



**OFFICE OF THE STATE'S ATTORNEY  
MCHENRY COUNTY  
PATRICK D. KENNEALLY**

March 5, 2020

**VIA EMAIL TO:** [kirk@illinoisleaks.com](mailto:kirk@illinoisleaks.com)

Kirk Allen

Dear Mr. Allen:

Thank you for writing the McHenry County State's Attorney Office ("SAO"), The County Clerk, The County Auditor, The County Administrator and The County Recorder, with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq. Please note that the response herein is on behalf of the SAO, The County Clerk, The County Administrator, and The County Recorder.

On February 28, 2020 at 11:23 a.m., you requested the following records:

1. A copy of all findings regarding all investigation of Edward Gil as directed by the HR department or any other County office. This would include complaints, investigation interviews, findings, and any other documents related to the investigation of Edward Gil, former McHenry County employee of the Clerk's office.

Upon review of records, The SAO, The County Clerk, The County Administrator, and The County Recorder, possess documents responsive to your specific request. The responsive documents consist of the following:

1. Two (2) letters; and
2. An EEOC Complaint; and
3. Two (2) letters from the EEOC; and
4. A letter from the U.S. Department of Justice; and
5. Workers' Compensation Reports.

The records listed in #1-4 above are attached to this email. Please note that the EEOC Complaint has been redacted as it contains "private information" under 5 ILCS 140/7(1)(b) and "personal information" under 5 ILCS 140/7(1)(c).

The Workers' Compensation Reports are not attached hereto because State law specifically prohibits disclosure of the information in such reports. Workers' Compensation Reports are exempt from disclosure under 5 ILCS 140/7(1)(a) which exempts from disclosure "information specifically prohibited from disclosure by federal or State law or rules and regulations implementing federal or State law." The Illinois Workers' Compensation Act 820 ILCS 305/6(b) provides:



**OFFICE OF THE STATE'S ATTORNEY  
MCHENRY COUNTY  
PATRICK D. KENNEALLY**

Except as provided in this paragraph, all reports filed hereunder shall be confidential and any person having access to such records filed with the Illinois Workers' Compensation Commission as herein required, who shall release any information therein contained including the names or otherwise identify any persons sustaining injuries or disabilities, or give access to such information to any unauthorized person, shall be subject to discipline or discharge, and in addition shall be guilty of a Class B misdemeanor. The Commission shall compile and distribute to interested persons aggregate statistics, taken from the reports filed hereunder. The aggregate statistics shall not give the names or otherwise identify persons sustaining injuries or disabilities or the employer of any injured person or person with a disability.

You have a right to seek a review of this response by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. You can file your request for your review with the PAC within 60 calendar days of the date of this letter by writing to:

Public Access Counselor  
Office of the Attorney General  
500 South 2<sup>nd</sup> Street  
Springfield, IL 62706  
Telephone: (877) 299-3642  
Facsimile: (217) 782-1396  
Email: [publicaccess@atg.state.il.us](mailto:publicaccess@atg.state.il.us)

You also have a right to seek judicial review of this response under 5 ILCS 140/11.

Sincerely,

Matt G. Goodman  
Assistant State's Attorney



COUNTY of McHENRY  
McHENRY COUNTY GOVERNMENT CENTER  
2200 NORTH SEMINARY AVENUE  
WOODSTOCK, IL 60098-2637

August 5, 2016

TO: File

FROM: Peter B. Austin, County Administrator

RE: **Employee Concern**

---

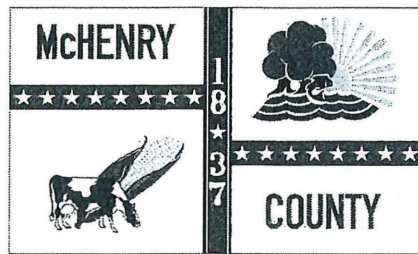
On this date, Cheryl Chukwu, Director of Human Resources, and I met with the County Clerk Mary McClellan to advise her of our concern relating to the departure of several employees working with Ed Gil. While the County Clerk is an independent elected official, we noted that it was our responsibility to the organization to bring to her attention the information that has been communicated to Human Resources from those employees leaving the County Clerk's Office who worked with Ed Gil. Most notably, there is a trend in the communication that suggests there is too much idle time. The idle time is then filled with dialogue with Mr. Gil that becomes uncomfortable as the topics of conversation turn to topics unrelated to work, including:

- politics;
- religion;
- race;
- employee appearance;
- employee figure; and
- sexuality.

Mary McClellan was provided with copies of the emails and handwritten memos from former employees detailing their concerns.

cc: Cheryl Chukwu, Director of Human Resources





TO: Peter Austin, County Administrator

FROM: Scott Hartman, Deputy County Administrator

DATE: December 28, 2015

RE: Discussion with County Clerk McClellan Regarding an Employment Matter and Unemployment Claim

---

On this date at approximately 10:15 a.m., County Administrator Peter Austin and I met with County Clerk to discuss the pending unemployment claim from a former County Clerk employee. There was a question as to whether the employee was terminated or quit and whether the County should protest the unemployment claim or withdraw. County Administrator Austin played a voicemail from an IDES who was requesting that we provide documentation in support of the termination and protest. In the message, the IDES representative relayed that the employee claims she was terminated, alleged claims of sexual harassment and hostile work environment against Ed Gill and referenced that the termination stemmed from her refusal to go to a shooting range with Mr. Gill.

County Clerk McClellan indicated that this was not accurate and that the employee is reported to have quit due to an unwillingness to work in the County Clerk office rather than the field for the remainder to the day as Mr. Gill was taking the afternoon off. He was planning on using that time off to go to the shooting range. County Clerk McClellan indicated that this incident is not documented and there were no witnesses.

County Clerk McClellan asked that the County withdraw its protest to the unemployment claim. I asked County Clerk McClellan to have this incident documented in the event the matter escalates which she acknowledged will be done.





**FAVARO & GORMAN, LTD.**  
ATTORNEYS AT LAW

Dennis R. Favaro  
Patrick J. Gorman  
Andrew H. Haber  
Patricia L. Jochum  
Susan R. Bauer

Of Counsel:  
Scott D. Barber  
John R. Buczyński

March 23, 2016

Ms. Cheryl Chukwu,  
Director, Human Resources  
McHenry County  
McHenry County Government Center  
2200 North Seminary Avenue  
Woodstock, Illinois 60098

Re: **Karen Felske / McHenry County Clerk's Office and Ed Gils**

Dear Ms. Chukwu:

Please be advised that Karen Felske has retained the services of my law firm to pursue claims of discrimination against her former employer, the McHenry County Clerk's Office and her immediate superior, Ed Gils. Enclosed please find photocopies of the charge of **discrimination** which have been filed with the Illinois Department of Human Rights and Equal Employment Opportunity Commission. The charges contain factual allegations and supportive legal theories of Ms. Felske's claims and contentions.

Please contact or have counsel representing the named Respondents contact me within ten (10) days from the date of this correspondence to advise whether there is interesting a settlement resolution prior to the commencement of the administrative charge investigative process and resulting litigation.

Thank you for your interest and cooperation.

Sincerely,

Favaro & Gorman, Ltd.

Dennis R. Favaro

DRF/nm  
Enclosure



Reply to: 835 Sterling Avenue, Suite 100 / Palatine, Illinois 60067-2246 / Tel: 847.934.0060 / Fax: 847.934.6899  
9510 Turnberry Trail / Lakewood, Illinois 60014 / Tel: 815.477.1110 / Fax: 815.477.1165

Email: [info@favarogorman.com](mailto:info@favarogorman.com) / [www.favarogorman.com](http://www.favarogorman.com)

<b>CHARGE OF DISCRIMINATION</b>		<b>AGENCY</b>	<b>CHARGE NUMBER</b>
This form is affected by the Privacy Act of 1974: See Privacy Act Statement before completing this form.  # _____		<input checked="checked" type="checkbox"/> IDHR  <input type="checkbox"/> EEOC	
<b>Illinois Department of Human Rights and EEOC</b>			
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)		TELEPHONE NUMBER (include area code)	
Mrs. Karen Felske		[REDACTED]	
STREET ADDRESS	CITY, STATE, ZIP CODE		DATE OF BIRTH
[REDACTED]	[REDACTED]		[REDACTED]
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (IF MORE THAN ONE, LIST BELOW)			
NAME OF RESPONDENT	NUMBER OF EMPLOYEES, MEMBERS +15	TELEPHONE NUMBER (include area code)	
Ed Gils c/o McHenry County Clerk's Office		(815) 334-4242	
STREET ADDRESS	CITY, STATE, ZIP CODE		COUNTY
667 Ware Road, Suite 107	Woodstock, Illinois 60098		McHenry
CAUSE OF DISCRIMINATION BASED ON:		DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL)	
Sexual Harassment (Hostile Work Environment), Sexual Harassment (Quid Pro Quo)		September, 2015 - October 31, 2015	
		<input checked="checked" type="checkbox"/> CONTINUING ACTION	
SEE ATTACHED			
I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		SUBSCRIBED AND SWORN TO BEFORE ME  THIS <u>14<sup>th</sup></u> DAY OF <u>March</u> , <u>2016</u> <u>Nicola Michel</u> NOTARY SIGNATURE	
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;">             OFFICIAL SEAL              NICOLA MICHEL              NOTARY PUBLIC - STATE OF ILLINOIS              MY COMMISSION EXPIRES: 03/05/16           </div> NOTARY STAMP		X <u>[REDACTED]</u> <u>3/4/2016</u> SIGNATURE OF COMPLAINANT DATE  I declare under penalty that the foregoing is true and correct I swear or affirm that I have read the above charge and that is is true to the best of my knowledge, information and belief	

STATE OF ILLINOIS  
ILLINOIS DEPARTMENT OF HUMAN RIGHTS

CHICAGO OFFICE

DEPARTMENT OF HUMAN RIGHTS  
100 W RANDOLPH ST., SUITE 10-100  
CHICAGO, ILLINOIS 60601  
(312) 814-6200  
(866) 740-3953 (TTY)

SPRINGFIELD OFFICE

DEPARTMENT OF HUMAN RIGHTS  
222 S. COLLEGE ST., ROOM 101  
SPRINGFIELD, ILLINOIS, 62704  
(217) 785-5100  
(866) 740-3953 (TTY)

CHARGE NO: \_\_\_\_\_

CHARGE OF DISCRIMINATION

COMPLAINANT

Name Karen Felske

[REDACTED]  
[REDACTED]  
Telephone Number [REDACTED]

I believe that I have been personally aggrieved by a civil rights violation committed on

(date/s of harm): September, 2015 - October 23, 2015, by:

RESPONDENT

Name Ed Gils c/o McHenry County Clerk's Office  
Address 667 Ware Road, Suite 107  
County McHenry  
City, State ZIP Woodstock, Illinois 60098  
Telephone Number (815) 334-4242

SEE ATTACHED

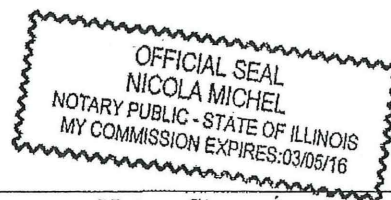
I, Karen Felske, on oath or affirmation state that I am Complainant herein,  
that I have read the foregoing charge and know the contents thereof, and that the same is true and  
correct to the best of my knowledge.

[REDACTED] 3/4/2016  
Complainant's Signature and Date

Subscribed and Sworn to

Before me this 4<sup>th</sup> day  
of March, 2016.

Nicola Michel  
Notary Public Signature



Notary Stamp



**Karen Felske v. Ed Gils c/o McHenry County Clerk's Office**

---

**I. A. ISSUE/BASIS**

- 1. Sexually Harassed (Hostile Work Environment) from September 2015 to October 23, 2015**

**B. PRIMA FACIE ALLEGATIONS**

1. I was hired on July 27, 2015 by McHenry County to work in The Office of the McHenry County Clerk.
2. My most recent position was Voters Election Technician.
3. During my employment, my immediate supervisor was Ed Gils ("Gils"), Chief of Operations.
4. During my employment, Gils made comments to me including, but not limited to, the following:
  - "How much do you weigh?" (September 2015)
  - "Women in the office are working out to look like you." (September 2015)
  - "You are wearing those blue pants. I told you not to wear them because you look too good in them." (September 2015)
  - "You have a great figure because you never had kids." (September 2015)
  - "Not only men look at you, but women check you out as well." (September 2015)
  - While at a polling facility, Gils made the comment to me that the Church Manager might say to me, "If you brought me an apple pie, I would take you over the apple pie." (September 2015)
  - "Do you mow the lawn in your bikini? The men in your neighborhood must love it." (October 2015)
  - "You look so good when you smile. You should smile more often." (October 2015)
  - After stating that he wanted to buy me a pink bucket to wash my car, "it (the pink bucket) will match your pink bikini when you wash your car." (On or about October 22, 2015)
5. In or around September 2015, without my request, Gils began to pursue an increase in my salary.
6. On or about October 23, 2015, a salary increase was reflected in my paycheck.
7. On that same day, while riding in Gils' vehicle for business purposes, Gils asked me to go with him that afternoon (during work hours) to a shooting range. Upon information and belief, the trip was not job related.

**Karen Felske v. Ed Gils c/o McHenry County Clerk's Office**

---

8. I told Gils that the trip was not job related, and I did not want to go.
9. Despite my statement, Gils persisted in asking me to go to the shooting range with him, and his insistence continued even after we returned to the office. His statements included but were not limited to "what is it going to take to make you go?" "I love to see you smile." "Can't you just relax?"
10. In response, I stated that I had a job to do.
11. At approximately 10:00 a.m., after this ongoing exchange, Gils became irate. He told me to go home, and I could go work for The McHenry County Clerk in the Administration building or The McHenry County Clerk's Office.
12. I responded I had nothing to do for them. Gils replied that they would find work for me.
13. I then inquired, "Do I no longer work for you?" to which he replied "yes". He then took my identification badge, and I went to get my coat.
14. I asked, "What am I, the office floozie? Am I like a trophy? Is this why I got my raise?"
15. As I went to get my lunch out of the refrigerator, Gils moved to the doorway obstructing my ability to exit, and he stared at me.
16. I asked, "What now? Are you not going to let me go?" He then turned, and left the room in front of me.
17. Later that day, my personal belongings were packed and delivered to my home.
18. The comments and actions directed at me were unwanted and unwelcomed, and they created a hostile work environment.
19. I found the actions and comments directed at me as offensive, and they interfered with my ability to perform my job.
20. At all times relevant hereto, I performed my job duties in a manner, which met the reasonable expectations of Respondent.

**Karen Felske v. Ed Gils c/o McHenry County Clerk's Office**

---

21. I believe I have been subjected to sexual harassment in violation of The Illinois Human Rights Act and Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.

**II. A ISSUE/BASIS**

1. Sexually Harassed From September, 2015 to October 23, 2015 - Quid Pro Quo

**B. PRIMA FACIE ALLEGATIONS**

1. Complainant restates and realleges paragraphs 1 through 21 of IA1B as though fully set forth herein.
2. I found the harassment offensive, and I rejected the advances.
3. The sexually offensive conduct was unwelcome and unwanted, and it created a hostile and intimidating work environment.
4. I believe I have been sexually harassed (quid pro quo) in violation of the Illinois Human Rights Act and Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991



<b>CHARGE OF DISCRIMINATION</b>		<b>AGENCY</b>	<b>CHARGE NUMBER</b>
This form is affected by the Privacy Act of 1974: See Privacy Act Statement before completing this form.  # _____		<input checked="checked" type="checkbox"/> IDHR  <input type="checkbox"/> EEOC	
<b>Illinois Department of Human Rights and EEOC</b>			
NAME OF COMPLAINT (indicate Mr. Ms. Mrs.)		TELEPHONE NUMBER (include area code)	
Mrs. Karen Felske		[REDACTED]	
STREET ADDRESS	CITY, STATE, ZIP CODE	DATE OF BIRTH	
[REDACTED]	[REDACTED]	[REDACTED]	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (IF MORE THAN ONE, LIST BELOW)			
NAME OF RESPONDENT	NUMBER OF EMPLOYEES, MEMBERS +15	TELEPHONE NUMBER (include area code)	
McHenry County Clerk's Office		(815) 334-4242	
STREET ADDRESS	CITY, STATE, ZIP CODE	COUNTY	
667 Ware Road, Suite 107	Woodstock, Illinois 60098	McHenry	
CAUSE OF DISCRIMINATION BASED ON:		DATE OF DISCRIMINATION EARLIEST (ADEA/EPA) LATEST (ALL)	
Sexual Harassment (Hostile Work Environment), Sexual Harassment (Quid Pro Quo), Retaliation		September, 2015 - October 23, 2015 <input checked="checked" type="checkbox"/> CONTINUING ACTION	
<b><u>S E E   A T T A C H E D</u></b>			
Page 1 of 2			
I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  [REDACTED] [REDACTED] 3/4/2016		<b>SUBSCRIBED AND SWORN TO BEFORE ME</b>  THIS 4 <sup>th</sup> DAY OF March, 2016. [REDACTED] NOTARY SIGNATURE	
<div style="border: 1px solid black; padding: 5px; text-align: center;">             OFFICIAL SEAL              NICOLA MICHEL              NOTARY PUBLIC - STATE OF ILLINOIS              MY COMMISSION EXPIRES: 03/05/16           </div> NOTARY STAMP		X [REDACTED] 3/4/2016 SIGNATURE OF COMPLAINANT      DATE  I declare under penalty that the foregoing is true and correct I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief	

STATE OF ILLINOIS  
ILLINOIS DEPARTMENT OF HUMAN RIGHTS

CHICAGO OFFICE

DEPARTMENT OF HUMAN RIGHTS  
100 W RANDOLPH ST., SUITE 10-100  
CHICAGO, ILLINOIS 60601  
(312) 814-6200  
(866) 740-3953 (TTY)

SPRINGFIELD OFFICE

DEPARTMENT OF HUMAN RIGHTS  
222 S. COLLEGE ST., ROOM 101  
SPRINGFIELD, ILLINOIS, 62704  
(217) 785-5100  
(866) 740-3953 (TTY)

CHARGE NO: \_\_\_\_\_

CHARGE OF DISCRIMINATION

COMPLAINANT

Name Karen Felske

Address [REDACTED]

City, State ZIP [REDACTED]

Telephone Number [REDACTED]

I believe that I have been personally aggrieved by a civil rights violation committed on

(date/s of harm): September, 2015 - October 23, 2015, by:

RESPONDENT

Name McHenry County Clerk's Office

Address 667 Ware Road, Suite 107

County McHenry

City, State ZIP Woodstock, Illinois 60098

Telephone Number (815) 334-4242

SEE ATTACHED

I, Karen Felske on oath or affirmation state that I am Complainant herein,  
that I have read the foregoing charge and know the contents thereof, and that the same is true and  
correct to the best of my knowledge.

[REDACTED] 3/4/2016  
Complainant's Signature and Date

Subscribed and Sworn to

Before me this 4<sup>th</sup> day

of March, 2016.

Nicola Michel  
Notary Public Signature



Notary Stamp

**Karen Felske v. McHenry County Clerk's Office**

---

**I. A. ISSUE/BASIS**

**1. Sexually Harassed (Hostile Work Environment) from September 2015 to October 23, 2015**

**B. PRIMA FACIE ALLEGATIONS**

1. I was hired on July 27, 2015 by McHenry County to work in The Office of the McHenry County Clerk.
2. My most recent position was Voters Election Technician.
3. During my employment, my immediate supervisor was Bd Gils ("Gils"), Chief of Operations.
4. During my employment, Gils made comments to me including, but not limited to, the following:
  - "How much do you weigh?" (September 2015)
  - "Women in the office are working out to look like you." (September 2015)
  - "You are wearing those blue pants. I told you not to wear them because you look too good in them." (September 2015)
  - "You have a great figure because you never had kids." (September 2015)
  - "Not only men look at you, but women check you out as well." (September 2015)
  - While at a polling facility, Gils made the comment to me that the Church Manager might say to me, "If you brought me an apple pie, I would take you over the apple pie." (September 2015)
  - "Do you mow the lawn in your bikini? The men in your neighborhood must love it." (October 2015)
  - "You look so good when you smile. You should smile more often." (October 2015)
  - After stating that he wanted to buy me a pink bucket to wash my car, "it (the pink bucket) will match your pink bikini when you wash your car." (On or about October 22, 2015)
5. In or around September 2015, without my request, Gils began to pursue an increase in my salary.
6. On or about October 23, 2015, a salary increase was reflected in my paycheck.
7. On that same day, while riding in Gils' vehicle for business purposes, Gils asked me to go with him that afternoon (during work hours) to a shooting range. Upon information and belief, the trip was not job related.



**Karen Felske v. McHenry County Clerk's Office**

---

8. I told Gils that the trip was not job related, and I did not want to go.
9. Despite my statement, Gils persisted in asking me to go to the shooting range with him, and his insistence continued even after we returned to the office. His statements included but were not limited to "what is it going to take to make you go?" "I love to see you smile." "Can't you just relax?"
10. In response, I stated that I had a job to do.
11. At approximately 10:00 a.m., after this ongoing exchange, Gils became irate. He told me to go home, and I could go work for The McHenry County Clerk in the Administration building or The McHenry County Clerk's Office.
12. I responded I had nothing to do for them. Gils replied that they would find work for me.
13. I then inquired, "Do I no longer work for you?" to which he replied "yes". He then took my identification badge, and I went to get my coat.
14. I asked, "What am I, the office floozie? Am I like a trophy? Is this why I got my raise?"
15. As I went to get my lunch out of the refrigerator, Gils moved to the doorway obstructing my ability to exit, and he stared at me.
16. I asked, "What now? Are you not going to let me go?" He then turned, and left the room in front of me.
17. Later that day, my personal belongings were packed and delivered to my home.
18. The comments and actions directed at me were unwanted and unwelcomed, and they created a hostile work environment.
19. I found the actions and comments directed at me as offensive, and they interfered with my ability to perform my job.
20. At all times relevant hereto, I performed my job duties in a manner, which met the reasonable expectations of Respondent.

**Karen Felske v. McHenry County Clerk's Office**

-----

21. I believe I have been subjected to sexual harassment in violation of The Illinois Human Rights Act and Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.

**II. A. ISSUE/BASIS**

1. **Sexually Harassed From September, 2015 to October 23, 2015 - Quid Pro Quo**

**B. PRIMA FACIE ALLEGATIONS**

1. Complainant restates and realleges paragraphs 1 through 21 of IA1B as though fully set forth herein.
2. I found the harassment offensive, and I rejected the advances.
3. The sexually offensive conduct was unwelcome and unwanted, and it created a hostile and intimidating work environment.
4. I believe I have been sexually harassed (quid pro quo) in violation of the Illinois Human Rights Act and Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991

**III. A. ISSUE/BASIS**

1. **Sexual Harassment - Discharge on October 23, 2015 in Retaliation**

**B. PRIMA FACIE ALLEGATIONS**

1. Complainant restates and realleges paragraphs 1 through 21 of IA1B and paragraphs 1 through 3 of IIA1B as though fully set forth herein.
2. I found the harassment offensive, and I rejected the advances.
3. The sexually offensive conduct was unwelcome and unwanted, and it created a hostile and intimidating work environment.
4. I was subjected to termination within such a short period of time after rebuffing Gils's sexual advances and comments that it raises an inference of retaliatory motivation.
4. I believe I have been subjected to retaliation in violation of the Illinois Human Rights Act and Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991



U.S. Department of Justice  
Civil Rights Division

JW  
16-104

ESD:KDW:KLF  
DJ 170-23-0

Employment Litigation Section - PHB  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
[www.usdoj.gov/crt/emp](http://www.usdoj.gov/crt/emp)

NOTICE OF RIGHT TO SUE WITHIN 90 DAYS

CERTIFIED MAIL 7018 1830 0000 1246 7141  
RETURN RECEIPT REQUESTED

NOV 15 2019

Ms. Karen Felske  
451 Sequoia Trail  
Cary, IL 60013

Re: Karen Felske v. McHenry County Clerk's Office  
EEOC Charge No. 21B-2016-00905

Dear Ms. Felske:

It has been determined that the Department of Justice will not file suit on the above-referenced charge of discrimination that was referred to us by the Equal Employment Opportunity Commission (EEOC). This should not be taken to mean that the Department of Justice has made a judgment as to whether or not your charge is meritorious.

You are hereby notified that conciliation in these matters was unsuccessful by the EEOC. You are further notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e et seq., against the above-named respondents. If you choose to commence a civil action, such suit must be filed in the appropriate court within 90 days of your receipt of this Notice.


Therefore, you should consult an attorney of your own choosing at your earliest convenience. If you are unable to locate an attorney, you may wish to contact the EEOC, or apply to the appropriate court, since that court may appoint an attorney in appropriate circumstances under Section 706(f)(1) of Title VII, 41 U.S.C. 2000e-5(f)(1).

We have returned the files in this matter to EEOC's Chicago District Office. If you or your attorney have any questions concerning this matter or wish to inspect the investigative files, please feel free to address your inquiry to: Julianne Bowman, Director, EEOC, JCK Federal Building, 230 S. Dearborn St., Ste. 1866, Chicago, IL 60604.

Sincerely,

Eric S. Dreiband  
Assistant Attorney General  
Civil Rights Division

By:

  
Karen D. Woodard  
Principal Deputy Chief  
Employment Litigation Section

cc: McHenry County Clerk's Office  
Michael J. Atkus, Senior Associate  
EEOC, Chicago District Office





U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Chicago District Office

JCK Federal Building  
230 S. Dearborn  
Suite 1866 (Enforcement, State and Local & Hearings)  
Suite 2920 (Legal & ADR)  
Chicago, IL 60604  
Intake Information Group: (800) 669-4000  
Intake Information Group TTY: (800) 669-6820  
Chicago Direct Dial: (312) 872-9777  
Administration Fax: (312) 588-1255  
Enforcement/File Disclosure Fax: (312) 588-1260  
Federal Sector Fax: (312) 588-1265  
Intake FAX: (312) 588-1286  
Legal Fax: (312) 588-1494  
Mediation Fax: (312) 588-1498  
Website: [www.eeoc.gov](http://www.eeoc.gov)

McHenry County Clerk's Office  
c/o Michael J. Atkus  
Senior Associate  
Knight Hoppe Kurnik & Knight, LTD  
5600 N. River Road., Suite 600  
Rosemont, IL60018

Re: Charging Party: Karen Felske  
Respondent: McHenry County Clerks Office  
EEOC Charge: 21B-2016-00905


Dear Mr. Atkus:

The Equal Employment Opportunity Commission (EEOC) has determined that its efforts to conciliate this charge as required by Title VII of the Civil Rights Act of 1964, as amended, have been unsuccessful as the EEOC has been unable to obtain from Respondent an agreement acceptable to the EEOC. This letter constitutes the notice required by Section 1601.25 of the EEOC's Procedural Regulations which provides that the EEOC shall notify the respondent in writing when it determines that further conciliation efforts would be futile or nonproductive.

No further efforts to conciliate this charge will be made by the EEOC. Accordingly, we are at this time forwarding the file to the Department of Justice for potential litigation consideration.

Sincerely,

10/3/19  
Date

  
Julianne Bowman  
District Director

OCT 07 2019



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).

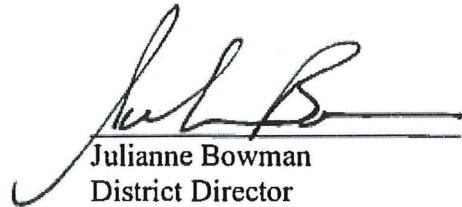
If Respondent wishes to accept this invitation to participate in conciliation efforts, they may do so at this time by proposing terms for a conciliation agreement; that proposal should be provided to the Commission representative within 14 days of the date of this determination. The remedies for violations 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