T	A	L	D	V	O	T	A	L	D	V	O	T	A	L	D	V	O	T	A	L	D	V	O	T	A	L	D	V	O	T	A	L	D	V						
New Hires	0	0																																									
Promotions	2	2					2																																				
Intra-Agency Transfers	0	0																																									
Suspensions	0	0																																									
Separations	1	1								1																																	
Discharges	0	0																																									
Lay Off	0	0																																									
Demotions	0	0																																									
Reductions	0	0																																									
Reinstatements	0	0																																									
Reemployment	0	0																																									
Upward Reallocations	0	0																																									
Downward Reallocations	0	0																																									

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, 2019 - March 31, 2019

EEO Category: PROFESSIONALS

Transaction	MALES													FEMALES													PERCENTAGES												
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D								
New Hires	2	1	1									1	1									50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Promotions	0	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%	0.00%					
Intra-Agency Transfers	0	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%	0.00%					
Suspensions	0	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%	0.00%					
Separations	0	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%	0.00%					
Discharges	0	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%	0.00%					
Lay Off	0	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%	0.00%					
Demotions	0	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%	0.00%					
Reductions	0	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%	0.00%					
Reinstatements	0	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%	0.00%					
Reemployment	0	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%	0.00%					
Upward Reallocations	0	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%	0.00%					
Downward Reallocations	0	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%	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, 2019 - March 31, 2019

EEO Category: TECHNICIANS

Transaction	PERCENTAGES																							
	MALES							FEMALES																
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	
New Hires	7	3	2	1									42.86%	57.14%	57.14%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	2	0											0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	1		1									50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	0											100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	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%
Lay Off	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%
Demotions	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%
Reductions	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%
Reinstatements	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%
Reemployment	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%
Upward Reallocations	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%
Downward Reallocations	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%

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:

Reporting Period: January 1, 2019 - March 31, 2019

EEO Category: PROTECTIVE SERVICE

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

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 D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency:

Reporting Period: January 1, 2019 - March 31, 2019

EEO Category: PARAPROFESSIONALS

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

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: January 1, 2019 - March 31, 2019

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																		
	MALES							FEMALES											
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	V	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	V
New Hires	2	0								2	1		1						0.00%
Promotions	4	3	2	1					1	1	1								75.00%
Intra-Agency Transfers	7	2	2		1					5	2	3							71.43%
Suspensions	20	7	3	3	1				1	13	5	5	1				2		65.00%
Separations	4	2	2							2	1		1						50.00%
Discharges	3	0								3		3							100.00%
Lay Off	0	0								0									0.00%
Demotions	0	0								0									0.00%
Reductions	0	0								0									0.00%
Reinstatements	0	0								0									0.00%
Reemployment	0	0								0									0.00%
Upward Reallocations	0	0								0									0.00%
Downward Reallocations	0	0								0									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, 2019 - March 31, 2019

EEO Category: SKILLED CRAFT

Transaction	Grand Total	MALES													FEMALES													PERCENTAGES												
		MALES													FEMALES													PERCENTAGES												
		W	B/AA	H/L	A	AN	OPI	OTH	D	V	Total	W	B/AA	H/L	A	AN	OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AN	OPI	NH	OTH	D									
New Hires	3	3	1	1	1	1	1													100.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Promotions	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%	0.00%	0.00%	0.00%						
Intra-Agency Transfers	8	8	8																	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Suspensions	5	5	3	1	1															100.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Separations	1	1	1					1												100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%						
Discharges	2	2	1	1																100.00%	0.00%	50.00%	50.00%	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																		0.00%	0.00%	0.00%	0.00%	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																		0.00%	0.00%	0.00%	0.00%	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																		0.00%	0.00%	0.00%	0.00%	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																		0.00%	0.00%	0.00%	0.00%	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																		0.00%	0.00%	0.00%	0.00%	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																		0.00%	0.00%	0.00%	0.00%	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																		0.00%	0.00%	0.00%	0.00%	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, 2019 - March 31, 2019

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																				
	MALES							FEMALES													
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V
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%
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	4	4	2		2						0	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	1	1	1								0	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	1	1		1					1	1	50.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Discharges	1	1	1							1	0	100.00%	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

Summary of Workforce Transactions Report

by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2019 - March 31, 2019

EEO Category: GRAND TOTAL

Transaction	MALES													FEMALES													PERCENTAGES												
	Grand Total	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	V	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	V	M	F	W	B/AA	H/L	A	AN	AI	NH	OTH	D					
New Hires	14	7	4	2	1								7	4	2	1								50.00%	50.00%	57.14%	28.57%	14.29%											
Promotions	8	5	4	1								1	3	3									62.50%	37.50%	87.50%	12.50%									12.50%				
Intra-Agency Transfers	19	14	12		2					1			5	2	3								73.68%	26.32%	73.68%	15.79%	10.53%												
Suspensions	28	14	7	5	2					1			14	6	5	1					2		50.00%	50.00%	46.43%	35.71%	10.71%							7.14%					
Separations	9	5	4		1							1	4	3		1						55.56%	44.44%	77.78%		22.22%									11.11%				
Discharges	6	3	2		1							1	3		3							50.00%	50.00%	33.33%	50.00%	16.67%									16.67%				
Lay Off																																							
Demotions																																							
Reductions																																							
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, 2019 - March 31, 2019

Agency underutilization of people with disabilities: P

Total hires during this quarter: 14

Total hires of people with disabilities for this quarter: 0

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 State Toll Highway Authority Reporting Period: January 1, 2019 - March 31, 2019

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
6/8/2018	Region 1	Discrimination	Gender	Closed
11/15/2018	Region 1	Harassment	Race	Closed
1/28/2019	Region 1	Retaliation/ Discrimination/Harassment	Disability	Open
2/1/2019	Region 1	Discrimination	Gender	Closed
2/1/2019	Region 1	Moved to Referral	Moved to Referral	Closed
2/1/2019	Region 1	Retaliation	Prior EEO complaint	Open
2/13/2019	Region 1	Inappropriate Comments	Race	Closed
2/8/2019	Region 1	Discrimination	Religion	Closed
3/29/2019	Region 1	Retaliation	Prior EEO complaint	Open

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Agency: Illinois Tollway

Reporting Period: January 1, 2019 - March 31, 2019

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
6/23/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	2017CF2816 Charge of discrimination filed alleging discrimination on the basis of race and retaliation. A Notice of Dismissal for Lack of Substantial Evidence was issued on 6/11/2018. Complainant was filed for review of the IDHR decision with the Human Rights Commission. We are awaiting for further direction from the HRC.
5/12/2017	Toll Operations	Harassment, Termination	Race, Age, Sex, Disability, Retaliation	Charge of discrimination filed alleging termination based on race, age, sex, and disability discrimination as well as retaliation for engaging in a protected activity. Charge was investigated by EEOC. EEOC charge was closed and Right to Sue letter issued. Complainant requested review with the IDHR, charge number 2017 CR 2431. Position Statement and a Response to the IDHR Questionnaire were submitted 7/11/2017. We await further instruction from the IDHR investigator. IDHR phone interview to be held on 11/28/2017. Investigator has indicated that she has completed her report. We are awaiting the ruling. 3/8/2018. IDHR dismissed the case for lack of substantial evidence on all counts 3/8/2018. The Complainant filed a request for review with the Human Rights Commission. Awaiting the IDHR's response.
9/26/2017	Toll Operations	Disability, Retaliation	Disability, Retaliation	Charge of discrimination filed with the EEOC alleging disability discrimination for failing to provide a reasonable accommodation under the ADA, and termination based on retaliation for engaging in a protected activity. In claim 440-2017-06323, the EEOC determined it was unable to find evidence of a violation, and dismissed the charge on 6/19/18. Complainant was issued a right to sue letter, and she filed a complaint in the Federal district court claiming ADA employment discrimination and retaliation for filing an ADA request on 9/19/18. The Federal court case number is 1:18-CV-06395. The District Court has determined that the complaint states a cause of action. It has held its initial status hearing. The parties are conducting discovery. A discovery cut-off is currently set for December 31, 2019. The Complainant also has asked for the IDHR to review her dismissed EEOC claim. The IDHR case number is 2018 CR 2855. Tollway filed both a Verified Response and a request that IDHR dismiss or stay the case pending the outcome of the Federal court case.
1/23/2018	Toll Operations	Discrimination, Retaliation, Wrongful Termination, Hostile Work Environment	Gender, Disability, Protected Activity	EEOC case filed on 11/9/2017. EEOC dismissed charges on 11/27/17 and complainant invoked right to sue in the Northern District of Illinois. Charge was based on gender and disability. Suit was filed 1/23/18 and Tollway has answered and is engaged in discovery. Plaintiff's counsel has withdrawn from the representation. Next status is February 20, 2019 and discovery was set to close on December 31, 2018 but may be extended if Plaintiff secures new counsel. Plaintiff's counsel has withdrawn from the representation. Next status is February 20, 2019 and discovery was set to close on December 31, 2018 but may be extended if Plaintiff secures new counsel.
3/13/2018	Toll Operations	Retaliation	Retaliation	2018 08958 Charge of discrimination claiming retaliation for previously filing IDHR complaints by denying a workers' compensation claim and by denying transfer or promotion. Filed the same claim with both the EEOC and the IDHR. The EEOC referred the case to the IDHR 2018 CE 1901 is the assigned case number for the IDHR. The Tollway has filed its Verified Response, Questionnaire Response and its Position Statement. The parties are awaiting further instructions from IDHR. We expect the IDHR fact-finding conference to take place in the first half of 2019.
7/26/2018	Toll Operations	Harassment, Failure to Promote, Suspension	Race, Gender, Age, Disability	2018CA2302 Charge of discrimination filed alleging failure to promote, harassment, and suspension based on race, age, gender, and disability status. Charge is being investigated by the IDHR. Gathered documentation and prepared responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Response documents were submitted 10/2/2018. We await further instruction from the IDHR investigator. Complainant's claim was dismissed for failure to proceed on February 21, 2019. Complainant has until May 28, 2019 to request review from the IHRC or to file a civil action in circuit court.
7/31/2018	Procurement	Hostile work environment/constructive discharge	Sex	Complainant has brought two cases before the IDHR, 2019 CF 0076 and 2019 CN 0077. Complainant claims that she was subjected to a sexually suggestive statement, and that she was not treated fairly by her department by allegedly not acting quickly enough on her request for a different duty station. The Tollway has filed its Verified Response, Questionnaire Response, and Position Statement. The IDHR fact-finding conference is tentatively set for April 11, 2019.
12/7/2018 (complaint filed 3/23/12)	Engineering	Harassment and Retaliation	Sex and National Origin (Ukrainian)	Complaint was filed with Tollway EEO in March of 2011. EEO found harassment based upon a "Hurt Feeling Report" given to Klowatyj in Late February early March of 2011. Manager was disciplined. Klowatyj filed his claim with IDHR in March of 2011, which was found to have been outside the jurisdictional time period (180 days). IDHR found lack of substantial evidence and that claim was outside of jurisdiction. On 11/30/18 the HRC found substantial evidence and remanded it to DHR. DHR sent notice of 12/7/18 for Klowatyj to elect how he wished to proceed. No action has yet been taken, but action must be taken prior to 1/9/19 or jurisdiction is lost. On 2/1/19 IDHR sent a letter to Plaintiff granting leave to file a 4 count Complaint in Circuit Court. Plaintiff filed complaint alleging sexual orientation discrimination, national origin and citizenship, and retaliation for both. Status on 5/2/19.

*Action/Issue = Discharge, Suspension, etc.

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