

DISCRIMINATION

What You Need to Know and Answers to Frequently Asked Questions



WHAT IS DISCRIMINATION?

Discrimination is the intended or accomplished differential treatment of persons or social groups for reasons of certain generalized traits. (SOURCE: Encyclopedia Britannica)

The Chicago Human Rights Ordinance and the Fair Housing Ordinance both prohibit discrimination within the City of Chicago in the following areas regardless of U.S. citizenship status:

- Housing
- Employment
- Credit Transactions
- Bonding
- Public Accommodations

All based on a person's membership within a protected class, which includes...

- Military Status
- National Origin
- Parental Status
- Retaliation
- Sexual Orientation
- Source of Income
- Credit History (employment only)
- Criminal History (employment only)
- Religion
- Age (over 40)
- Ancestry
- Bodily Autonomy
- Color
- Disability
- Gender Identity
- Marital Status
- Sex (& pregnancy, sexual harassment)
- Race



FREQUENTLY ASKED QUESTIONS



➤ What can I do if I feel that I have been a victim of discrimination?

You can file a complaint with the Chicago Commission on Human Relations (CCHR) free of cost. You have 365 days from the date of the incident to file a complaint, and the incident must have taken place in Chicago. The Commission investigates **each** complaint it receives. All complaints must allege a violation of the Chicago Human Rights or Fair Housing Ordinance. Both parties have the opportunity to provide the Commission with witness statements, documents, and other evidence regarding the claims. If the Commission makes a determination of substantial evidence of discrimination, then the case may proceed to a hearing.

➤ Are there language interpreting services for those who do not speak English?

Yes. We provide language and American Sign Language (ASL) interpreting services at no cost.

➤ How can I file a complaint?

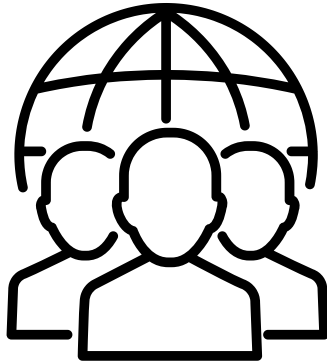
You can file a complaint in-person at our office located at 740 North Sedgwick Street, Suite 400 in Chicago, by e-mail at cchr@cityofchicago.org, or on our website at www.chicago.gov/cchr free of charge.

➤ Can I be fired for reporting discrimination?

Absolutely not. Retaliation is illegal. If you experience retaliation, you can file an additional complaint.



FREQUENTLY ASKED QUESTIONS (CONTINUED)



➤ Can a landlord refuse to rent to me because of my disability?

No. This is prohibited by the Chicago Fair Housing Ordinance. It is illegal to discriminate against a tenant based on a disability or refuse to allow reasonable modifications to the housing.

➤ How can I prove housing discrimination?

Keep all records of rental ads, communication and any discriminatory statements.

➤ Can a business refuse service based on religion, race, or gender?

No, public businesses cannot deny services to anyone based on a protected class.

➤ Can my employer ask about my criminal record?

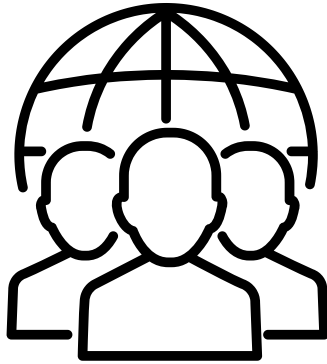
No, criminal history is a protected class in employment according to the Chicago Human Rights Ordinance. However, the exceptions to this ordinance include any federal or state law requirements for a criminal background check, or if your criminal history is related to the nature of the position.

➤ What are my rights if I have a service animal?

The Chicago Human Rights Ordinance requires that all businesses must allow service animals (dogs or miniature horses) unless they pose a threat to the fundamental operation. **Note:** This ordinance provision **does not** apply to emotional support animals.



FREQUENTLY ASKED QUESTIONS (CONTINUED)



➤ **Do I have to disclose my sexual orientation or gender identity during a job interview?**

No. During a job interview, you are not required to disclose your sexual orientation or gender identity. Employers are not allowed to ask questions related to any protected class.

➤ **What protections do LGBTQ+ students have against bullying and harassment in schools?**

Federal law states that public schools must act to stop harassment based on behavior that doesn't "match" gender stereotypes or appearance. Gender identity and sexual orientation are protected classes under the Chicago Human Rights Ordinance as well as state and federal law.

➤ **Do undocumented immigrants have civil rights in the U.S.?**

Yes. Undocumented migrants are protected under the U.S. Constitution under the 5th and 14th Amendments. These amendments guarantee equal protection under the law to all people within U.S. jurisdiction, regardless of immigration status. If you feel you have been a victim of discrimination, contact the CCHR.

➤ **Can I report discrimination or abuse without fear of deportation?**

Yes. The City of Chicago has policies set in place to prevent local law enforcement from asking questions regarding immigration status when reporting crimes.





CONTACT US



Website

www.chicago.gov/cchr



Phone

312-741-4111



E-mail

cchr@cityofchicago.org



Social Media



[@ChicagoCHR](https://www.facebook.com/ChicagoCHR)



[@ChiCCHR](https://twitter.com/ChiCCHR)



[@ChicagoCCHR](https://www.instagram.com/ChicagoCCHR)



Office Address

740 North Sedgwick Street, Suite 400
Chicago, IL 60654