

# 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.)
<b>Types of Discrimination Covered</b>	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  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
<b>Geographic Limitations</b>	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.
<b>Time Limitations</b>	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)
<b>Who Can Be Sued</b>	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

<b>Agencies to Contact</b>	<b>Chicago Commission on Human Relations</b>	<b>Cook County Commission on Human Rights</b>	<b>Illinois Department of Human Rights</b>	<b>Equal Employment Opportunity Commission (U.S.)</b>
<b>Kinds of Relief Available</b>	<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 &amp; 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 &amp; 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 &amp; 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 &amp; Costs to prevailing complainant</p>
<b>Agency Contact Information</b>	<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)</p> <p>cchrfilings@cityofchicago.org</p> <p>www.chicago.gov/cchr</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 555 W. Monroe St. 7<sup>th</sup> Floor Chicago, IL 60661 (312) 814-6200 (217) 785-5125 (TTY) (312) 814-6251 (FAX)</p> <p>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>
<b>Office Hours</b>	<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>
<b>Other Forms of Discrimination Covered</b>	<p>Housing Public Accommodations Credit &amp; 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>	