

HUMAN RIGHTS COMMISSION MEMBERS

Eloise Frye, Chair

Paul Safyan, Vice-Chair

Susana Layug, Secretary

Edwina Greene

William Maloney

**Published and distributed by the
Wheeling Human Rights Commission**



Village of Wheeling
Human Rights Commission
255 West Dundee Road
Wheeling, Illinois 60090-9023
(847) 459-2600

May 1997



**HUMAN RIGHTS
COMMISSION**

*Promoting Diversity
and Opportunity*

*Protecting Against
Discrimination*

2006D5.05

Wheeling Human Rights Commission



WHAT IS DISCRIMINATION?

Under the Wheeling Human Rights Ordinance, discrimination exists when access to employment, housing, credit and public accommodations are denied because of a person's actual or perceived:

- age
- ancestry
- color
- disability
- gender
- housing status
- marital status
- military discharge status
- national origin
- parental status
- race
- religion
- sexual orientation
- source of income

Some examples:

A landlord or building manager refuses to show or rent an apartment to a family because of their race or because they have children.

A visually handicapped person is not allowed to ride in a taxi with their seeing eye dog.

A qualified person is denied a job, promotion or benefits because of their sex or their age.

COMMUNITY EDUCATION AND PROMOTION OF CULTURAL DIVERSITY

The Commission wants to help the Village celebrate its diverse population and help turn suspicion and avoidance into trust and appreciation.

One project that the Commission hopes to launch in late 1997 and early 1998 is called, "I'm sorry. That's just not right." This project will include presentation in schools, civic groups, places of worship, clubs, business and social organizations. It will focus on the lesson that we all have a responsibility to confront bigotry in everyday conversations to make bigoted remarks socially unacceptable.

The Commission seeks volunteers to help in this project and welcome suggestions which may aid in promoting the Village's image as a community open to all.

.....
What are your ideas
for celebrating diversity
of Wheeling's population?
.....

COMBATING EXISTING DISCRIMINATION

Complaint Filing

Forms are now available at the Village Hall, or can be mailed upon request. The Village staff and volunteers are available to help citizens file complaints.

A complaint of discrimination must be filed in writing within 120 days from the date it occurred.

Once a complaint has been filed, a member of the Commission is assigned as a Fact Finder within a few days.

Fact Finding

The Commission's Fact Finder meets with both parties on a complaint to determine what has occurred. If the Fact Finder believes that there is evidence of discrimination, one or more conciliation conferences will be arranged to try to reach a mutually agreeable settlement. Additionally, if there is no evidence that a violation of the Ordinance occurred, the Fact Finder and the Commission members will inform both parties of the result.

Remedies

A Fact Finder can assist people filing complaints with the Wheeling Human Rights Commission to reach many solutions voluntarily. For example, ramps can be built to make buildings handicap accessible. Persons can be hired on a trial basis, reinstated or promoted where appropriate. An agreement may be reached for lost wages or damages. Opportunities to rent or purchase can be offered where they had previously been denied.

Dual Filing/Enforcement

The Wheeling Human Rights Commission is entering into intergovernmental agreements with other human rights organizations. These organizations have full investigative and adjudication powers. If the parties are not able to resolve a substantive discrimination complaint with the aid of the Fact Finder and the Commission members, the matter may be referred to these other organizations for a formal hearing.

