

COOK COUNTY COMMISSION ON HUMAN RIGHTS

69 West Washington Street, Suite 3040
Chicago, Illinois 60602

Synthia FINN, Complainant)

v.)

PETSMART, Respondent)

Case No. 2002E079

Entered: March 27, 2014

ORDER

On December 30, 2002, Complainant Cynthia Finn ("Finn") filed a complaint against her former employer, Respondent PetsMart, alleging, *inter alia*, sexual harassment, retaliation and constructive discharge in violation of the Cook County Human Rights Ordinance ("Human Rights Ordinance"). After a delayed investigation, the Cook County Commission on Human Rights ("Commission") entered an order on September 1, 2005, finding substantial evidence of a violation of Section 42-35(b)(1) of the Human Rights Ordinance and set the matter for an administrative hearing. The parties, however, settled their dispute on or about March 3, 2006.

Unfortunately, until Commission staff recently attempted to contact the parties, the Commission's records did not reflect this settlement, and the matter had remained open on the Commission's docket. Fortunately, in cases such as this, where the facts have rendered further proceedings moot, the Commission retains the discretion to administratively close the matter. *See, e.g., Richardson v. Northwest Community Hospital, 2009E061, *1 (Mar. 26, 2014)* ("Closing moot cases clarifies that the complainant (or his successors) does not have an unresolved claim before the Commission and that the respondent (or its successors) is no longer under investigation."). Where the parties have reached their own settlement of an entire dispute, there is no work left for the Commission to do.

In light of the foregoing and for the avoidance of all doubt, the Commission now orders that all proceedings related to complaint 2002E079 be DISMISSED as MOOT.

March 26, 2014

By delegation:



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