



ILLINOIS TOLLWAY
2700 Ogden Avenue, Downers Grove, IL 60515
(630) 241-6800 • illinoistollway.com

April 22, 2024

Chet Pinski
Human Rights Specialist
Legal Division – Liaison Unit
Illinois Department of Human Rights
555 West Monroe Street, 7th Floor
Chicago, IL 60661

Dear Mr. Pinski:

The Illinois State Toll Highway Authority (“The Tollway”) presents our Third Quarterly Report for Fiscal Year 2024. Should you have any questions, please do not hesitate to contact Sharon Ferguson, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

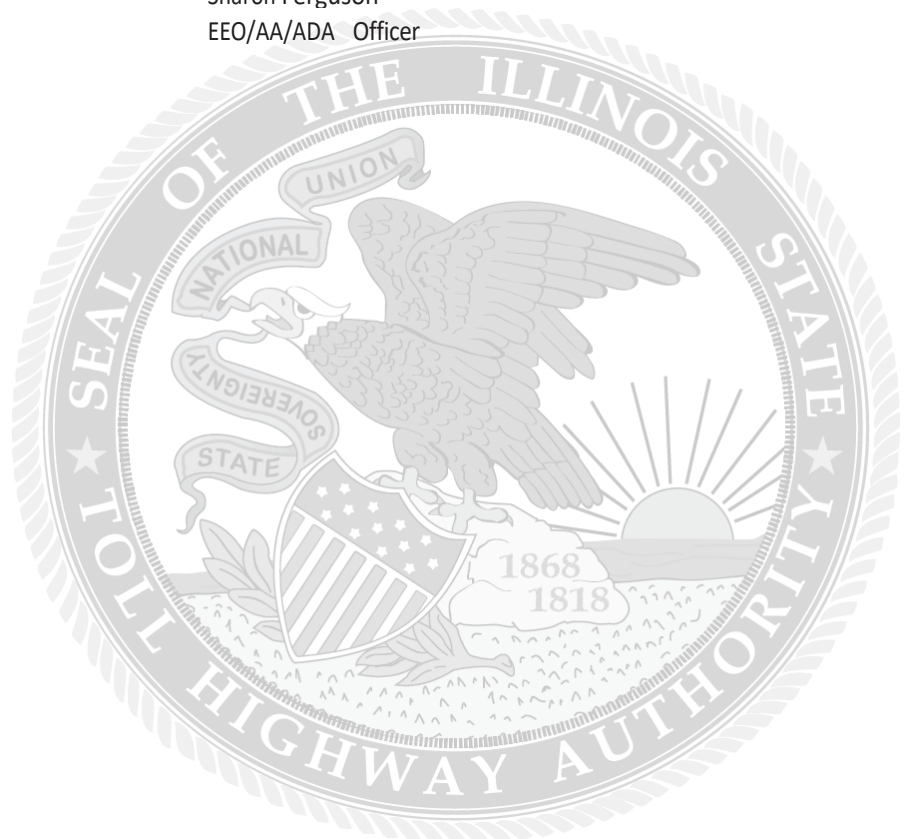
Arnie Rivera

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson

Sharon Ferguson
EEO/AA/ADA Officer

Enclosure



Quarterly Report Format

This is the third in a series of four quarterly reports for the period of the fiscal year of July 1, 2023 to June 20, 2024. Each of the quarterly reports follow the same format consisting of six sections. Each section is based upon forms required by the Illinois Department of Human Rights (IDHR).

Department of Human Rights (IDHR). The first section consists of the “Program Goals” and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a section detailing how the Tollway plans to meet its program and numerical goals and objectives of achieving a workforce with no categories underutilized. Each quarter, those goals are reviewed to see whether or not the Tollway is on schedule to meet the goals. This is shown on IDHR form 13Q.

The second section lists the “Quarterly Underutilization Summary” for each region of the state in which Tollway employees are working. While IDHR breaks the state into eleven regions, the Tollway has employees working in only three of the regions. The underutilization from the beginning of the Plan is identified. The race and sex of each newly hired employee, promoted employee and the termination of each employee is categorized into job groups as identified by IDHR (officials/managers, professional, technical, administrative support, skilled craft and service maintenance). The promoted and newly hired employees are subtracted from the underutilization at the beginning of the quarter. This process determines the current underutilization. This is shown on IDHR form 12Q.

The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

The fourth section is a “Summary of Workforce Transactions” Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

The fifth section, the “Disability Quarterly Report,” is a report on the status of employment of persons with disabilities for the quarter. The underutilization of persons with disabilities is shown along with the total number of hires for the quarter and the total number of hires of persons with disabilities. A breakdown of the number of persons with disabilities, which are underrepresented, is displayed. The Tollway is at parity for employing persons with disabilities. This is shown on IDHR form 27Q.

The final section details the Employment Discrimination Complaints. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on the second page. This is IDHR form 15Q.

The Illinois State Toll Highway Authority, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.



Arnaldo Rivera
Chairman & Chief Executive Officer



Sharon Ferguson
EEO/AA/ADA Officer

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Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: January 1, 2024- March 31, 2024

List Program Goals & Objectives and if Met/Not Met

Provided Discrimination/Harassment Training

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/ Harassment Training

Provide ADA Training to Managers & Supervisors

Recruitment

To expand the applicant pool and reach the maximum number of applicants, positions are posted using The Tollway's website, governmentjobs.com and Linked-in, which also automatically send the positions to sites like Indeed and Google. Positions are also advertised through the Tollway's Handshake account which is connected to over 225 campuses, and individual connections have been made to an additional 33 community colleges campuses throughout the Chicagoland area. When targeting particular talent for technical positions, The Tollway partners with professional groups The Association of Inspector Generals, The Illinois Association of Public Procurement Officials (IAPPO.org), The Institute for Public Procurement (nigp.org), Chicago Society of Hispanic Professional Engineers Association, Society of Female Engineers Association, the Association of Latino Professionals For America Chicago Chapter, (ISC)² - A community for cybersecurity professionals, BWISE- Black Women in Science and Engineering, and The Blue Line association for Public Safety Jobs. Also, specialized LinkedIn groups of Chicago Young Professional, Software and Technology Professionals, Chicago Information Technology Professionals, and Information Security Community for technical industry roles have been marketed to. We have also connected with SAP Career Opportunities Group and Global SuccessFactors and SAP HXM Community on LinkedIn for roles that require SAP experience, particularly in finance and customer service. Additional partnerships have been made with the following community-based organizations: Goodwill, SERCO (Southwest Suburban Cook County American Job Center), Illinois Department of Employment Services, Chatham Education and Workforce Center, Women in Public Finance, Women in Transportation, Chicago Women in Trade, Kane County Workforce Board, McHenry County Workforce Network Board, Orland Park Township, Workforce Services Division of Will County, Donka, Inc., Veterans Path to Hope, The American Society of Civil Engineers, DuPage County Workforce Division, Bridge Communities, America Works, Inner Voice, Greater Southwest Development Corporation, Employment and Employer Services (E&ES), several IDES Employment Security Regional Offices, YMCA Chicago, Black Contractors United, Midwest Shelter for Homeless Veterans, RiseKit, Prairie State College Workforce Equity Initiative Grant, People's Resource Center, Illinois Legal Aid, Geo Group, Chicago Urban League, Erie Neighborhood House, Adecco, DuPage PADS, Association for Individual Development (AID), Aurora Vet Center, World Relief Chicago, Illinois National Guard Assistance Center, Proviso Leyden Council for Community Action, Inc., Heartland Alliance, Business and Career Services, Inc., Southwest Organizing Project (SWOP), Association House of Chicago, Envisions Unlimited, UCAN Chicago, Northwest Medicine and YouthBuild Lake Country, Easter Seals Senior Community Service Employment Program, Equus Workforce Solutions, Storycatchers, Captain James A. Lovell Federal Health Care Center, National Asian Pacific Center on Aging, DuPage County Health Department, Point of Success Workforce Solutions, Covenant House, Ignite Promise, Aids Foundation of Chicago, Anxiter Center, Centers for New Horizons, ScaleLit, Job Center of Lake County, Community Assistance Programs (CAPs), OAI Inc., Aspire Chicago, TCA Health, Inc., Housing Opportunities for Women (HOW), KRA Corporation, Growing Home Inc., Inner-City Muslim Action Network, Christian Community Health Center, Youth Job Center, Moodeheart Child City & School, Central States SER WIOA Youth Program, Lawndale Christian Legal Center, Life House, and RefugeeONE .

We attended the following job fair/sessions this quarter:

- Goodwill Interviewing Techniques
- Job Fair at American Job Center Wheeling
- Central States SER Youth Jobs Hiring Event
- Alderman Lamont J. Robinson Job and Career Fair
- New Year, New Career: SERCO AJC Hiring Event
- Chicago Auto Show – Career Day
- Central States SER Transportation, Distribution and Logistics Career Fair
- Malcolm X College Tabling Event
- Roosevelt University Business and Technology Spring 2024 Career Fair
- IDES – Harvey and LifeHouse Group Job Fair
- St. Sabina Church Government Career and Resource Fair
- DePaul University Industry Wide Career Fair
- St. Xavier University College to Career Expo
- Dominican University Career Fair
- Harper College Apprenticeship and Internship Fair
- Elmhurst University Career Fair
- Triton College Career Fair
- UIC Business Analytics & Technology Career Fair
- Kennedy King College Spring Networking and Career Fair
- Illinois Tollway Information Session with Goodwill Workforce Connection Center Englewood
- Navigating the Job Market with Recruiters' Insights
- Morton College Tabling Event
- University of Illinois at Chicago Engineering Career Center Tabling Event
- People's Resource Center Career Fair

Job Fair/Sessions Continued:

- Aurora University Career Fair
- Wright College Tabling Event
- Chicago State University Spring 2024 Career Fair
- Grant Community High School Annual Career Expo 2024
- Lewis University Career Expo
- South Suburban College Tabling Event
- Joliet Junior College Tabling Event
- Job Fairs with DCFS, Chicago Urban League and the Boys and Girls Club

Quarterly Underutilization Summary Form

Agency: Illinois State Toll Highway Authority
 Region: 1

Reporting Period: January 1, 2024 - March 31, 2024

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	19	N/A	N/A	5	3	1
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	1	P	20	N/A	N/A	P	8	P
Asian	P	1	2	N/A	N/A	3	1	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:5	0	1OM,1WF, 1BF	0	N/A	N/A	0	0	1HM,1BF
New Hires (Veterans) Total:1	0	0	0	N/A	N/A	0	0	1WM
New Hires (Non-Vets) Total:35	0	4WM,1BM, 1HM	0	N/A	N/A	0	0	17WM 6BM 3HM 1WF 1BF 1HF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	19	N/A	N/A	5	3	P
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	1	P	20	N/A	N/A	P	8	P
Asian	P	1	2	N/A	N/A	3	1	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Quarterly Underutilization Summary Form

Agency: Illinois State Toll Highway Authority
 Region: **2**

Reporting Period: January 1, 2024 - March 31, 2024

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	8	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	2	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:1	0	0	0	N/A	N/A	0	0	1AIM

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	8	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	2	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Quarterly Underutilization Summary Form

Agency: Illinois State Toll Highway Authority
 Region: **3**

Reporting Period: January 1, 2024 - March 31, 2024

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	6	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:	0	0	0	N/A	N/A	0	0	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	6	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2024 - March 31, 2024

Region: **1**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES																																												
		Total					AI/AN					Total					AI/AN					M					F					W					B/AA					H/L					A					AI/AN					O					PWD				
		W	B/AA	H/L	A	AI/AN	O	PWD	W	B/AA	H/L	A	AI/AN	O	PWD	W	B/AA	H/L	A	AI/AN	O	PWD	W	B/AA	H/L	A	AI/AN	O	PWD	W	B/AA	H/L	A	AI/AN	O	PWD	W	B/AA	H/L	A	AI/AN	O	PWD																							
Officials / Administrators	48	16	7	1	2	0	1	0	1	0	0	0	0	0	10	9	2	1	0	0	0	1	0	0	0	0	1	56.25%	45.83%	6.25%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	33.33%	6.25%	6.25%	0.00%	0.00%	0.00%	2.08%	2.08%																	
Professionals	324	116	22	11	10	0	4	2	2	1	12	1	2	2	69	59	24	12	1	2	2	2	2	2	2	2	51.54%	51.54%	10.80%	10.80%	0.00%	0.00%	0.00%	10.80%	0.00%	0.00%	0.00%	0.00%	0.00%	6.79%	25.00%	6.79%	6.79%	0.31%	1.85%	1.23%																				
Technicians	110	75	9	11	1	1	2	7	0	0	0	0	0	5	4	0	2	0	0	0	0	0	0	0	0	10.00%	10.00%	10.00%	10.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.73%	11.82%	2.73%	2.73%	0.91%	1.82%	6.36%																					
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																				
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																		
Administrative Support	270	89	40	17	10	0	4	9	0	0	2	0	10	19	75	74	22	2	0	0	0	0	0	0	0	32.96%	67.78%	14.44%	14.44%	0.00%	0.00%	0.00%	14.44%	0.00%	0.00%	0.00%	0.00%	0.00%	4.44%	34.07%	4.44%	4.44%	0.00%	5.19%	10.37%																					
Skilled Craft	62	55	1	6	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	88.71%	88.71%	9.68%	9.68%	0.00%	9.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.61%	17.65%	1.61%	1.61%	0.00%	0.00%	3.23%																					
Service / Maintenance	289	167	46	55	5	0	7	13	0	0	0	0	2	2	5	5	4	0	0	0	0	0	0	0	96.89%	3.81%	20.42%	20.42%	0.00%	0.00%	0.00%	20.42%	0.00%	0.00%	0.00%	0.00%	0.00%	1.73%	17.65%	1.73%	1.73%	0.00%	2.42%	5.19%																						
TOTAL	1,103	468	103	100	26	1	18	33	0	0	0	0	0	0	160	148	51	11	0	12	24	24	24	24	64.91%	35.09%	13.69%	13.69%	0.09%	0.09%	0.09%	13.69%	0.09%	0.09%	0.09%	0.09%	0.09%	3.35%	22.76%	3.35%	3.35%	0.09%	2.72%	5.17%																						

Grand Total Employees for Region 1:	Males:	716	Females:	387	Total Minorities:	470
		64.91%		35.09%		42.61%
White:	628	56.94%	Black/African American:	251	22.76%	30
						2.72%
B/AA=Black or African American			H/L=Hispanic or Latino	251	3.35%	1
						0.09%
A=Asian			AI/AN=American Indian or Alaskan Native	37	3.35%	30
						2.72%
O=Other			PWD=People with Disabilities	37	3.35%	57
						5.17%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities
 NOTE:Officials-1 female identifies as W&B. Professionals-1 Male identifies as W&H, 1 as H&A, 1 female identifies as W&B. Service-1 male identifies as H&A; 1 female identifies as W&B

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2024 - March 31, 2024

Region: **2**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD					
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Technicians	5	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Protective Service	0	0																													
Para-professionals	0	0																													
Administrative Support	22	6	4	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Skilled Craft	8	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Service / Maintenance	44	40	32	2	0	1	3	1	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
TOTAL	79	59	48	4	2	2	3	2	20	13	3	0	0	0	4	1	74.68%	25.32%	77.22%	8.86%	2.53%	0.00%	0.00%	0.00%	0.00%	0.00%	3.80%				

Grand Total Employees for Region 2:	Males:	59	Females:	20	Total Minorities:	18
		74.68%		25.32%		22.78%
White:	61	77.22%	Black/African American:	7	8.86%	NHOPI:
				2	2.53%	7
				0	0.00%	8.86%
				0	0.00%	PWD:
				2	2.53%	3
				0	0.00%	3.80%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities
 DHR-9 (Rev. Feb. 2016)

Summary of Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2024 - March 31, 2024

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD								
Officials / Administrators	48	27	16	7	1	2		1	21	10	9	2	1			1	27	16	9	2	1			1	48	54.17%	33.33%	6.25%			2.08%	2.08%	
Professionals	324	161	116	22	11	10	4	2	163	69	59	24	12	1	2	2	161	116	59	24	12	1	2	2	324	57.10%	25.00%	10.80%	0.31%		1.85%	1.23%	
Technicians	115	104	79	9	11	1	2	7	11	5	4	2					104	79	4	2					115	73.04%	11.30%	9.57%	1.74%		6.09%		
Protective Service																																	
Para-professionals																																	
Administrative Support	294	95	45	20	17	10	4	10	199	85	77	22	2	14	20	20	95	45	20	17	10	4	10	20	294	44.22%	32.99%	13.27%	4.08%		6.12%	10.20%	
Skilled Craft	73	73	66	1	6			2	73								73	66	1	6					73	90.41%	1.37%	8.22%			2.74%		
Service / Maintenance	350	336	214	48	59	5	1	15	14	6	5	4			2	2	336	214	48	59	5	1	15	2	350	62.86%	15.14%	18.00%	0.29%		4.86%		
TOTAL	1,204	796	535	107	104	26	3	36	408	174	151	51	16	16	25	25	796	535	107	104	26	3	21	36	1,204	58.89%	21.43%	12.87%	3.49%	3.07%	5.07%	5.07%	

Grand Total Employees:	Males:	796	Females:	408	Total Minorities:	495
		66.11%		33.89%		41.11%
White:	709	58.89%	Black/African American:	258	Asian:	42
				21.43%		3.49%
			Hispanic/Latino:	155	AI/AN:	3
				12.87%		0.25%
			A=Asian	AI/AN=American Indian or Alaskan Native	O=Other	PWD=People with Disabilities
			H/L=Hispanic or Latino	A=Asian	O=Other	PWD=People with Disabilities
			Black/African American	H/L=Hispanic or Latino	A=Asian	O=Other
			Hispanic/Latino:	155	AI/AN:	3
				12.87%		0.25%
			NHOPI:	37	PWD:	61
				3.07%		5.07%

DHR-9 (Rev. Feb. 2016)
 NOTE: Officials-1 female identifies as W&B. Professionals-1 Male identifies as W&H, 1 as H&A; 1 female identifies as W&B, 1 as W&A, 1 as W&H. Admin-1 male identifies as H&W; 1 female identifies as B&W. Service-1 male identifies as H&A; 1 female identifies as W&B

Summary of Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2024 - March 31, 2024

EEO Category: GRAND TOTAL

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD					
																											AI AN	A	H/L	B/AA	W
New Hires	37	34	22	7	4		1		6	3	1	2	1				2	91.89%	8.11%	62.16%	24.32%	13.51%			2.70%		21.62%				
Promotions	5	2			1		1			3	1	2						40.00%	60.00%	20.00%	40.00%	20.00%			20.00%						
Intra-Agency Transfers	20	14	8	4	1	1		1		6	1	5						70.00%	30.00%	45.00%	45.00%	5.00%			5.00%		5.00%				
Suspensions	8	5	3	1	1					3	1	2						62.50%	37.50%	50.00%	37.50%	12.50%									
Separations	27	12	5	2	4	1		2		15	10	4	1					44.44%	55.56%	55.56%	22.22%	18.52%			3.70%		25.93%				
Discharges	6	1			1					5	2	2	1					16.67%	83.33%	33.33%	33.33%	33.33%									
Lay Off																															
Demotions																															
Reductions																															
Reinstatements																															
Reemployment																															
Upward Reallocations																															
Downward Reallocations																															

NOTE: One female new hire in service/maintenance identifies as W&B
DHR-10 (Rev. Feb 2016)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: 3rd Quarter January 1, 2024- March 31, 2024

Underutilization of people with disabilities at the beginning of the quarter: P

Total hires during the quarter: 37

Total hires of people with disabilities in this quarter: 8

Underutilization of people with disabilities at the end of the quarter: P

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: The Illinois State Toll Highway Authority		Reporting Period:		January 1, 2024 - March 31, 2024
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/21/2024	1	Suspension	Inappropriate Behavior	Open
3/27/2024	1		Inappropriate Behavior	Open

*Action / Issue= Discharge, Suspension, etc.
 **Basis= Sex, Race, Religion, National Origin, etc.

DHR 15-Q Rev.

Employment Discrimination Complaints: External

Agency: The Illinois State Toll Highway Authority		Reporting Period:	January 1, 2024 – March 31, 2024	
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
3/8/2024	1	EEOC 440-2024-00908	Discrimination, Sex, Retaliation, Disability, Other (sexual harassment)	Pending