



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION**

April 7, 2016

**Wright State University
3640 Colonel Glenn Highway
Dayton, 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 (arrived 9:45 am)

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; Norman Gibson, Dayton Regional Director; Aman Mehra, Columbus Regional Director; Bradley Dunn, Reconsideration Supervisor; Beyan Asoba, Reconsideration Supervisor; Sandra Manis, Supervisor, Akron Regional Office; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to our meeting at Wright State University. He thanked the university for hosting us and the students and faculty for their attendance. He gave special recognition to Dr. J. Michael Bernstein, JD for his continued support of our agency. Wright State University is a founding sponsor of the Ohio Civil Rights Hall of Fame.

Dr. J. Michael Bernstein welcomed the Commission and expressed the university’s appreciation of our OCRC leadership and our long standing partnership.

APPROVAL OF MINUTES

MOTION by Commissioner Barreras to approve the March 17, 2016 minutes. Second by Commissioner Singh.

Roll Call Vote:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Rodney A. Riffle v. Nomac Drilling, LLC
AKRB(37636)10012014
22A-2015-00060C
Complaint No. 15-EMP-AKR-37636

Fair Housing Advocates Association v. New Hillwood I Associates, LLC, et al.
CLEH3(37599)09112014
05-14-1657-8
22A-2014-03021F
Complaint No. 15-HOU-CLE-37599

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

Ronald L. Nared v. RK Shares, Inc. dba Xenia Rural King Supply, Inc.
DAY76(24631)10162014
22A-2015-00280C
Complaint No. 15-EMP-DAY-24631

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

Miami Valley Fair Housing Center v. Suman and Lalit Gupta, LSRK Management, LLC and Rustic Lane Apartments, LLC dba Wilmington Woods Apartments
DAYH6(24457)07232014
05-14-1585-8
22A-2014-02793F
Complaint No. 15-HOU-DAY-24457

6. Probable Cause – Schedule Conciliation

Ronald Jean Paul v. Columbus Colony for Elderly Care, Inc. *
COL71(42056)10212015
22A-2016-00349C

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

Tarik Tesfagiorgis v. TASC of Northwest Ohio, Inc.
TOL72(37197)06082015 AMENDED
22A-2015-02062C

Katie L. Krupp v. Advance America
TOL72(37230)06182015
22A-2015-02176C

Stephen C. Spears, Jr. v. Westlake Montessori School and Child Development Center, Inc.
CLEG4(43136)10142015
22A-2016-00082F

7. Issue Formal Complaint

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

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

Miami Valley Fair Housing Center, Inc. v. Dodd Limited Partnership, Doris Dodd, et al.
DAYH6(25168)07102015
05-15-1142-8
22A-2015-02509F

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

Laura Sliger v. Makotek of FL, Inc., Makotek, Inc., and Anthros, Inc.
COL71(43064)01142016
22A-2016-00876C

Delmer Nelson v. City of Norton
AKRG3(38101)10132015
22A-2016-00106F

Housing Research and Advocacy Center v. Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter, Cody Wagner, Evelyn Gajowski and Harvey Berenberg*
AKRH3(38192)09162015
05-15-4327-8
22A-2016-00719F

*This case had a split recommendation: There was a Ratify Conciliation Agreement and Consent Order Prior to a Final Determination with Respondents Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter and Cody Wagner; there was a Withdrawal of Charge – Grant with Respondents Evelyn Gajowski and Harvey Berenberg.

Housing Research and Advocacy Center v. Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter, Cody Wagner, and John David Long
AKRH4(43112)09162015 AMENDED
05-15-1373-8
22A-2015-02943F

*This case had a split recommendation: There was a Ratify Conciliation and Consent Order Prior to a Final Determination with Respondents Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter and Cody Wagner; there was a Withdrawal of Charge – Grant with Respondent John David Long.

Jackalynne Fletcher on behalf of Karen Fletcher v. Heartland Victorian Village; HCR Manor Care Services, LLC; Joni Brinker
ADRH1(43077)01222016
22A-2016-00868F

10. Withdrawal of Charge with Settlement

Stephen Weems v. Hilliard Station Apartments and Sara Delong, Regional Manager
COLH1(42059)10302015
05-16-0105-8
22A-2016-00368F

Deeq Arab v. The Heritage Apartments and Shirley Hughes, Manager
COLH1(43024)12082015
22A-2016-00535F

Judy Myers v. Charton Management Company
COLA1(44030)02172016
22A-2016-01102C

Meia Pearson v. Bravo Brio Restaurant Group, Inc.
COL71(43062)01142016 AMENDED
22A-2016-00775C

Hannah Mary Mathers v. The Ohio State University*
COL71(42087)11122015
22A-2016-00419C
*Commissioner Patmon recused himself from participation in this case

Rick A. Robinson v. Mobis North America LLC
TOLA2(37321)08192015
22A-2015-02688C

Rick A. Robinson v. Job1 America, Inc.
TOLA2(37322)08192015
22A-2015-02689C

Heather Shea v. Schindler Elevator Corporation
TOLA2(37357)09102015
22A-2015-02878C

Patricia E. Nasseem v. The Toledo Hospital dba Promedica Wildwood Orthopaedic and Spine Hospital
TOLA2(37496)12082015
22A-2016-00483C

Valerie M. Serafin v. Spherion Staffing, LLC
TOLA2(37497)12082015
22A-2016-00484C

Andrea L. Thomasson v. Integrated Care Management of Ohio, Inc.
TOLA2(37506)12162015 AMENDED
22A-2016-00549C

Withdrawal of Charge with Settlement – continued

Andrea L. Thomasson v. GENEX Services, LLC
TOLA2(37507)12162015 AMENDED
22A-2016-00550C

Richard E. Laurie v. Norwood Medical
DAYB6(25217)08032015
22A-2015-02805C

Hazel Merew v. Alligator Jacks Flea Market
DAYG6(25246)08212015
22A-2015-02823F

Ronald T. Meyers v. United Rehabilitation Services Center
DAYA6(25408)11242015
22A-2016-00607C

Samantha Medaris v. R.T. Industries, Inc.
DAY76(25423)12102015
22A-2016-00581C

Gabriela Torres v. Springmeade Health Center.
DAY76(25430)12152015
22A-2016-00579C

Denise M. Ware v. Health Partners of Western Ohio
DAY72(37248) 07012015
22A-2015-02355C

Hughes Roc v. Bridgestone Retail Operations, LLC dba Firestone Complete Auto Care
ADR71(43097)02012016
22A-2016-00898C

Sierra Piper v. Showe Management Corporation, Lincoln Green Apartments and Cheryl Jones
ADRH1(44004)02032016
22A-2016-00883F

Elizabeth Hanna v. Colliers International
ADRB1(44036)02222016
22A-2016-01078C

Rayben Jones v. Thyssenkrupp Materials NA, Inc.
ADR72(37228)06172015
22A-2015-02161C

Withdrawal of Charge with Settlement – continued

Rayben Jones v. Thyssenkrupp Materials NA, Inc.
ADR72(37469)11192015 AMENDED
22A-2016-00380C

Sheraldine Woodget v. Johns Manville
ADR72(37538)01082016
22A-2016-00708C

Marisa Stevens v. Heather Gate Club Apartments; Heather Gate Park Place, LLC an Ohio
LLC; Ced Concord Management; Maggie Rowe, Chief Operating Officer
ADRH2(37566)01262016
05-16-4334-8
22A-2016-00790F

Marie A. Gary v. Aim National Lease
ADR72(37570)01272016
22A-2016-00804C

James P. Rozek v. Charlie's Dodge Chrysler Jeep Ram
ADRA2(37575)01292016
22A-2016-00830C

Talore C. Browning v. Aldi, Inc. (Ohio)
ADR72(37598)02122016
22A-2016-00926C

Connie Henderson v. Clean Care Inc.
ADR72(37602)02112016
22A-2016-00931C

Jesse Cooper v. Lucas County Job and Family Services
ADRA2(37613)02232016
22A-2016-00993C

Patrice R. Holmes v. Buckeye Cablevision d/b/a Buckeye Cable System
ADRA2(37646)03022016
22A-2016-01070C

Natalie Dominique v. Senator International, Inc. dba Allermuir
ADR72(37650)03032016
22A-2016-01109C

Gustena Anderson v. 17322 Euclid Ave. LLC dba Rudwick Manor Special Care Centre
ADR74(43226)02012016
22A-2016-00846C

Withdrawal of Charge with Settlement – continued

Darren Flowers v. 4Over International, Inc.
ADR76(25352)10152015
22A-2016-00254C

Brandon W. DeWine v. Parker-Trutec, Inc.
ADR76(25479)01292016
22A-2016-00853C

Darren Flowers v. 4Over International, Inc.
ADR76(25517)02182016
22A-2016-01131C

Wanda Callahan v. Vinton County National Bank
ADRA6(25520)02192016
22A-2016-01107C

Samuel Sprinkle v. Greene Co. Board of Developmental Disabilities
ADR76(25556)03092016
22A-2016-01242C

11. Withdrawal of Charge – Grant

Housing Research and Advocacy Center v. Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter, Cody Wagner, Evelyn Gajowski and Harvey Berenberg*
AKRH3(38192)09162015
05-15-4327-8
22A-2016-00719F

*This case had a split recommendation: There was a Ratify Conciliation Agreement and Consent Order Prior to a Final Determination with Respondents Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter and Cody Wagner; there was a Withdrawal of Charge – Grant with Respondents Evelyn Gajowski and Harvey Berenberg.

Dannikia Davis v. Cleveland Metropolitan School District
AKRB3(38230)02172016
22A-2016-00970C

Withdrawal of Charge – Grant – continued

Housing Research and Advocacy Center v. Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter, Cody Wagner, and John David Long
AKRH4(43112)09162015 AMENDED*

05-15-1373-8

22A-2015-02943F

*This case had a split recommendation: There was a Ratify Conciliation and Consent Order Prior to a Final Determination with Respondents Reds Realty & Associates LLC, Reds Property Management LLC, Kim Showalter and Cody Wagner; there was a Withdrawal of Charge – Grant with Respondent John David Long.

Michael McHood v. The Ruscoe Company

ADR73(38243)02242016

22A-2016-01021C

Tyesha C. Young v. New Oak Hill Village LLC

ADRH4(43248)02102016

22A-2016-00963F

12. No Jurisdiction – Dismiss XNJ

Morgan Chicketti v. ABM

COL71(43099)01292016

22A-2016-01348F

Munder Ben-Omran v. Language Access Network

COL71(44006)02032016

22A-2016-01347F

Sarah Diamond-Holman v. I Love This Bar, LLC dba Park Street Cantina

COLG1(44029)02162016

22A-2016-01346F

Harley Marks v. Byrneport Apartments II Limited Partnership; Byrneport Apartments;
Kennedy Brothers Real Estate Management Services

TOLH2(37619)12162015

05-16-4137-8

22A-2016-01037F

Peggy Scanio v. Speedway LLC

AKRE4(43215)01252016

22A-2016-00814F

Tamara Smith v. University Hospitals Cleveland Medical Center*

AKRE4(43235)02052016

22A-2016-00892F

*Commissioner Patmon recused himself from participation in this case

No Jurisdiction – Dismiss XNJ – continued

Angelica Miller v. Laura Sanchez
AKRH4(43275)02052016
05-16-4303-8
22A-2016-00996F

Jimmy Garay v. International House of Pancakes, LLC
CLEE4(43213)01252016
22A-2016-00812F

Paris King v. Superior Roll Forming Co. Inc.
CLEE4(43298)03092016
22A-2016-01185F

Stephanie Carter v. Best Choice Home Care
DAY76(25050)05042015
22A-2015-02070C

13. No Probable Cause – Dismiss

Merrilee Stewart v. IHT Insurance Agency Group, LLC
COL71(41835)06102015
22A-2015-02568C

Kelly Mabra v. Public Utilities Commission of Ohio
COL71(41862)07062015
22A-2015-02536C

Karl Shaw v. Columbus Division of Police
COL71(41905)07272015
22A-2015-02750C

Omar Sandoval v. Weltman, Weinberg & Reis Co., L.P.A.
COL71(41940)08252015
22A-2015-02972C

Sharon R. Boyd v. The Salvation Army
COLA1(41944)08262015
22A-2015-02964C

Devin Randolph v. Robert Half International Inc.
COL71(41947)08272015
22A-2015-02971C

Todd Johnson v. City of Columbus, Refuse Division
COL71(41949)08282015
22A-2015-02963C

No Probable Cause – Dismiss – continued

Eric Cornett v. Columbus Division of Police
COL71(41955)08032015
22A-2015-02958C

Rita J. Kiner v. State of Ohio, Department of Medicaid*
COL71(42008)10022015
22A-2016-00191C

*Commissioner Patmon recused himself from participation in this case

Randy Samson v. Buckeye Tire
COLB1(42026)10132015
22A-2016-00201C

Michael Charles v. The Ohio State University, Wexner Medical Center Nutrition
Services*
COLA1(42033)10152015
22A-2016-00366C

*Commissioner Patmon recused himself from participation in this case

Hawa Bundu v. The Rehabilitation and Health Center of Gahanna
COL71(42040)10212015
22A-2016-00521C

Ronald Jean Paul v. Columbus Colony for Elderly Care, Inc.*
COL71(42056)10212015
22A-2016-00349C

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

Crystal Norris-McClure v. Anthem Blue Cross and Blue Shield
COLB1(42060)10302015
22A-2016-00433C

Najma Siraji v. Ivywood Apartments; Cathy Blaney; and ABC Management
COLH1(42070)10052015
05-16-0023-8
22A-2016-00458F

Rita J. Kiner v. State of Ohio, Department of Medicaid*
COL71(42082)11062015
22A-2016-00417C

*Commissioner Patmon recused himself from participation in this case

No Probable Cause – Dismiss – continued

Sheila Ingram v. Ohio Hospital for Psychiatry, LLC dba Acadia Healthcare
COL71(42099)11232015
22A-2016-00426C

Tereishia Monique Finney v. TPUSA, Inc. dba Teleperformance USA
COL71(43019)12012015 AMENDED
22A-2016-00555C

Jarron Millius v. TMG Restaurants, LLC dba Ted's Montana Grill
COLB1(43043)12232015
22A-2016-00678C

Karon A. Hamilton v. Andy Frain Services, Inc.
COL71(43051)12312015
22A-2016-00686C

Andrew Muchinga Kinyanjui v. Honda of America Manufacturing, Inc.
COL71(43078)01222016
22A-2016-00863C

Karon A. Hamilton v. Andy Frain Services, Inc.
COL71(43087)01262016
22A-2016-00864C

James J. Hauenstein v. Ohio Civil Service Employees Association
COLA2(37259)07152015
22A-2015-02432C

Ronda May v. FCA US, LLC
TOLA2(37215)06152015
22A-2015-02136C

Jason L. Madden v. The Bennett Management Corp. dba Burger King
TOL72(37216)06152015
22A-2015-02141C

Robin Jackson v. Rescue Mental Health Services, Inc.
TOL72(37219)06162015
22A-2015-02150C

Theresa G. Hamrick v. Mondelez Global LLC
TOL72(37220)06162015
22A-2015-02151C

Juanita Welch v. Kingston Residence of Sylvania, LLC
TOL72(37222)06172015 AMENDED
22A-2015-02155C

No Probable Cause – Dismiss – continued

Shay Bankston v. Bowling Green State University
TOLB2(37223)06172015
22A-2015-02156C

Eric Daniels v. AK Tube LLC
TOL72(37226)06172015
22A-2015-02159C

Anthony Haralson v. Crown Battery Manufacturing Company
TOL72(37231)06182015
22A-2015-02177C

Arthur E. Green, II v. SDH Services West, LLC dba Sodexo
TOLB2(37235)06222015
22A-2015-02189C

Kathleen Coleman v. Financial Service Centers of Ohio, LLC dba CashMax
TOLA2(37237)06222015
22A-2015-02198C

Mark V. Hendershott v. St. Luke's Hospital
TOLB2(37239)06262015
22A-2015-02253C

Ryan K. Haythorne v. AK Tube LLC
TOL72(37241)06292015
22A-2015-02261C

Robert Courtney v. Allstate Peterbilt of Western Ohio, LLC
TOLA2(37242)06302015
22A-2015-02265C

Lori Kreamer v. Custom Glass Solutions by Guardian
TOL72(37243)06302015
22A-2015-02266C

Lynsey M. Bishop v. State of Ohio, Department of Rehabilitation and Correction
TOLB2(37249)07022015
22A-2015-02360C

Tamara Branche v. Neighborhood Health Association
TOL72(37250)07022015
22A-2015-02361C

Anthony Reditt v. FCA US, LLC
TOLA2(37279)07282015 AMENDED
22A-2015-02497C

No Probable Cause – Dismiss – continued

Theresa G. Hamrick v. Mondelez Global LLC
TOLB2(37284)07292015 AMENDED
22A-2015-02551C

Tori N. Wilson v. Bridges Bros. Trucking, LLC
TOL71(41882)07112015
22A-2015-02555C

Brandon White v. AutoZoners, LLC
AKR73(37970)06152015
22A-2015-02140C

Clarence Strong v. Newell Rubbermaid Distribution, LLC
AKR73(38031)08122015
22A-2015-02637C

Thomas DeGraffinreed v. Newell Rubbermaid Distribution, LLC
AKR73(38038)08192015
22A-2015-02693C

Clarence Strong v. Newell Rubbermaid Distribution, LLC
AKR73(38061)09112015
22A-2015-02894C

John C. Zido, II v. Mac Acquisition LLC dba Romano's Macaroni Grill
AKR73(38067)09152015
22A-2015-02907C

Regina Glenn v. City of Macedonia Police Department
AKRB3(38081)09282015
22A-2015-03005C

Regina D. Palmer v. Akron Police Department Credit Union, Inc.
AKRB3(38086)10012015
22A-2016-00008C

Carolyn Bridgen v. State of Ohio, Department of Rehabilitation and Correction
AKRB3(38104)10142015
22A-2016-00100C

Rev. Keith Jones v. Amore Management Company, Heatherwood of Ravenna dba
Heatherwood Apartments, Rosemary Patton, Manager, and Bill Ardini, General Manager
AKRH3(38125)10302015
05-16-0101-8
22A-2016-00263F

No Probable Cause – Dismiss – continued

Michelle Guy v. HLW Fast Track Inc. dba McDonald's
AKRA3(38143)11172015
22A-2016-00356C

Brittany A. Ball v. JJ Holdings, LLC dba McKinley Early Childhood Center
AKR73(38159)12042015
22A-2016-00472C

Velma Walker v. U.S. Bank National Association dba U.S. Bank
AKR73(38169)12042015
22A-2016-00512C

Susan Marie Villers v. Delphi Corp.
AKRB3(38181)12232015
22A-2016-00625C

John L. Dercoli, Jr. v. InfoCision, Inc. dba InfoCision Management Corporation
AKRB3(38191)01122016
22A-2016-00718C

Robert J. Maxwell v. Residential Construction Specialists, Inc. dba Summit Motorcars
AKRE3(38193)01132016
22A-2016-00742F

Krynn Fick v. Flex Technologies, Inc.
AKR73(38199)01192016
22A-2016-00753C

Monica Guinn v. City of Akron, Law Department
AKR73(38234)02182016
22A-2016-00977C

Mary Freiling v. Advance America Small Loans of Ohio, Inc. dba National Cash
Advance
AKRB1(42006)09302015
22A-2016-00049C

Diane Cherry v. Bock Company LLC
AKRB4(43175)12112015 AMENDED
22A-2016-00570C

Ciarra Dalton v. Lorain Metropolitan Housing Authority, Arneatha E. Shannon, Homer
Virden, and Chris Renaldo
CLEH4(43034)07022015 AMENDED
05-15-1148-8
22A-2015-02419F

No Probable Cause – Dismiss – continued

Robert R. Thompson v. County of Cuyahoga, Fiscal Office
CLE74(43045)07172015
22A-2015-02476C

Karen L. Davis v. Lorain City Schools
CLEA4(43054)07232015
22A-2015-02496C

Ciarra Dalton v. Lorain Metropolitan Housing Authority, Arneatha E. Shannon, Homer Virden, Chris Renaldo, Garry Shinsky, Richard Gonzalez, Arlon Lowe, Donald Reynolds, Duane Cribley, and Scott Zipp
CLEH4(43056)07242015 AMENDED
05-15-1263-8
22A-2015-02508F

Housing Research and Advocacy Center v. James M. O'Connor, Jr. and James M. O'Connor, Sr.
CLEH4(43066)07282015 AMENDED
05-15-1391-8
22A-2015-02575F

Stephanie Hobbs v. Cleveland Metropolitan School District
CLE74(43109)09182015
22A-2015-02930C

Spartacus Girard v. Wells Fargo Home Mortgage, Inc.
CLEH4(43177)12162015
22A-2016-00572F

Kenia Wagner v. Aaron's, Inc.
CLEG4(43186)12302015
22A-2016-00692F

Raymond M. Hartley v. Apex Tool Group
DAY76(25125)06082015
22A-2015-02289C

Michelle C. Leonard v. Suites of Walnut Creek
DAY76(25127)06092015
22A-2015-02285C

Donise Krier v. CareSource Management Group
DAY76(25135)06122015
22A-2015-02313C

No Probable Cause – Dismiss – continued

Ra'Chaun Martin v. Shawn Tech Communications, Inc.
DAY76(25161)07062015
22A-2015-02368C

Adam Hoover v. Chipotle Mexican Grill, Inc.
DAYB6(25162)07072015
22A-2015-02369C

Michelle C. Leonard v. Suites of Walnut Creek
DAY76(25170)07142015
22A-2015-02514C

Lakeshia M. Huntley v. Suites of Walnut Creek
DAY76(25172)07142015
22A-2015-02511C

James B. Holman v. Fitness International dba LA fitness, LLC
DAYA6(25187)07212015
22A-2015-02487C

Terri Atchison v. Bright Star Care
DAY76(25193)07232015
22A-2015-02485C

Zachary McGivens v. Staff Mark
DAY76(25212)07302015
22A-2015-02811C

Zahada Armstrong v. Michael Anthony's at the Inn
DAY76(25213)07302015
22A-2015-02806C

Zachary McGivens v. Kroger
DAY76(25214)07302015
22A-2015-02812C

Lei Liu v. Regal Beloit America, Inc.
DAYA6(25215)07312015
22A-2016-02813C

Christine Goubeaux v. New Carlisle Family Dental-David M. Raiffe, D.D.S., M.B.A.,
Inc.
DAYA6(25219)08032015
22A-2015-02809C

No Probable Cause – Dismiss – continued

Deborah K. Miller v. University of Cincinnati, Blue Ash College
DAY76(25221)08032015
22A-2015-02801C

Philip Taylor v. Caterpillar
DAY76(25224)08052015
22A-2015-02799C

Gloria Frye-Everson v. City of Cincinnati, Cincinnati Police Department
DAY76(25225) 08062015
22A-2015-02776C

Bruce DeWar v. Apex Tool Group
DAYA6(25232)08122015
22A-2015-02777C

Albert P. Allen v. Cracker Barrel Old Country Store, Inc.
DAY76(25258)09012015
22A-2016-00046C

Mark A. Smith v. Carter Express
DAYB6(25273)09082015
22A-2016-00033C

Tami Sue Newberry v. Cincinnati Children's Hospital Medical Center
DAY76(25280)09092015
22A-2015-03007C

Carrie Boyle v. Speedway, LLC
DAYA6(25290)09162015
22A-2016-00026C

William Hayden v. Fed-Ex Office and Print Services, Inc.
DAY76(25303)09242015
22A-2016-00130C

Steve Summerly v. Norfolk Southern Railway Company
DAY76(25346)10132015
22A-2016-00249C

Mildret Appleton v. Cincinnati Children's Hospital Medical Center
DAYB6(25347)10132015
22A-2016-00248C

Toni E. Jackson v. Fuyao America Glass Company
DAYA6(25348)10132015
22A-2016-00241C

No Probable Cause – Dismiss – continued

Angela M. Latimer v. DTR Industries, Inc.
DAYB6(25365)10262015
22A- 2016-00282C

Lea Robertson v. Cincinnati Public Schools
DAY76(25376)11032015
22A-2016-00339C

Lei Liu v. Regal Beloit America, Inc.
DAYA6(25383)11052015
22A-2016-00343C

Randy Hocker v. Rentokil North America, Inc., dba Ambius
DAYA6(25386)11102015 AMENDED
22A-2016-00383C

Yolanda Wheelright v. Public Library of Cincinnati and Hamilton County
DAY76(25389)11172015
22A-2016-00608C

Amar Gueye v. Robert Mueller, Downtown Property Management (“DPM”), Downtown
Property-Brick Stone, Brickstone Properties
DAYH6(25393)11202015
22A-2016-00556C

Sherry Y. Green v. ManCo Property Services, PepZee Realty, et al., Omega Baptist
Church, et al.
DAYH6(25397)11232015
22A-2016-00603F

Sherry Y. Green v. ManCo Property Services, PepZee Realty, et al., Omega Baptist
Church, et al.
DAYH6(25398)11232015
22A-2016-00604F

Sherry Y. Green v. Verizon Wireless and Omega Baptist Church
DAYG6(25404)11232015
22A-2016-00600F

Joy E. Pellett v. Plastipak Packaging, Inc.
DAY76(25425)12112015
22A-2016-00582C

Tenika Chambers v. Serendipitous Ventures LLC dba Youthland Academy Forest Park
DAY76(25434)12212015
22A-2016-00663C

No Probable Cause – Dismiss – continued

Brittani Calhoun v. State of Ohio, Department of Mental Health
DAY76(25437)12222015
22A-2016-00664C

Julie Mills v. Urban Express Charter
DAYG1(41966)07312015
22A-2015-03035F

Joseph E. Jeffers v. Plastipak Packaging, Inc.
DAYB2(37452)11092015
22A-2016-00289C

**MOTION by Commissioner Cespedes to approve the April 7, 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	ABSENT
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.

Appearance Cases

1. Commissioners' Agenda – Week 3, Page 2, Item 1A-5

Findings Upon Reconsideration: Recommendation – No Probable Cause – Dismiss

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

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 Respondent and Representatives for Respondent were present to discuss the case.

MOTION by Commissioner Patmon to deny Charging Party's Request for Reconsideration and uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Cespedes.

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

2. Commissioners' Agenda – Week 3, Page 2, Item 1A-8

Findings Upon Reconsideration: Recommendation – No Probable Cause – Dismiss

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

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

MOTION by Chairman Hubert to reverse the Regional finding from No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation. 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 by Commissioner Patmon to take a ten minute recess. 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.

MOTION by Commissioner Patmon to return to public session. 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

3. Commissioners' Agenda – Week 3, Page 2, Item 1A-9

Findings Upon Reconsideration: Recommendation – No Probable Cause – Dismiss

Stefan Wright v. Kelchner, Inc.
DAY76(25145)0617015
22A-2015-02294C

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, Representatives for Charging Party, Counsel for Respondent and Representative for Respondent were present to discuss the case.

MOTION by Commissioner Singh to uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Cespedes.

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

Page 1 of 1

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

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

2. Findings Upon Reconsideration – No Probable Cause – Dismiss

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

Beth Hocker v. PNC Bank, N.A.
DAYB6(25067)05152015
22A-2015-01981C

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
Page 1 of 1

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

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

2. Findings Upon Reconsideration – No Probable Cause – Dismiss

J. W. Hecker v. Southeast, Inc. dba Center of Vocational Alternatives (COVA)
COLB1(41735)04162015
22A-2015-01819C

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

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

MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. 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 3
Page 1 of 2

1. Findings Upon Reconsideration – No Probable Cause – Dismiss

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

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 and JW Bally ElderCare
COLE1(42065)11032015
22A-2016-00443F

Nancy Macias v. City of Toledo, Divison of Streets, Bridges and Harbour
TOLB2(37156)05082015
22A-2015-01841C

Michele Rodriguez v. Katrina Hill, Tiffany Taylor, Robert King, Ana Gonzalez, and Empowering and 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

2. No Jurisdiction - Dismiss

Deborah Parker v. Stark County Board of Developmental Disabilities, State of Ohio, Department of Developmental Disabilities, Stark County Sheriff's Office and Judge Frank Forchione
AKRG3(38249)02292016
22A-2016-01062

Commissioners' Agenda for Week 3
Page 2 of 2

3. Consideration of Administrative Law Judge's Report and Recommendation

Administrative Law Judge Recommends Award of Attorney's Fees

Fair Housing Contact Services, Inc. v. Lola May Tipton, Trust and Gail Nida
AKRH3(35273)08252010
05-10-1747-8
22A-2011-00520F
Complaint No. 11-HOU-AKR-35273

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

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.

Chairman Hubert recognized former Commissioners Tom Roberts and Grace Ramos who were attending today's meeting. The Chairman also introduced Douglas Fecher, who along with Mrs. Ramos, serves on the Board of Trustees for Wright State University.

Report from the Ohio Attorney General's Office

The Ohio Attorney General's Office, Civil Rights Section held two Fair Housing training sessions in Toledo, Ohio on March 31st. The training, "Fair Housing for the Small Business Landlord," was designed to help small business landlords and other real estate professionals understand fair housing laws and avoid unlawful discrimination claims. Topics included advertising residential properties, tenant selection and accommodation requests from tenants with disabilities. The training was free and open to the public. Darlene Newbern and many of the Toledo OCRC staff attended the event.

Report from the Chief Legal Counsel

Chief Legal Counsel, Stephanie Bostos Demers, thanked Wright State University for hosting us today.

Ms. Demers announced that Senate Bill 301 was recently introduced. This bill would require employers to make reasonable accommodations for employees who are pregnant or breastfeeding but would not be enforced under Ohio Revised Code, Chapter 4112. She will present more information about this bill at our April 30, 2016 meeting.

Report from Executive Director

Executive Director Payton stated that our association with Wright State University goes back more than 25 years. We remember well our relationship with Professors Ann Wendt and William Slonaker and their research on employment discrimination. We are thankful for Dr. Bernstein and the support of the university as a founding partner of our annual Ohio Civil Rights Commission Hall of Fame.

We salute Wright State University for being named among America's top disability-friendly universities and offering a supportive environment for students with disabilities.

We are also pleased to acknowledge Grace Ramos who served our commission for 18 years and is now on the Board of Trustees for Wright State.

Our guest speaker at lunch today will be Dr. Carmen Culotta an instructor in the Psychology Department who will be speaking to us on the topic of bias.

MOTION by Commissioner Patmon to recess for lunch. 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.

MOTION by Commissioner Patmon to return to public session. Second by Commissioner Cespedes.

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

Chairman Hubert thanked Wright State for hosting us and providing the great lunch. We look forward to our visit every year.

Director Payton introduced Larry Chan, Wright State University's new vice president for legal affairs and general counsel. Mr. Chan was previously at Bowling Green University and the Ohio Attorney General's Office where he worked in the Civil Rights Section.

Director Payton also thanked the Dayton Regional Office for all they do and for being with us today.

Chairman Hubert introduced our guest speaker, Dr. Carmen Culotta.

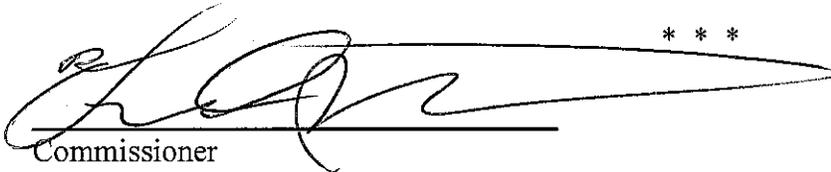
MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner 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 3:05 PM.


Commissioner

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