



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
February 4, 2016
Lobby Hearing Room, Rhodes Office Tower
Columbus, Ohio**

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:30 a.m.

Commissioners Present:

Chairman Leonard Hubert
Commissioner Lori Barreras
Commissioner William W. Patmon, III
Commissioner Madhu Singh

A quorum was present.

OCRC Staff Present:

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/Director of Operations; Stephanie Bostos Demers, Chief Legal Counsel; Mary Turocy, Director of Public Affairs and Civic Engagement; Desmon Martin, Director of Enforcement and Compliance; Ronnell Tomlinson, Director of Housing Enforcement and Alternative Dispute Resolution; Darlene Newbern, Toledo Regional Director; Vera Boggs, Akron/Cleveland Regional Director; Aman Mehra, Columbus Regional Director; Norman Gibson, Dayton Regional Director; Bradley Dunn, Reconsideration Supervisor; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to the meeting.

APPROVAL OF MINUTES

**MOTION by Commissioner Patmon to approve the January 14, 2016 minutes as corrected.
Second by Commissioner Singh.**

Roll Call Vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

Motion carried.

CONFIRMATION OF STAFF FINDINGS

1. **Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review**

Edward M. Supranowicz v. Teach For America, Inc.
COLA1(41846)06212015
22A-2015-02649C

David Riggins v. Area Wide Protective
COLA1(41898)07222015
22A-2015-02760C

Edward M. Supranowicz v. Teach For America, Inc.
COLA1(42050)07162015
532-2015-02089

Frank Robert Garretson v. SBW Development LLC, dba Sleep Inn & Suites
COLB1(42078)11052015
22A-2016-00436C

Allison Armstrong v. City of Toledo, Fire and Rescue Department
TOL72(37090)03222015 AMENDED
22A-2015-01404C

Tomeka J. Smith v. ProMedica Toledo Hospital
TOLB2(37103)04012015
22A-2015-01464C

Allison Armstrong v. City of Toledo, Fire and Rescue Department
TOL72(37113)040822015
22A-2015-01515C

Zenola Sherman v. Mercy Health-St. Vincent Medical Center, LLC
TOLG2(37213)06112015 AMENDED
22A-2015-02105F

Sylvia Reid v. Briarwood Apartments of Toledo; Briarwood Apartments of Toledo, A Limited Partnership; Briarwood Apartments; Kristine Powell, Property Manager; Dawn Fullmer, Property Manager; Gene B. Glick Company; Julie Yesnick, VP of Property Management
TOLH2(37221)06172015
05-15-1046-8
22A-2015-02154F

Laurie Schlessman v. Zimar Kojani
AKRH4(43100)09102015
22A-2015-02910F

Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review – continued

Barbara S. Davis v. Orange Schools – Board of Education
CLEA4(43078)08102015
22A-2016-02635C

Katherine M. Kirtley v. Wanton Horne Chapel of Peace Funeral Home Inc.
CLEE4(43138)10162015
22A-2016-00115F

Cheikh Drame v. The Eco-Group, Inc.
DAY76(24946)03252015
22A-2015-02680C

Kim Swallow v. Allen County Children's Services
DAYB6(24949)03242015
22A-2015-01637C

Kurt Wallace v. Carter Express, Inc.
DAY76(25149)06222015
22A-2015-02300C

2. Complainant's Request for Reconsideration – Vacate Original No Jurisdiction Finding and Grant for Further Review

Ruthie Stark-Redman v. Lake County NAACP
AKRE4(43003)06042015
22A-2015-02079F

3. Respondent's Request for Reconsideration – Grant for Further Review

Donald Tschappatt v. Crescent Metal Products, Inc.
CLEB4(42942)04292015
22A-2015-01762C

Dorothy Minich v. Dick Waters, Jr., Owner; Tower Mobile Home Park & Sales
DAYH6(25308)09282015
05-15-1434-8
22A-2016-00131F

- 4. Withdrawal of Charge with Settlement; Dismiss Formal Complaint – Submitted by the Ohio Attorney General’s Office**

Karen Peyatt v. Autumn Hills Nursing & Rehabilitation Center of Niles, LLC
AKRB3(37869)03262015
22A-2015-01533C
Complaint No. 15-EMP-AKR-37869

- 5. Ratify Conciliation Agreement and Consent Order – Dismiss Formal Complaint – Submitted by the Ohio Attorney General’s Office**

Isabella Tacy v. Cuyahoga Dept. of Job and Family Services*
CLEB4(42294)12182013
22A-2014-00785C
Complaint No. 14-EMP-CLE-42294
*Commissioner Patmon recused himself from participation in this case.

- 6. Authorize the Ohio Attorney General to Initiate Action in Common Pleas Court – Submitted by the Ohio Attorney General’s Office**

Leslie & Andrea Terrell v. Robert D. Mooney Jr. & Kathleen Mooney
AKRH4(42797)12302014
22A-2015-00846F
05-15-0416-8
Complaint No. 15-HOU-AKR-42797

- 7. Independent Settlement; Dismiss Formal Complaint – Submitted by the Ohio Attorney General’s Office**

Miami Valley Fair Housing Center v. The Connor Group dba Chesapeake Landing Apartments LLC and Rachel Underwood
DAYH6(20457)05082009
05-09-1132-8
22A-2009-03299F
Complaint No. 09-HOU-DAY-20457

- 8. Probable Cause – Schedule Conciliation**

Ameer Abdullah v. Lucas County Metropolitan Housing Authority (LMHA); Linnie Willis, Executive Director; Marissa Lanox, LMHA Employee; Amy Gerber, LMHA Site Manager; Kwonda Burroughs, Site Manager
TOLH2(37098)03302015
05-15-0702-8
22A-2015-01446F

Probable Cause – Schedule Conciliation – continued

Alice Lynn Eichhorn v. State of Ohio, Department of Rehabilitation and Correction*
AKRB3(38080)09282015
22A-2015-03004C

*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the basis of Disability. There was a No Probable Cause – Dismiss finding on the basis of Retaliation.

Fair Housing Contact Service v. Steve Bratanov and Robert Pozarski*
AKRH3(38090)10052015 AMENDED
05-16-0014-8
22A-2016-00045F

*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding against Respondent Steve Bratanov. There was a No Probable Cause – Dismiss finding against Respondent Robert Pozarski

Fair Housing Advocates Association v. Erin & Daniel Pernice
CLEH4(43113)09212015
05-15-1389-8
22A-2015-02936F

Jessica Dickson v. Erin & Daniel Pernice
CLEH3(38068)09162015
05-15-1396-8
22A-2015-02926F

Fair Housing Contact Service v. Donald Pickering
CLEH3(38091)10052015
05-16-4007-8
22A-2016-00041F

Gerald Reeves v. Mercier's, Inc.
DAY76(24959)03312015
22A-2015-01623C

Miami Valley Fair Housing Center, Inc. v. Ronald F. Ockerman, Owner
DAYH6(25175)07152015
05-15-1147-8
22A-2015-02523F

Stanley & Elizabeth Barnett v. Ronald F. Ockerman, Owner
DAYH6(25177)07152015
05-15-1146-8
22A-2015-02521F

9. Issue Formal Complaint

Thomas Faulkner v. FCA US LLC*
TOLB2(37027)02172015
22A-2015-01120C

*On the Week 3 Commissioner's Agenda, 1A – Upon Respondent's Request for Reconsideration, the Commissioners Reversed the Probable Cause Finding to No Probable Cause and Dismissed the Formal Complaint (See Page 25).

Thomas Faulkner v. FCA US LLC
TOLB2(37050)02262015
22A-2015-01248C

Camille R. Barnes v. City of Toledo, Public Utilities
TOLB2(37200)06082015
22A-2015-02065C

John F. K. Latimer v. Ford Motor Company
DAY76(24833)02092015
22A-2015-01173C

Laneeka J. King v. Kelly B. Deskins, Owner
DAYH6(25056)05122015
05-15-1059-8
22A-2015-01991F

10. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Close

William McWain v. Oriana House, Inc.
AKR73(37835)03102015
22A-2015-01346C

Henry L. Lincoln v. Shaker Place VOA Affordable Housing L.P. and Sharon Derby
AKRH4(43087)08272015
05-15-02832F
22A-2015-02832F

11. Withdrawal of Charge with Settlement After a Finding of Probable Cause

Dorothy Jean-Nicole Baker v. Legal Hair, Inc. dba Legal Hair and Day Spa
AKRB1(41686)03252015
22A-2015-01519C

12. Ratify Conciliation Agreement and Consent Order Prior to a Final Determination - Close

Stephanie King v. RiddleHaven Apartments; Carter Property Management (Taliafaro, Inc.); National Baptist Convention U.S.A., Housing Association I, Inc.
TOLH2(37447)11032015
05-16-0094-8
22A-2016-00357F

Muhammad Fall v. LA Fitness
DAYG6(25201)07292015
22A-2015-02676F

Tri-County Independent Living Center, Inc. v. Wenco Akron, LLC
ADRG3(38110)10192015
22A-2016-00121F

Wardell Burroughs v. Ice Cubes & Beer Co. d/b/a J. Dublin's Pour House
ADRG3(38150)11232015
22A-2016-00406F

Miami Valley Fair Housing Center, Inc v. Tischer Family Trust; Raymond L. Tischer III
ADRH6(25418)12082015
22A-2016-00562F

13. Withdrawal of Charge with Settlement

Conrad Brown v. Gap, Inc. Direct
COL71(42034)10162015
22A-2016-00278C

Conrad Brown v. Gap, Inc. Direct
COL71(42041)10212015
22A-2016-00495C

Bruce Allen v. Continental Structural Plastics, Inc.
TOL72(37086)03192015
22A-2015-01397C

Robert J. Andrews v. Tri-Dim Filter Corporation
TOLB2(37349)09042015
22A-2015-02861C

Isiah T. Williams v. Garda CL Great Lakes, Inc.
TOL72(37536)01072016
22A-2016-00706C

Withdrawal of Charge with Settlement - continued

Roxanne Nicholson v. Nikki Goshen, BHHS Professional Realty, 1 EIGHT, LLC, Morro Management
CLEH4(43157)11102015
05-16-4232-8
22A-2016-00301F

Conrad Brown v. Gap Inc. Direct
CLE71(41793)05142015 AMENDED
22A-2015-02049C

Brian K. Alexander v. Mercier's, Inc.
DAY76(25021)04212015
22A-2015-01978C

Barbara Smith v. Frisch's Restaurants, Inc.
DAYG6(25121)06052015
22A-2015-02409F

Terry L. Clay v. The Labor Company, Inc.
DAY76(25146)06192015
22A-2015-02292C

Mandi E. Williams v. The Greentree Group
DAY76(25286)09162015
22A-2016-00019C

Donovan O'Neil v. Daneault Ventures, LLC C/O Marcel Daneault, Registered Agent
ADRH1(41989)09162016
22A-2016-00540F

Elizabeth Wilcox Hawkins v. State of Ohio, Department of Youth Services
ADRB1(43022)12022015
22A-2016-00531C

Elizabeth Wilcox Hawkins v. State of Ohio, Department of Youth Services
ADRB1(42037)10202015
22A-2016-00352C

Gisella Davis v. Niedax, Inc.
ADR71(43017)12012015
22A-2016-00494C

Jessie Schaible v. The Columbus Dispatch
ADR71(43039)12222015
22A-2016-00671C

Withdrawal of Charge with Settlement – continued

Eleanor Eldredge on behalf of Juan-Manuel Tellez
ADRB1(43042)12232015
22A-2016-00670C

Reva Weeks v. Cross Key Row Apartments
ADRH1(43045)12282015
05-16-4135-8
22A-2016-00726F

Eric W. Jackson v. Bren's Electric, Inc.
ADR72(37384)09242015
22A-2015-02990C

Eric W. Jackson v. Bates Building Services
ADR72(37385)09242015
22A-2015-02991C

Karen J. Karcher v. Acelity dba Kinetic Concepts, Inc.
ADRA2(37460)11162015
22A-2016-00323C

Morgan Allen v. Mon Ami Restaurant & Historic Winery, Inc.
ADR72(37462)11162015
22A-2016-00325C

Cherhea' M. Lee v. Maumee Municipal Court
ADR72(37468)11192015
22A-2016-00379C

Anthony J. Kyser v. Norfolk Southern Railway Company
ADR72(37476)11242015
22A-2016-00395C

Richard Anderson v. Jiang's Rice King, Inc. dba Rice King
ADR72(37503)12112015
22A-2016-00503C

Betsy Bouska v. Good Samaritan Society, Inc.; Arlington Good Samaritan Manor; Good Samaritan Manor; Arlington Manor; Lana Walter, Project Manager
ADRH2(37511)12182015
05-16-4237-8
22A-2016-00575F

Tellus L. Hughes v. Woodsage, LLC
ADR72(37430)10262015
22A-2016-00159C

Withdrawal of Charge with Settlement – continued

Adam Hackenburg v. Crown Battery Manufacturing Company
ADRB2(37451)11092015
22A-2016-00288C

David V. Brooks v. DISC Environmental Service
ADR72(37519)12282015
22A-2016-00623C

Jonathan Howard v. Tri County Pallet Recycling, Inc.
ADR73(38127)10302015
22A-2016-00260C

Lisa Begin v. Laurel Hill Development Company, LLC, Hagefen Properties, Inc., and
Richard Shields
ADRH4(43125)09292015
05-15-1437-8
22A-2016-00002F

James T. Fisher v. Fly Medical Transportation
ADRE4(43169)11242015
22A-2016-00453F

Gloria J. Rose v. Brown Aveda Institute
ADRG4(43174)12102015
22A-2016-00500F

Teresa L. Abrams v. DFWH
ADR76(25370)10302015
22A-2016-00342C

14. Withdrawal of Charge – Grant

Adam A. Hamad v. APIO, Inc.
TOLB2(37121)04132015
22A-2015-01570C

Angel M. Urban v. JanorPot, LLC
AKRB3(38136)11122015
22A-2016-00314C

15. No Jurisdiction – Dismiss XNJ

Faith Hopkins v. Colonial Village, Limited, J. Shull, Agent, Colonial American Development Corporation, and Sandi Shea, Manager, Colonial Village
COLH1(41712)04012015
05-15-0709-8
22A-2016-00517F

Kendall L. Smith v. Anna Spears and Tom Shafer
COLH1(41823)06022015
22A-2015-02710F

John Tran v. Crystal Glen Apartments; Pedcor Investments, LLC; Pedcor Management Corporation; Crystal Glen Housing Company, LLP; Preetia Gates, Complex Manager; Chelsea Obereier, Former Complex Manager
TOLH2(37521)11102015
05-16-0113-8
22A-2016-00654F

Lyle Gutknecht v. Washington Court House Apartments
DAYH6(25445)11252015
05-16-4033-8
22A-2016-00791F

16. Administrative Closure

Bryant Mangham v. SAF Holland
DAYA6(25058)05102015
22A-2015-02069C

Nyrtistene Williams v. Trotwood Madison City Schools
DAY76(25075)05192015
22A-2015-02240C

Clark Brunson, Jr. v. Montgomery County Environmental Services
DAY76(25099)05282015
22A-2015-02124C

17. No Probable Cause – Dismiss

Courtney C. Edwards v. Safelite Autoglass Foundation
COL71(41655)03092015
22A-2015-02741C

JW Hecker v. COVA
COLB1(41735)04162015
22A-2015-01819C

No Probable Cause – Dismiss – continued

Yanira Yampier v. JP Morgan Chase & Co.
COLB1(41744)04222015
22A-2015-01900C

Rhonda D. Bennett v. Third Federal Savings and Loan
COLH1(41747)04272015
22A-2015-01820F

Rhonda D. Bennett v. Evolve Bank & Trust
COLH1(41748) 4272015
05-15-1007-8
22A-2015-01821F

James N. Young III v. Astro Holding Company, LLC dba Roses
COL71(41749)04272015
22A-2015-01823C

Nicole Bieber v. Jeyes US Holdings, Inc.
COL71(41772)05012015
22A-2015-02744C

Richard Campbell v. Debbie Reyneke, Manager, Seton Square, BRC
Properties, Inc., and Seton Square Apartments
COLH1(41787)05012015
05-15-0834-8
22A-2016-00519F

Dean Arlington v. Mark Wise and Judy Wise-Moore
COLH1(41819)05312015
22A-2015-02709F

Margaret Boland v. Ohio Support Services
COL71(41845)06192015 AMENDED
22A-2015-02389C

Vallory Rahaman v. Turkey Hill Minit Markets
COLA1(41856)06252015
22A-2015-02537C

Dwayne Jackson v. Frito-Lay, Inc.
COL71(41878)07132015
22A-2015-2747C

No Probable Cause – Dismiss – continued

Nena Q. Cole v. OhioHealth Corporation dba Riverside Hospital
COL71(41903)07232015
22A-2015-02753C

Jocelyn Bohanon v. State of Ohio, Department of Administrative Services*
COL71(41911)08062015
22A-2015-02768C

*Commissioner Patmon recused himself from participation in this case.

Audrey Watkins v. JPMorgan Chase dba Chase BankCard Services, Inc.
COLA1(41951)08282015
22A-2015-02974C

Teheasha Miller v. Ackermann Group dba Bayberry Place Townhomes, LLC
COLH1(41952)08312015
22A-2015-02953F

Nicholas Spangler v. Meijer Stores Limited Partnership
COLB1(41977)09152015
22A-2015-02988C

Janene Hollowell v. Lakeland Townhomes; Wallick Communities; Kris Bowers; and
Howard Wallick
COLH1(42014)08122015
22A-2016-00274F

Yolanda M. Berry v. Morgan & Justice Co., LPA
COLB1(42038)10202015
22A-2016-00277FC

Edward E. Bethel, Sr. v. Bub's Time Out Sports Bar
COLG1(42096)11182015
22A-2016-00422F

Jonathan M. Hochreiter v. Ohio Department of Rehabilitation and Correction
COL76(25197)07272015
22A-2015-02844C

Deavonte Williams v. Board of Education of the Sylvania City School District
TOL72(37115)04092015
22A-2015-01529C

James D. Waddington v. Target Corporation
TOLB2(37116)04102015
22A-2015-01538C

No Probable Cause – Dismiss – continued

Veronica L. Smith v. Ryder Integrated Logistics, Inc.
TOL72(37122)04132015
22A-2015-01571C

Frances Robinson v. ProMedica Health System, Inc.
TOLB2(37123)04132015
22A-2015-01574C

Tamatha M. Sulewski v. Toledo Gaming Ventures LLC dba Hollywood Casino Toledo
TOLB2(37126)04152015
22A-2015-01595C

Alyssa Webb v. FCA US LLC
TOL72(37127)04162015
22A-2015-01611C

Sierra Bostic v. J. C. Penney Corporation, Inc.
TOL72(37128)04162015
22A-2015-01612C

Stephanie C. King v. Auto Warehousing Co.
TOL72(37136)04212015
22A-2015-01667C

Stephanie C. King v. Express Employment Professionals
TOL72(37137)04212015
22A-2015-01668C

Shelton A. Evans v. MNM Transportation, LLC
TOL72(37139)04212015
22A-2015-01670C

Delores Williams v. Lucas Metropolitan Housing Authority
TOL72(37140)04222015 AMENDED
22A-2015-01700C

Juanita Welch v. Kingston Residence of Sylvania LLC
TOL72(37143)04272015
22A-2015-01731C

Mark R. Hopper v. Oldcastle Precast, Inc.
TOLB2(37144)04272015
22A-2015-01732C

Charles J. Griddine v. Fitness International of Ohio, LLC dba LA Fitness
TOLG2(37148)04292015
22A-2015-01751F

No Probable Cause – Dismiss – continued

Jeanetta I. Smith v. Ashland Bancroft, LLC dba Sunoco Gas & Convenience Store
TOLG2(37179)05212015
22A-2015-01932F

Shamri Syph v. IHC Solok Plan Roth FBO Scott Short, Owner; Scott Short, Owner;
Gabriel Heil, Property Manager
TOLH2(37347)09032015
05-15-1340-8
22A-2015-02857F

Walter E. Powers v. YRC Worldwide Inc. dba YRC Freight
AKR73(37971)06162015
22A-2015-02172C

Prentice Smith v. YRC Worldwide Inc. dba YRC Freight
AKR73(37978)06242015
22A-2015-02249C

Nicy King v. Children's Hospital Medical Center of Akron
AKR73(38008)07202015
22A-2015-02474C

Angela L. McCracken v. State of Ohio, Department of Public Safety
AKR73(38015)07272015
22A-2015-02560C

Calvin Tucker v. Associated Materials, LLC
AKR73(38033)08142015
22A-2015-02665C

Dominique Bouye v. Anthony Parasson, Inc. dba Parasson's Italian Restaurant
AKR73(38043)08242015
22A-2015-02712C

Greg Quesada v. King Closer, LLC dba Kings landing Apartments and R.L.I. Enterprises,
Ltd.
AKRH3(38055)08142015
05-15-1220-8
22A-2015-02870F

Tenesha A. Powell v. Children's Hospital Medical Center of Akron
AKR73(38058)09102015
22A-2016-02885C

No Probable Cause – Dismiss – continued

Alice Lynn Eichhorn v. State of Ohio, Department of Rehabilitation and Correction*
AKRB3(38080)09282015
22A-2015-03004C

*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the basis of Disability. There was a No Probable Cause – Dismiss finding on the basis of Retaliation.

Fair Housing Contact Service v. Steve Bratanov and Robert Pozarski*
AKRH3(38090)10052015 AMENDED
05-16-0014-8

22A-2016-00045F
*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding against Respondent Steve Bratanov. There was a No Probable Cause – Dismiss finding against Respondent Robert Pozarski

Lorraine M. Davis v. Red Roof Inns, Inc.
AKR73(38112)10192015
22A-2016-00122C

De'Andre McCoy v. Fresh Mark, Inc.
AKR73(38161)12072015
22A-2016-00475C

Shehani D. Marseille v. Inter-Continental Corporation
AKR74(42953)05062015
22A-2015-01838C

Tracy Stephens v. Admiral's Pointe Nursing and Rehabilitation
CLEB4(43023)06222015
22A-2015-02231C

Kelly Harp v. Western Reserve Company, LLC
CLEE4(43052)07222015
22A-2015-02494F

Mary Jane Roberts v. Commerce Park Management, Inc.
CLEE4(43063)07282015
22A-2015-02518F

Mary Jane Roberts v. Herbert Chisling
CLEE4(43064)07282015
22A-2015-02519F

Kelly Harp v. Western Reserve Company, LLC
CLEE4(43075)08062015
22A-2015-02616F

No Probable Cause – Dismiss – continued

Angela Baron v. State of Ohio, Veterans Home
CLE74(43121)09252015
22A-2015-03022C

Kerry Shuttleworth v. Joshua Moraghan, The Community Builders, Inc., and Akron
Metropolitan Housing Authority
CLEH3(37942)05192015 AMENDED
05-15-1303-8
22A-2015-01930F

Frank Jones v. Universal Protection Service, LLC
CLE73(38049)08262015
22A-2015-02836C

James E. Wright v. Arnold Oil Company
DAYB6(25005)04162015
22A-2015-01787C

Jose Portorreal v. Klosterman Baking Cincinnati, Inc.
DAY76(24966)04012015
22A-2015-01568C

Cindy Baker v. Adecco USA, Inc.
DAYA6(24990)04112015
22A-2015-01777C

Larry Kemp v. Rittal Corporation
DAYA6(24992)04132015
22A-2015-01794C

Antonio Peeples v. Montgomery Development Center
DAY76(25004)04162015
22A-2015-01936C

Tiffany Reeves v. Dayton Public Schools
DAY76(25006)04162015
22A-2015-02274C

Laurie Mangan v. Springfield Regional Medical
DAY76(25014)04162015
22A-2015-02273C

Chris Hollie v. Spirit Homecare
DAY76(25019)04212015
22A-2015-02272C

No Probable Cause – Dismiss – continued

Leonard Swanigan, III v. Debbie's Staffing Services, Inc.
DAYA6(25024)04222015
22A-2015-02527C

Rosetta Littlejohn v. Good Samaritan Hospital
DAYB6(25042)04292015
22A-2015-02243C

Jessica Miller v. City of Vandalia
DAY76(25045)04292015
22A-2015-02241C

Princess Davis v. City of Cincinnati, Cincinnati Police Department
DAY76(25114)06022015
22A-2015-02131C

Gerald Hall v. Thieman Tailgates
DAYB6(25134)06122015
22A-2015-02276C

Lucretia Ragland v. Chipotle Mexican Grill, Inc.
DAY76(25249)08242015
22A-2015-02822C

Johnson Hill, Jr. v. Warren County Agricultural Society
DAYG6(25251)08262015
22A-2015-02821F

Charles Bell v. City of Cincinnati Police Department
DAY76(25254)08312015
22A-2016-00039C

Elmer M. Still v. AEP Generation Resources Inc.
DAYA6(25255)08312015
22A-2016-00040C

Maxine Rheingold v. Kenwood Road Properties, LLC; Nisbet Property Holdings, Ltd.;
Woodland Apartments, Sharon Williams, Leasing Agent
DAYH6(25271)08202015 AMENDED
05-15-1270-8
22A-2015-03025F

Henri Botter v. Tuesday Morning, Inc.
DAYA6(25319)10052015
22A-2016-00214C

No Probable Cause – Dismiss – continued

Keyaira Norman v. OH SNF Milford Opco, LLC dba Arbors at Milford
DAY76(25320)10072015
22A-2016-00218C

Kayla Lovett v. OH SNF Milford Opco, LLC dba Arbors at Milford
DAY76(25321)10072015
22A-2016-00217C

MOTION by Commissioner Patmon to approve the January 14, 2015 Confirmation Agenda. Second by Commissioner Barreras.

Roll Call Vote:

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| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES – Except for noted recusals |
| Commissioner Madhu Singh | YES |

Motion carried.

STAFF BRIEFING

The Compliance Manager informed Commissioners that the Commission is in compliance with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

- 1. The Compliance Department, with the Executive Director’s approval, requests the following case be deleted from Page 9 of the January 14, 2016 meeting minutes:**

Withdrawal of Charge with Settlement

David Gonzalez v. T.M.C. Landscaping
ADRE4(43107)09162015
22A-2015-02928F

This case is a duplicate and was previously approved by the Commissioners on December 17, 2015.

MOTION by Commissioner Patmon to delete the above cited case from the January 14, 2016 minutes. Second by Commissioner Singh. The case will remain on the December 17, 2015 minutes.

Roll Call Vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

Motion carried.

- 2. The Compliance Department, with the Executive Director’s approval, requests that the Commissioners take action in the following case which appeared before the Commissioners on January 14, 2016:**

John Latimer II v. Ford Motor Company
DAY76(24833)02092015
22A-2015-01173C

During the January 14, 2016 meeting, the Commissioners voted to Reverse the Dayton regional office’s recommendation of No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation on the basis of Retaliation. The basis of Race/Black was not addressed in the motion.

**MOTION by Commissioner Barreras to dismiss the Race issue on the above cited case.
Second by Commissioner Patmon.**

Roll Call Vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

Appearance Case

1. Commissioners' Agenda – Week 1, Page 1, Item 1A-3

Findings Upon reconsideration: Recommendation – No Probable Cause – Dismiss

Bradley Willmore v. State of Ohio, Ohio Veterans Homes
CLE74(42896)03162015
22A-2015-01371C

Upon review of Charging Party's Request for Reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of No Probable Cause – Dismiss. Mr. Dunn, Charging Party, Counsel for Charging Party, Counsel for Respondent and Representatives for Respondent were present to discuss the case.

MOTION by Commissioner Patmon to uphold the Regional finding of No Probable Cause – Dismiss on all bases (Race and Retaliation). Second by Commissioner Barreras.

Roll Call Vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 1

Page 1 of 1

1. Findings Upon Reconsideration

No Probable Cause Dismiss

Jeremy Andrews v. The Ohio State University, Wexner Medical Center*
COLB1(41652)03062015 AMENDED
22A-2015-01674C

*Commissioner Patmon recused himself from participation in this case.

Sandy Zee v. Kristy Rider, Akron Metropolitan Housing Authority
CLEH3(37911)04242015 AMENDED
22A-2015-01758F

MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 1. Second by Commissioner Singh.

Roll Call Vote:

| | |
|--|---------------------------------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES – except for noted recusal |
| Commissioner Madhu Singh | YES |

Motion carried.

Commissioners' Agenda for Week 2
Page 1 of 2

1. Findings Upon Reconsideration

A. No Probable Cause – Dismiss

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione
AKRG3(37983)06302015
22A-2015-02351F

*This case had a split recommendation. There was a finding of No Probable Cause – Dismiss regarding Respondents Summa Health System and Thomas Hospital. There was a finding of No Jurisdiction – Dismiss regarding Respondents Stark County Common Pleas Court and Judge Frank Forchione. The request for reconsideration was for the No Probable Cause Finding

Betty Ann Jackson v. Wayside Farm, Inc.
AKRB3(37993)07102015
22A-2015-02412C

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione, Stark County Adult Probation, Daniel Smith, Sheriff Deputy Roco Ross, State of Ohio Department of Developmental Disabilities, Dr. David Deckert, and Dr. Shah Jalees
AKRG3(37994)07102015**
22A-2015-02413F

*This case had a split recommendation. There was a finding of No Jurisdiction - Dismiss regarding Respondents Stark County Common Pleas Court, Judge Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross and the State of Ohio, Department of Developmental Disabilities. There was a No Probable Cause – Dismiss finding regarding Respondents Summa Health System, St. Thomas Hospital, Dr. David Decker and Dr. Shah Jalees. The request for reconsideration was for the No Probable Cause Finding.

*Commissioner Patmon recused himself from participation in this case

Henry L. Richardson v. Clerac, LLC dba Enterprise Rent-A-Car
AKRG3(37995)07132015
22A-2015-02414F

Commissioners' Agenda for Week 2
Page 2 of 2

Findings Upon Reconsideration – continued

B. No Jurisdiction – Dismiss

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione
AKRG3(37983)06302015
22A-2015-02351F

*This case had a split recommendation. There was a finding of No Jurisdiction – Dismiss regarding Respondents Stark County Common Pleas Court and Judge Frank Forchione. There was a finding of No Probable Cause – Dismiss regarding Respondents Summa Health System and Thomas Hospital. The request for reconsideration was for the No Jurisdiction finding.

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross, State of Ohio Department of Developmental Disabilities, Dr. David Deckert, and Dr. Shah Jalees**

AKRG3(37994)07102015
22A-2015-02413F

*This case had a split recommendation. There was a finding of No Jurisdiction - Dismiss regarding Respondents Stark County Common Pleas Court, Judge Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross and the State of Ohio, Department of Developmental Disabilities. There was a No Probable Cause – Dismiss finding regarding Respondents Summa Health System, St. Thomas Hospital, Dr. David Decker and Dr. Shah Jalees. The request for reconsideration was for the No Jurisdiction finding.

*Commissioner Patmon recused himself from participation in this case

MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. Second by Commissioner Barreras.

Roll Call vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

Motion carried.

Commissioners' Agenda for Week 3
Page 1 of 2

Week 3, Page 2 Item B-1

1. Findings Upon Reconsideration

A. Reverse Probable Cause to No Probable Cause – Dismiss Formal Complaint

Thomas Faulkner v. FCA US LLC
TOLB2(37027)02172015
22A-2015-01120C

MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned case on the Commissioners' Agenda for Week 3. Second by Commissioner Barreras.

Roll Call vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

Motion carried.

B. Findings Upon Reconsideration – No Probable Cause – Dismiss

Regina C. Rush-Hook v. Shuttle America Corporation
COLB6(24936)03232015
22A-2015-01888C

Michelle Cobbs v. The Ohio State University Star House*
COL71(41740)04202015
22A-2015-01902C

*Commissioner Patmon recused himself from participation in this case.

Katherine M. Kirtley v. Wanton-Horne Chapel of Peace Funeral Home Inc.
CLEE4(43138)10162015
22A-2016-00115F

Cheikh Drame v. The Eco-Groupe, Inc.
DAY76(24946)03252015
22A-2015-02680C

Kim Swallow v. Allen County Children's Services
DAYB6(24949)03242015
22A-2015-01637C

Commissioners' Agenda for Week 3
Page 2 of 2

2. Failure to Cooperate – Dismiss – Submitted by the Ohio Attorney General's Office

Tony Perkins v. Nationwide Automotive Corp. dba Brake Discount Service
Centers of America
COLB1(40878)03262014
22A-2014-01764C
Complaint No. 15-EMP-COL-40878

MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 3. Second by Commissioner Barreras.

Roll Call vote:

| | |
|--|---------------------------------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES – except for noted recusal |
| Commissioner Madhu Singh | YES |

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office, briefed Commissioners on a case that was before them last year, *Melanie A. Lane v. Little York Tavern*. The case was recently appealed to the Montgomery County Court of Common Pleas and the Judge upheld the Commission's report in its entirety.

Report from the Chief Legal Counsel

Chief Legal Counsel, Stephanie Bostos Demers, informed Commissioners about Senate Bill 268, recently sponsored by State Senator Seitz. The bill proposes changes to Ohio's employment law and the OCRC is determining what impact the proposed legislation would have on our agency.

Report from Executive Director

Executive Director G. Michael Payton informed Commissioners that legislation similar to Senate Bill 268 has been introduced in previous years and we are reviewing the current bill in anticipation of meetings with interested parties both pro and con.

Michael introduced Stefan Schmidt, Assistant Attorney General, who writes the Civil Rights Reporter, an Ohio Attorney General's Office newsletter aimed at raising awareness of Ohio's laws against discrimination as well as important civil rights issues and cases. The January 12, 2016 issue featured an interview with Commission William W. Patmon, III.

Our 2016 Dr. Martin Luther King, Jr. Art, Writing and Multimedia Contest celebration is one week from today at 10:00am in the Rhodes Office Tower, Lobby Hearing Room. There will be a reception on the fifth floor immediately following the program.

The OCRC, in partnership with the Columbus Bar Association and other organizations, held its Fourth Annual Dr. Martin Luther King, Jr. Memorial Civil Right symposium at the Columbus Bar Association's headquarters in Columbus on January 29th. The OCRC has been a proud participant in this event for four years. Commissioners Patmon and Barreras, Keith McNeil, Stephanie Bostos Demers, Mary Turocy, Brad Dunn, Julia Kroons, Kathy O'Dell, Vera Boggs, Ricky Boggs, AAG Sharon Tassie and Director Payton attended the event.

Chairman Hubert represented the OCRC at several events commemorating the Martin Luther King, Jr. Holiday. Chair Hubert participated in a civil rights march from the King Arts Complex to the Lincoln Theatre in Columbus on January 18th. The celebration featured a keynote address by Dr. Mary Frances Berry. On January 15th, Chair Hubert attended a celebration breakfast hosted by the Cleveland Clinic in Cleveland, Ohio. The keynote speaker was Reverend Otis Moss, Jr., a 2012 Civil Rights Hall of Fame inductee.

Our staff will soon be receiving newer computers to replace our current obsolete ones that are approximately 9 years old. The newer computers are 2 – 3 years old and were provided free of charge from DAS when a larger agency replaced theirs. We will be installing new hard drives and distributing them to the regional offices and our central office. This will result in a savings to the agency of approximately \$70,000.

Remarks

Bradley Dunn introduced Calissa Randall, a student at the University of Akron, School of Law, who is serving as an extern in our Akron regional office. Ms. Randall thanked the OCRC for the opportunity to work with us. Chairman Hubert welcomed her to our family.

MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Singh.

Roll Call Vote:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Lori Barreras | YES |
| Commissioner William W. Patmon, III | YES |
| Commissioner Madhu Singh | YES |

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:30AM.

* * *



Commissioner