



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Chicago District Office

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Chicago, IL 60604
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EEOC CHARGE NUMBER

440-2025-00325



Charging Party

v.

University Of Illinois at Chicago
1200 West Harrison Street
Chicago, Illinois. 60607

Respondent

DETERMINATION

Under the authority vested in me by the procedural regulations of the U.S. Equal Employment Opportunity Commission ("Commission"), I issue the following determination as to the merits of the subject charge filed under Title VII of the Civil Rights Act of 1964, as amended ("Title VII").

Respondent is an employer within the meaning of Title VII, and all requirements for coverage have been met.

Charging Party alleged that Respondent discriminated against her because of her religion, Judaism, and her national origin, Israeli, by subjecting her to harassment, in violation of Title VII.

I have determined that the evidence obtained in the investigation establishes reasonable cause to believe that Respondent discriminated against Charging Party, and a class of employees, because of their religion, Judaism, and/or national origin, Israeli, by subjecting them to harassment from at least January 2022 at its campus in Chicago, Illinois and online, in violation of Title VII.

I have also determined that the evidence obtained in the investigation further established that Respondent failed to provide records relevant to the investigation, in accordance with the Commission's Procedural Regulations (29 CFR Section 1602.14), in violation of Title VII.

This determination is final. When the Commission finds that violations have occurred, it attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, I invite the parties to join with the Commission in reaching a just resolution of this matter. Anything said or done during the conciliation process will be kept confidential by the Commission and, subject to limited exceptions set out in the Commission's Procedural Regulations (29 CFR Part 1601.26), may not be used by participants in a subsequent proceeding, including litigation on this charge, without the consent of all parties.

If Respondent wishes to accept this invitation to participate in conciliation efforts, please notify Greg Much at gregory.mucha@eeoc.gov or 312-872-9686 within ten (10) days. Respondent is encouraged to include proposed terms for a conciliation agreement. The remedies for violations of the statutes we enforce are designed to make the identified victims whole and to provide corrective and preventative relief. These remedies may include, as appropriate, an agreement by Respondent not to engage in unlawful employment practices, placement of identified victims in positions they would have held but for discriminatory actions, back pay, restoration of lost benefits, injunctive relief, compensatory and/or punitive damages, and notice to employees of the violation(s) and the resolution of the claim.

Should Respondent have further questions regarding the conciliation process or the conciliation terms it would like to propose, please contact the investigator identified above. Should there be no response from Respondent within 10 days, we may conclude that further conciliation efforts in this matter would be futile or non-productive.

On Behalf of the Commission,

August 17, 2026

Date

Amrith Kaur Aakre
District Director