

KNOW



CHICAGO'S DISCRIMINATION ORDINANCE

**As an employer,
it is your responsibility to
provide a fair environment for your
customers and employees. Learn how
to comply with Chicago's Discrimination
Ordinance in order to become a better employer
and avoid legal altercations.**



Chicago's Discrimination Ordinances protect the following:
Race, Color, National Origin, Ancestry, Religion, Sex, Parental Status, Marital Status, Sexual Orientation, Gender Identity, Age, Disability, Source of Income, Military Discharge Status, Credit History, and Criminal History.



To File a Complaint, and for more information, visit www.cityofchicago.org/humanrelations or call 312.744.4111.



What Happens After a Complaint Is Filed?
A discrimination complaint starts a legal case. The Commission on Human Relations is the City's neutral civil rights agency which will decide the case. It is not the complainant's lawyer or advisor. An investigation will then be conducted and if a violation is found there will be an administrative hearing. Based on the hearing's outcome, damages and fees associated will be determined.



Possible Damages and Fees:
Out-of-Pocket Damages, Emotional Distress Damages, Punitive Damages, Attorney Fees and Costs, Fines, and Injunctive Relief.

Department of Business Affairs and Consumer Protection
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