



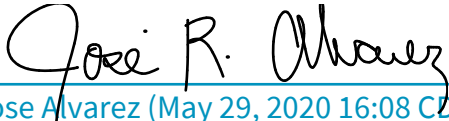
May 29, 2020


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 Mr. Pinski:

The Illinois State Toll Highway Authority “The Tollway” presents our Third Quarterly Report for Fiscal Year 2020. Should you have any questions, please do not hesitate to contact Saly Abd Alla, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

  
Jose Alvarez (May 29, 2020 16:08 CDT)  
Jose Alvarez, Executive Director

  
Saly Abd Alla, EEO/AA/ADA Officer

Enclosure





**ILLINOIS TOLLWAY**  
2700 Ogden Avenue, Downers Grove, IL 60515  
(630) 241-6800 • [illinoistollway.com](http://illinoistollway.com)

**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

## **QUARTERLY REPORT**

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

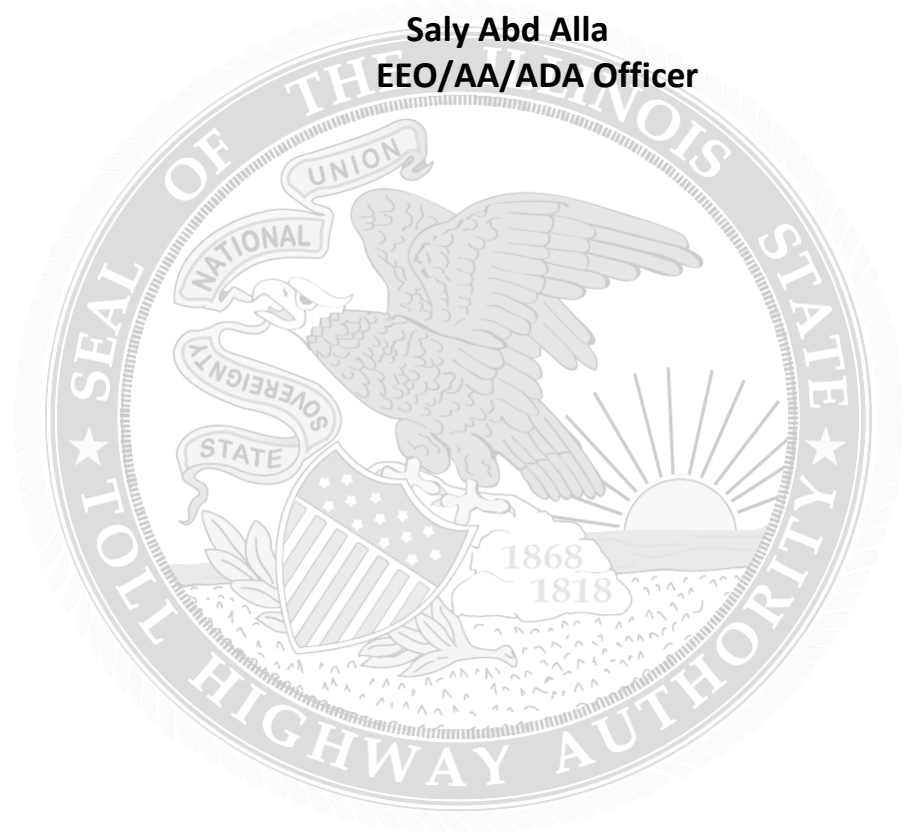
**January 1, 2020**

**Through**

**March 31, 2020**

**Jose Alvarez**  
**Executive Director**

**Saly Abd Alla**  
**EEO/AA/ADA Officer**



## Quarterly Report Format

This is the third 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.

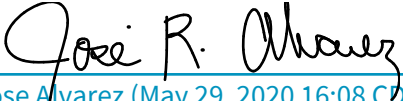
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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.

  
Jose Alvarez (May 29, 2020 16:08 CDT)

Jose Alvarez  
Executive Director



Saly Abd Alla  
EEO /AA/ADA Officer

**QUARTERLY REPORT CONTENTS**

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# Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: January 1, 2020 – March 31, 2020

## List Program Goals & Objectives and if Met/Not Met

Provided Diversity Training to New Hires  
Provided Discrimination/Harassment Training  
Provided Sexual Harassment Training

## Special Problems in Attaining Program Goals

N/A

## Proposed New Program Goals

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

## Recruitment

To expand our applicant pool and reach the maximum number of applicants, jobs are posted using the Tollway website, governmentjobs.com and Linked-in, which also automatically send the postings to sites like Indeed and Google. When targeting particular talent for technical positions, the Tollway partners with professional groups (for example the Association of Inspector Generals when recruiting for positions in the Inspector General's office).

## We attended the following job fair/sessions this quarter:

Willow Creek Care Center Job Fair (limited number of fairs attended due to Covid 19)

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: January 1, 2020 -  
 March 31, 2020

## 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	12	18
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	7	23	7
Asian	P	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: 16	1BF	1BM, 3WF, 3BF, 1HF	2WF, 1BF, 1HF	N/A	N/A	1WM, 1BF, 1AF	0	0
New Hires (Veterans) Total: 1	0	1WM	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 34	0	4WM, 1OM, 1WF, 6BF	1WM, 2BM, 2WF, 3BF	N/A	N/A	2BF, 2HF	6WM, 1BM, 3HM	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	2	N/A	N/A	5	20	7
Asian	P	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: January 1, 2020 - March 31, 2020

## 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: 2	0	0	0	N/A	N/A	0	1WM, 1BM	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	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

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **3**

Reporting Period: January 1, 2020 - March 31, 2020

## 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: 1	0	0	0	N/A	N/A	0	1WM	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: January 1, 2020 - March 31, 2020

Region: 1

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	26	14	9	3	1	1			0	12	4	6		1		1		53.85%	46.15%	50.00%	34.62%	3.85%	7.69%	0.00%	3.85%	0.00%
Professionals	115	65	47	6	3	6		3	2	50	28	14	6	2			2	56.52%	43.48%	65.22%	17.39%	7.83%	6.96%	0.00%	2.61%	3.48%
Technicians	211	129	90	21	8	5		5	13	83	53	20	7	2		1	8	61.14%	39.34%	67.77%	19.43%	7.11%	3.32%	0.00%	2.84%	9.95%
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	366	150	75	34	16	19		6	19	217	93	86	22	6		10	30	40.98%	59.29%	45.90%	32.79%	10.38%	6.83%	0.00%	4.37%	13.39%
Skilled Craft	341	338	252	31	42	1	2	10	18	4	2	2						99.12%	1.17%	74.49%	9.68%	12.32%	0.29%	0.59%	2.93%	5.28%
Service / Maintenance	60	55	37	9	7	2			8	5	3	1	1				1	91.67%	8.33%	66.67%	16.67%	13.33%	3.33%	0.00%	0.00%	15.00%
<b>TOTAL</b>	<b>1,119</b>	<b>749</b>	<b>510</b>	<b>104</b>	<b>77</b>	<b>34</b>	<b>2</b>	<b>24</b>	<b>60</b>	<b>370</b>	<b>183</b>	<b>129</b>	<b>36</b>	<b>11</b>	<b>0</b>	<b>12</b>	<b>41</b>	<b>66.93%</b>	<b>33.07%</b>	<b>61.93%</b>	<b>20.82%</b>	<b>10.10%</b>	<b>4.02%</b>	<b>0.18%</b>	<b>3.22%</b>	<b>9.03%</b>

<b>Grand Total Employees for Region 1:</b>	<b>Males: 749</b>	<b>Females: 370</b>	<b>Total Minorities: 429</b>	<b>Veterans: 52</b>
	<b>66.93%</b>	<b>33.07%</b>	<b>38.34%</b>	<b>4.60%</b>
<b>White: 693</b>	<b>Black/African American: 233</b>	<b>Hispanic/Latino: 113</b>	<b>Asian: 45</b>	<b>AI/AN: 2</b>
<b>61.93%</b>	<b>20.82%</b>	<b>10.10%</b>	<b>4.02%</b>	<b>0.18%</b>
				<b>OTHER: 36</b>
				<b>3.22%</b>
				<b>PWD: 101</b>
				<b>9.03%</b>

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: January 1, 2020 - March 31, 2020

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%
Professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	6	4	4						1	2	2							66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
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	51	22	17	2	2			1	2	29	22	3				4	4	43.14%	56.86%	76.47%	9.80%	3.92%	0.00%	0.00%	9.80%	11.76%
Skilled Craft	52	52	46	1	2	1	1	1	2	0								100.00%	0.00%	88.46%	1.92%	3.85%	1.92%	1.92%	1.92%	3.85%
Service / Maintenance	1									1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>110</b>	<b>78</b>	<b>67</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>32</b>	<b>25</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>70.91%</b>	<b>29.09%</b>	<b>83.64%</b>	<b>5.45%</b>	<b>3.64%</b>	<b>0.91%</b>	<b>0.91%</b>	<b>5.45%</b>	<b>8.18%</b>

<b>Grand Total Employees for Region 2:</b>	<b>Males: 78</b>	<b>Females: 32</b>	<b>Total Minorities: 18</b>	<b>Veterans: 4</b>
	70.91%	29.09%	16.36%	3.60%
White: 92	Black/African American: 6	Hispanic/Latino: 4	Asian: 1	AI/AN: 1
83.64%	5.45%	3.64%	0.91%	0.91%
			OTHER: 6	PWD: 9
			5.45%	8.18%

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: January 1, 2020 - March 31, 2020

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
Officials / Administrators	0	0							0								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%
Technicians	2	2	2						0								100.00%	0.00%	100.00%	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%
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	2	1	1						1	1							50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	22	22	20		2				0								100.00%	0.00%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	4.55%
Service / Maintenance	1	0							1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>27</b>	<b>25</b>	<b>23</b>		<b>2</b>				<b>1</b>	<b>2</b>	<b>2</b>						<b>92.59%</b>	<b>7.41%</b>	<b>92.59%</b>	<b>0.00%</b>	<b>7.41%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.70%</b>

<b>Grand Total Employees for Region 3:</b>	Males: 25 92.59%	Females: 2 7.41%	Total Minorities: 2 7.41%	Veterans: 4 14.80%
White: 25 92.59%	Black/African American: 0 0.00%	Hispanic/Latino: 2 7.41%	Asian: 0 0.00%	AI/AN: 0 0.00%
			OTHER: 0 0.00%	PWD: 1 3.70%

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: January 1, 2020 - March 31, 2020

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	26	14	9	3	1	1				12	4	6		1		1		53.85%	46.15%	50.00%	34.62%	3.85%	7.69%		3.85%		
Professionals	115	65	47	6	3	6		3	2	50	28	14	6	2		2		56.52%	43.48%	65.22%	17.39%	7.83%	6.96%		2.61%	3.48%	
Technicians	219	135	96	21	8	5		5	14	84	55	20	7	2		1	8	61.64%	38.36%	68.95%	18.72%	6.85%	3.20%		2.74%	10.05%	
Protective Service																											
Para-professionals																											
Administrative Support	419	172	93	36	18	19		7	21	247	116	89	22	6		14	34	41.05%	58.95%	49.88%	29.83%	9.55%	5.97%		5.01%	13.13%	
Skilled Craft	415	411	318	32	46	2	3	11	21	4	2	2						99.04%	0.96%	77.11%	8.19%	11.08%	0.48%	0.72%	2.65%	5.06%	
Service / Maintenance	62	55	37	9	7	2			8	7	5	1	1			1		88.71%	11.29%	67.74%	16.13%	12.90%	3.23%			14.52%	
<b>TOTAL</b>	<b>1,256</b>	<b>852</b>	<b>600</b>	<b>107</b>	<b>83</b>	<b>35</b>	<b>3</b>	<b>26</b>	<b>66</b>	<b>404</b>	<b>210</b>	<b>132</b>	<b>36</b>	<b>11</b>		<b>16</b>	<b>45</b>	<b>67.83%</b>	<b>32.17%</b>	<b>64.49%</b>	<b>19.03%</b>	<b>9.47%</b>	<b>3.66%</b>	<b>0.24%</b>	<b>3.34%</b>	<b>8.84%</b>	

<b>Grand Total Employees:</b>	Males: 852 67.83%	Females: 404 32.17%	Total Minorities: 449 35.75%	Veterans: 60 4.80%
White: 810 64.49%	Black/African American: 239 19.03%	Hispanic/Latino: 119 9.47%	Asian: 46 3.66%	AI/AN: 3 0.24%
			OTHER: 42 3.34%	PWD: 111 8.84%

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)

\*Please note two males and one female employee declared two ethnicities (Caucasian/Hispanic, Hispanic/Other and Caucasian/African-American).

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2020 - March 31, 2020

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			New Hires																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1								1	1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers																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	2	2	1		1				0							100.00%	0.00%	50.00%	0.00%	50.00%	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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2020 - March 31, 2020

**EEO Category:** PROFESSIONALS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES										
			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	
			New Hires	13	6	5					1		7	1	6						46.15%	53.85%	46.15%	46.15%	0.00%	0.00%	0.00%
Promotions	8	1		1						7	3	3	1				1	12.50%	87.50%	37.50%	50.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%
Intra-Agency Transfers	1	1		1						0								100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	1	0								1	1							0.00%	100.00%	100.00%	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%	
Discharges	2	0								2	2							0.00%	100.00%	100.00%	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:** January 1, 2020 - March 31, 2020

**EEO Category:** TECHNICIANS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			New Hires	8	3	1	2						5	2	3						37.50%	62.50%	37.50%	62.50%	0.00%	0.00%
Promotions	4	0								4	2	1	1					0.00%	100.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2	2															100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	4	0								4	2	1				1	1	0.00%	100.00%	50.00%	25.00%	0.00%	0.00%	0.00%	25.00%	25.00%
Separations	3	1	1							2	2							33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	4	1			1					3		1				2	1	25.00%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	50.00%	25.00%
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:** January 1, 2020 - March 31, 2020

**EEO Category:** ADMINISTRATIVE SUPPORT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			New Hires	4								4		2	2					0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%
Promotions	3	1	1						2		1		1				33.33%	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1								1						1		0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	
Suspensions	13	5	2	1	1				8	3	4	1					38.46%	61.54%	38.46%	38.46%	15.38%	0.00%	0.00%	7.69%	0.00%	
Separations	5	3	2	1					2	1	1						60.00%	40.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	5	1	1						4	3	1						20.00%	80.00%	80.00%	20.00%	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: January 1, 2020 - March 31, 2020

EEO Category: SKILLED CRAFT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES								
			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
New Hires	13	13	8	2	3					0							100.00%	0.00%	61.54%	15.38%	23.08%	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	2	2	1					1		0							100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Suspensions	4	4	3	1						0							100.00%	0.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	3	3	3							0							100.00%	0.00%	100.00%	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%
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

DHR-10 (Rev. Feb 2016)

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2020 - March 31, 2020

**EEO Category:** SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
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	5	4	2		2				1	1							80.00%	20.00%	60.00%	0.00%	40.00%	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	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%
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%
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 or Alaskan Native O=Other PWD=People with Disabilities

**Summary of Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** January 1, 2020 - March 31, 2020

**EEO Category:** GRAND TOTAL

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES										
			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	
New Hires	38	22	14	4	3			1		16	3	11	2				57.89%	42.11%	44.74%	39.47%	13.16%				2.63%		
Promotions	16	2	1	1						14	5	6	2	1		1	12.50%	87.50%	37.50%	43.75%	12.50%	6.25%				6.25%	
Intra-Agency Transfers	11	9	5	1	2			1		2	1					1	81.82%	18.18%	54.55%	9.09%	18.18%		9.09%	9.09%			
Suspensions	22	9	5	2	1			1		13	6	5	1			1	40.91%	59.09%	50.00%	31.82%	9.09%				9.09%	4.55%	
Separations	15	10	8	1	1					5	4	1					66.67%	33.33%	80.00%	13.33%	6.67%						
Discharges	13	4	3		1					9	5	2				2	30.77%	69.23%	61.54%	15.38%	7.69%				15.38%	7.69%	
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 or Alaskan Native O=Other PWD=People with Disabilities

DHR-10 (Rev. Feb 2016)

# Quarterly Report on Disability

**Agency:** Illinois State Toll Highway Authority

**Quarter:** January 1, 2020 – March 31, 2020

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

**Total hires during the quarter:** 38

**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:

January 1, 2020 - March 31, 2020

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
1/6/2020	Region 1	Discrimination	Race	Open
1/13/2020	Region 1	Discrimination	Race/Sex	Open
1/21/2020	Region 1	Discrimination	Sex	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: January 1, 2020 - March 31, 2020

Date Received	Action / Issue*	Basis**	Current Status / Finding
1/2/2020	Discrimination	sex, age, gender, disability discrimination; retaliation	Open
1/7/2020	Discrimination	age, race and color, national origin and sex	Open
1/10/2020	Harrassment	sex and sexual orientation	Open
2/19/2020	Discrimination	reasonable accomodation, ADA violation, retaliation	Open

\*Action/Issue = Discrimination, Harassment, etc.

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