DCR: Expedited Investigation

- Must take place within 2 working days of filing the Complaint
- Probable Cause is determined
- •Injunctive relief is necessary to prevent an act that would render a ruling from the Hearing Examiner ineffectual
- •Community Partner (Legal Support is initiated)

DCR: Determination that Injunctive Relief is necessary

- Complaint/written summary and conclusions are given to the Director of the Department of Civil Rights or Designee
- •Director (or Designee) concludes that injunctive relief is necessary to preserve the "status quo" and to prevent irreparable harm to the Complainant
- •This determination must be made **no later than 3 working days** of the Complaint being filed

Request for Injunctive Relief to City Attorney

- Director (or Designee) forwards a written request to the Office of the City Attorney to file for injunctive relief within 24 hours
- •DCR notifies Complainant and Respondent of the decision to seek injunctive relief (After forwarding request to City Attorney)

Circuit Court Grants Injunctive Relief

- Equal Opportunities Division shall attempt to hold a conciliation within 3
 working days of the injunctive relief being issued
- •If conciliation is waived, unsuccessful, or cannot be held within 3 working days, then within 3 working days after that, the case shall be certified to public hearing

DCR: Hearing on the Merits

- •A Hearing on the Merits shall be held no more than 14 days after the Complaint is certified to public hearing
- A Findings of Fact, Conclusions of Law and Order shall be issued within 5 working days of the conclusion of the hearing