



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
March 17, 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 Juan Cespedes
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; Beyan Asoba, Reconsideration Supervisor; Patrick Dull, Principal Assistant Attorney General – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert introduced Juan Cespedes, who was recently appointed by Governor Kasich as our newest Commissioner. The Chairman welcomed him and all attendees to our meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Barreras to approve the February 25, 2016 minutes. Second by Commissioner Patmon.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Juan Cespedes	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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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. Respondent requested reconsideration on the Probable Cause – Schedule Conciliation finding.

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

*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the alleged issues of Discipline and Termination. There was a No Probable Cause – Dismiss finding on the issue of Wages. Respondent requested reconsideration on the Probable Cause – Schedule Conciliation finding.

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

3. Complainant's Request for Reconsideration – Deny – Untimely

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

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

Sherri Besman v. Debbie Kuhn and Nob Hill East Condominium Owners Association, Inc. dba The Citadel of Chagrin Valley
CLEH4(42350)02122014
05-14-0523-8
22A-2014-01163F
Complaint No.14-HOU-CLE-4235

Tammi Scott v. City of Whitehall Police Department
CLE71(40884)03272014
22A-2014-01644C
Complaint No. 15-EMP-CLE-40884

Fair Housing Advocates Association v. Federal Knitting Mills Building, Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski
AKRH4(37597)09112014 Amended
05-14-1669-8
22A-2014-03009F
Complaint No. 15-HOU-AKR-37597

Greg Simmons v. Federal Knitting Mills Building, Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski
AKRH4(42610)08222014
05-14-1609-8
22A-2014-02867F
Complaint No. 15-HOU-AKR-42610

Sandy McAdams v. Federal Knitting Mills Building, Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski
AKRH4(42732)11142014
22A-2015-00422F
Complaint No. 15-HOU-AKR-42732

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

Housing Research and Advocacy Center v. Maple Park Belgravia, LLC.
AKRH4(42445)04102014
05-14-0762-8
22A-2014-01976F
Complaint No. 14-HOU-CLE-42445

6. Probable Cause – Schedule Conciliation

Dr. Nicole Rousseau v. Fred Costanzo dba Costanzo's West Park Barber
AKRG3(38128)11022015
22A-2016-00265F

Tiffany Warner v. SPS Hunting Hills Properties, LLC and Amy Bryant
CLEH4(42997)06032015 AMENDED
05-15-1163-8
22A-2015-02057F

Fair Housing Advocates Association v. SPS Hunting Hills Properties, LLC and Amy Bryant
CLEH4(42998)06032015 AMENDED
05-15-4354-8
22A-2015-02058F

7. Issue Formal Complaint

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

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

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

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

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

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

Issue Formal Complaint - continued

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

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

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

8. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause

Housing Research and Advocacy Center v. Stephanie J. and Nicholas D. Moore
AKRH4(43011)06102015 AMENDED
05-15-1124-8
22A-2015-02107F

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

Takesha L. Newsome v. Time Warner Cable
COL71(41973)09112015
22A-2015-03033C

Delresea Mornes v. Kent State University
ADRK3(38145)11192015
22A-2016-00384F

Todd Roach v. Gardens of Western Reserve, Inc. d/b/a Gardens of Western Reserve
Assisted Living Residence of Cuyahoga Falls
ADRB3(38153)11242015
22A-2016-00409C

Fair Housing Contact Service, Inc. v. Derek Brown
ADRH3(38177)12212015
05-16-4134-8
22A-2016-00611F

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

Fair Housing Contact Service, Inc. v. Sandra Archer and Jack Archer
ADRH3(38178)12212015
05-16-4129-8
22A-2016-00612F

Fair Housing Contact Service, Inc. v. Gerald Howley
ADRH3(38179)12212015
05-16-4231-8
22A-2016-00614F

Bette Merrick v. Brandywine Apartments, Ltd. and Craig N. Tareshawty, Owner
ADRH3(38189)12232015
05-16-4106-8
22A-2016-00653F

10. Independent Settlement – Close

Kamesha R. Welch v. Beacon of Light, Ltd.
TOL72(37196)06082015
22A-2015-02061C

11. Withdrawal of Charge with Settlement

Traci Thomas v. Urban Express Charter
COL71(43055)01062016
22A-2016-00721C

Traci Thomas v. Urban Express Charter
COL71(43056)01072016
22A-2016-00722C

Heather Shea v. Schindler Elevator Corporation
TOLA2(37186)05282015
22A-2015-01959C

Steven J. Finley v. Trilogy Health Care of Lucas LLC dba The Lakes of Monclova
Health Campus
TOL72(37539)01082016
22A-2016-00709C

Antwon Pugh v. Superior Dairy, Inc.
AKR73(38103)10132015
22A-2016-00107C

Withdrawal of Charge with Settlement – continued

Antwon Pugh v. Superior Dairy, Inc.
AKR73(38186)12312015
22A-2016-00643C

Alice Murphy v. Northlake Cynwyd 1, LLC dba Northlake Property Management and
Northlake 1405 Riverside I LLC
AKRH4(43061)07012015 AMENDED
05-15-1084-8
22A-2015-02515F

Nancy A. Markuszka v. Cuyahoga County Job and Family Services
CLEA4(43153)11062015
22A-2016-00293C

Isalia DeSimmons v. ABM Facility Services, Inc.
CLE74(43269)02222016
22A-2016-00987C

Annetta Beauford v. Allen County Educational Service Center
DAYB6(25153)06252015
22A-2015-02326C

Della Reese v. Eastway Corporation
DAY76(25158)07022015
22A-2015-02370C

Clemente M. Larkin v. Sugar Creek Packing Co.
DAY76(25299)09222015
22A-2016-00138C

Diane Liette v. Custom Eyes Vision Center Inc. dba Liberty Eye Care
DAYE6(25314)10052015
22A-2016-00220F

Erita Jodharam v. State of Ohio, Medicaid Department*
DAY76(25372)11022015
22A-2016-00303C

*Commissioner Patmon recused himself from participation in this case.

Tyeast Quick v. Board of Education of the Lakota Local School District
DAY76(25390)11172015
22A-2016-00606C

Clemente M. Larkin v. Sugar Creek Packing Co.
DAY76(25416)12072015
22A-2016-00563C

Withdrawal of Charge with Settlement – continued

Pamela Rammage v. Facility Source
ADR71(43060)01122016
22A-2016-00777C

Maritza P. Gist v. Eddie Bauer
ADRB1(43072)01202016
22A-2016-00875C

Keith Rosemond, Sr. v. Universal Acceptance Corporation
ADR72(37553)01202016
22A-2016-00755C

Carlos Nunez v. APM Management, LLC
ADR72(37568)01262016
22A-2016-00796C

Tommy T. Jones v. The Spot Mart, Inc.
ADRG2(37581)02032016
22A-2016-00849F

Carolyn Bridgen v. ATC Healthcare Services, Inc.
ADRB3(38105)10142015
22A-2016-00101C

Debra Berry v. Stark Area Regional Transit Authority
ADRB3(38154)11272015
22A-2016-00424C

Desmond L. Miller v. Cleveland Metropolitan School District
ADR74(43202)01082016
22A-2016-00713C

Ravun L. Gilbert v. Bahama Breeze
ADRB4(43216)01262016
22A-2016-00816C

12. Withdrawal of Charge – Grant

Wanda L. Heyman v. Webster Industries, Inc.
TOLA2(37202)06092015
22A-2015-02075C

Gregory Gene Jones v. Vector Marketing Corporation
TOLB2(37212)06112015
22A-2015-02104C

Withdrawal of Charge – Grant – continued

Michael Stacy v. Alexandria's
TOL72(37296)08062015
22A-2015-02615C

Cynthia A. Neal v. Johns Manville
ADRB2(37565)01252016
22A-2016-00789C

13. No Jurisdiction – Dismiss XNJ

Alice Dickson v. Rittman School District
AKRK3(38257)03092016
22A-2016-01161F

14. Administrative Closure

Vera Zink v. Blanchard Valley Health System
TOLB2(37330)08262015
22A-2015-02719C

Vera Zink v. Custom Staffing, Inc.
TOLB2(37331)08262015
22A-2015-02720C

Cinseree Johnson v. The City of Cleveland
AKRH4(43280)02242016
22A-2016-01029F

April Strickler v. SDAA, LLC dba Dunkin Donuts
CLEB3(38184)12302016
22A-2016-00645C

James and Debbie Gibson v. Avis Budget Group, Inc.
DAYG6(25198)07282015
22A-2015-02669F

15. No Probable Cause – Dismiss

Khaleel Mohiuddin v. Abbott Laboratories
COL71(41828)06072015
22A-2015-02535C

No Probable Cause – Dismiss - continued

Terri Smith v. Wall Mountain, LLC
COLE1(41847)06192015
22A-2015-02743F

Lori A. McClung v. Z-Line Kitchen & Bath
COLA1(41861) 07022015
22A-2015-02538C

Anthony Thomas, Sr. v. Central Ohio Workforce Investment Corporation (COWIC)
COL71(41868)07092015
22A-2015-02541C

Takesha L. Newsome v. CorTech, LLC
COL71(41972)09112015
22A-2015-03034C

Terrence Grays v. Speed Commerce Corp.
COL71(41981)09152015
22A-2015-02983C

Alexandra Caroline Draves v. Target
COL71(41888)07172015
22A-2015-02558C

Terry Morton v. Community Housing Network
COLH1(41910)08042015
05-15-1334-8
22A-2015-02752F

Hassanin Aly v. Meijer Stores Limited Partnership
COL71(41916)08072015
22A-2015-02850C

Robert Bonner v. Forward Air
COLA1(41936)08212015 (Amended)
22A-2016-00372C

Jessie Carter v. OhioGuidestone
COL71(41958)09032015
22A-2015-02977C

Tammy Ansberry v. Messer Construction
COLB1(41980)09152015
22A-2015-02984C

No Probable Cause – Dismiss – continued

Brian J. Hollins v. Modis, Inc.
COLA1(42012)10052015
22A-2016-00193C

Brian J. Hollins v. Veeam Software Corporation
COLA1(42013)10052015
22A-2016-00195C

Ena Magaña v. Hilton Columbus/Polaris
COL71(42032)10142015
22A-2016-00276C

Darrel Davis v. Smith Medical
COL71(42047)10272015
22A-2016-00374C

Bobby Thomas v. Kraft House No. 5
COLB1(42083)11092015
22A-2016-00430C

Brittany Smith v. The Finish Line, Inc., dba Finish Line
COL71(42088)1112015
22A-2016-00437C

Lillie Kerr v. TS Trim Industries, Inc.
COLB1(42089)11042015
22A-2015-00421C

Shatoria Miller v. Gywnnie Bee, Inc.
COL71(43008)11242015
22A-2016-00528C

Jesse Owens v. XPO Logistics Worldwide, Inc., formally Menlo Logistics, Inc.
COLA1(43031)12112015
22A-2016-00533C

Gary Medley v. Suburban Steel Supply Co. LLC
COL71(43044)12242015 AMENDED
22A-2016-00679C

Courtney Shine v. Honda of America Mfg., Inc.
COL71(43071)01192015
22A-2016-00871C

Regina M. Ibanez v. Columbus Metropolitan Library
COLG1(43085)01262016 Amended
22A-2016-00884F

No Probable Cause – Dismiss – continued

Cecil Johnson v. Kensington Place Apartments; Denise Brierley, Property Manager;
Longwood Apartments, LLC
TOLH2(37176)05212015
05-15-0908-8
22A-2015-01922F

Shane L. Johnson v. State of Ohio, Department of Public Safety, State Highway Patrol
TOLB2(37182)05262015
22A-2015-01947C

Catherine L. Nolan v. WLB Interventional LLC dba Luxe Laser Center
TOLE2(37189)05302015
22A-2015-01983F

Glen Frames v. City of Toledo, Division of Fire and Rescue Operations
TOL72(37192)06022015
22A-2015-02011C

Sarah Huskins v. Dana Limited
TOL72(37195)06052015
22A-2015-02051C

Jacqueline Worrell v. Robert J. Dornauer, DDS, Inc.
TOLG2(37208)06112015
22A-2015-02086F

Phyllis J. Autry v. Toledo Lucas County Health Department
TOL72(37210)06112015
22A-2015-02094C

Candy A. Nijakowski v. KCC Investment Properties, LLC dba Sweetwater Chophouse
TOL72(37214)06122015
22A-2015-02106C

Pamela Lightfoot v. Greenbriar, Inc.; Kenneth A. Maurer, Owner; Elizabeth A. Maurer,
Owner
TOLH2(37316)08172015
05-15-1267-8
22A-2015-02664F

Thomas Faulkner v. FCA US LLC
TOLB2(37362)09142015 AMENDED
22A-2015-02887C

Paul A. Arnold Jr. v. Wal-Mart Stores East, LP
TOL72(37391)10012015
22A-2016-00006C

No Probable Cause – Dismiss – continued

Debra Smoot v. Mercy Health-St. Vincent Medical Center LLC
TOL72(37413)10152015
22A-2016-00092C

Ronald Rodriguez v. Siam Garden, Inc. dba Magic Wok
TOLA2(37550)01192016
22A-2016-00750C

Lisa Gadson v. Rubbermaid Incorporated
AKRA3(38017)07282015
22A-2015-02565C

Lisa Kendrick v. Flex-Team Incorporated
AKR73(38045)08242015
22A-2015-02714C

Daryl D. Dorsey, Jr. v. A-Quality Facility Services
AKR73(38052)09012015
22A-2015-02831C

Lisa Gadson v. Rubbermaid Incorporated
AKRA3(38057)09082015
22A-2015-02872C

Trina Walker v. The Salvation Army
AKR73(38059)09102015
22A-2015-02886C

TrinaWalker v. The Salvation Army
AKR73(38062)09112015
22A-2015-02892C

Rosalind D. Henderson v. Canton City School District
AKR73(38066)09142015
22A-2015-02908C

Lisa Gadson v. Rubbermaid Incorporated
AKR73(38069)09182015
22A-2015-02944C

Kimberly Ware v. Falls Stamping & Welding Company
AKR73(38076)09222015
22A-2015-02999C

Khadijah R. Farakhan v. Children's Hospital Medical Center of Akron
AKR73(38115)10202015
22A-2016-00147C

No Probable Cause – Dismiss – continued

Jeannine Banks v. Akron Area YMCA, Riverfront Daycare at Highland
AKRG3(38152)11242015
22A-2016-00408F

Jeannine Banks v. Akron Area YMCA
AKRG3(38155)12012015
22A-2016-00456F

Rachel D. Whitlow v. FirstMerit Corporation
AKR73(38164)12082015
22A-2016-00490C

Ricardo T. McKenzie v. Eat'n Park Restaurants, Inc.
AKR73(38182)12282015
22A-2016-00627C

Monica Ward v. State of Ohio, Department of Rehabilitation and Correction
AKR73(38190)01062016
22A-2016-00688C

Marvin Parmis v. NCP Finance Ohio, LLC
AKRF3(38212)01272016
22A-2016-00801F

Marvin Parmis v. Ohio Auto Loan Services, Inc. dba Advance America
AKRF3(38213)01272016
22A-2016-00802F

Kristi Hess v. Practice Management Associates, LLC dba A.M.C. of Columbus
AKRB1(41891)07202015
22A-2015-02754C

Deirdre Masten v. Carter Manor Apartments Limited Partnership, John D'Altorio, Sr.,
Jan Jones, Takeka Washington, Thomas Goresek, and J. Christopher Enterprises, Inc.
dba The Ferchill Group
AKRH4(43110)09212015
05-15-4375-8
22A-2015-02942F

Deirdre Masten v. Carter Manor Apartments Limited Partnership, John D'Altorio, Sr.,
Jan Jones, Takeka Washington, Thomas Goresek, and J. Christopher Enterprises, Inc.
dba The Ferchill Group
AKRH4(43119)09252015
05-15-4375-8
22A-2015-03018F

No Probable Cause – Dismiss – continued

Louis Brown v. Cuyahoga Metropolitan Housing Authority
AKRH4(43129)10062015
05-16-0055-8
22A-2016-00057F

Terri Hubbard v. Tina Nestor, Keller Williams Chervenik Realty, Karanash, LLC, and
Jim Sheppard
CLEH4(43012)06152015 AMENDED
05-15-1273-8
22A-2015-02153F

Rayna M. Hutcherson v. Richland County Child Support Enforcement Agency
CLEB4(43028)06252015 AMENDED
22A-2015-02252C

Monique N. Williams v. Save A Lot
CLEG4(43033)07022015
22A-2015-02418F

Kenneth Lewis v. City of Cleveland, Department of Water
CLE74(43079)08122015
22A-2015-02641C

Janet Swaidner v. University Hospitals Home Care Services, Inc.
CLEB4(43090)08312015
22A-2015-02843C

Juanita Martin v. Catholic Charities Diocese of Cleveland a trade name registered to
Catholic Services Charities Corporation
CLEA4(43116)09232015
22A-2015-02969C

Calvin D. Wilson, Sr. v. Swagelok Company
CLEA4(43166)11232015
22A-2016-00399C

Charmaine J. Hayes v. The Cleveland Clinic Foundation
CLEB4(43173)12082015
22A-2016-00489C

William Byrd, Jr. v. Highland Park Condominium Unit Owners Association, Inc., David
Barnett, Barnett Management, Inc., Kaman & Cusimano, LLC, and M. Katherine
Bushey
CLEH4(43178)12182015
05-16-4234-8
22A-2016-00638F

No Probable Cause – Dismiss – continued

William Stacey Moate v. Molded Fiber Glass Companies
CLE74(43180)12212015
22A-2016-00646C

Renee D. Blackmon v. Amerathon, LLC dba American Health Associates
CLEB4(43188)12312015
22A-2016-00693C

Beverly Crowley v. SP Geauga LLC dba Arbors of Chardon, Integrity Realty Group,
LLC, Sandy Spiranovich
CLEH4(43191)12032015
05-16-4048-8
22A-2016-00696F

Angel M. James v. Dille Road Recycling, LLC
CLEE4(43197)01052016
22A-2016-00702F

Algenon R. Pugh v. The TJX Companies, Inc. dba Marshall's
CLE74(43203)01112016
22A-2016-00714C

Algenon R. Pugh v. Phillip Ausler Authorized Jan Pro LLC
CLEE4(43204)01112016
22A-2016-00715F

Eric W. Jackson v. Tradesmen International, LLC
CLE72(37258)07152015
22A-2015-02431C

Dolores Wolfe v. Eagle Auto Credit, Inc.
CLEA3(38165)12092015 AMENDED
22A-2016-00499C

Katherine Mitchell v. 10 Wilmington Place, Inc.
DAY76(25046)04302015
22A-2015-01769C

Ernestine Adams v. Union Sorters of America, Inc.
DAYA6(25079)05202015
22A-2015-02316C

Jesse A. Walker v. United Parcel Services, Inc.
DAYB6(25081)05212015
22A-2015-02322C

No Probable Cause – Dismiss – continued

Cindy Baker v. Ahresty Wilmington Corporation
DAYA6(25106)06012015
22A-2015-02126C

Martin John Bakan v. VIT Property Management, Inc.
DAY76(25108)06012015
22A-2015-02143C

Jennifer Foster v. Walgreens Co.
DAY76(25113)06022015
22A-215-02133C

Martin John Bakan v. VTT Property Management, Inc.
DAY76(25115)06032015
22A-2015-02135C

Brandon Palmer v. National Heritage Academies, Inc.
DAY76(25119)06032015
22A-2015-02284C

Catherine Callahan v. April Enterprises, Inc. dba Walnut Creek
DAY76(25128)06092015
22A-2015-02277C

Katherine Littlejohn v. Montgomery County Treasurer
DAY76(25131)06102015
22A-2015-02283C

Stephanie Fair v. Samaritan Behavioral Health, Inc.
DAY76(25132)06112015
22A-2015-02280C

Joe E. Stevens v. Rogers Group, Inc. dba Arch Materials LLC
DAY76(25133)06112015
22A-2015-02281C

Pamela Akers v. Kids Are Our Future Daycare
DAYB6(25139)06152015
22A-2015-02311C

MyLeshia Wilkerson v. Southbrook Care Center
DAYB6(25143)06152015
22A-2015-02296C

Stefen Wright v. Kelchner, Inc.
DAY76(25145)06172015
22A-2015-02294C

No Probable Cause – Dismiss – continued

Doug Meister v. Midwest Auto Mart
DAYA6(25152)06242015
22A-2015-02324C

Tonina Lamanna v. City of Dayton
DAY76(25154)06252015
22A-2015-02327C

Brittany Harris v. Pride Industries
DAYB6(25159)07022015
22A-2015-02403C

Myra Furman v. Cadillac Jack's of Fairborn, Inc.
DAY76(25174)07142015
22A-2015-02529C

Thomas Steiger v. Airstream, Inc.
DAYB6(25178)07152015
22A-2015-02524C

Michael F. Chopin v. Burger King
DAYG6(25179)07152015
22A-2015-02534F

James and Debbie Gibson v. Avis Budget Group, Inc.
DAYG6(25196)07282015
22A-2015-02670F

Bernadine Postway v. Sugar Creek Packing Co.
DAY76(25227)08072015
22A-2015-02667C

Latasha N. Stevens v. Independent Can Company
DAY76(25239)08182015
22A-2015-02797C

Michael F. Chopin v. McDonalds
DAYG6(25259)08282015
22A-2016-00037F

April Hubbard v. CHS-Springdale, Inc. dba The Home at Taylor's Pointe
DAY76(25284)09142015
22A-2016-00164C

Marcia C. Terrell Sparks v. Kettering Health Network
DAY76(25287)09162015
22A-2016-00027C

No Probable Cause – Dismiss – continued

Tanisha Scott v. Indianspring Healthcare Center, LLC
DAY76(25312)10012015
22A- 2016-00318C

LaKesha Weah v. Brookwood Retirement Community
DAY76(25315)10052015
22A- 2016-00222C

Tanisha Scott v. Indianspring Healthcare Center, LLC
DAY76(25316)10052015
22A-2016-00221C

Guselyn Bobb v. Cincinnati Volunteers of America Living Center, Inc.
DAYA6(25361)10262015
22A-2016-00283C

Charles Williams v. Luxottica Retail North America
DAY76(25378)11032015
22A-2016-00341C

Charles Williams v. Real Soft, Inc.
DAY76(25379)11032015
22A-2016-00340C

16. Motion to Reopen – Vacate Original No Jurisdiction - Grant

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

**MOTION by Commissioner Singh to approve the March 17, 2016 Confirmation Agenda.
Second by Commissioner Barreras.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Juan Cespedes	YES
Commissioner William W. Patmon, III	YES – Except for noted recusal
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.

The Compliance Department, with the Executive Director’s approval, requests that the following case be removed from today’s agenda:

**Week 3, Page 2, Item 3
No Jurisdiction – Dismiss**

Lawrence Jackson v. Wills Creek Valley Apartments
COL71(44043)12232015
532-2016-00528C

This matter will be referred back to the regional office to explore possible jurisdictional elements of the case.

MOTION by Commissioner Singh to delete the above cited case from the Commissioners’ Week 3 Agenda. Second by Commissioner Barreras.

Roll Call Vote:

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

Motion carried.

Appearance Case

1. Commissioners' Agenda – Week 3, Page 2, Item 4A-2

Upon Remand: 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.

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

MOTION by Commissioner Singh to grant the request for an extension of time to continue settlement discussions. If the parties do not reach an agreement by April 28, 2016, the matter will be brought back for a vote by the Commissioners 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 Cespedes.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Juan Cespedes	YES
Commissioner William W. Patmon, III	ABSTAIN
Commissioner Madhu Singh	YES

2. Commissioners' Agenda – Week 3, Page 2, Item 4A-1

Upon Remand: 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.

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

MOTION by Commissioner Singh to grant the request for an extension of time to continue settlement discussions. If the parties do not reach an agreement by April 28, 2016, the matter will be brought back for a vote by the Commissioners 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 Cespedes.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Juan Cespedes	YES
Commissioner William W. Patmon, III	ABSTAIN
Commissioner Madhu Singh	YES

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

Upon Remand: 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 Barreras to uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration – No Probable Cause – Dismiss

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

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

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

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

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

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

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

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 Juan Cespedes	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

Commissioners' Agenda for Week 2

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

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

Fair Housing Contact Service v. Steve Bratanov and Robert Pozarski
AKRH3(38090)10052015 AMENDED
05-16-0014-8
22A-2016-0045F

Gerald Lee Reeves v. Merciers, Inc.
DAY76(24959)03312015
22A-2015-01623C

2. No Jurisdiction – Dismiss

Mary Allen v. Western Hills Chiropractic, Inc.
DAYE6(25061)05132015
22A-2015-02068F

Decker Jones v. Belmont United Methodist Church
DAYE6(25076)05192015
22A-2015-02239F

MOTION by Commissioner Patmon 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 Juan Cespedes	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

Commissioners' Agenda for Week 3

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

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

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

2. Findings Upon Reconsideration – No Probable Cause – Dismiss

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

3. No Jurisdiction - Dismiss

Katie Zalac v. Kids First Pediatric Care, Wee Ones
AKRE3(38239)02212016
22A-2016-01017F

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

Roll Call vote:

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

Motion carried.

Commissioners' Add – On Agenda

1. Consideration of Respondent's Petition to Revoke Subpoenas; Attorney General's Response Thereto

Delana Richardson v. First Solar, Inc.
TOL72(37245)06302015
22A-2015-02308C

Delana Richardson v. First Solar, Inc.
TOL72(37264)07202015
22A-2015-02446C

Delana Richardson v. First Solar, Inc.
TOL72(37319)08192015
22A-2015-02686C

MOTION by Commissioner Barreras to deny Respondent's Motion to Revoke subpoenas issued by the Ohio Civil Rights Commission and require Respondent to respond to the Toledo Regional Office of the Ohio Civil Rights Commission within 10 days. Second by Commissioner Singh.

Roll Call vote:

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

Motion carried.

MOTION by Commissioner Patmon to approve October 6, 2016 as the date for our Annual Civil Rights Hall of Fame induction ceremony to be held in the Ohio Statehouse Atrium. Second by Commissioner Barreras.

Roll Call vote:

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

Motion carried

Report from the Ohio Attorney General's Office

Patrick Dull, Principal Assistant Attorney General, reported to Commissioners on behalf of Lori Anthony who was in Cincinnati providing training. Duffy Jamieson and his Labor and Employment Moot Court team from Capital University Law School are in New York City preparing for their competition event tomorrow.

Report from the Chief Legal Counsel

Chief Legal Counsel, Stephanie Bostos Demers, welcomed Commissioner Cespedes to our OCRC family and also wished Keith McNeil a Happy Birthday.

Ms. Demers announced that the Commission Forms Committee has broadened its scope to include subcommittees exploring investigative techniques and human resource manuals, safety, constituent services, internal and external websites and housing specific issues. A separate committee to address employee engagement will be chaired by Executive Director Payton.

Report from Executive Director

Executive Director Payton welcomed Commissioner Cespedes to the OCRC.

He reminded everyone that our agency offers free training to anyone or any company who requests it. The US Department of Housing and Urban Development (HUD) will offer a free full day of training on housing specific issues in Cincinnati soon.

We recently asked the US Equal Employment Opportunity Commission to look at the proposed Senate Bill No. 268. They have notified us of serious concerns regarding the performance of our contract if the affirmative defense provision in the bill is enacted into law. The executive team continues to meet with core constituent groups to discuss the legislation.

Our next meeting will be at Wright State University on April 7, 2016.

HUD recently notified us that we passed its annual Performance Assessment Review of our housing investigation program and we will be contractually recertified as a Fair Housing Assistance Program.

Remarks

Administrative Law Judge, Denise Johnson introduced our newest employee, Emily Sanders, who will work with the judge as a paralegal. Emily previously worked at the Ohio State School for the Blind. Welcome Emily!

Commissioners Singh, Barreras and Patmon welcomed Commissioner Cespedes.

Chairman Hubert stated that the OCRC is the best commission appointment one can receive. People look to us for help and we do listen to their concerns and make a difference in their lives. Welcome to our family!

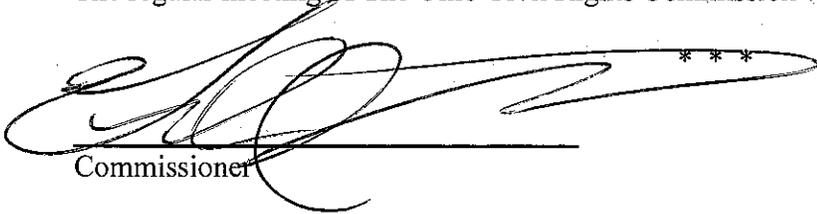
MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Juan Cespedes	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 10:30 AM.


Commissioner