

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 300 days of alleged violation	Must file within 180 days of alleged violation	Must file within 300 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) cchrfilings@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	Housing Public Accommodations Credit & Bonding Transactions	Housing Public Accommodations Credit Transactions County Facilities, Services and Programs	Housing Public Accommodations Financial Credit Sexual Harassment in Education	