

## Chapter 58 HUMAN RELATIONS<sup>1</sup>

### ARTICLE I. IN GENERAL

**Secs. 58-1—58-15. Reserved.**

### ARTICLE II. HUMAN RELATIONS COMMITTEE<sup>2</sup>

#### Sec. 58-16. Purpose.

The City of Edwardsville hereby determines that prejudice and the practice of discrimination against any individual or group because of race, color, creed, national origin or ancestry, sex, gender identity, sexual orientation, transgender status, age, religion, disability, marital status, familial status, or veterans' status, disrupts the peace and public welfare. In order to eliminate such prejudice and discrimination a process should be established through which the residents of the city may be kept informed of developments in human relations, the officers and departments of the city may obtain advice and assistance in proper practices to keep peace and good order, and private persons and groups are officially encouraged to promote tolerance and good will toward all people.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

#### Sec. 58-17. Establishment; composition; terms of office.

- (a) There is hereby established a human relations committee for the city, consisting of no less than seven or more than nine members, one of whom shall be designated as chair, one whom shall be designated vice-chair, and one of whom shall be designated secretary. The chair, vice-chair and secretary shall serve a term of one year and shall be elected by a majority of all of the committee members at the first meeting held after the first day of May in each calendar year. All committee members shall serve without compensation including the chair but may be reimbursed for any reasonable personal expense incurred in performance of their official or designated duties.
- (b) Each member shall be appointed for a term of three years.
- (c) The mayor, with the consent of the council, shall make appointments to the human relations committee that reflect a diversity of backgrounds within the community.

(Ord. No. 6810-04-2025, § 6732-06-2022, § 1, 6-21-2022)

---

<sup>1</sup>State law reference(s)—Human rights, 775 ILCS 5/1-101 et seq.

<sup>2</sup>Editor's note(s)—Ord. No. 6732-06-2022, § 1, adopted June 21, 2022, amended Art. II in its entirety to read as set out herein. Former Art. II pertained to similar subject matter and derived from Ord. No. 5734-2-08, §§ II(270.01)—II(270.11), adopted February 19, 2008 and Ord. No. 6689-03-2021, § 1, adopted March 2, 2021.

State law reference(s)—Power to establish Human Relations Commission, 65 ILCS 5/11-11.1-1.

---

## **Sec. 58-18. Duties and functions.**

- (a) The duties and functions of the human relations committee shall be as follows:
- (1) To cooperate with the mayor, council and departments, agencies and officials of the city to promote and develop respect for equal rights.
  - (2) To promote equal treatment for all persons concerning public accommodations and facilities.
  - (3) To promote equal housing opportunities in the city.
  - (4) To maintain equality of opportunity for employment and advancement in the city.
  - (5) To create and maintain a repository of information suitable for use in the prevention of discrimination and promotion of equal treatment.
  - (6) To recommend to the mayor and council ordinances and resolutions which promote equal treatment and prevent discrimination.
  - (7) To commend institutions, organizations, groups, societies, businesses, etc., for successes in the area of human relations.
  - (8) To develop and maintain a list of human rights specialists who would be available to assist the community in the event of a human relations problem.
  - (9) To provide oversight to the city in the event of complaints or violations to this chapter.
  - (10) To disseminate public information on methods of preventing human relations problems.
  - (11) To receive reports, which are generated pursuant to federal and state regulations, from the Edwardsville Police Department summarizing any complaints, disposition of such complaints and noticeable trends regarding the interaction between the general public and the Edwardsville Police Department. Upon review and discussion of the report, the committee may make recommendation to the chief of police on how to address and reduce such complaints.
- (b) Upon receipt of recommendations or requests for information in writing from the committee, council shall submit a reply in writing indicating the action taken with regard to such recommendations or requests for information.
- (c) The committee shall advise and consult with the mayor, city attorney, human resources director, and the city council as necessary on all matters involving prejudice or discrimination and recommend such legislative or administrative action as it may deem appropriate to effectuate the policy of this chapter. The committee shall render an annual report to the mayor and council.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

## **Sec. 58-19. Meetings.**

The meetings of the human relations committee shall be governed by "Robert's Rules of Order." The human relations committee shall meet at least one time annually.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

---

**Sec. 58-20. Cooperation with civic groups and governmental agencies.**

The human relations committee may invite and enlist the cooperation of civic groups and other governmental agencies in carrying out its work. The committee may aid in the formation of local community groups as it may deem appropriate. The committee shall cooperate with state and federal agencies whenever it deems such action appropriate in effectuating the policy of this chapter.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

**Sec. 58-21. Complaints**

The human relations committee may receive complaints based on the protected groups as outlined in section 58-16 with the goal to improve human relations in the entire city. All complaints shall be submitted to the office of the mayor.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

**Sec. 58-22. Non-discrimination statement.**

It is the city's intent and policy to treat all employees, applicants for employment, and citizens equally, without discrimination and without regard to protected groups as outlined in section 58-16.

- (1) The city is committed to a policy of equal opportunity for all persons. Each department shall adhere to procedures that promote equal opportunity in all areas of city government, including employment.
- (2) Each city employee shall remain mindful of the city's citizens and legally protected groups.
- (3) All positions of employment with the city shall be advertised openly to allow interested individuals to apply. Job advertisements shall be placed in media most likely to reach members of legally protected groups, including, but not limited to, a publication of general circulation in Edwardsville.
- (4) When the city is hiring, qualified applicants identified as members of a legally protected group shall be interviewed when possible.

Citizens believing that they have experienced or witnessed discrimination on the basis of protected status as outlined in section 58-16 are encouraged to report the incident promptly to the Edwardsville Human Relations Committee, Office of the Mayor, P.O. Box 407, 118 Hillsboro Avenue, Edwardsville, Illinois, 62025-0407.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

**Sec. 58-23. Affirmative action by city contractors.**

All contractors doing business with the City of Edwardsville in an aggregate amount greater than \$50,000.00 per year, except those specifically exempted by the city council of the City of Edwardsville, shall develop a policy statement regarding their commitment to affirmative action and equal opportunity in all of its employment activities and functions which shall comply with all federal and state laws and regulations concerning discrimination based on the protected status as outlined in section 58-16.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

---

### **Sec. 58-24. Procedures for filing a complaint.**

- (a) *Who may file.* Any person claiming to have experienced or witnessed discrimination on the basis of protected status as outlined in section 58-16 in employment, housing, public services, or places of public accommodation may file a complaint of discrimination with the committee. Any person filing such a complaint shall be referred to as the complainant.
- (b) *Where to file.* Complaints shall be filed in the office of the mayor (either online or in-person), who shall promptly notify the chair of the filing of the complaint.
- (c) *What constitutes filing.* A complaint must be made in writing and signed by the individual who alleges the discrimination and must be legible. Forms shall be available for use in filing complaints. A complaint shall be deemed filed as of the date postmarked, if mailed and actually received, or as of the date received in the mayor's office if delivered in person. The date on which the complaint is filed will be indicated on the complaint.
- (d) *Time limit on filing.* A complaint must be filed within 180 days after the last alleged act of discrimination has occurred or as otherwise allowed by the article.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

### **Sec. 58-25. Response to a complaint.**

- (a) *Filing an answer.* A respondent shall be directed to submit a written and signed reply to the complaint within 30 days after being notified of the complaint.
- (b) *Reserved.*
- (c) *Appointment of an investigator.* Within 24 days after service of notification that a complaint has been found to be acceptable, the c Office of the Mayor shall appoint an investigator (or co-investigators).
- (d) *Determination of probable cause.* The investigator shall investigate the complaint and shall make a determination as to whether or not there is probable cause to believe that a prohibited act of discrimination occurred. Probable cause as used herein shall mean that there are reasonable grounds to believe that a prohibited act of discrimination occurred as alleged in the complaint. The failure to submit an answer as directed under section 58-26(a) may be considered when determining the existence of probable cause.
- (e) *Notification.* After the investigation has been completed, findings will be submitted to the human relations committee for review. In addition, the complainant and, where the city deems it to be appropriate, the respondent, will receive written notification of findings.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

### **Sec. 58-26. Definitions.**

For the purposes of this article, the following words and phrases shall have the meanings respectively ascribed to them by this section:

*Committee* means the City of Edwardsville, Illinois Human Relations Committee.

*Complainant* means any person submitting a complaint under this article.

*Disability* means a mental or physical impairment that substantially limits one or more of the major life activities of an individual.

---

*Discriminate or discrimination* means any adverse action, including, without limitation, unequal treatment, harassment, separation, segregation or denial of benefit or privilege, taken because of a person or group's status as a member of a class protected by this article.

*Employ* means to use or be entitled to use and benefit of the services of a person as an employee.

*Employee* means all persons who perform services for any employer for compensation, whether in the form of wages, salaries, committee or otherwise.

*Employer* means any person within the city who hires or employs any employee, and any person wherever situated who hires or employs any employee whose services are to be partially or wholly performed in the city.

*Employment* means the state of being employed as an employee by an employer.

*Hire* means to engage or contract for, or attempt to engage or contract for, the services of any person as an employee.

*National origin* means the place of birth of an individual or of any of the person's lineal ancestors.

*Public accommodations* means all services or facilities, other than governmental, of any kind offered or located within the city which are generally open or offered to the public or which generally solicit public patronage or usage, by the public, whether operated for profit or not.

*Public services* means all activities, services or facilities offered to the public within the city by any governmental agency or unit of government owned, operated or managed by any local, state or federal government.

*Real estate broker* means a real estate broker and real estate salesperson licensed by the State of Illinois.

*Real property* means any right, title, interest in or to the possession, ownership, enjoyment of occupancy of any parcel or land in the city, any building situated thereon, or any portion of such buildings.

*Respondent* means a person against whom a complaint under this article has been filed or issued.

(Ord. No. 6732-06-2022, § 1, 6-21-2022)

**Secs. 58-27—58-40. Reserved.**

### ***ARTICLE III. FAIR HOUSING<sup>3</sup>***

#### **Sec. 58-41. Purpose.**

It is hereby declared to be the policy of the city and the purpose of this article to secure to all persons living or desiring to live in the city a fair opportunity to purchase, finance, lease, rent or occupy housing without discrimination based upon race, color, religion, sex, creed, ancestry, physical or mental handicap or national origin.

(Code 1978, § 624.01; Ord. No. 1393-11-69, 11-4-1969)

---

<sup>3</sup>State law reference(s)—Power to enact fair housing ordinances, 65 ILCS 5/11-11.1-1; discrimination in sale of real estate, 720 ILCS 590/0.01 et seq.

---

### **Sec. 58-42. Prohibited acts.**

No person shall do any of the following acts, which are hereby declared to be unfair housing practices:

- (1) Make any distinction, discrimination or restriction against any person in the price, terms, conditions or privileges relating to the sale, rental, lease, occupancy or financing of any real estate used for residential purposes in the city, or in the furnishing of any facilities or services in connection therewith, predicated upon the race, color, religion, national origin or ancestry of the actual or prospective buyer or tenant thereof;
- (2) Refuse to sell, lease or rent any real estate for residential purposes within the city because of the race, color, religion, national origin or ancestry of the actual or prospective buyer or tenant thereof;
- (3) Represent to any person because of race, color, religion or national origin that any real estate within the city is not available for inspection, sale or rental when such dwelling is in fact so available;
- (4) Solicit for sale, lease or listing for sale or lease, residential real estate within the city on the ground of loss of value due to the present or prospective entry into any neighborhood of any person of any particular race, color, religion or national origin or ancestry; or
- (5) Make, print or publish, or cause to be made, printed or published, any notice, statement or advertisement with respect to the sale or rental of any real estate within the city that indicates any preference, limitation or discrimination based on race, color, religion or national origin or an intention to make any such preference, limitation or discrimination.

(Code 1978, § 624.02; Ord. No. 1393-11-69, 11-4-1969)

### **Sec. 58-43. Exemption.**

Nothing in this article shall be construed as applying to rental rooms or units in private single-family residential dwellings if the owner actually occupies a portion of such dwelling as his living quarters and maintains the same as his residence.

(Code 1978, § 624.03; Ord. No. 1393-11-69, 11-4-1969)

### **Sec. 58-44. Filing complaints.**

Any person aggrieved in any manner by any violation of any provision of this article may file with the city clerk a written complaint setting forth his grievance. Such complaint shall be under oath and signed by the complainant and shall state the following:

- (1) The full name and address of the complainant;
- (2) The name and address of the person against whom the complaint is brought;
- (3) The facts surrounding the alleged violation of this article; and
- (4) The names and addresses of all persons believed to have knowledge of the facts alleged in the complaint.

(Code 1978, § 624.04; Ord. No. 1393-11-69, 11-4-1969)

---

**Sec. 58-45. Notice of complaint.**

Upon receipt of any complaint properly filed pursuant to the provisions of section 58-44, the city clerk shall promptly forward a copy of the same to the following persons:

- (1) The chairman of the human relations commission;
- (2) The mayor; and
- (3) The person against whom the complaint is brought.

(Code 1978, § 624.05; Ord. No. 1393-11-69, 11-4-1969)

**Sec. 58-46. Limitation on complaints.**

Any complaint filed hereunder must be filed within 90 days from the date of the alleged violation of this article, or it shall be barred.

(Code 1978, § 624.06; Ord. No. 1393-11-69, 11-4-1969)

**Sec. 58-47. Duties of human relations commission.**

The human relations commission shall perform the following duties:

- (1) Receive, acknowledge and investigate complaints charging a violation of any provision of this article;
- (2) Seek conciliation of such complaints, hold hearings and make findings of fact in accordance with the provisions of this article and article II of this chapter;
- (3) File its written report with council upon each complaint filed with and considered by the commission, setting forth the findings of fact determined by the commission; and
- (4) Adopt, after approval by council, such rules of procedure as may be desirable to carry out the purposes and policy of this article.

(Code 1978, § 624.07; Ord. No. 1393-11-69, 11-4-1969)

**Sec. 58-48. Remedies.**

- (a) Upon receipt of the written report of the human relations commission, council shall recommend such further action as would be appropriate under this article, including, but not limited to, referral of the matter to the city attorney for prosecution thereof.
- (b) The remedies provided herein for any person aggrieved by a violation of any provision of this article shall not be exclusive, and any person aggrieved in any manner by the violation of any such provision may apply, at any time, to any court of competent jurisdiction for appropriate relief from such violation.

(Code 1978, § 624.08; Ord. No. 1393-11-69, 11-4-1969)

**Sec. 58-49. Penalty.**

Any person, firm or corporation who violates the provisions of this article shall be fined as provided in section 1-10.

---

(Code 1978, § 624.99; Ord. No. 5308-4-01, 4-17-2001)

**Secs. 58-50—58-59. Reserved.**

**ARTICLE IV. EDWARDSVILLE-SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE  
COMMUNITY RELATIONS GROUP**

**Sec. 58-60. Creation.**

There shall be and is hereby created the Edwardsville-SIUE Community Destination [Relations] Group, hereafter referred to in this article as the "group."

(Ord. No. 5931-3-14, § 1, 3-18-2014)

**Sec. 58-61. Membership; term.**

- (a) The group shall consist of no less than seven and no more than 11 members appointed by the mayor. At least four of the members of the group shall be appointed by the SIUE chancellor from the SIUE community and made up of a representative from the SIUE administration, a representative from the SIUE faculty and two representatives from SIUE student government. Members appointed by the chancellor are subject to removal and replacement at the discretion of the chancellor at any time.
- (b) Members appointed by the mayor shall be with the advice and consent of the city council and subject to removal by the mayor. If a vacancy occurs on the group from the mayor selected members, a replacement may be selected by the mayor with the advice and consent of the city council. The chancellor may select a replacement for vacancies from the SIUE members of the group.

(Ord. No. 5931-3-14, § 1, 3-18-2014)

**Sec. 58-62. Functions.**

The group shall have the following goals and functions:

- (1) Gather information from, and otherwise communicate with, other groups, organizations and agencies regarding city-university issues and problems.
- (2) Identify and foster partnerships between the university, the city, student groups, businesses and community organizations for internship/employment opportunities to assist in retaining students and graduates in the community.
- (3) Document and discuss issues of importance to the SIUE community, specifically as they affect city-operated services.
- (4) Review and discuss ordinances and legislation that may affect the university community.
- (5) Recommend to city council local legislation and policy actions or changes which would enhance the relationship of students in the community.
- (6) Develop an open line of communication between SIUE students and the city to create a more student-friendly environment and better understand student needs.

---

(Supp. No. 54)

Created: 2025-02-28 14:40:33 [EST]

- 
- (7) Provide SIUE students and city residents with a greater awareness of community/SIUE events, activities, organizations, businesses, athletic and cultural attractions.
  - (8) Establish focus areas for study and input on specific objectives, including but not limited to:
    - a. Transportation.
    - b. Downtown Edwardsville.
    - c. Student involvement in community activities.
    - d. The Wildey Theatre.
    - e. Strategic planning.
    - f. Community involvement in on-campus activities.
    - g. Entrepreneurship.
    - h. Sustainability.
    - i. Community/campus beautification.
    - j. Wayfinding and signage issues.

(Ord. No. 5931-3-14, § 1, 3-18-2014)

#### **Sec. 58-63. Officers; bylaws.**

The group shall elect annually from its membership a chairperson, vice-chairperson and such other officers as may be deemed necessary by the group. Bylaws may be adopted by the group, which bylaws shall not be inconsistent with the City Code or other policies that may be established by the city council. A copy of the bylaws shall be filed with the city clerk for the use of the city.

(Ord. No. 5931-3-14, § 1, 3-18-2014)

#### **Sec. 58-64. Minutes; annual report; work plan.**

The group shall be subject to and take and file minutes in accordance with the requirements of the Illinois Open Meetings Act. On or before April 30 of each year, the group shall file a report with the city setting forth the activities of the board for the previous year. On or before October 1 of each year, the group shall file a work plan with the city for the upcoming year.

(Ord. No. 5931-3-14, § 1, 3-18-2014)