STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION

STATE COMPLIANCE EXAMINATION

For the Two Years Ended June 30, 2025

STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION
STATE COMPLIANCE EXAMINATION
For the Two Years Ended June 30, 2025

TABLE OF CONTENTS

State Compliance Examination Report	**Page**
Commission Officials	1
Management Assertion Letter	5
State Compliance Report	
Summary	6
Independent Accountant's Report on State Compliance and on Internal Control over Compliance	8
Schedule of Findings	
Current Findings	11
Prior Findings Not Repeated	17

STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION
STATE COMPLIANCE EXAMINATION
For the Two Years Ended June 30, 2025

HUMAN RIGHTS COMMISSION

COMMISSION OFFICIALS

Chair (07/15/2024 – Present)	Ms. Selma D'Souza
Acting Chair (06/01/2024 – 07/14/2024)	Ms. Demoya R. Gordon
Chair (06/03/2021 – 05/31/2024)	Ms. Mona Noriega
Interim Executive Director (07/01/2025 – Present)	Mr. David R. Larson
Executive Director (08/17/2020 – 06/30/2025)	Mr. Tracey B. Fleming
Chief Fiscal Officer (08/27/2021 – Present)	Ms. Claudia P. Ortega
General Counsel (09/01/2022 – Present)	Mr. David R. Larson

COMMISSION MEMBERS

Commissioner (07/15/2024 – Present)	Ms. Selma D'Souza
Commissioner (06/01/2024 – 07/14/2024)	Vacant
Commissioner (06/03/2021 – 05/31/2024)	Ms. Mona Noriega
Commissioner (07/01/2025 – Present)	Ms. Mony Ruiz-Velasco
Commissioner (06/01/2025 – 06/30/2025)	Vacant
Commissioner (12/01/2024 – 05/31/2025)	Mr. Howard A. Rosenblum
Commissioner (02/22/2024 – 11/30/2024)	Vacant
Commissioner (07/01/2019 – 02/21/2024)	Ms. Barbara R. Barreno-Paschall
Commissioner (04/07/2023 – Present)	Ms. Jacqueline Y. Collins
Commissioner (09/05/2022 – Present)	Ms. Demoya R. Gordon
Commissioner (06/01/2025 – Present)	Mr. Gregory E. Vaci
Commissioner (02/15/2025 – 05/31/2025)	Vacant
Commissioner (02/15/2021 – 02/14/2025)	Ms. Elizabeth A. Coulson
Commissioner (02/05/2021 – Present)	Ms. Janice M. Glenn
Commissioner (04/15/2021 – Present)	Mr. Stephen A. Kouri II

COMMISSION OFFICES

The Human Rights Commission's primary administrative offices are located at:

Michael A. Bilandic Building
160 North LaSalle Street, Suite N-1000
Chicago, Illinois 60601

Jefferson Terrace
300 West Jefferson Street, Suite 108
Springfield, Illinois 62702

ILLINOIS TORTURE INQUIRY AND RELIEF COMMISSION

COMMISSION OFFICIALS

Chair of the Board (06/30/2024 - Present)	Hon. Michael Alan Strom
Chair of the Board (07/01/2023 - 06/29/2024)	Vacant
Alternate/Acting Chair (07/01/2023 - 06/30/2025)	Vacant
Executive Director (08/01/2023 - Present)	Aryn Evans
Interim Executive Director (08/01/2023 - 10/16/2024)	Aryn Evans
Executive Director (07/01/2023 - 07/31/2023)	Rob Olmstead
General Counsel (08/16/2022 - Present)	Jennifer Crespo

COMMISSION MEMBERS

Chair Commissioner (06/03/2024 - Present)	Hon. Michael Alan Strom
Chair Commissioner (07/01/2023 - 06/02/2024)	Vacant
Former ASA Commissioner (03/05/2025 - Present)	Bennett Kaplan
Former ASA Commissioner (12/31/2024 - 03/01/2025)	Vacant
Former ASA Commissioner (07/01/2023 - 12/30/2024)	Steven Bloc
Professor Commissioner (01/01/2025 - Present)	Erica Zunkel
Professor Commissioner (07/01/2023 - 12/31/2024)	Vanessa del Valle
Practicing Atty Commissioner (01/01/2025 - Present)	Vanessa del Valle
Practicing Atty Commissioner (07/01/2023 - 12/31/2024)	Erica Zunkel
Public Commissioner (04/19/2024 - Present)	Brian J. Richardson
Public Commissioner (07/01/2023 - 04/19/2024)	Vacant
Public Member Commissioner (07/01/2023 - Present)	Kafi Moragne-Patterson
Public Member Commissioner (07/01/2023 - Present)	Linnet Burden
Former PD Commissioner (07/01/2023 - Present)	Johanes Maliza
Alternate Chair Commissioner (07/01/2023 - Present)	Vacant
Alternate Former ASA Commissioner (03/01/2025 - Present)	Vacant
Alternate Former ASA Commissioner (07/01/2023 - 03/01/2025)	Bennett Kaplan

Alternate Professor Commissioner (04/21/2025 - Present)	Shobha Mahadev
Alternate Professor Commissioner (07/01/2023 - 04/20/2025)	Sheila Bedi
Alternate Practicing Atty Commissioner (07/01/23 - Present)	Daniel Fenske
Alternate Public Commissioner (08/16/2024 - Present)	Ivory Snow
Alternate Public Commissioner (05/21/2024 - 08/15/2024)	Vacant
Alternate Public Commissioner (07/01/2023 - 05/20/2024)	Autry Phillips
Alternate Public Commissioner (02/10/2025 - Present)	Naomi Johnson
Alternate Public Commissioner (07/01/2023 - 02/09/2025)	Vacant
Alternate Public Commissioner (04/19/2024 - Present)	Tameka Walton
Alternate Public Commissioner (07/01/2023 - 04/18/2024)	Brian Jeffrey Richardson
Alternate Former PD Commissioner (02/28/2025 - Present)	Sarah Raisch
Alternate Former PD Commissioner (01/01/2024 - 02/27/2025)	Vacant
Alternate Former PD Commissioner (07/01/2023 - 12/31/2023)	Natasha Robinson

COMMISSION OFFICE

The Illinois Torture Inquiry and Relief Commission's office is located at:

555 W Monroe St. Suite 600-S
Chicago, Illinois 60661

STATE OF ILLINOIS
Human Rights Commission

JB Pritzker
Governor

MANAGEMENT ASSERTION LETTER

October 28, 2026

Honorable Christopher B. Meister
Auditor General
State of Illinois
400 West Monroe, Suite 306
Springfield, Illinois 62704

Commissioners

Selma D'Souza, Chair

Stephen A. Kouri II, Vice Chair

Jacqueline Y. Collins

Janice M. Glenn

Demoya R. Gordon

Mony Ruiz-Velasco

Gregory E. Vaci

Auditor General Meister:

We are responsible for the identification of, and compliance with, all aspects of laws, regulations, contracts, or grant agreements that could have a material effect on the operations of the State of Illinois, Human Rights Commission (Commission). We are responsible for and we have established and maintained an effective system of internal controls over compliance requirements. We have performed an evaluation of the Commission's compliance with the following specified requirements during the two-year period ended June 30, 2025. Based on this evaluation, we assert that during the years ended June 30, 2024, and June 30, 2025, the Commission has materially complied with the specified requirements listed below.

A. The Commission has obligated, expended, received, and used public funds of the State in accordance with the purpose for which such funds have been appropriated or otherwise authorized by law.

B. The Commission has obligated, expended, received, and used public funds of the State in accordance with any limitations, restrictions, conditions, or mandatory directions imposed by law upon such obligation, expenditure, receipt, or use.

C. The Commission has complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.

D. State revenues and receipts collected by the Commission are in accordance with applicable laws and regulations and the accounting and recordkeeping of such revenues and receipts is fair, accurate, and in accordance with law.

Yours truly,

State of Illinois, Human Rights Commission

SIGNED ORIGINAL ON FILE

David R. Larson, Interim Executive Director and General Counsel

SIGNED ORIGINAL ON FILE

Claudia P. Ortega, Chief Fiscal and Human Resources Officer

David R. Larson
Interim Executive Director

hrc.illinois.gov

STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION
STATE COMPLIANCE EXAMINATION
For the Two Years Ended June 30, 2025

STATE COMPLIANCE REPORT

SUMMARY

The State compliance testing performed during this examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants; the standards applicable to attestation engagements contained in *Government Auditing Standards* issued by the Comptroller General of the United States; the Illinois State Auditing Act (Act); and the *Audit Guide.*

ACCOUNTANT'S REPORT

The Independent Accountant's Report on State Compliance and on Internal Control Over Compliance does not contain scope limitations, disclaimers, or other significant non-standard language.

SUMMARY OF FINDINGS

Number of	**Current Report**	**Prior Report**
Findings	2	4
Repeated Findings	2	2
Prior Recommendations Implemented or Not Repeated	2	2

SCHEDULE OF FINDINGS

Item No.	Page	Last/First Reported	Description	Finding Type
			Current Findings	
2025-001	11	2023/2023	Inadequate Controls over Personal Services	Significant Deficiency and Noncompliance
2025-002	15	2023/2017	Vacancies on the Illinois Torture Inquiry and Relief Commission	Noncompliance
			Prior Findings Not Repeated	
A	17	2023/2023	Voucher Processing Internal Controls Not Operating Effectively	
B	17	2023/2015	Weaknesses in Cybersecurity Programs and Practices	

EXIT CONFERENCE

The findings and recommendations appearing in this report were discussed with Commission personnel at an exit conference on October 22, 2026.

Attending were:

Human Rights Commission
David Larson, Executive Director and General Counsel
Claudia Ortega, Chief Fiscal Officer and Human Resources Officer

Illinois Torture Inquiry and Relief Commission
Jennifer Crespo, General Counsel

Office of the Auditor General
Maggie Skaggs, Audit Manager
Tarryn Link, Audit Supervisor
Raymond Horn, Staff Auditor
Olivia Acheampong, Staff Auditor

The responses to the recommendations were provided by Claudia Ortega, Chief Fiscal Officer and Human Resources Officer, in a correspondence dated October 28, 2026.

SPRINGFIELD OFFICE:
400 W. MONROE
SUITE 306 • 62704-9849
PHONE: 217-782-6046
TTY: 888-261-2887
FRAUD HOTLINE: 1-855-217-1895

CHICAGO OFFICE:
MICHAEL A. BILANDIC BLDG. • SUITE S-900
160 NORTH LASALLE • 60601-3103
PHONE: 312-814-4000
FAX: 312-814-4006
FRAUD HOTLINE: 1-855-217-1895

OFFICE OF THE AUDITOR GENERAL
CHRISTOPHER B. MEISTER

INDEPENDENT ACCOUNTANT'S REPORT ON STATE COMPLIANCE AND ON INTERNAL CONTROL OVER COMPLIANCE

Honorable Christopher B. Meister
Auditor General
State of Illinois

and

Governing Board
State of Illinois, Human Rights Commission

Report on State Compliance

We have examined compliance by the State of Illinois, Human Rights Commission (Commission) with the specified requirements listed below, as more fully described in the *Audit Guide for Financial Audits and Compliance Attestation Engagements of Illinois State Agencies* (*Audit Guide*) as adopted by the Auditor General, during the two years ended June 30, 2025. Management of the Commission is responsible for compliance with the specified requirements. Our responsibility is to express an opinion on the Commission's compliance with the specified requirements based on our examination.

The specified requirements are:

A. The Commission has obligated, expended, received, and used public funds of the State in accordance with the purpose for which such funds have been appropriated or otherwise authorized by law.

B. The Commission has obligated, expended, received, and used public funds of the State in accordance with any limitations, restrictions, conditions, or mandatory directions imposed by law upon such obligation, expenditure, receipt, or use.

C. The Commission has complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.

D. State revenues and receipts collected by the Commission are in accordance with applicable laws and regulations and the accounting and recordkeeping of such revenues and receipts is fair, accurate, and in accordance with law.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants, the standards applicable to attestation engagements contained in

E-MAIL ADDRESS: AUDGEN@AUDITOR.ILLINOIS.GOV
RECYCLED PAPER • SOYBEAN INKS

Government Auditing Standards issued by the Comptroller General of the United States, the Illinois State Auditing Act (Act), and the *Audit Guide*. Those standards, the Act, and the *Audit Guide* require that we plan and perform the examination to obtain reasonable assurance about whether the Commission complied with the specified requirements in all material respects. An examination involves performing procedures to obtain evidence about whether the Commission complied with the specified requirements. The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risks of material noncompliance with the specified requirements, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

Our examination does not provide a legal determination on the Commission's compliance with the specified requirements.

In our opinion, the Commission complied with the specified requirements during the two years ended June 30, 2025, in all material respects. However, the results of our procedures disclosed instances of noncompliance with the specified requirements, which are required to be reported in accordance with criteria established by the *Audit Guide* and are described in the accompanying Schedule of Findings as items 2025-001 and 2025-002.

The Commission's responses to the compliance findings identified in our examination are described in the accompanying Schedule of Findings. The Commission's responses were not subjected to the procedures applied in the examination and, accordingly, we express no opinion on the responses.

The purpose of this report is solely to describe the scope of our testing and the results of that testing in accordance with the requirements of the *Audit Guide*. Accordingly, this report is not suitable for any other purpose.

Report on Internal Control Over Compliance

Management of the Commission is responsible for establishing and maintaining effective internal control over compliance with the specified requirements (internal control). In planning and performing our examination, we considered the Commission's internal control to determine the examination procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the Commission's compliance with the specified requirements and to test and report on the Commission's internal control in accordance with the *Audit Guide*, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control. Accordingly, we do not express an opinion on the effectiveness of the Commission's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with the specified requirements on a timely basis. A material weakness in internal control is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that material noncompliance with the specified requirements will not be prevented,

or detected and corrected, on a timely basis. A significant deficiency in internal control is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that have not been identified. We did not identify any deficiencies in internal control that we consider to be material weaknesses. However, we did identify certain deficiencies in internal control, described in the accompanying Schedule of Findings as item 2025-001 that we consider to be a significant deficiency.

As required by the *Audit Guide*, immaterial findings excluded from this report have been reported in a separate letter.

The Commission's responses to the internal control findings identified in our examination are described in the accompanying Schedule of Findings. The Commission's responses were not subjected to the procedures applied in the examination and, accordingly, we express no opinion on the responses.

The purpose of this report is solely to describe the scope of our testing of internal control and the results of that testing based on the requirements of the *Audit Guide*. Accordingly, this report is not suitable for any other purpose.

SIGNED ORIGINAL ON FILE

DENNIS M. GIBBONS, CPA, CFE
Director of Financial and Compliance Audits

Springfield, Illinois
October 28, 2026

2025-001. **FINDING** (Inadequate Controls over Personal Services)

The Human Rights Commission (HRC or Commission) and Illinois Torture Inquiry & Relief Commission (ITIRC) did not have adequate controls over personal services.

During the recalculation of payroll, we noted the following:

- For 2 of 8 (25%) HRC employees tested, the HRC did not maintain the State and/or Federal W-4 Employee's Withholding Certificate form on file to support the withholding taxes during the period. As a result, we were unable to recalculate the employee's state and/or federal withholding taxes accurately.

  The Statewide Accounting Management System (SAMS) (Procedure 23.20.05) requires the HRC to have on file a properly completed Federal and State W-4 (Comptroller forms C-25) for all active employees. It also requires the HRC to maintain the last effective W-4 forms for terminated employees for a period of 4.5 years or as long as wages are owed.

- For 1 of 1 (100%) lump sum payments tested, the HRC incorrectly calculated the employee's lump sum pay out for sick time and for personal time, resulting in an underpayment of $196.

  The Illinois Administrative Code (Code) (80 Ill. Admin. Code 310.490(g)) states that lump sum payment shall be provided for accrued sick leave at the current base rate to those employees separated from employment under the Personnel Code (20 ILCS 415). Further, the Code states sick leave earned and not used between January 1, 1984 and December 31, 1997 will be compensable at the current base daily rate times one-half of the total number of compensable sick days. Additionally, the HRC's Employee Handbook states that employees are not entitled to payment for unused personal days upon separation from employment or on the last day of December, unless the separation is due to death, disability, or retirement. In such cases, the payment is equal to one-half the employee's daily pay times the number of unused days.

During the testing of employee time off, we noted the following:

- For 1 of 6 (17%) ITIRC employees tested, for 2 of 18 (11%) instances of leave tested, the ITIRC was unable to provide evidence of the leave taken. Therefore, we were unable to determine if requests and approvals were made timely.

2025-001. **FINDING** (Inadequate Controls over Personal Services)

- For 2 of 6 (33%) ITIRC employees tested, for 3 of 18 (17%) instances of leave tested, we noted leave time taken recorded on the employee's timesheets and in the Central Timekeeping System (CTAS); however, the requests and approvals occurred verbally. Therefore, we were unable to determine if the requests and approvals were made in accordance with policy.

- For 1 of 8 (13%) HRC employees tested, for 1 of 61 (2%) instances of leave tested, personal leave time was not pre-approved according to policy. Leave was approved 24 days late.

  The HRC's Employee Handbook states whenever practicable, an employee's use of personal days requires advance approval of the employee's immediate supervisor. Additionally, good business practices require a proper internal control structure to be established to ensure the safeguard of assets and encourage adherence to legal requirements and prescribed management policies.

During the testing of employee accrued time off, we noted the following:

- For 1 of 1 (100%) ITIRC employee tested who accrued Earned Equivalent Time (EET), EET time earned in Fiscal Year 2024 was automatically removed from CTAS at the beginning of Fiscal Year 2025.

  The ITIRC's Employee Handbook states that EET balances will not expire and may be carried over from one fiscal year to the next.

During the testing of Agency Workforce Reports (Report), we noted the following:

- The HRC's Fiscal Year 2023 Report and Fiscal Year 2024 Report each contained four instances where reported amounts and percentages were not calculated accurately. This appears to be due to the HRC including Caucasian Females in the Minorities category.

  The State Employment Records Act (Act) (5 ILCS 410/5(b)) requires the HRC to collect, classify, maintain, and publish, for State and public use, information that provides the General Assembly and the people of the State with adequate information of the number and statistical percentage of minorities, women, persons who identify as non-binary or gender non-conforming, and persons with physical disabilities employed by State government within the State work force. The Act also provides a definition

2025-001. **FINDING** (Inadequate Controls over Personal Services)

regarding the persons included in the Minority category, which does not include Caucasian females.

The State Records Act (5 ILCS 160/8) requires the HRC and the ITIRC to make and preserve records containing adequate and proper documentation of the organization, functions, policies, decisions, and essential transactions of the Commissions designed to furnish information to protect the legal and financial rights of the State and of persons directly affected by the Commissions' activities. Furthermore, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the HRC and the ITIRC to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance that resources are utilized efficiently, effectively, and in compliance with applicable laws, as well as provide assurance that funds, property, and other assets and resources are safeguarded against waste, loss, unauthorized use, and misappropriation.

In the prior examination, the HRC and the ITIRC officials indicated the issues were due to employee error, oversight, a new tracking system, employee turnover, and personnel transitions. In the current examination, the HRC and the ITIRC officials indicated the issues noted were due to employee error, management error, and lack of controls.

The lack of controls over the employee files could lead to erroneous or improper payments or deductions from employee pay. Failure to correctly calculate final termination pay in accordance with applicable rules may result in incorrect payments from State resources. Failure to properly document requests and approvals of time off undermines accountability controls and increases the risk the Commission will pay unnecessary personal service expenditures. Additionally, failure to properly track accrued leave time can lead to employees using excess amounts of leave or not being able to use leave they have earned. Lastly, failure to report accurate information could lead to inaccurate Statewide reports, could deter efforts by State officials, administrators, and residents to achieve a more diversified State workforce, and is noncompliance with laws, rules, and regulations. (Finding Code No. 2025-001, 2023-004)

RECOMMENDATION

We recommend the HRC strengthen controls to ensure documentation is maintained and payroll and lump sum payments are reviewed for accuracy. We also recommend that the HRC and the ITIRC maintain proper documentation noting time off requests and approval that are completed in a timely manner. We further recommend the ITIRC review employee accrued time off balances to ensure

2025-001. **FINDING** (Inadequate Controls over Personal Services)

balances are correct. Finally, we recommend the Agency Workforce Reports are reviewed for accuracy prior to submission.

COMMISSION RESPONSE

HRC accepts the finding and has strengthened procedures to ensure supporting documentation is maintained, payroll and lump sum payment are reviewed for accuracy, and employee time-off requests and approvals are documented timely. The Commission has also taken steps to ensure that workforce reports accurately reflect the appropriate statutory definitions and reporting requirements. Additionally, ITIRC accepts the finding. ITIRC has updated its succession planning process and developed additional training to mitigate any further issues.

2025-002. **FINDING** (Vacancies on the Illinois Torture Inquiry and Relief Commission)

The Illinois Torture Inquiry and Relief Commission (ITIRC), an independent commission under the Human Rights Commission, did not have the required number of Commissioners as required by the Illinois Torture Inquiry and Relief Commission Act (Act) (775 ILCS 40/20(a)).

During testing, we noted:

- As of June 30, 2025, 3 of 8 (38%) alternate Commissioners' seats were vacant. The vacancies consisted of a retired Circuit Court Judge, former prosecuting attorney, and one member of the public who is not an attorney and who is not an officer or employee of the Judicial branch.

This finding was first reported in the Human Rights Commission's *State Compliance Examination* for the two years ended June 30, 2017. In subsequent years, the ITIRC has been unsuccessful in implementing an adequate corrective action plan.

The ITIRC's management team is responsible for implementing timely corrective action on all of the findings identified during a State compliance examination.

The Illinois Torture Inquiry and Relief Commission Act (Act) (775 ILCS 40/20(a)) requires the Governor to appoint eight voting members, with the advice and consent of the Senate as follows:

- One retired Circuit Court Judge;
- One former prosecuting attorney;
- One law school professor;
- One engaged in the practice of criminal defense law;
- Three members of the public who are not attorneys and who are not officers or employees of the Judicial branch; and,
- One former public defender.

Additionally, the Act (775 ILCS 40/20(a-1)) requires the Governor to appoint alternate members for the ITIRC members he or she has appointed to serve in the event of scheduling conflicts, conflicts of interest, disability, or other disqualification arising in a particular case, who must have the same qualifications for appointment as the original member.

ITIRC officials indicated, as they did in the previous examination, ITIRC has been working closely with the Office of the Governor to address Commissioner vacancies. ITIRC has no power to effectuate the actual appointments and may only recommend candidates to the Office of the Governor, which ITIRC has done.

2025-002. **FINDING** (Vacancies on the Illinois Torture Inquiry and Relief Commission)

Vacancies of Commission members does not comply with the Act or facilitate the work of the ITIRC. (Finding Code No. 2025-002, 2023-003, 2021-002, 2019-004, 2017-004)

RECOMMENDATION

We recommend the ITIRC continue to work with the Governor to ensure the ITIRC's vacancies are filled in a timely manner.

COMMISSION RESPONSE

ITIRC accepts the finding. ITIRC works closely with the Governor's Office to fill vacancies and expects additional appointments by the end of the calendar year.

STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION
SCHEDULE OF FINDINGS – PRIOR FINDINGS NOT REPEATED
For the Two Years Ended June 30, 2025

A. **FINDING** (Voucher Processing Internal Controls Not Operating Effectively)

During the prior examination, the Human Rights Commission (Commission) did not exercise adequate internal controls over the processing of its general vouchers.

During the current examination, our detail testing indicated that the Commission made significant improvements in the processing of its general vouchers during the examination period. (Finding Code No. 2023-001)

B. **FINDING** (Weaknesses in Cybersecurity Programs and Practices)

During the prior examination, the Commission had not implemented adequate internal controls related to cybersecurity programs, practices and control of confidential information.

During the current examination, our detail testing indicated the Commission had established and maintained adequate internal controls related to cybersecurity programs, practices and control of confidential information. (Finding Code No. 2023-002, 2021-001, 2019-002, 2017-002, 2015-004)