

COOK COUNTY COMMISSION ON HUMAN RIGHTS

69 West Washington, Suite 1130
Chicago, Illinois 60602

Kim L. Dulaney,)
Complainant,) Case No. 2025E00429
v.)
Perri Irmer,) Entered: June 9, 2025
Respondent.)

ORDER OF DISMISSAL FOR LACK OF JURISDICTION

On May 22, 2025, Kim L. Dulaney (“Complainant”) filed a complaint with the Cook County Commission on Human Rights (“Commission”) against Perri Irmer (“Respondent”), alleging employment discrimination and retaliation, in violation of the Cook County Human Rights Ordinance (“Human Rights Ordinance”). The Commission has not yet made an evidence determination with respect to this matter.

The Human Rights Ordinance provides, in pertinent part, that:

If a municipal ordinance regulates conduct, which is prohibited under this article and provides remedies, this article shall not apply within that municipal jurisdiction with respect to such conduct. In all other circumstances, this article shall be enforceable within the municipal jurisdiction to the extent permitted under the Illinois Constitution.

Cook County Code § 42-33(b).

Here, Complainant's discrimination claim is based on events occurring within the City of Chicago, which regulates employment discrimination under Section 6-10-030 of the Chicago Human Rights Ordinance.

Section 6-10-030 provides, in part:

No person shall directly or indirectly discriminate against any individual in hiring, classification, grading, discharge, discipline, compensation, or other term or condition of employment because of the individual's race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military status, credit history (within the meaning of Section [6-10-053](#)), criminal history (within the meaning of Section [6-10-054](#)), or source of income...

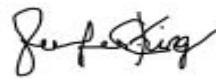
See Chicago Municipal Code, § 6-10-030.

Section 6-10-100 (Retaliation prohibited) of the Chicago Human Rights Ordinance also

prohibits retaliation by an employer. *See* Chicago Municipal Code, § 6-10-100. Therefore, because the events giving rise to the complaint in this matter occurred in the City of Chicago, which has its own ordinance regulating the alleged conduct, the Commission does not have jurisdiction over this matter, and the City of Chicago is the appropriate venue for Complainant's action against Respondent.

For the foregoing reasons, the Commission hereby DISMISSES Complaint No. 2025E00429 for lack of jurisdiction pursuant to section 42-33(b) of the Human Rights Ordinance. Cook County Code, § 42-33(b). Pursuant to the Commission's Procedural Rules, Complainant may file a request for reconsideration with the Commission within 30 days of the date of this order. CCCHR Pro. R. § 480.100(A).

June 9, 2025



Jennifer King, Director
By: Tamiya Wright, Legal Counsel
Cook County Commission on Human Rights