



**DHR (/dhr/Pages/default.aspx)** Filing a Charge

## Complaint Process

### Federal Agencies and Courts

In order to preserve the Complainants' federal rights, IDHR automatically cross-files eligible employment charges with the federal Equal Employment Opportunity Commission (EEOC), and conducts the investigation for EEOC under the terms of the agencies' Worksharing Agreement. Similarly, housing cases are cross-filed with the U.S. Department of Housing and Urban Development (HUD).

At any time before an investigation is completed, the Complainant in an employment charge may request a "Right to Sue Notice" from the EEOC which allows him/her to file the case in federal court. If a Right to Sue Notice is requested, you are encouraged to withdraw your case at IDHR. If a complaint with the same issues as those filed with IDHR is filed in federal court and you have not withdrawn, IDHR will suspend the investigation.

It is advisable to consult an attorney before withdrawing the charge to determine if this is the best course of action. In keeping with IDHR's neutral role, IDHR representatives cannot give legal advice to Complainants or Respondents.

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### **FILING A CHARGE** **(/DHR/FILINGACHARGE/PAGES/DEFAULT.ASPX)**

#### **Complainant FAQ's**

**(/dhr/FilingaCharge/Pages/FAQ\_Home.aspx)**

#### **Employment**

**(/dhr/FilingaCharge/Pages/Employment.aspx)**

#### **Fair Housing**

**(/dhr/FilingaCharge/Pages/Housing.aspx)**

#### **Fair Housing Resources for Municipalities**

**(/dhr/FilingaCharge/Pages/Fair\_Housing\_Municipalities.aspx)**

#### **Financial Credit**

**(/dhr/FilingaCharge/Pages/Financial\_Credit.aspx)**

#### **Investigation Forms**

**(/dhr/Publications/Pages/Forms.aspx)**

#### **Jurisdiction Chart**

**(/dhr/FilingaCharge/Pages/Jurisdiction\_Chart.aspx)**

#### **LGBT and Fair Housing**

**(/dhr/FilingaCharge/Pages/FairHousingandLGBT.aspx)**

#### **Path of a Charge**

**(/dhr/FilingaCharge/Pages/Path\_of\_a\_Charge.aspx)**

#### **Public Accommodations**

**(/dhr/FilingaCharge/Pages/Public\_Accommodations.aspx)**

#### **Sexual Harassment in Education**

**(/dhr/FilingaCharge/Pages/Education.aspx)**

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### Quick Links

#### IDHR

[About Us \(/dhr/AboutUs/Pages/default.aspx\)](/dhr/AboutUs/Pages/default.aspx)

[Contact IDHR \(/dhr/AboutUs/Pages/contact\\_IDHR.aspx\)](/dhr/AboutUs/Pages/contact_IDHR.aspx)

[Director's Office \(/dhr/AboutUs/DirectorsOffice/Pages/default.aspx\)](/dhr/AboutUs/DirectorsOffice/Pages/default.aspx)

[Directions & Parking \(/dhr/AboutUs/Pages/Directions\\_Transportation.aspx\)](/dhr/AboutUs/Pages/Directions_Transportation.aspx)

[IDHR Reports \(/dhr/Publications/Pages/Annual\\_Reports.aspx\)](/dhr/Publications/Pages/Annual_Reports.aspx)

[Request a Department Speaker \(/dhr/AboutUs/Pages/Request\\_Speaker.aspx\)](/dhr/AboutUs/Pages/Request_Speaker.aspx)

#### AREAS OF PROTECTION

[Employment \(/dhr/FilingaCharge/Pages/Employment.aspx\)](/dhr/FilingaCharge/Pages/Employment.aspx)

[Fair Housing \(/dhr/FilingaCharge/Pages/Housing.aspx\)](/dhr/FilingaCharge/Pages/Housing.aspx)

[Financial Credit \(/dhr/FilingaCharge/Pages/Financial\\_Credit.aspx\)](/dhr/FilingaCharge/Pages/Financial_Credit.aspx)  
[Pregnancy \(/dhr/Publications/Pages/Pregnancy\\_Rights\\_Notice\\_Requirement.aspx#NOTICE%20originalAttribute=\)](/dhr/Publications/Pages/Pregnancy_Rights_Notice_Requirement.aspx#NOTICE%20originalAttribute=)  
[Public Accommodations \(/dhr/FilingaCharge/Pages/Public\\_Accommodations.aspx\)](/dhr/FilingaCharge/Pages/Public_Accommodations.aspx)  
[Sexual Harassment in Education \(/dhr/FilingaCharge/Pages/Education.aspx\)](/dhr/FilingaCharge/Pages/Education.aspx)

### **COMPLAINANT RIGHTS & RESPONSIBILITIES**

[Complainant FAQ's \(/dhr/FilingaCharge/Pages/FAQ\\_Home.aspx\)](/dhr/FilingaCharge/Pages/FAQ_Home.aspx)  
[File Request Form \(/dhr/FilingaCharge/legal/Documents/File\\_Review\\_Form.pdf\)](/dhr/FilingaCharge/legal/Documents/File_Review_Form.pdf)  
[Filing a Charge \(/dhr/FilingaCharge/Pages/default.aspx\)](/dhr/FilingaCharge/Pages/default.aspx)  
[Human Rights Rules & Regulations \(/dhr/FilingaCharge/legal/Pages/Rules\\_and\\_Regulations.aspx\)](/dhr/FilingaCharge/legal/Pages/Rules_and_Regulations.aspx)  
[Illinois Human Rights Act \(http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2266&ChapAct=775%26nbsp%3b%3bILCS%26nbsp%3b5/&ChapterID=64&ChapterName=HUMAN+RIGHTS&ActName=Illinois+Hu](http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2266&ChapAct=775%26nbsp%3b%3bILCS%26nbsp%3b5/&ChapterID=64&ChapterName=HUMAN+RIGHTS&ActName=Illinois+Hu)  
[Investigation Forms \(/dhr/Publications/Pages/Forms.aspx\)](/dhr/Publications/Pages/Forms.aspx)  
[Jurisdiction Chart \(/dhr/FilingaCharge/Pages/Jurisdiction\\_Chart.aspx\)](/dhr/FilingaCharge/Pages/Jurisdiction_Chart.aspx)

### **PUBLIC CONTRACTS**

[Audit Questionnaire \(/dhr/PublicContracts/Pages/Audit\\_Packet.aspx\)](/dhr/PublicContracts/Pages/Audit_Packet.aspx)  
[Check the Status of an IDHR Eligibility Number \(https://data.illinois.gov/dataset/IDHR-Eligible-Public-Contract-Numbers/6vms-ush9\)](https://data.illinois.gov/dataset/IDHR-Eligible-Public-Contract-Numbers/6vms-ush9)  
[FAQs - Employer Eligibility Number \(PC-1\) \(/dhr/PublicContracts/Pages/Employer\\_Report\\_Form\\_FAQs.aspx\)](/dhr/PublicContracts/Pages/Employer_Report_Form_FAQs.aspx)  
[IDHR Eligibility Number \(/dhr/PublicContracts/Pages/IDHR\\_Number.aspx\)](/dhr/PublicContracts/Pages/IDHR_Number.aspx)  
[IDHR Employer Report Form \(PC-1\) \(/dhr/PublicContracts/Documents/IDHR\\_Employer\\_Report\\_Form.pdf\)](/dhr/PublicContracts/Documents/IDHR_Employer_Report_Form.pdf)  
[Model Employer Sexual Harassment Policy \(/dhr/PublicContracts/Pages/Sexual\\_Harassment\\_Model\\_Policy.aspx\)](/dhr/PublicContracts/Pages/Sexual_Harassment_Model_Policy.aspx)  
[Vendor Change of Address Form \(/dhr/PublicContracts/Documents/Vendor\\_Change\\_of\\_Address.pdf\)](/dhr/PublicContracts/Documents/Vendor_Change_of_Address.pdf)  
[Vendor Change of Company Name Form \(/dhr/PublicContracts/Documents/Vendor\\_Change\\_of\\_Company\\_Name\\_Form.pdf\)](/dhr/PublicContracts/Documents/Vendor_Change_of_Company_Name_Form.pdf)  
[Vendor On-Line Registration \(/dhr/PublicContracts/Pages/Vendor\\_On\\_Line\\_Renewal.aspx\)](/dhr/PublicContracts/Pages/Vendor_On_Line_Renewal.aspx)

### **FOR RESPONDENTS**

[Path of a Charge \(/dhr/Respondent/Pages/Path\\_of\\_a\\_Charge\\_Graphic.aspx\)](/dhr/Respondent/Pages/Path_of_a_Charge_Graphic.aspx)  
[Respondent \(/dhr/Respondent/Pages/default.aspx\)](/dhr/Respondent/Pages/default.aspx)  
[Tips for Preventing Discrimination \(/dhr/Respondent/Pages/Tips\\_For\\_Preventing\\_Discrimination.aspx\)](/dhr/Respondent/Pages/Tips_For_Preventing_Discrimination.aspx)

### **OTHER**

[Disability Programs \(/dhr/AboutUs/Pages/ICED\\_and\\_IDHR.aspx\)](/dhr/AboutUs/Pages/ICED_and_IDHR.aspx)  
[Fair Housing Resources for Municipalities \(/dhr/FilingaCharge/Pages/Fair\\_Housing\\_Municipalities.aspx\)](/dhr/FilingaCharge/Pages/Fair_Housing_Municipalities.aspx)  
[FOIA \(Freedom of Information Act\) \(/dhr/FilingaCharge/legal/Pages/Freedom\\_of\\_Information\\_Act.aspx\)](/dhr/FilingaCharge/legal/Pages/Freedom_of_Information_Act.aspx)  
[LGBT and Fair Housing \(/dhr/FilingaCharge/Pages/FairHousingandLGBT.aspx\)](/dhr/FilingaCharge/Pages/FairHousingandLGBT.aspx)  
[Newsroom \(/dhr/News/Pages/default.aspx\)](/dhr/News/Pages/default.aspx)  
[Staff Recruitment/Employee Services \(/dhr/AboutUs/Pages/Staff\\_Recruitment.aspx\)](/dhr/AboutUs/Pages/Staff_Recruitment.aspx)

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