



Yana Rusovski Analyzes Fair Housing Compliance Challenges in Heartland Real Estate Business

Spencer Fane attorney [Yana Rusovski](#) authored the article [What Housing Providers Need to Know About the IDHR Process](#), recently published by *Heartland Real Estate Business*.

In the article, originally a firm [blog post](#), Yana outlines the Illinois Department of Human Rights (IDHR) process for investigating housing discrimination complaints and the significant legal and financial risks housing providers may face if a charge is filed. She explores recent enforcement trends, expanded protections under Illinois law, and the potential consequences of both investigations and settlements. The article emphasizes the importance of proactive fair housing compliance, early legal guidance, and well-designed operational policies to reduce risk and effectively respond to complaints.

“Because the majority of IDHR housing complaints resolve through settlement, negotiation skill is often the most consequential capability a housing provider’s attorney brings to the table. Housing providers should ensure their counsel can assess settlement value accurately, negotiate terms that preserve operational flexibility, and identify the difference between a settlement that resolves a complaint and one that creates new problems,” Yana wrote.

Yana’s practice focuses on the legal needs of clients in the real estate, finance, and government sectors, with particular emphasis on regulatory compliance, preventive counseling, and defending against enforcement actions. She regularly helps clients identify and manage fair housing and fair lending risks, including those arising from artificial intelligence and automated decision-making tools, and specializes in developing carefully tailored strategies to resolve disputes in ways that safeguard

business goals, reputations, and relationships. With extensive experience handling HUD and other government investigations, Yana brings a practical, strategic approach to resolving complex issues in a way that aligns with business and operational realities.

Read Yana's full article [here](#).