

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	Illinois Department of Human Rights	U.S. Equal Employment Opportunity Commission
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Parental Status Sexual Orientation Source of Income Military Discharge Status Limited Retaliation Gender Identity	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Parental Status Sexual Orientation Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference Gender Identity	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Gender Identity Sexual Orientation Unfavorable Military Discharge Military Status Retaliation Aiding/Abetting Willful Interference Coercion Arrest Record Citizenship Status	Race Color Religion Sex (including sexual harassment) National Origin Age Disability 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. companies located outside U.S.
Time Limitations	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within 300 days of the alleged violation
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 Employers with at least 1 employee for disability, sexual harassment, public contractors, state and local government units or apprenticeship/training programs Labor Organizations Employment Agencies Individual sexual harassers	Employers with at least 15 employees for Title VII and ADA claims, with at least 20 employees for ADEA, and with at least 1 employee for Equal Pay Act, state and local governments and educational institutions Labor Organizations Employment Agencies

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	U.S. Equal Employment Opportunity Commission
Kinds of Relief Available	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Punitive Damages</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the City Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Punitive Damages</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement), including emergency relief</p> <p>Fines to the County Attorneys Fees for 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 for prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and reinstatement) Compensatory Damages</p> <p>Punitive Damages</p> <p>Injunctive Relief, including emergency relief</p> <p>Attorneys Fees for prevailing Complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick 3rd Floor Chicago, IL 60610 (312) 744-4111 (312) 744-1088 (TDD) (312) 744-1081 (FAX)</p>	<p>Cook County 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 Suite 10-100 Chicago, IL 60601 (312) 814-6200 (312) 263-1579 (TDD) (312) 814-1541 (FAX)</p>	<p>U.S. Equal Employment Opportunity Commission Chicago District Office 500 W. Madison Suite 2800 Chicago, IL 60611-2511 (312) 353-2713; 2714 (312) 353-2421(TDD) (312) 353-7355 (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 - 5:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</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 - 5:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 8:30 - 12:00 1:00 - 3:30</p>
Other Forms of Discrimination Covered	<p>Housing Public Accommodations Credit & Bonding Transactions</p>	<p>Housing Public Accommodations Credit Transactions</p>	<p>Housing Public Accommodations Credit Transactions Sexual Harassment in Higher Education</p>	