



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
February 25, 2016  
Capital University Law School  
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:**

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; Darlene Newbern, Toledo Regional Director; Vera Boggs, Akron/Cleveland Regional Director; Aman Mehra, Columbus 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 and thanked our guests attending today’s meeting. He stated it was great to be back at Capital University Law School and we appreciate the invitation to hold our meeting here again.

Assistant Dean Shawn Beem thanked the Commission and all the students in attendance today.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Patmon to approve the February 4, 2016 minutes. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

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

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

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

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

### 2. **Respondent's Request for Reconsideration – Grant for Further Review**

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

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 finding on the alleged basis of Disability and a No Probable Cause finding on the alleged basis of Retaliation. Respondent is requesting Reconsideration of the Probable Cause finding.

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 finding for Respondent Steve Bratanov and a No Probable Cause finding for Respondent Robert Pozarski. Only Respondent Steve Bratanov is requesting reconsideration.

**Respondent's Request for Reconsideration – Grant for Further Review - continued**

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

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

**3. Reconsideration by Motion of the Commission – Grant**

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

**4. Withdrawal of Charge; Dismiss Formal Complaint – Submitted by the Ohio Attorney General's Office**

Lisa Smith v. County of Knox, 9-1-1  
AKRB3(37985)07022015  
22A-2015-02359C  
Complaint No. 15-EMP-AKR-37985

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

Erica Ingram v. Nirmal Sambhi  
DAYH6(24551)09082014  
05-14-1506-8  
22A-2014-02957F  
Complaint No. 15-HOU-DAY-24551

**6. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Ohio Attorney General’s Office**

Leslie and Andrea Terrell v. Robert D. Mooney Jr. and Kathleen Mooney  
CLEH4(42797)12302014 Amended  
05-15-0416-8  
22A-2015-00846F  
Complaint No. 15-HOU-AKR-42797

**7. Probable Cause – Schedule Conciliation**

Kimberly Fowlkes v. Board of Education of the Toledo City School District  
TOLB2(37161)05142015  
22A-2015-01872C

Angel Jones v. Spice Mill, Inc. dba Dunkin Donuts\*  
AKRB3(37976)06192015 AMENDED  
22A-2015-02191C

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

Charlene Perry v. Communicare Health Services, Inc. dba Northwestern Health Care Center  
CLE74(42965)05122015  
22A-2015-01874C

Joanne Darrah v. Bureau of Drug Abuse, Cleveland Treatment Center, Inc.  
CLE74(43027)06252015  
22A-2015-02251C

Vaughn E. Welches v. I Supply Company  
DAYA6(24991)04132015  
22A-2015-02408C

Miami Valley Fair Housing Center v. Doris M. Dodd, Dodd Limited Partnership dba Dodd Enterprises Apartment Rentals, Billy G. Henderson, Building Superintendent  
DAYH6(25168)07102015  
05-15-1142-8  
22A-2015-02509C

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

Anna Scott v. The Laurels of Huber Heights, LLC  
COLB1(41753)04272015  
22A-2016-00321C

**Ratify Conciliation Agreement and Consent Order Prior to a Final Determination –  
Close – continued**

Michael Cowdrey v. Lucas County Centralized Drug Testing Unit  
TOLG2(37168)05182015  
22A-2015-01894F

Nicole Marie Spencer v. County of Stark, Department of Job and Family Services  
AKRG3(38118)10262015  
22A-2016-00192F

Brenda F. Wilson v. Miami University  
DAYB6(25415)12072015  
22A-2016-00564C

Charles J. James v. Robinson Investments, Ltd.  
ADRE1(43091)01282016  
22A-2016-00858F

Tyisha Yates v. Elijah's Child Development Arts Academy, LLC  
ADR74(43089)08312015  
22A-2015-02842C

Carolyn Lurry v. Healthcare Services Group, Inc. d/b/a Lake Pointe Health Center  
ADRB4(43170)12012015  
22A-2016-00455C

H.O.M.E. and Jeniece J. Jones, Ex. Dir. v. Ryan Hutchinson, Parkview Communities  
LLC dba Airy View Apartments and Brian Monroe  
ADRH6(25326)09302015  
05-15-1421-8  
22A-2016-00126F

Tina Fortney v. F.H. Properties, LLC; Rapid Run Terrace, Villa Apartments; Mariann  
Hock, Officer  
ADRH6(25448)12032015  
05-16-4050-8  
22A-2016-00833F

**9. Independent Settlement – Close**

Ashanti A. Osteen v. Genesis Healthcare System  
COLB1(43033)12172015  
22A-2016-00618C

## 10. Withdrawal of Charge with Settlement

Rachel Horner v. Medcare Ambulance  
COL71(43007)11242015  
22A-2016-00525C

LaTracy L. Brown v. Maumee Assembly & Stamping, LLC  
TOL72(37325)08242015  
22A-2015-02700C

Christina M. Johnson v. WMK, Inc. dba Mobility Works  
AKRB3(38129)11032015  
22A-2016-00262C

Jenary Johnson v. Platinum Health, LLC dba Stone Crossing Care Center by Lamplight  
Communities  
AKR73(38194)01132016  
22A-2016-00745C

Kristi L. Roth v. Trend Evolution, LLC  
CLEE4(43164)11192015  
22A-2016-00397F

Richard J. Larson v. W.W. Grainger, Inc.  
DAYA6(25020)04212015  
22A-2015-02405C

Garry W. Taylor v. Carter Express, Inc.  
DAY76(25036)04282015  
22A-2015-02210C

Larry Myers v. Bass Pro Outdoor World  
DAYB6(25068)05142015  
22A-2015-02246C

Ashley McArthur v. Springfield Family Dentistry; Dr. Linda Zhang, D.M.D.  
DAYE6(25384)11052015  
22A-2016-00336F

Edward and Shelly Joiner v. Ryan Homes; Melissa North, Sales Representative; Benham  
Estates, Centerville, Ohio; NVR Mortgage, Inc., Paul (LNU), Vice President  
DAYH6(25438)12222015  
22A-2016-00733F

Benjamin S. Karikari v. JAG Healthcare, LLC dba Scioto Pointe  
ADR71(43025)12092015  
22A-2016-00537C

## **Withdrawal of Charge with Settlement – continued**

MacKenzie Gray v. California Pizza Kitchen, Inc.  
ADR71(43009)11272015  
22A-2016-00544C

Karen Von Ins v. Vocational Guidance Services  
ADRB1(43020)12022015  
22A-2016-00551C

Adolfo Y. Yamashiro v. ITS Technologies, Inc.  
ADRA2(37456)11132015  
22A-2016-00309C

Walden Wilson v. Lucas County Department of Jobs and Family Services  
ADR72(37500)12092016  
22A-2016-00487C

Gwendolyn R. McLaurine v. City of Toledo Department of Fire and Rescue  
ADR72(37517)12232015  
22A-2016-00621C

Mary Wishnewitz v. Kee M. Mansfield, Owner  
ADRH2(37535)01062016  
05-16-4201-8  
22A-2016-00691F

Tricia A. Matriciano v. SAI Group, LLC (Alpine House)  
ADRB2(37547)01142016  
22A-2016-00741C

Gwendolyn R. McLaurine v. City of Toledo Department of Fire and Rescue  
ADR72(37572)01282016  
22A-2016-00806C

Terri Sayre v. Gibby's Mini Mart, LLC  
ADRE3(38121)10272015  
22A-2016-00197F

Crystal Starks v. Akron Community Service Center and Urban League, Inc.  
ADR73(38134)11092015  
22A-2016-00312C

Delphine Lee v. Regal Entertainment Group d/b/a Regal Austintown Plaza 10  
ADRG3(38141)11162015  
22A-2016-00332F

**11. Withdrawal of Charge – Grant**

Rayben Jones v. ThyssenKrupp Materials N.A., Inc.  
TOL72(37119)04102015  
22A-2015-01541C

Kelli A. Kilburn v. Mondelez Global, LLC  
TOL72(37227)06172015  
22A-2015-02160C

Richard E. Whitman v. City of Toledo (Mayor)  
TOLB2(37229)06172015 AMENDED  
22A-2015-02162C

**12. No Jurisdiction – Dismiss XNJ**

Michelle Nathan v. Abington Village Townhomes and The Garland Group, Inc./Buckeye  
Real Estate C/O Wayne A. Garland, Jr., Agent  
COLH1(42069)10192015  
05-16-0051-8  
22A-2016-00674F

Natashia Metejovic v. Columbus Best Rentals and c/o Larry Katz, Registered Agent  
COLH1(42080)11052015  
05-16-0104-8  
22A-2016-00673F

Elizabeth Latino and Kyle Latino v. Arlington Pointe, LLC; and KMG Management  
Group  
COLH1(43049)11162015  
05-16-4003-8  
22A-2016-00982F

Patrick Maltba v. Margaret Quamme  
COLH1(43068)12042015  
22A-2016-00886F

Jennifer Thornton v. Roxie B. Douglas  
CLEH4(43189)11302015  
05-16-4069-8  
22A-2016-00694F

Michael Ruzicho v. Extended Stay of America  
CLEE4(43229)02022016  
22A-2016-00857F

**No Jurisdiction – Dismiss XNJ – continued**

Jessica Stoyko v. Steve DePew  
DAYG6(25071)05182015  
22A-2015-02247F

Crystal Hollon v. Lima's Samaritan House, Marilyn Cipollone, Assistant Director  
DAYH6(25447)11122015  
05-16-0125-8  
22A-2016-00949F

**13. Failure to Accept Full Remedy – Dismiss**

Najeeulah v. Talecris Plasma Resources, Inc.  
TOLG2(37131)04162015  
22A-2015-01615F

**14. Administrative Closure**

Thomas Faulkner v. FCA US LLC  
TOLB2(37564)09142015  
471-2015-03379C

Samdra Schlecht v. Equity Management 1, LLC, V. T. Larney II, Ltd., and Vincent T. Larney  
CLEH3(38210)01272016  
22A-2016-00821F

Anna Scott v. The Laurels Healthcare Company  
DAYB6(25035)04272015  
22A-2015-02208C

**17. No Probable Cause – Dismiss**

Don Maloney v. AT&T  
COLA1(41671)03182015  
22A-2015-01577C

Brian Morgan v. Honda of America Mfg, Inc.  
COLB1(41764)05012015  
22A-2015-02038C

Craig C. Smith v. United Renovations, LLC  
COLB1(41765)05012015  
22A-2015-02036C

**No Probable Cause – Dismiss – continued**

Randal Schwarzenberg v. Hocking College  
COLB1(41781)05062015  
22A-2015-02042C

John Breneman v. Electrical Trades Center  
COLB1(41805)05042015  
22A-2015-02031C

Andrew Taylor v. VOCA Corporation of Ohio dba Res-Care, Inc.  
COL71(41816)05262015  
22A-2015-02236C

Jessica L. Irving v. South-Western City School District Board of Education  
COL71(41820)05292015 AMENDED  
22A-2015-02088C

Kenneth Ferguson v. State of Ohio, Department of Developmental Disabilities\*  
COLB1(41839)06162015  
22A-2015-02395C  
\*Commissioner Patmon recused himself from participation in this case

Christina Eschbaugh v. Nationwide Mutual Insurance Company  
COL71(41850)06222015  
22A-2015-02346C

Lori Campbell v. Riverside Landing Skilled Nursing and Rehabilitation, Inc.  
COLB1(41852)06252015  
22A-2015-02344C

Natasha M. Fullen v. Columbus HS, LLC dba Homewood Suites by Hilton-Airport  
COL71(41873) 07102015  
22A-2015-02540C

Kimberly Jameson v. State of Ohio, Department of Insurance  
COLB1(41889)07172015  
22A-2015-02655C

Marysue Smith v. Gwynnie Bee Inc.  
COLA1(41901)07232015  
22A-2015-02654C

Janell Walker v. Choices for Victims of Domestic Violence  
COLH1(41913)08072015 AMENDED  
22A-2015-02729F

**No Probable Cause – Dismiss – continued**

Brian Morgan v. Honda of America Mfg, Inc.  
COLA1(41917)08102015  
22A-2015-02788C

Ethel Wallace v. Commons at Chantry, National Church Residences; Gwenn Noble; Josh Hall; and Mike Preston  
COLH1(41924)08122015  
05-15-1453-8  
22A-2015-02728F

Daphne Ross v. TPUSA, Inc. dba Teleperformance USA  
COLA1(41931) 08192015  
22A-2015-02765C

Ashley Kendrick v. Whirlpool Corporation  
COL71(41937)08192015  
22A-2015-02955C

Sherry R. Britt v. Ball Corporation  
COL71(41941)08252015  
22A-2015-02949C

Danielle Y. Davis v. Karn Meats, Inc.  
COL71(41942) 08252015  
22A-2015-02847C

Tyrona L. Varner v. VOCA Corporation of Ohio dba ResCare, Inc.  
COL71(41948)08272015  
22A-2015-02846C

DeJuan B. Pratt v. National Youth Program Advocate, Inc.  
COL71(41950)08282015  
22A-2015-02965C

Tina Hairston v. Columbus City Schools  
COL71(41953)08312015  
22A-2015-02960C

Danielle Y. Davis v. Karn Meats, Inc.  
COL71(41963)09042015  
22A-2015-02952C

Michael Johnson v. Ulta Salon, Cosmetics and Fragrance, Inc.  
COLA1(41968)09082015  
22A-2015-02951C

**No Probable Cause – Dismiss – continued**

Aaron K. Fleming v. The Kroger Co.  
COLB1(41970)09102015  
22A-2015-02981C

Rick D. Carpenter v. HFI, LLC  
COLB1(41974)09142015  
22A-2015-02987C

Kelly Meyer v. Sunshine Center Clean  
COLG1(41976)09142015  
22A-2016-00085F

Climie Taylor v. State of Ohio, Department of Youth Services  
COL71(41978)09152015  
22A-2015-02986C

Erika Nicole Roshon v. ECSG1, LLC dba Subway  
COL71(41988)09222015  
22A-2015-03039C

Susan Hue v. South-Western City Schools  
COL71(41993)09242015  
22A-2016-00522C

Jessica Irving v. South Western City Schools  
COL71(41996)09162015  
22A-2016-00073C

Kareema T. Whitaker-Diallo v. The Haynes School, Inc. dba Kiddie Academy  
COL71(41998)09282015  
22A-2016-00083C

Niki A. VanHorn v. The Garden City Group, Inc.  
COL71(41999)09282015  
22A-2016-00084C

Sharon Patterson v. Hawthorn Suites by Wyndham Airport Columbus East  
COLA1(42003)09292015  
22A-2016-00203C

Carla Osborne v. HealthScope Benefits, Inc.  
COLA1(42007)10022015  
22A-2016-00184C

Rita J. Kiner v. Ohio Civil Service Employees Association (OCSEA)  
COLG1(42009)10022015  
22A-2016-00178F

**No Probable Cause – Dismiss – continued**

Ta'Naya La'Nay Williams v. ContactUs, LLC  
COL71(42010)10052015  
22A-2016-00365C

Tameka L. Johnson v. Flik International Corp. and Compass Group USA, Inc.  
COL71(42021)10092015  
22A-2016-00179C

Kristy Walker v. Central Ohio Technical College  
COLK1(42027)10132015  
22A-2016-00183F

Antrim A. Gafes v. Whetstone Gardens and Care Center  
COL71(42031)10142015  
22A-2016-00189C

Shawanda Boss-McIntosh v. InterContinental Hotels Group Resources, Inc., Darpan  
Management, Inc. and P&S Hotel Group, Ltd. dba Holiday Inn Express & Suites  
Columbus East-Reynoldsburg  
COLA1(42035)10192015  
22A-2016-00275C

Deanna T. Monroe v. Brooks Supported Living, Inc.  
COLA1(42045)10272015  
22A-2016-00375C

David Gable v. Horton Emergency Vehicles  
COLB1(42052) 10282015  
22A-2016-00351C

Toiksha Q. Lake v. Ocedon Restaurant Group, LLC dba Burger King  
COL71(42053)10292015  
22A-2016-00376C

Lynda Mitchell v. Sunneyview Square Apartments; and Wallick Communities  
COLH1(42055)10272015  
22A-2015-00369F

Jacqueline Louise Smith v. Renzenberger, Inc.  
COL71(42063)11032015  
22A-2016-00373C

Adam Hannah v. Creative Foundations  
COL71(42061)11022015  
22A-2016-00416C

**No Probable Cause – Dismiss – continued**

Chenita J. King v. WE and JW Bally ElderCare  
COLE1(42065)11032015  
22A-2016-00443F

Jane Pearson v. Oakwood Management Company C/o Timothy M. Kelly, Registered  
Agent and Polaris Place C/o Antares Park at Polaris, LLC, Registrant  
COLH1(42067)10162015  
05-16-0048-8  
22A-2016-00457F

Nana Adu v. Whole Foods Market Group, Inc.  
COL71(42072)11042015  
22A-2016-00447C

Abdul-Aziz F. Fidow v. T. S. Trim Industries Inc.  
COL71(42077)11052015  
22A-2016-00428C

Vaughn D. George v. Safe Haven Security Services  
COL71(42085)11102015  
22A-2016-00449C

Patricia Reed v. Winchester Lakes Apartments; and Tiffany Jeffers  
COLH1(42092)11132015  
22A-2016-00423F

Taeko Coleman v. Creative Options, LLC  
COL71(43001)11232015  
22A-2016-00524C

Ralph Harvey, Sr. v. Hocking College  
COLA1(43013)11182015  
22A-2016-00527C

Tracy Dabney v. Olivers BSB, LLC dba Oliver's Burgers, Steaks and Bourbon  
COL71(43028)12102015  
22A-2016-00536C

Michael T. McClelland v. Department of Development-City of Columbus  
COLH1(43040)12232015  
22A-2016-00683F

Robert Joseph Friedman v. Host International, Inc. and g3 G.R.E.A.T. Grille Group dba  
Eddie George's Grille 27  
COLG1(43058)01112016  
22A-2016-00720F

**No Probable Cause – Dismiss – continued**

Roy Ector v. ThyssenKrupp Materials NA, Inc.  
TOLA2(37124)04142015  
22A-2015-01589C

Stephanie C. King v. Job1America, Inc.  
TOL72(37138)04212015 AMENDED  
22A-2015-01669C

Tevin D. Bradley v. ThyssenKrupp Materials NA, Inc.  
TOL72(37142)04232015  
22A-2015-01716C

Christie L. Schimming v. Rite Aid of Ohio, Inc.  
TOLB2(37150)05012015  
22A-2015-01755C

Shardi' Marie Jacobs v. Sandals Nail-Spa, LLC  
TOL72(37152)05062015  
22A-2015-01796C

Wendy Meier v. Mercy St. Anne Hospital  
TOLA2(37155)05082015  
22A-2015-01832C

Nancy Macias v. City of Toledo, Division of Streets, Bridges and Harbor  
TOL72(37156)05082015  
22A-2015-01841C

Gerald E. Fuller v. Kuss Filtration, Inc.  
TOLA2(37157)05112015  
22A-2015-01842C

Theodis L. Greer, Jr. v. Schutz Container Systems, Inc.  
TOLA2(37160)05132015  
22A-2015-01863C

Althea L. Coleman v. Kids Unlimited, Inc.  
TOLA2(37166)05182015  
22A-2015-01886C

Johnathan J. Mathews v. Days Inn of Toledo  
TOLB2(37167)05182015  
22A-2015-01887C

Keshia Andrek v. State of Ohio, Department of Rehabilitation and Correction  
TOL72(37170)05192015  
22A-2015-01906C

**No Probable Cause – Dismiss – continued**

Michael Smith v. Lucas County Sheriff's Office  
TOL72(37172)05192015  
22A-2015-01909C

Xiamara Bombay v. The Findlay Publishing Company dba The Courier  
TOLB2(37174)05202015  
22A-2015-01920C

Selina Lipscomb v. Vision Associates, Inc.  
TOL72(37175)05202015 AMENDED  
22A-2015-01921C

Shannon L. Pratt v. Lucas County Children Services  
TOLB2(37178)05212015  
22A-2015-01931C

Christopher Durham v. Columbia Gas of Ohio, Inc.  
TOLB2(37180)05222015  
22A-2015-01933C

Thronus Stewart v. Five Lakes Global Group, Ltd. dba Toledo Park Inn  
TOL72(37187)05292015  
22A-2015-01971C

Ellsworth P. Taylor v. T.W.F. Holding Company, Inc. dba Save-A-Lot  
TOL72(37401)10062015  
22A-2016-00043C

ShaLanna Watson v. Lutheran Homes Society, Inc. d/b/a Lutheran Village at Wolf Creek  
TOL72(37404)10092015  
22A-2016-00062C

Angel Jones v. Spice Mill, Inc. dba Dunkin Donuts  
AKRB3(37976)06192015 AMENDED  
22A-2015-02191C

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

Brian and Nichole Taylor v. Clear Sky Realty, Inc. and Adventure Rentals, Ltd.  
AKRH3(38021)07312015  
05-15-1335-8  
22A-2015-02623F

Satiauna Kelly v. Mac's Convenience Stores, LLC dba Circle K  
AKRB3(38022)07312015  
22A-2015-02612C

**No Probable Cause – Dismiss – continued**

Mayi Umbayemake v. Axesspoint Community Health Center, Inc.  
AKR73(38023)08032015  
22A-2015-02613C

Maurice Conner v. Union Metal Corporation  
AKR73(38034)08182015  
22A-2015-02681C

Takiyah Edwards v. Christian Children’s Home of Ohio, Inc. dba New Beginnings  
Christian Counseling  
AKR73(38042)08252015  
22A-2015-02711C

Harley N. Davis, Jr. v. First Student, Inc.  
AKRA3(38046)08252015  
22A-2015-02716C

David Boos v. City of Youngstown, Parks and Recreation  
AKR73(38070)09182015  
22A-2015-02945C

Daryl D. Dorsey v. Pneumatic Scales Corporation dba Pneumatic Scales Angelus  
AKR73(38083)09282015  
22A-2015-03029C

Lanaye Allen v. Cobra Plastics, Inc.  
AKR73(38093)10052015  
22A-2016-00051C

Charlene Goodright v. Roy Koehn and Elaine Sutton  
AKRH3(38099)10132015  
05-16-0063-8  
22A-2016-00104F

Stark County Fair Housing v. Roy Koehn and Elaine Sutton  
AKRH3(38100)10132015  
05-16-0077-8  
22A-2016-00105F

James L. Bowick v. Safe Staffing of Ohio, Inc.  
AKR73(38122)10272015  
22A-2016-00202C

Daryl D. Dorsey v. Kelly Services, Inc.  
AKR73(38123)10292015  
22A-2016-00264C

**No Probable Cause – Dismiss – continued**

James Hill v. Home Depot U.S.A., Inc.  
AKRG3(38124)10292015  
22A-2016-00261F

Katie Tucker v. Hyundai of Green, Inc. dba Ron Marhofer Hyundai  
AKR73(38131)11042015  
22A-2016-00299C

Loretta Stone v. Children’s Hospital Medical Center of Akron dba Akron Children’s  
Hospital  
AKRB3(38137)11122015  
22A-2016-00315C

Robert Gardenhire v. OS Restaurant Services, Inc. LLC dba Fleming’s Prime Steakhouse  
and Wine Bar  
AKRA3(38142)11162015  
22A-2016-00355C

Roland E. Jackson v. Akron Area YMCA dba University Park YMCA  
AKR73(38166)12102015  
22A-2016-00509C

Shear Dabney v. Carolyn D. and Donovan Fenderson  
AKRH4(43118)09242015 AMENDED  
05-15-1452-8  
22A-2015-03003F

Rachelle Vaughn v. Owners Management Co. and Linda Tantanella  
AKRH4(43155)11062015  
22A-2016-00311F

Sean A. Griffin v. International Union of Operating Engineers  
CLE74(43050)07212015  
22A-2015-02480C

Michele Rodriguez v. Katrina Hill, Tiffany Taylor, Robert King, Ana Gonzalez, and  
Empowering & Strengthening Ohio’s People  
CLEH4(43092)08312015  
22A-2015-02837F

Pamela Cunningham v. Louis Kotefski, Sharon Kotefski, Paul L. Kotefski  
CLEH4(43115)09232015  
22A-2015-02968F

Angela M. Wilson v. Eliza Jennings Senior Care Network, Inc.  
CLE74(43117)09232015  
22A-2015-02970C

**No Probable Cause – Dismiss – continued**

Shonta L. Love v. Cuyahoga Community College  
CLE74(43124)09292015  
22A-2015-03024C

Kevin E. Heard v. Chinato Limited  
CLE74(43163)11172015  
22A-2016-00363C

Shawn Barrett v. Sandoval Corporation dba Fat Cats Restaurant  
CLE74(43208)01202016  
22A-2016-00769C

Jeremiah Lewis v. Emerson Process Management Valve Automation, Inc.  
CLE73(38051)08312015  
22A-2015-02852C

Reyzhon Domingo v. Mancor Ohio, Inc.  
DAY76(24963)04012015  
22A-2015-01639C

Robin Myles v. Saia Burgess, LLC dba Johnson Electric  
DAY76(24964)04012015  
22A-2015-01643C

Warren Easterling v. Cassano's, Inc.  
DAY76(24967)04012015  
22A-2015-01642C

Jessica Horton v. Soin Medical Center  
DAY76(25016)04172015  
22A-2015-02217C

Nicholas Seitz v. Miami Valley Fire District  
DAYB6(25039)04292015  
22A-2015-02517C

Lester Bryant v. New Dimension Metals  
DAYB6(25049)05062015  
22A-2015-02242C

Betty L. Rutherford v. Brookhaven Nursing and Rehabilitation  
DAYA6(25053)05122015  
22A-2015-01992C

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

**No Probable Cause – Dismiss – continued**

Reverlee Flagg v. Temple Israel Co.  
DAYA6(25059)05132015  
22A-2015-01985C

Mary Thacker v. Laurel health Care Company dba The Laurels of West Carrollton, LLC  
DAYB6(25060)05132015  
22A-2015-01982C

Beth Hocker v. PNC Mortgage, PNC FSG, Inc.  
DAYB6(25067)05152015  
22A-2015-01981C

Leonard Folz v. Kohl's Department Store  
DAYB6(25073) 05182015  
22A-2015-02304C

Robert Thomas v. Oaks of West Kettering  
DAYB6(25074)05182015  
22A-2015-02305C

Anthony E. Raffington v. Conagra Foods  
DAY76(25083)05212015  
22A-2015-02071C

Kerri S. Landis v. Dayton Children's Hospital  
DAY76(25084)05212014  
22A-2015-02318C

D'Markus Barnes v. University of Dayton  
DAYB6(25086)05222015  
22A-2015-02315C

Lana Randolph v. Furniture Fair  
DAYB6(25090)05262015  
22A-2015-02113C

Chris Hollie v. Spirit Homecare  
DAY76(25091)05262015  
22A-2015-02112C

Angela Long v. Cincinnati Bell  
DAYA6(25096)05282015  
22A-2015-02122C

Amy E. Lane v. Salor Restaurant & Lounge  
DAY76(25097)05282015  
22A-2015-02123C

**No Probable Cause – Dismiss – continued**

Maurice Coach v. Queen's Tower Restaurant, Inc. dba PrimaVista  
DAYG6(25098)05282015  
22A-2015-02125F

Richard Hannah v. Hood Packaging Group  
DAYB6(25109)06012015  
22A-2015-02114C

Princess Davis v. City of Cincinnati, Police Department  
DAY76(25209)07292015  
22A-2015-02672C

Lindsey Katherine Ervin v. Community Behavior Health, Inc., dba Community First  
Solutions  
DAY76(25220)08032015  
22A-2015-02814C

Tracy Alsop v. The Mentor Network / REM Ohio  
DAY76(25222)08052015  
22A-2015-02723C

Janet Sutherland v. Bank of America, N.A.  
DAYH6(25266)07312015  
05-15-1173-8  
22A-2016-00269F

Crystal Thomas v. Scott Ayer, Owner  
DAYH6(25272)08042015  
05-15-1179-8  
22A-2016-00176F

Monica Chambers v. IGOW, LLC  
DAY76(25065)05142015  
22A-2015-01987C

Steve M. Cisco v. Tom Ahl Buick  
DAYA6(25450)12312015  
22A-2016-00660C

Mary Ann Vandergriff v. Ohio Support Services Corp  
DAYB1(42086)11102015  
22A-2016-00446C

**MOTION by Commissioner Patmon to approve the February 25, 2016 Confirmation  
Agenda. Second by Commissioner Barreras.**

**Roll Call Vote:**

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

**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.**

## Appearance Case

### 1. Commissioners' Agenda – Week 2, Page 2, Item 3A-2

**Consideration of Administrative Law Judge's Report and Recommendation;  
Complainant's Statement of Objections; Respondent's Response Thereto:**

#### **Administrative Law Judge Recommends Dismissal Order**

Willie Mathis v. State of Ohio Department of Job and Family Services\*

COL71(40192)04102013

22A-2013-02009C

Complaint No. 14-EMP-COL-40192

\*Commissioner Patmon recused himself from participation in this case.

Charging Party, Counsel for Charging Party, Representatives for Respondent and Counsel for Respondent were available to answer Commissioners' questions.

**MOTION by Chairman Hubert: "It is my understanding that the parties have been actively engaged in settlement discussions. Therefore, we will take the parties' objections and responses under advisement and prior to voting on whether to adopt the Administrative Law Judge's Report and Recommendation in this matter, I MOTION to table the matter until the next Commission meeting, which is March 17, 2016.**

**"This will allow the parties three weeks to either enter into an agreed upon resolution or to determine that a settlement is not attainable. If the parties do reach an agreement, please notify Mr. Desmon Martin accordingly and the Commission will work with the parties on the appropriate procedural course of action.**

**"If the parties do not reach an agreement, the matter will be brought back for a vote on March 17, 2016 to determine whether to adopt or reject the Administrative Law Judge's Report and Recommendations and the Complainant's corresponding set of Objections." Second by Commissioner Barreras.**

#### **Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSTAIN</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**2. Commissioners' Agenda – Week 2, Page 1, Item 3A-1**

**Consideration of Administrative Law Judge's Report and Recommendation;  
Complainant's Statement of Objections; Respondent's Response Thereto:**

**Administrative Law Judge Recommends Dismissal Order**

Lloyd Clark v. State of Ohio Department of Job and Family Services\*  
COL71(40191)04102013  
22A-2013-02200C  
Complaint No. 14-EMP-COL-40191

\*Commissioner Patmon recused himself from participation in this case.

Charging Party, Counsel for Charging Party, Representatives for Respondent and Counsel for Respondent were available to answer Commissioners' questions.

**MOTION by Chairman Hubert: "It is my understanding that the parties have been actively engaged in settlement discussions. Therefore, we will take the parties' objections and responses under advisement and prior to voting on whether to adopt the Administrative Law Judge's Report and Recommendation in this matter, I MOTION to table the matter until the next Commission meeting, which is March 17, 2016.**

**"This will allow the parties three weeks to either enter into an agreed upon resolution or to determine that a settlement is not attainable. If the parties do reach an agreement, please notify Mr. Desmon Martin accordingly and the Commission will work with the parties on the appropriate procedural course of action.**

**"If the parties do not reach an agreement, the matter will be brought back for a vote on March 17, 2016 to determine whether to adopt or reject the Administrative Law Judge's Report and Recommendations and the Complainant's corresponding set of Objections."**  
Second by Commissioner Barreras.

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSTAIN</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**MOTION by Commissioner Patmon to take a five minute recess. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Singh to return to public session. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried**

**3. Commissioners' Agenda – Week 3, Page 2, Item 2A – 3**

**Findings Upon Reconsideration: Recommendation – No Probable Cause – Dismiss**

James Price v. Smedley's Chevrolet  
DAY76(24945)03232015  
22A-2015-02679C

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

**MOTION by Commissioner Patmon to Remand the case back to the regional office to determine if the Harassment to Charging Party was severe or pervasive enough to constitute discrimination under our statute. Second by Commissioner Barreras.**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Patmon to take a five minute recess. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Patmon to return to public session. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried**

**4. Commissioners' Agenda – Week 3, Page 3, Item 4**

**Special Discussion Item: Certification For A Bona Fide Occupational Qualification**

**Kenneth's Hair Salon and Day Spas, Inc.**

- Waxologist
- Esthetician
- Massage Therapist
- Desk Receptionist

Counsel for Respondent and Representative for Respondent were available to answer Commissioners' questions.

**MOTION by Commissioner Patmon to Grant the Certification for A Bona Fide Occupational Qualification to Kenneth's Hair Salon and Day Spas, Inc. for the positions presented in their application. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>NO</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 1**

**Page 1 of 1**

**1. Request for Reconsideration - Respondent's Request – Deny**

Alice Lynn Eichhorn v. State of Ohio, Department of Rehabilitation and Correction  
AKRB3(37992)07172015  
22A-2015-02460C

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

**2. Findings Upon Reconsideration – No Probable Cause - Dismiss**

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

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

Tameka Griffin v. The MetroHealth System  
AKRB4(43102)09112015  
22A-2015-02900C

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

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 2**  
**Page 1 of 1**

**1. Request for Reconsideration - Respondent's Request - Deny**

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

**2. Findings Upon Reconsideration – No Probable Cause – Dismiss**

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

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

**Roll Call vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 3**  
**Page 1 of 2**

**1. Request for Reconsideration - Respondent's Request - Deny**

Ameer Abdullah v. Lucas County Metropolitan Housing Authority (LMHA);  
Linnie Willis, Executive Director; Marissa Lange, Paralegal; Amy Gerber,  
Property Manager; Kwonda Burroughs, Management Aide\*  
TOLH2(37098)03302015  
05-15-0702-8  
22A-2015-01446F

\*Upon Reconsideration, the finding of Probable Cause – Schedule Conciliation  
against Respondent Marissa Lange, Paralegal was reversed to No Probable Cause  
– Dismiss. Upon Reconsideration, the finding of Probable Cause – Schedule  
Conciliation against Respondents Lucas County Metropolitan Housing Authority  
(LMHA); Linnie Willis, Executive Director; Amy Gerber, Property Manager; and  
Kwonda Burroughs, Management Aide was upheld.

**2. Findings Upon Reconsideration – No Probable Cause – Dismiss**

Tomeka J. Smith v. ProMedica Health Systems, Inc.  
TOLB2(37103)04012015  
22A-2015-01464C

Allison Armstrong v. City of Toledo, Fire and Rescue Department  
TOL72(37113)04082015  
22A-2015-01515C

Ruthie Stark-Redman v. Lake County NAACP  
CLEE4(43003)06042015  
22A-2015-02079F

**3. No Jurisdiction - Dismiss**

Kathleen and James Curtis v. Judit Nemes Revocable Trust and Sonja and Dan  
Scully  
CLEH4(43171)12022015  
22A-2016-00469F

Kathleen and James Curtis v. Joshua P. Lorek  
CLEH4(43172)12022015  
22A-2016-00470F

**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.**

**Commissioners' Agenda for Week 3**  
**Page 2 of 2**

**Roll Call vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

## **Report from the Ohio Attorney General's Office**

Duffy Jamieson, Assistant Chief, Civil Rights Section, Ohio Attorney General's Office, thanked Commissioners for serving as judges for the Labor and Employment Law Moot Court at Capital University Law School. Duffy Jamieson is coaching this team that will compete against 37 other law schools this spring. They will be holding other practices soon and he would appreciate Commission staff participating in future sessions.

## **Report from the Chief Legal Counsel**

Chief Legal Counsel, Stephanie Bostos Demers, stated she was pleased to be back at her alma mater, Capital University Law School. Ms. Demers is also an adjunct professor at the school.

A new bill sponsored by Ohio Senators Jones and Cafaro would require employers to provide temporary accommodation to protect the health of pregnant and breastfeeding employees. We will be monitoring the legislation as it will affect the current provisions as stated in Ohio Revised Code 4112.

## **Report from Executive Director**

Keith P. McNeil, Regional Counsel and Director of Operations presented the Director's Report. Executive Director G. Michael Payton, Administrative Law Judge, Denise Johnson and Dayton Regional Director, Norman Gibson are attending the 13<sup>th</sup> Annual Governor's Civil Rights Day and Hall of Fame Induction Ceremony in Charleston, West Virginia. Former president of Ohio State University, Dr. E. Gordon Gee, Lewis Smoot, Sr., founder of Smoot Enterprises in Columbus and several other outstanding West Virginia citizens were honored.

We have received very positive feedback from our 2016 Dr. Martin Luther King, Jr. Art, Writing and Multimedia Contest winners and their families. Comments from Ohio Department of Job and Family Services Director, Cynthia Dungey, were very well received by our students. Mary Turocy and the team of volunteers are to be commended for a job well done.

Senate Bill No. 268 would make several material changes to the Ohio Civil Rights Act relating to employment law. We have met with a representative of the Ohio Chamber of Commerce, the Ohio Civil Service Employees Association and the Ohio Legislative Services Commission. We have also written a letter to the US Equal Employment Opportunity Commission to learn if our federal contact would be jeopardized if the legislation is passed.

## **Remarks**

Commissioners thanked Capital University Law School for hosting us today and thanked the many students who attended.

Chairman Hubert said he hoped the students have better understanding of our process and what we do. We look forward to coming back.

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:40 PM.

  
\_\_\_\_\_  
Commissioner

\* \* \*