

**COOK COUNTY COMMISSION ON HUMAN RIGHTS**

69 West Washington Street, Suite 3040  
Chicago, Illinois 60602

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|                             |   |                       |
|-----------------------------|---|-----------------------|
| Felicia BARNES, Complainant | ) |                       |
|                             | ) |                       |
| v.                          | ) | Case No. 2013E020     |
|                             | ) |                       |
| CLUB ANGELS, Respondent     | ) | Entered: June 9, 2014 |
|                             | ) |                       |

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**ORDER**

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On July 1, 2013, Complainant Felicia Barnes (“Barnes”) filed a complaint against her former employer, Respondent Club Angels (“Club Angels”), alleging sexual harassment and retaliation by Club Angels. Such an allegation, if proven to be true, would violate the Cook County Human Rights Ordinance (“Human Rights Ordinance”), codified at Sections 42-35(b) and 42-41(a) of the Cook County Code of Ordinances (“County Code”). The Cook County Commission on Human Rights (“Commission”), however, has been unable to investigate Barnes’s allegations, in part, due to her failure to cooperate with its investigation.<sup>1</sup>

Pursuant to the Commission’s Procedural Rules:

Complainants and Respondents have the responsibility to promptly provide the Commission with notice of any change in address or any prolonged absence from their current address so that they can be located when necessary at any time while a Complaint is pending before the Commission. In addition, Complainants and Respondents are responsible for providing the Commission with necessary information and being available for interviews and conferences upon reasonable notice or request by the Commission. If a Complainant or a Respondent cannot be located or does not adequately respond to reasonable requests by the Commission, the Commission may dismiss the Complaint or default the Respondent at their last known addresses.

CCHR Pro. R. 440.125.

Here, on April 28, 2014, May 7, 2013 and May 13, 2013, an investigator from the Commission working on Barnes’s case attempted to contact her at the phone number listed on

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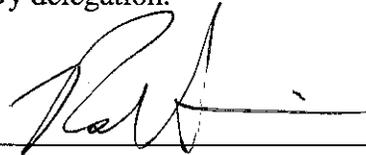
<sup>1</sup> Neither party has been diligent in participating in the Commission process. Club Angels was the subject of a December 23, 2013 Notice of Default after it failed to file a verified response more than five months after being served with Barnes’s complaint. *Barnes v. Club Angels*, 2013E020 (Dec. 23, 2013) (Notice of Default).

her complaint. Barnes did not answer this phone number or return voicemail requesting that she do so. Having failed to contact Barnes telephonically, the Commission followed up on May 20, 2014, with a letter to Barnes at the address listed on her Complaint. This letter advised that if Barnes did not contact the Commission on or before June 3, 2014, her complaint would be dismissed. The letter was sent via regular and certified mail. There has been no return of the regular correspondence as undeliverable, but Barnes has not responded to the notice left by the United States Postal Service for the certified letter to date or otherwise contacted the Commission. The Commission's practice, in such as circumstances this, is to dismiss the complaint and close its investigation. *See, e.g., Hermanstyne v. Ver Petro, Inc.*, 2006PA003 (CCHRC May 13, 2014); *Cope v. Chicago Apartment Finders*, 2007E070 (CCHRC June 3, 2014); *Panozzo v. DelMar Builders*, 2010E048 (CCHRC Jan. 13, 2014); *Jenkins v. Staffing Network Holding, LLC*, 2012E001 (CCHRC Jan. 13, 2014). The Commission is not alone in this response. The Illinois Department of Human Rights ("IDHR") recently dismissed Barnes's similar charges of discrimination on May 22, 2014, for Barnes's failure to proceed. *Barnes v. Angel's Tap Inc.*, 2013CN3557 (IDHR May 22, 2014).

For the foregoing reasons, the Commission orders that complaint 2013E020 be **DISMISSED** for **FAILURE TO COOPERATE**. In accordance with CCHR Pro. R. 480.100(A), either party may file a request for reconsideration with the Commission within 30 days of the date of this order.

June 9, 2014

By delegation:

A handwritten signature in black ink, appearing to read 'Ranjit Hakim', is written over a horizontal line.

Ranjit Hakim  
Executive Director of the Cook County  
Commission on Human Rights