

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AND THE CHICAGO COMMISSION ON HUMAN RELATIONS
Effective February 1, 2000**

The Illinois Department of Human Rights ("IDHR"), under the Illinois Human Rights Act (the "IHRA"), has jurisdiction to process charges alleging employment discrimination on the basis of race, color, religion, sex, national origin, ancestry, age, marital status, disability, unfavorable military discharge, military status, retaliation, arrest record, and citizenship status. The Chicago Commission on Human Relations ("CCHR"), under the Chicago Commission on Human Rights Ordinance and the Chicago Commission on Human Relations Enabling Ordinance (referred to collectively as the "CHRO"), has jurisdiction to process complaints alleging employment discrimination on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, parental status, marital status, military discharge status, source of income and retaliation. (Hereinafter, the term "case" shall be used to refer to a "charge" as filed with the IDHR and a "complaint" as filed with the CCHR.)

The IDHR has the authority to enter this Memorandum of Understanding pursuant to Section 7-109 of the IHRA (775 ILCS 5/7-109). The CCHR has the authority to enter this Memorandum of Understanding pursuant to Chicago Municipal Code, §2-120-510(q).

The purpose of this Memorandum of Understanding between the IDHR and the CCHR is to minimize any overlap in the processing of cases of discrimination filed against either the Chicago Transit Authority (the "CTA") or the Board of Education of the City of Chicago (the "School Board") (formerly known as the Chicago School Reform Board of Trustees) under these statutes and to

promote efficiency in their administration and enforcement. This Memorandum of Understanding is intended to apply to the IHRA and the CHRO as currently written, as well as to any future amendments of these acts.

The parties to this Memorandum agree as follows:

I. Cases Filed at Both the IDHR and the CCHR

This Memorandum of Understanding covers cases against the CTA or the School Board which are filed with both the IDHR and the CCHR and which involve substantially similar allegations (hereinafter referred to as "parallel-filed" cases). It does not cause a case filed at one agency to be deemed filed at the other.

II. Deferral

As a general rule, when a case is parallel-filed, there will be a deferral of investigation by one agency to the other agency so that investigation of the case does not proceed simultaneously by both agencies. The determination of which agency will defer will be made on a case-by-case basis in accordance with the guidelines developed by both agencies to implement and administer this Memorandum of Understanding.

III. Exchange of Information

The IDHR and CCHR shall make available for inspection and copying to officials from the other agency any information in their records pertaining to a parallel-filed case being processed by the other agency.

IV. Joint Activity

When deferral by one agency is not possible and both agencies must proceed (including but not limited to when the same complainant has made differing allegations at each agency), the agencies shall exert best efforts to work jointly. This includes, but is not limited to, holding joint interviews and/or joint settlement conferences, and making joint requests for documents and other written information.

V. Confidentiality

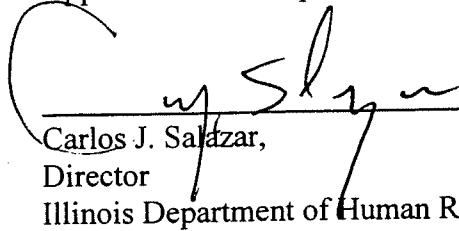
When the CCHR receives information from the IDHR which is subject to the confidentiality provisions of the IHRA or IDHR regulations, 2 Ill.Admin.Code, Chap. X, §926.210, the CCHR shall observe those requirements as would the IDHR, except in cases where the CCHR receives the same information from a source independent of the IDHR. When the IDHR receives information from the CCHR which is subject to confidentiality requirements of CHRO, §2-160-510(f) and/or Commission Regulations 220.410 and 220.420, the IDHR shall observe those requirements as would the CCHR, except where the IDHR receives the same information from a source independent of the CCHR.

VI. Effective Date and Termination

This Memorandum of Understanding shall become effective on February 1, 2000, after approval and acceptance by both agencies. Exchange of information and deferral of investigation on parallel-filed cases shall be retroactive from the effective date of this Memorandum of Understanding (as provided in Guidelines established by the Agencies).

This Memorandum of Understanding shall remain in effect until it is terminated by either agency or superseded by a revised agreement. Either agency may terminate this Memorandum of Understanding with reasonable written notice to the other agency if the terminating agency determines that continued compliance with the Memorandum of Understanding is contrary to the best interests of the agency.

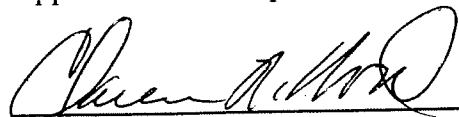
Approved and Accepted for the Illinois Department of Human Rights



Carlos J. Salazar,
Director
Illinois Department of Human Rights

Dated: 1/13/00

Approved and Accepted for the Chicago Commission on Human Relations



Clarence N. Wood,
Chairman
Chicago Commission on Human Relations

Dated: January 26, 2000

IDHR-CHR.MOU (12-21-99)