



October 22, 2018

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 First 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 blue ink signature of Elizabeth Gorman, consisting of a large, stylized 'E' followed by a horizontal line.

Elizabeth Gorman
Executive Director

A blue ink signature of Sharon E. Ferguson, featuring a stylized 'S' and 'F'.

Sharon E. Ferguson
EEO/AA Officer

Enclosure

Quarterly Report Format

This is the first 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.



Elizabeth Gorman
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Sharon Ferguson
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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: July 1, 2018 - September 30, 2018

List Program Goals & Objectives and if Met/Not Met

Provided Sexual Harassment 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 provide Sexual Harassment training.

Continue to analyze exit interview trends.

Continue to engage in targeted recruitment and work with current partners to expand outreach to enhance diversity.

Recruitment

External job postings were sent to approximately 696 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:

Core Fitness Center

Tinley Park Convention Center

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: July 1, 2018 - September 30, 2018

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	5	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	5	N/A	N/A	12	34	9
Asian	P	P	12	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: 3	1WM, 1BM	0	1BF	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: 6	0	1WF	1WM, 2BF	N/A	N/A	1BF, 1WF	0	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	5	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	5	N/A	N/A	12	34	9
Asian	P	P	12	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: July 1, 2018 - September 30, 2018

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: 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	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: July 1, 2018 - September 30, 2018

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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2018- September 30, 2018

Region: **1**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total					V					A I/ AN NH					Total					V					W B/AA H/L A AI/AN NHOPI OTH D				
		W	B/AA	H/L	A	A I/ AN NH	D	OPI	OTH	V	W	B/AA	H/L	A	A I/ AN NH	D	OPI	OTH	M	F	W	B/AA	H/L	A	A I/AN	NHOPI	OTH	D			
Officials / Administrators	21	14	11	3					7	6	1							66.67%	33.33%	80.95%	19.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Professionals	108	66	49	6	3	6			42	29	7	3	2					61.11%	38.89%	72.22%	12.04%	5.56%	7.41%	0.00%	0.00%	2.78%					
Technicians	221	130	95	19	7	4			91	60	21	6	2					58.82%	41.18%	70.14%	18.10%	5.88%	2.71%	0.00%	0.00%	3.62%					
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	429	178	95	38	20	20			251	119	90	22	7					41.49%	58.51%	49.88%	29.84%	9.79%	6.29%	0.00%	0.00%	4.43%					
Skilled Craft	328	323	256	27	28	1	2		5	2	2	1						98.48%	1.52%	78.66%	8.84%	8.84%	0.30%	0.61%	0.00%	5.79%					
Service / Maintenance	68	62	45	9	6	2			6	6								91.18%	8.82%	75.00%	13.24%	8.82%	2.94%	0.00%	0.00%	17.65%					
TOTAL	1,175	773	551	102	64	33	2	0	402	222	121	32	11	0	0	0	17	65.79%	34.21%	65.79%	18.98%	8.17%	3.74%	0.17%	0.00%	10.38%					

Grand Total Employees for Region 1:	Males: 773 65.79%	Females: 402 34.21%	Total Minorities: 404 34.21%	OTH: 39 3.3%	Veteran: 66 5.62%
White: 773 65.79%	Black/African American: 223 18.98%	Hispanic/Latino: 96 8.17%	AI/AN: 2 0.17%	NHOPI: 0 0.00%	Disabled: 122 10.38%

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

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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2018- September 30, 2018

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%	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	8	5	3						1	3	3							62.50%	37.50%	75.00%	0.00%	0.00%	25.00%	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%		
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%		
Administrative Support	63	31	25	3	1	1			1	32	25	4						49.21%	50.79%	79.37%	11.11%	0.00%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Skilled Craft	48	48	44		2	1			1	0								100.00%	0.00%	91.67%	0.00%	0.00%	4.17%	2.08%	0.00%	0.00%	0.00%	0.00%	4.17%		
Service / Maintenance	6	4	4						1	2	2							66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	125	88	76	3	5	2	0	0	8	37	30	4	0	0	0	3	5	70.40%	29.60%	84.80%	5.60%	4.00%	1.60%	0.00%	0.00%	0.00%	0.00%	0.00%	10.40%		

Grand Total Employees for Region 2:	Males: 88	Females: 37	Total Minorities: 19	OTH: 5	Veteran: 8
	70.40%	29.60%	15.20%	4.0%	6.40%
White: 106	Black/African American: 7	Hispanic/Latino: 5	AI/AN: 0	NHOPI: 0	Disabled: 13
84.80%	5.60%	4.00%	0.00%	0.00%	10.40%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/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: July 1, 2018- September 30, 2018

Region: **3**

EEO Category	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	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	11	5	3	2				1	6	6						1	1	45.45%	54.55%	81.82%	0.00%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	9.09%					
Skilled Craft	22	22	19	2	1			3	0								100.00%	0.00%	0.00%	86.36%	0.00%	9.09%	4.55%	0.00%	0.00%	0.00%	0.00%	9.09%					
Service / Maintenance	2	0							2	2							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
TOTAL	37	29	24	4	1	0	0	4	8	8	0	0	0	0	0	1	78.38%	21.62%	86.49%	0.00%	10.81%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	8.11%					

Grand Total Employees for Region 3:	Males:	29	78.38%	Females:	8	21.62%	Total Minorities:	5	13.51%	OTH:	0	0.0%	Veteran:	5	13.51%
White:	32	Black/African American:	0	0.00%	Hispanic/Latino:	4	10.81%	AI/AN:	0	0.00%	NHOPI:	0	0.00%	Disabled:	3
	86.49%								0.00%					8.11%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/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: July 1, 2018- September 30, 2018

Grand Total

EEO Category	MALES										FEMALES										PERCENTAGES									
	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	V	I total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	21	14	11	3							7	6	1								66.67%	33.33%	80.95%	4.76%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	108	66	49	6	3	6		2	1	42	29	7	3	2			1	1	4		61.11%	38.89%	72.22%	12.04%	5.56%	7.41%	0.00%	0.00%	2.78%	
Technicians	231	137	100	9	4		5	17	14	94	63	21	6	2			3	10	1		59.31%	40.69%	70.56%	17.32%	6.49%	2.60%	0.00%	0.00%	3.46%	
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	503	214	123	23	21		7	26	19	289	150	94	22	7			16	46	3		42.54%	57.46%	54.27%	26.84%	8.95%	5.57%	0.00%	0.00%	4.57%	
Skilled Craft	398	393	319	27	32	3	10	23	30	5	2	2	1								98.74%	1.26%	80.65%	7.29%	8.29%	0.75%	0.00%	0.00%	2.51%	
Service / Maintenance	76	66	49	6	2			12	7	10	10						1				86.84%	13.16%	77.63%	11.84%	7.89%	2.63%	0.00%	0.00%	17.11%	
TOTAL	1,337	890	651	102	76	36	24	80	71	447	260	125	32	11	0	0	20	58	8	66.57%	33.43%	68.14%	16.98%	8.08%	3.52%	0.15%	0.00%	3.29%	10.32%	

Grand Total Employees:	Males: 890	Females: 447	Total Minorities: 428	OTH: 44	Veteran: 79
White: 911	Black/African American: 227	Hispanic/Latino: 108	Asian: 47	NHOPI: 0	Disabled: 138
68.14%	16.98%	8.08%	3.52%	0.00%	10.32%

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

*Please note one male and one female employee declared two ethnicities (Caucasian/Latino 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: July 1, 2018 - September 30, 2018

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES																					
	MALES							FEMALES														
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	
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	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0	0.00%	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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2018 - September 30, 2018

EEO Category: PROFESSIONALS

Transaction	MALES													FEMALES													PERCENTAGES												
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OTH	D	V	Total	W	B/AA	H/L	A	AI	NH	OTH	D	V	M	F	W	B/AA	H/L	A	AI	NH	OTH	D								
New Hires	1	0										1	1									0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	2	2	1	1						1		0										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%	0.00%	0.00%	
Intra-Agency Transfers	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%	
Suspensions	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%	
Separations	1	1	1									0										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%	0.00%	0.00%	0.00%	0.00%
Discharges	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%	
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%	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%	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%	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%	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%	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%	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%	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**

Reporting Period: July 1, 2018 - September 30, 2018

Agency: Illinois Tollway

EEO Category: TECHNICIANS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES														
		Total	W	B/AA	H/L	A	AN	OPI	NH	OTH	D	Total	W	B/AA	H/L	A	AN	OPI	NH	OTH	D	M	F	W	B/AA	H/L	A	AN	OPI	NH	OTH	D				
New Hires	3	1										2									33.33%	66.67%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	1	0									1										100.00%	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%	
Intra-Agency Transfers	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%	
Suspensions	5	5	4	1							0										100.00%	20.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	3	1	1								2										33.33%	66.67%	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%	
Discharges	1	1	1								0										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%	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%	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%	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%	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%	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%	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%	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%	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: July 1, 2018 - September 30, 2018

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: July 1, 2018 - September 30, 2018

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								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: July 1, 2018 - September 30, 2018

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							
Promotions	0	0								0									
Intra-Agency Transfers	5	1		1						4	2	1				1			
Suspensions	36	15	7	4	2	1			1	21	7	10				3	1		
Separations	7	3	1	1		1				4	1					3			
Discharges	5	2	1	1					2	3		3							
Lay Off	0	0								0									
Demotions	0	0								0									
Reductions	0	0								0									
Reinstatements	0	0								0									
Reemployment	0	0								0									
Upward Reallocations	0	0								0									
Downward Reallocations	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 OTH=Other D=Disabled

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2018 - September 30, 2018

EEO Category: SKILLED CRAFT

Transaction	Grand Total	MALES														FEMALES														PERCENTAGES																			
		W							Total							W							Total							W							Total												
		B/AA	H/L	A	AN	OPI	NH	D	V																																								
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Intra-Agency Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Suspensions	6	6	5	1					1														83.33%	0.00%	0.00%	16.67%			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%							
Separations	9	8	6	1	1				1														77.78%	11.11%		11.11%			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%							
Discharges	2	1	1						1							1							50.00%	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%	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%	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%	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%	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%	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%	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%	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%	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: July 1, 2018 - September 30, 2018

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																				
	MALES						FEMALES														
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OTH	D	M	F	W	B/AA	H/L	A	AI	NH	OTH	D	
New Hires	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%
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%
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	1	1		1						100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	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%
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

Summary of Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2018 - September 30, 2018

EEO Category: **GRAND TOTAL**

Transaction	Grand Total	MALES													FEMALES													PERCENTAGES													
		Total	W	B/AA	H/L	A	AI	AN	OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI	AN	OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI	AN	OPI	OTH	D							
New Hires	6	1	1																				16.67%	83.33%	50.00%	50.00%															
Promotions	3	2	1	1						1												66.67%	33.33%	66.67%	33.33%																
Intra-Agency Transfers	5	1		1																	1	20.00%	80.00%	40.00%	40.00%											20.00%					
Suspensions	48	27	16	6	3	1				1											3	56.25%	43.75%	33.33%	33.33%	6.25%	4.17%									8.33%					
Separations	20	13	9	2	1	1															3	65.00%	35.00%	15.00%	15.00%	5.00%	5.00%									15.00%	10.00%				
Discharges	8	4	3	1						2												50.00%	50.00%	62.50%	37.50%											12.50%					
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

DHR-10 (Rev. Feb 2016)

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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2018 - September 30, 2018

Agency underutilization of people with disabilities: P

Total hires during this quarter: 6

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: July 1, 2018 - September 30, 2018		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
6/8/2018	Region 1	Discrimination	Gender	Open
7/19/2018	Region 1	Harrassment	Sexual harassment	Closed

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*Action / Issue= Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Agency: Illinois Tollway

Reporting Period: July 1, 2018 - September 30, 2018

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
4/3/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment	Race, sex, retaliation	2017CF2064 Charge of discrimination filed alleging reduction of hours, unequal terms and conditions of employment and harassment from management and coworkers based on her gender and race as well as in retaliation previously filed IDHR complaints. Charge is being investigated by the IDHR. Verified Response was submitted on 6/2/2017. Gathering documentation and preparing responsive documents including a Position Statement, and a Response to the IDHR Questionnaire. Remaining response documents were submitted. 8/14/2017. An extension was granted based on ongoing settlement negotiations. Motion to dismiss filed on 8/23/2017. Fact finding conference was held on 8/24/2017. Awaiting determination of the investigator. 2/9/18 IDHR dismissed the case for lack of substantial evidence on all counts. The time to request a review on this charge has passed and the claim is closed.
6/23/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	2017CF2816 Charge of discrimination filed alleging reduction of hours, unequal terms and conditions of employment, harassment, and suspension based on race as well as in retaliation previously filed IDHR complaints. Charge is being investigated by the IDHR. Gathering documentation and preparing responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Motion to dismiss filed on 8/23/2017. Response documents were submitted 8/22/2017, and 9/5/2017. We await further instruction from the IDHR investigator. Fact finding conference was held on 3/20/2018. We await the investigator's decision. We received the Notice of Dismissal for Lack of Substantial Evidence on 6/11/2018. Complainant has 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. IDHR dismissed the case for lack of substantial evidence on all counts 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 and termination based on retaliation for engaging in a protected activity. Response documents due to the EEOC on 10/30/2017. Awaiting the EEOC's determination. For 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 has until 9/17/18 to do so. Complainant filed in the district court a complaint claiming employment discrimination. Currently under preliminary review by the district court. The case number is 1:18-CV-06395. The Tollway has not been served. Complainant has also asked for review of her dismissed EEOC claim with the IDHR case number 2018CR2855. Tollway is filing a Verified Response and requesting IDHR dismiss the 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. Next status is December 12, 2018 and discovery is set to close on December 31, 2018.
3/13/2018	Toll Operations	Retaliation	Retaliation	2018 08958 Charge of discrimination based on retaliation for previously filing IDHR complaints. Filed with the EEOC and the IDHR. The EEOC referred the case to the IDHR and we are awaiting notice from the IDHR. 2018CE1901 is the assigned case number for the IDHR. As of 6/21/18 The claim is on hold because the IDHR deemed it an unperfected charge based on the lack of a signature. No further action needed at this time. Could reopen if the charge is perfected. Complainant perfected the charge on 9/26/2018. Repsonse documents including a Position Statement, Verified Response, and a Response to the IDHR Questionnaire are due 60 days after receipt.
7/26/2018	Toll Operations	Harassment, Failure to Promote, Suspension	Race, Gener, 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. Fact finding conference to come.
7/31/2018	Procurement	Hostile work enviroment/constructive discharge	Sex	Complainant has brought two cases before the IDHR, 2019CF0076 and 2019CN0077. Complainant claims that she was subjected to a sexually suggestive statement and was not treated fairly by her department. Gathered documentation and filed the Verified Response and Respondent Questionnaire. Position Statement will be filed 10/19/2018.

*Action/Issue = Discharge, Suspension, etc.

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