



ILLINOIS TOLLWAY
2700 Ogden Avenue, Downers Grove, IL 60515
(630) 241-6800 • illinoistollway.com


October 18, 2019

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, IL 60601


Dear Chet Pinski:

The Illinois Tollway presents our First Quarter Report for Fiscal Year 2020. If you should have any questions, please do not hesitate to contact me, Saly Abd Alla, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,



Jose Alvarez, Executive Director



Saly Abd Alla, EEO/AA/ADA Officer

Enclosure





ILLINOIS TOLLWAY
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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

First Quarter - Fiscal Year July 1, 2019 to June 30, 2020

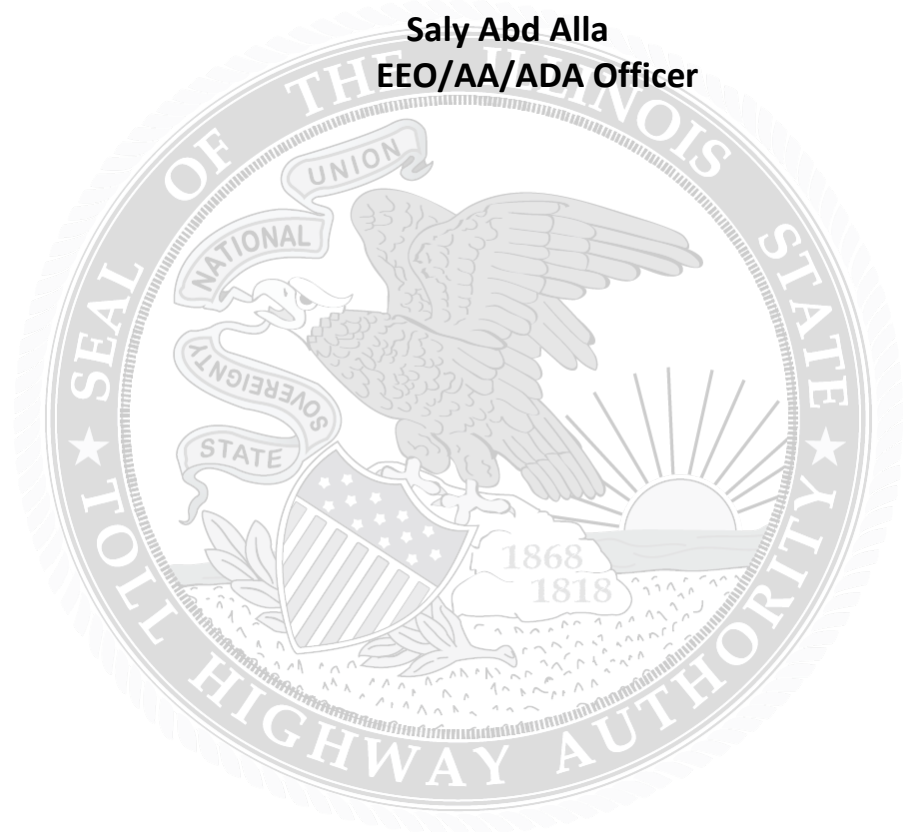
July 1, 2019

Through

September 30, 2019

Jose Alvarez
Executive Director

Saly Abd Alla
EEO/AA/ADA Officer



Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2019 to June 30, 2020. 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 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 IDHR 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.



José Alvarez
Executive Director



Saly Abd Alla
EEO /AA/ADA Officer

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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

List Program Goals & Objectives and if Met/Not Met

Provided Civility Training
Provided Discrimination/Harassment Training
Sexual Harassment Training

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training.
Provide Civility Training to New Hires
Provide ADA Training to Managers & Supervisors
Sexual Harassment Training

Recruitment

External job postings were sent to approximately 698 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 others in order to achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

Hospitality Hires Chicago Southland
Senator Curran & Representative Jim Durkin's Job Fair
Supply Chain Management & Logistics

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: July 1, 2019 - September 30, 2019

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	12	18
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	10	36	7
Asian	1	P	11	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: 0	0	0	0	N/A	N/A	1WM,1HM	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 13	2BF,1WM,1BM	1BF,2WF,2HF,1BM	1WM	N/A	N/A	1BF,1BM	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	12	18
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	9	36	7
Asian	1	P	11	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, 2019 - September 30, 2019

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	2	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	2	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, 2019 - September 30, 2019

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, 2019- September 30, 2019

Region: **1**

EEO Category	MALES										FEMALES										PERCENTAGES									
	Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD					
Officials / Administrators	23	15	12	2	1				8	4	4						65.22%	34.78%	69.57%	26.09%	4.35%	0.00%	0.00%	0.00%	0.00%					
Professionals	102	61	44	6	3		2		41	26	7	5	2		1		59.80%	40.20%	68.63%	12.75%	7.84%	7.84%	0.00%	2.94%	2.94%					
Technicians	214	127	90	18	9		5	14	87	55	20	7	2		3		59.35%	40.65%	67.76%	17.76%	7.48%	3.27%	0.00%	3.74%	10.75%					
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	374	152	76	34	16		20	20	222	101	84	20	7		10		40.64%	59.36%	47.33%	31.55%	9.63%	7.22%	0.00%	4.28%	14.17%					
Skilled Craft	320	316	249	29	26		1	18	4	2	2						98.75%	1.25%	78.44%	9.69%	8.13%	0.31%	2.81%	5.63%						
Service / Maintenance	61	56	38	9	7		2	8	5	3	1	1			1		91.80%	8.20%	67.21%	16.39%	13.11%	3.28%	0.00%	14.75%						
TOTAL	1,094	727	509	98	62	2	34	62	367	191	118	33	11	0	14	44	66.45%	33.55%	63.99%	19.74%	8.68%	4.11%	0.18%	3.29%	9.69%					

Grand Total Employees for Region 1:	Males:	727	Females:	367	Total Minorities:	394	Veterans:	54
		66.45%		33.55%		36.01%		4.90%
White:	700	63.99%	Black/African American:	216	Hispanic/Latino:	95	AI/AN:	45
				19.74%		8.68%		4.11%
							AI/AN:	2
								0.18%
							OTHER:	36
								3.29%
							PWD:	106
								9.69%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
DHR-9 (Rev. Feb. 2016)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2019- September 30, 2019

Region: **2**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD					
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	7	5	5					1	2	2							71.43%	28.57%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%					
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%					
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%					
Administrative Support	58	29	22	3	3	3	1	3	29	21	4				4		50.00%	50.00%	74.14%	12.07%	5.17%	0.00%	0.00%	0.00%	8.62%	12.07%					
Skilled Craft	50	50	44					2	0								100.00%	0.00%	88.00%	0.00%	6.00%	2.00%	2.00%	2.00%	4.00%						
Service / Maintenance	2	1	1						1	1							50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
TOTAL	117	85	72	3	6	1	1	2	32	24	4	0	0	0	4	4	72.65%	27.35%	82.05%	5.98%	5.13%	0.85%	5.13%	0.85%	5.13%	8.55%					

Grand Total Employees for Region 2:	Males: 85	Females: 32	Total Minorities: 21	Veterans: 6
	72.65%	27.35%	17.95%	5.10%
White: 96	Black/African American: 7	Hispanic/Latino: 6	AI/AN: 1	PWD: 10
82.05%	5.98%	5.13%	0.85%	8.55%
			OTHER: 6	
			5.13%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2019- September 30, 2019

Region: **3**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD					
Officials / Administrators	0	0																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Professionals	0	0																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Technicians	2	2	2															100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Protective Service	0	0																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Para-Professionals	0	0																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Administrative Support	6	2	2															33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Skilled Craft	23	23	20															100.00%	86.96%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Service / Maintenance	2	0																0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
TOTAL	33	27	24	2	1	1	0	1	0	0	0	0	0	0	0	0	81.82%	18.18%	90.91%	0.00%	6.06%	3.03%	0.00%	0.00%	0.00%	3.03%					

Grand Total Employees for Region 3:	Males:	27	81.82%	Females:	6	18.18%	Total Minorities:	3	9.09%	Veterans:	3	9.10%		
White:	30	90.91%	Black/African American:	0	0.00%	Hispanic/Latino:	2	6.06%	Asian:	1	3.03%	PWD:	1	3.03%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
 DHR-9 (Rev. Feb. 2016)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2019- September 30, 2019

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD					
		Officials / Administrators	23	15	12	2	1				8	4	4							34.78%	69.57%	26.09%	4.35%								
Professionals	102	61	44	6	3	6	2	2	41	26	7	5	2	1	1	1		40.20%	68.63%	12.75%	7.84%	7.84%		2.94%	2.94%						
Technicians	223	134	97	18	9	5	5	15	89	57	20	7	2	3	9			39.91%	69.06%	17.04%	7.17%	3.14%		3.59%	10.76%						
Protective Service																															
Para-professionals																															
Administrative Support	438	183	100	37	19	20	7	23	255	126	88	20	7	14	37			58.22%	51.60%	28.54%	8.90%	6.16%		4.79%	13.70%						
Skilled Craft	393	389	313	29	31	3	10	21	4	2	2							1.02%	80.15%	7.89%	7.89%	0.76%	0.76%	2.54%	5.34%						
Service / Maintenance	65	57	39	9	7	2		8	8	6	1	1		1	1			12.31%	69.23%	15.38%	12.31%	3.08%			13.85%						
TOTAL	1,244	839	605	101	70	36	3	69	405	221	122	33	11	18	48			32.56%	66.40%	17.93%	8.28%	3.78%	0.24%	3.38%	9.41%						

Grand Total Employees:	White: 826	Black/African American: 223	Hispanic/Latino: 103	AI/AN: 47	Other: 42	PWD: 117	Veterans: 63
	66.40%	17.93%	8.28%	3.78%	3.38%	9.41%	5.10%
	Males: 839	Females: 405	Total Minorities: 418	AI/AN: 3	OTHER: 42	PWD: 117	Veterans: 63
	67.44%	32.56%	33.60%	0.24%	3.38%	9.41%	5.10%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
 DHR-9 (Rev. Feb. 2016)

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES												
	MALES						FEMALES						P
	Total	W	B/AA	H/L	A	AI AN	Total	W	B/AA	H/L	A	AI AN	O
New Hires	4	2	1	1			2		2				
Promotions	0	0					0						
Intra-Agency Transfers	0	0					0						
Suspensions	0	0					0						
Separations	3	2	2				1	1					
Discharges	0	0					0						
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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: PROFESSIONALS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total		W	B/AA	H/L	A	AI	AN	O	PWD	Total		W	B/AA	H/L	A	AI	AN	O	PWD	W	B/AA	H/L	A	AI	AN	O	PWD		
New Hires	6	1	1								5	2	1	2							16.67%	33.33%	33.33%	33.33%	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%		
Intra-Agency Transfers	0	0									0										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%		
Separations	3	2	2								1		1								66.67%	33.33%	33.33%	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%		
Lay Off	0	0									0										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%		
Reductions	0	0									0										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%		
Reemployment	0	0									0										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%		
Downward Reallocations	0	0									0										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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: TECHNICIANS

Transaction	PERCENTAGES																
	MALES							FEMALES									
	Grand Total	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	1	1	1							0							100.00%
Promotions	0	0								0							0.00%
Intra-Agency Transfers	10	10	8	2				1		0							80.00%
Suspensions	3	2	2						1	1							66.67%
Separations	6	2	2					2		4	4						100.00%
Discharges	1	0								1	1						100.00%
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 or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: PROTECTIVE SERVICE

Transaction	PERCENTAGES																
	MALES							FEMALES									
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	0	0								0							
Promotions	0	0								0							
Intra-Agency Transfers	0	0								0							
Suspensions	0	0								0							
Separations	0	0								0							
Discharges	0	0								0							
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 or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: PARAPROFESSIONALS

Transaction	MALES											FEMALES											PERCENTAGES										
	Grand Total		W	B/AA	H/L	A	AI	NH	OPI	PWD	Total	W	B/AA	H/L	A	AI	NH	OPI	PWD	M	F	W	B/AA	H/L	A	AI	NH	OPI	PWD				
	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
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%					

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Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES															
	MALES						FEMALES						P			
	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	2	1	1						1		1					
Promotions	2	1	1					0								
Intra-Agency Transfers	5	2				1		2	1	1						
Suspensions	17	4	3				2	10	4	5				1		
Separations	16	5	1	1			5	9	9							
Discharges	1	0						1	1							
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								

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**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: SKILLED CRAFT

Transaction	PERCENTAGES																
	MALES							FEMALES									
	Grand Total	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	0	0							0								0.00%
Promotions	0	0							0								0.00%
Intra-Agency Transfers	9	9	7		2			1	0								77.78%
Suspensions	6	6	5		1			1	0								83.33%
Separations	5	5	4				1		0								80.00%
Discharges	2	2	2					1	0								100.00%
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%

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Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																		
	MALES						FEMALES						P						
	Grand Total	Total	W	B/AA	H/L	A	AI	AN	O	PWD	Total	W	B/AA	H/L	A	AI	AN	O	PWD
New Hires	0	0								0									0.00%
Promotions	0	0								0									0.00%
Intra-Agency Transfers	1	1	1							0									0.00%
Suspensions	1	1	1							0									0.00%
Separations	1	1	1							0									0.00%
Discharges	1	1								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%

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Summary of Workforce Transactions Report by EEO Category

Reporting Period: July 1, 2019 - September 30, 2019

Agency: Illinois Tollway

EEO Category: GRAND TOTAL

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																						
		Total	W	B/AA	H/L	A	AN	AI	O	PWD	Total	W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN	AI	O	PWD															
																														W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN
New Hires	13	5	2	3							8	2	4	2						38.46%	61.54%	30.77%	53.85%	15.38%																				
Promotions	2	2	1		1									2						100.00%		50.00%		50.00%																				
Intra-Agency Transfers	25	23	18	4	4	1	1	2	2		2	1	1						92.00%	8.00%	76.00%	4.00%	16.00%													4.00%	8.00%							
Suspensions	27	16	12	3	1			3	11	4	6								59.26%	40.74%	59.26%	33.33%	3.70%														3.70%	11.11%						
Separations	34	19	16	1	1	1		7	15	14	1								55.88%	44.12%	88.24%	5.88%	2.94%															2.94%	20.59%					
Discharges	5	3	2	1				1	2	2									60.00%	40.00%	80.00%		20.00%																20.00%					
Lay Off																																												
Demotions																																												
Reductions																																												
Reinstatements																																												
Reemployment																																												
Upward Reallocations																																												
Downward Reallocations																																												

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Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2019 - September 30, 2019

Underutilization of people with disabilities at the beginning of the quarter: P

Total hires during the quarter: 13

Total hires of people with disabilities in this quarter: 0

Underutilization of people with disabilities at the end of the quarter: P

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois State Toll Highway Authority

Reporting Period:

July 1, 2019 - September 30, 2019

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
7/15/2019	Region 1	Harassment	Race	Open
8/26/2019	Region 1	Discrimination	Race	Open
9/3/2019	Region 1	Discrimination	Sexual Orientation	Open
9/3/2019	Region 1	Discrimination	National Origin	Open

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Agency: Illinois Tollway

Reporting Period: July 1, 2019 - September 30, 2019

Date Received	Action / Issue*	Basis**	Current Status / Finding
6/23/2017	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	2017CF2816 Charge of discrimination filed alleging discrimination on the basis of race and retaliation. A Notice of Dismissal for Lack of Substantial Evidence was issued on 6/11/2018. Complainant has filed for review of the IDHR decision with the Human Rights Commission. The Human Rights Commission affirmed the dismissal for lack of substantial evidence on August 14, 2019.
5/12/2017	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. 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 submitted 7/11/2017. 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	Disability, Retaliation	Disability, Retaliation	Charge of discrimination filed with the EEOC alleging disability discrimination for failing to provide a reasonable accommodation under the ADA, and termination based on retaliation for engaging in a protected activity by submitting an ADA request to the Tollway. In 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 filed a complaint in the Federal district court again claiming ADA employment discrimination and retaliation for filing an ADA request. The Federal court case number is 1:18-CV-06395. The District Court determined that the complaint states a cause of action. The parties are conducting discovery with a discovery cut-off of December 31, 2019. The Tollway moved on June 28, 2019, for judgment on the pleadings as to Count I. Briefing on that motion was completed in September 2019. The Complainant also asked for the IDHR to review the dismissed EEOC claim. The IDHR case number is 2018 CR 2855. Tollway filed both a Verified Response and a request that IDHR dismiss or stay the case pending the outcome of the Federal court case.
1/23/2018	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. Case No. 18 C 509. Plaintiff has obtained new counsel. Discovery closed in the summer of 2019. The case was transferred from Judge Ellis to Judge Paccold in the fall of 2019. Motions for summary judgment are due at the end of October 2019. Briefing will continue into at least December 2019. Next status is currently scheduled for March 25, 2020.
3/13/2018	Retaliation	Retaliation	2018 08958 Charge of discrimination claiming retaliation for previously filing IDHR complaints by denying a workers' compensation claim and by denying transfer or promotion. Filed the same claim with both the EEOC and the IDHR. The EEOC referred the case to the IDHR. 2018 CE 1901 is the assigned case number for the IDHR. The Tollway has filed its Verified Response, Questionnaire Response and its Position Statement. A fact-finding conference was scheduled for Spring 2019 but was suspended by the Complainant. Complainant was unable to attend the re-scheduled conference. IDHR then determined to consider the case without further oral presentation. The parties await IDHR's determination, which is due in January 2020.
7/26/2018	Harassment, Failure to Promote, Suspension	Race, Gender, 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. Complainant's claim was dismissed for failure to proceed on February 21, 2019. Complainant had until May 28, 2019 to request review from the IHRC or to file a civil action in circuit court. The Complainant did not request review in front of the IHRC or file in circuit court. However, the Complainant did file a separate unrelated action in state court.
7/31/2018	Hostile work environment/constructive discharge	Sex	Complainant brought two cases before the IDHR, 2019 CF 0076 and 2019 CN 0077. Complainant alleged being subjected to a sexually suggestive statement, and not being treated fairly by the department for allegedly not acting quickly enough on a request for a different duty station. The Tollway filed its Verified Response, Questionnaire Response, and Position Statement. The IDHR fact-finding conference was held on April 11, 2019. The IDHR dismissed Case No. 2019 CN 0077 for want of substantial evidence on June 25, 2019. The IDHR dismissed Case No. 2019 CF 0076 for want of substantial evidence on July 24, 2019.
12/7/2018 (complaint filed 3/23/12)	Harassment and Retaliation	Sex and National Origin	Complainant filed a claim with IDHR in March of 2011. IDHR found lack of substantial evidence and that claim was outside of jurisdictional time period (180 days). On 11/30/18 the HRC found substantial evidence and remanded it to DHR. DHR sent notice to Complainant to elect how he wished to proceed. On 2/1/19 IDHR sent a letter to Plaintiff granting leave to file a 4 count Complaint in Circuit Court. Plaintiff filed complaint alleging sexual orientation discrimination, national origin and citizenship, and retaliation for both. Tollway filed motion to change venue, which was granted on 5/2/19 and case transferred to DuPage County.

*Action/Issue = Discharge, Suspension, etc.

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