



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Chicago District Office

JCK Federal Building  
230 South Dearborn Street, Suite 1866  
Chicago, IL 60604  
Chicago Direct line: (312) 872-9777  
Enforcement Fax: (312) 588-1260

CHARGE NUMBER

21B-2016-00905

Karen Felske  
451 Sequoia Trail  
Cary, IL 60013

Charging Party

McHenry County Clerk's Office  
667 Ware Road  
Woodstock, IL 60013

Respondent

**DETERMINATION**

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination on the merits of the subject charge filed under Title VII of the Civil Rights Act of 1964, as amended (Title VII).

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

Charging Party alleges that the Respondent discriminated against her because of her sex, female, by subjecting her to sexual harassment and retaliating against her for engaging in protected activity, by discharging her, in violation of Title VII.

I have determined that the evidence obtained during the course of the investigation establishes reasonable cause to believe that Respondent discriminated against Charging Party, because of her sex, female, by subjecting her to sexual harassment and retaliating against her for engaging in protected activity, by discharging her, 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. Disclosure of information obtained by the Commission during the conciliation process will be made only in accordance with the Commission's Procedural Regulations (29 CFR Part 1601.26).

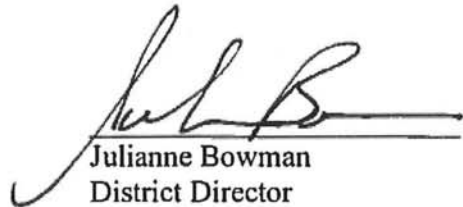
If Respondent wishes to accept this invitation to participate in conciliation efforts, they may do so at this time by proposing terms for a conciliation agreement; that proposal should be provided to the Commission representative within 14 days of the date of this determination. The remedies for violations of the statutes we enforce are designed to make the identified victims whole and to provide corrective and preventive relief. These remedies may include, as appropriate, an agreement by Respondent to not 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 and the resolution of the claim.

Should Respondent have further questions regarding the conciliation process or the conciliation terms they would like to propose, we encourage them to contact the assigned Commission representative. Should there be no response from Respondent in 14 days, we may conclude that further conciliation efforts would be futile or nonproductive.

On behalf of the Commission:

8/19/19  
Date

  
Julianne Bowman  
District Director