



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION**
April 2, 2015
Lobby Hearing Room, Rhodes Office Tower
Columbus, Ohio

CALL TO ORDER

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

Commissioners Present:

Chairman Leonard Hubert
Commissioner Lori Barreras
Commissioner William W. Patmon, III
Commissioner Tom Roberts

A quorum was present.

OCRC Staff Present:

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/Director of Operations; Desmon Martin, Director of Enforcement and Compliance; Darlene Newbern, Toledo Regional Director; Vera Boggs, Akron/Cleveland Regional Director; Norman Gibson, Dayton 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 everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Roberts to approve the March 12, 2015 minutes. Second by Commissioner Patmon.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Alayna J. Barnes v. King Arts Complex*
COL71(40950)05022014
22A-2014-01908C

*Executive Director G. Michael Payton recused himself from participation in this case

Dale Herren and Tracey Brockman v. Georgetown Village Apartments et al; Georgetown Village I, II, III, IV, LLC et al; Westminster Management LLC et al; Kadima Management Associates LLC et al; Kushner Co et al; Shannon Sheilman, Property Manager
COLH2(36539)05022014 AMENDED
05-14-0870-8
22A-2014-01996F

Sylvia Reid and Christopher Reid v. Briarwood Apartments of Toledo Limited Partnership, Kristine Powell, Dawn Fullmer, Gene B. Glick Company, and Julie Yesnick
COLH2(36853)10282014
05-15-0182-8
22A-2015-00193F

Angela Lumpkin v. Lorain Green Limited Partnership DBA Pin Oak Apartments, Showe Management Corporation, and Angel Workman
COLH4(42814)01212015
05-15-0606-8
22A-2015-00945F

Dilipkumar N. Bhatia v. Youngstown Home Care Services, LLC dba Ohio's Choice Home Health
AKRA3(37503)06262014
22A-2014-02283C

Rebel Stroman v. Pilot Travel Centers, LLC
AKRG3(37550)07212014
22A-2014-02520F

April L. Love v. Parking Solutions, Inc.
AKRB1(41336)11042014
22A-2015-00421C

Karen Adams v. City of Cleveland
CLE74(42668)10062014
22A-2015-00077C

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

Virl D. Griffith v. Sears & Roebuck
DAYA6(24337)05222014
22A-2014-02002C

Willie Wilson v. Taco Bell
DAY76(24374)06132014
22A-2014-02533C

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

Fair Housing Contact Service, Inc., v. James Cook and Amphan Cook
COLH3(37632)09302014
05-14-1655-8
22A-2015-00016F

Donald French v. Trumbull Metropolitan Housing Authority, The Riverview Apartments,
Don Emerson, Director, and Michelle Chance Ritchey
AKRH3(37672)11062014
05-15-0483-8
22A-2015-00377F

Michelle B. Fisher v. Ontario Local Schools
CLE74(42509)06112014
22A-2014-02146C

Betty Jo Gray v. "In Living Support"
DAYE6(24315)05142014
22A-2014-02255F

Betty Jo Gray v. Tailored Training Services LLC
DAYE6(24316)05142104
22A-2014-02469F

Sharon Y. Richardson v. CentralCare, Inc.
DAYB6(24318)05152014
22A-2014-02256C

Erica Marcum v. Tailored Training Services LLC / In Living Support
DAYE6(24400)06242014
22A-2014-02568F

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

Forest C. Tinsley v. State of Ohio, Department of Rehabilitation and Corrections
COL71(41475)12092014
22A-2015-01137C

Joshua E. Goulet v. The University of Toledo
TOLK2(36574)05222014
22A-2014-02001F

4. Upon Reconsideration – Ratify Conciliation Agreement and Consent Order - Close

Dale Herren and Tracey Brockmann v. Georgetown Village Apartments et al;
Georgetown Village I, II, III, IV LLC et al; Westminster Management et al; Kadima
Management Associates LLC et al; Kushner Co et al; Shannon Sheilman, Property
Manager
ADRH2(36539)05022014 AMENDED
05-14-0870-8
22A-2014-01996F

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

Fair Housing Advocates Association v. Mogadore Square Apartments, LLC, et al.
AKRH3(36294)03192012
05-12-0649-8
22A-2012-01706F
Complaint No. 12-HOU-AKR-36294

Jacqueline Shannon-Terrell v. Juvenile Court of Cuyahoga County
CLE74(40219)04062010
22A-2010-02960C
Complaint No. 11-EMP-CLE-40219

Chris Lee v. Aaron's, Inc.
CLE74(42026)061022013
22A-2013-02394C
Complaint No. 14-EMP-CLE-42026

Matthew C. Engleman v. IAC Huron, LLC
CLEB4(42125)081222013
22A-2013-03048C
Complaint No. 14-EMP-CLE-42125

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

Rachel L. Logan v. A.R.E. Accessories, LLC
CLE74(39539)04092009
22A-2009-03276C
Complaint No. 10-EMP-CLE-39539

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

Fair Housing Advocates Association v. W Y Espenschied and WHAY Corporation
AKRH3(36833)04022013
05-13-1127-8
22A-2013-03108F
Complaint No.14-HOU-AKR-36833

Denise Paprocki v. Freehold Investment Group, LLC dba Parkway Arms, Ltd., Eric Nugent, and Lauren Murphy
AKRH4(42280)12102013
05-14-0236-8
22A-2014-00630F
Complaint No.14-HOU-AKR-42280

Housing Research and Advocacy Center v. Richfield Sunset LLC
CLEH4(42706)08192014
22A-2015-00208F
05-14-1441-8
Complaint No. 15-HOU-CLE-42706

8. Probable Cause – Schedule Conciliation

Nancy L. Rutherford v. Clear Catheter Systems, Inc.
TOL72(36586)05292014
22A-2014-02022C

June Elizabeth Rickey v. Silver Lake Country Club
AKRG3(37494)06182014
22A-2014-02223F

Fair Housing Advocates Association v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski
AKRH3(37597)09112014 AMENDED
05-14-1669-8
22A-2014-03009F

Probable Cause – Schedule Conciliation – continued

Greg Simmons v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski*

AKRH4(42610)08222014 AMENDED

05-14-1609-8

22A-2014-02867F

* Split recommendation; Probable Cause finding on the basis of Disability. No Probable Cause finding on the basis of Retaliation

Sandy McAdams v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski

AKRH4(42732)11142014

22A-2015-00422F

Zenon Chaikovsky v. Rock Ohio Caesars Cleveland, LLC dba Horseshoe Casino Cleveland

CLEG4(42528)06262014

22A-2014-02305F

Connie Lee Fornash-Burrows v. Mansfield City Schools

CLEB4(42617)08292014

22A-2014-02824C

9. Issue Formal Complaint

Stephanie S. Dougherty v. Wise Services, Inc.

COL73(37433)05012014 AMENDED

22A-2014-02036C

David and Sue Dunbar v. Richard and Linda Mussig

AKRH3(37401)04112014

05-14-1700-8

22A-2014-01701F

Fair Housing Advocates Association v. Richard and Linda Mussig

AKRH3(37402)04112014

05-14-1699-8

22A-2014-01702F

10. Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close

June Elizabeth Rickey v. Silver Lake Management Corp. dba Silver Lake Country Club

AKRG3(37495)06182014

22A-2014-02224F

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

Housing Research and Advocacy Center v. Kingston Estates, LLC
CLEH4(42570)07242014
05-14-1412-8
22A-2014-02542F

Kahlia English v. Baymont Inn and Suites Cincinnati
DAYG6(24570)09222014
22A-2014-03136F

Housing Opportunities Made Equal v. Vicky Carlton, Agent, Keller Williams Realty;
Keller Williams Realty Associate Partners, WIR LLC
DAYH6(24606)07222014
22A-2015-00273F

Cynthia M. Strader v. Columbus City Schools
ADR71(41563)02032015
22A-2015-01426C

Ashley M. Klensch v. Holiday Inn Columbus - Hilliard
ADRB1(41596)02172015
22A-2015-01416C

Juanita Taylor v. Days Inn Bowling Green et al; Jim Riker, Manager et al; BG
Hospitality, LLC et al
ADRH2(36864)11042014 AMENDED
05-15-0183-8
22A-2015-00236F

Devin Taylor v. Owens Community College
ADR72(36996)01142015
22A-2015-00984C

Cheryl R. Tunpinboonwong v. The S.A.I. Group, Incorporated d/b/a Alpine Assisted
Living
ADR72(37025)02172015
22A-2015-01118C

Angela Rene Young v. Manpower Incorporated of Toledo
ADR72(37068)03112015
22A-2015-01327C

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

Deena Matthews et al v. Buckeye Northwest Realty et al*

ADRH2(36772)09152014

05-14-1566-8

22A-2014-02913F

*Split recommendation: Ratify Conciliation Agreement and Consent Order for allegations regarding Respondent, Buckeye Northwest Realty et.al.; Withdrawal of Charge – Grant for allegations regarding Respondent Neil Sampson, Owner

Fair Housing Contact Service, Inc. v. Russell Firman and Colleen Firman

ADRH3(37720)12092014

05-15-0326-8

22A-2015-00634F

Akia Allen v. Eaton Family Credit Union

ADRG4(42667)10062014

22A-2015-00076F

Elizabeth Torres v. Esperanza, Inc..

ADR74(42729)11132014

22A-2015-00445C

Housing Research and Advocacy Center v. ALA Group LLC, Ben Chmielewski Realtor

ADRH4(42754)11142014

22A-2015-00583F

Javonte Martin v. Love's # 427

ADR76(24827)02022015

22A-2015-01087C

Nicole Sammons v. Diversitech Inc.

ADR76(24829)02022015

22A-2015-01062C

11. Independent Settlement – Close

Theresa Moorman v. Ohio AFL-CIO

COL71(41490)12092014

22A-2015-01131C

12. Withdrawal of Charge with Settlement

Shawn Mitchell v. State of Ohio, Department of Developmental Disabilities*
COLA1(41428)11162014
22A-2015-00929C

*Commissioner Patmon recused himself from participation in this case

Angie Lecce v. Rent-2-Own
COL71(41653)03062015
22A-2015-01382C

James D. Hauter v. Service Spring Corp.
TOLA2(36793)09232014
22A-2014-03093C

Melodi L. Parker v. Chrysler Group LLC
TOL72(36845)10222014
22A-2015-00157C

Consolation Shaffer v. Operational Support Services, LLC.
TOLB2(36857)10292014 AMENDED
22A-2015-00198C

Consolation Shaffer v. Impact Employment Solutions, Inc.
TOLB2(36870)11062014
22A-2015-00246C

Melodi L. Parker v. UAW Local 12
TOL72(36969)01062015
22A-2015-00800C

David Carleski v. City of Toledo
TOLB2(37006)01292015
22A-2015-01002C

Quaneshia Flemming v. Toledo Correctional Institution
TOL72(37037)02202015
22A-2015-01167C

Dartangan Reed v. Lorantffy Care Center, Inc.
AKRB3(37566)08072014
22A-2014-02667C

Robert Pavalko, II v. Presidential Square Estates Homeowners Association, Inc. dba
Presidential Square Estates Condominium
AKRH3(37653)10232014 AMENDED
05-15-0069-8
22A-2015-00176F

Withdrawal of Charge with Settlement - continued

Jonathan M. Moore, Sr. v. GOJO Industries, Inc.
AKRA4(42748)12022014
22A-2015-00645C

Jay N. Fertel v. Tom Sedlak and Wolf Real Estate Management Company
CLEH4(42843)02092015
05-15-0540-8
22A-2015-01127F

Kelvin Falconer v. North Coast Community Homes, Inc.
CLEH3(37695)11212014
05-15-0224-8
22A-2015-00492F

Jane A. Marzette v. Montgomery County Developmental Disability Services
DAYB6(24534)09022014
22A-2014-03085C

JuliAnne M. Wyatt v. W.W. Grainger
DAY76(24638)10202014
22A-2015-00304C

Gary Lucas v. Elon Management, LLC
ADR71(41288)10032014
22A-2015-00337C

Ivy L. Ortman v. City of Columbus Recreation and Parks Department
ADRM1(41340)10232014
22A-2015-00407F

Holly Wilson v. Aramark Correctional Services
ADR71(41488)12152014
22A-2015-01189C

Heather Best v. Onley Friends School
ADRB1(41510)12292014
22A-2015-01053C

Heather Best v. Onley Friends School
ADRH1(41511)12232014
05-15-0685-8
22A-2015-01052F

Nicole Bieber v. Advanced Plastic Systems, Inc.
ADR71(41538)01162015
22A-2015-01136C

Withdrawal of Charge with Settlement - continued

Ivy L. Ortman v. City of Columbus Recreation and Parks Department
ADRM1(41581)02102015
22A-2015-01302F

Kenneth Durham v. Best Buy
ADRB2(36836)10172014
22A-2015-00127C

Katherine M. White v. Luigi's Restaurant
ADRA3(37764)01202015
22A-2015-00917C

Christina Suffolk v. Hartville Advantage, Inc. dba Kids Country Hartville
ADRB3(37769)01222015
22A-2015-00952C

Regina Bronner v. Aladdin's Eatery, Inc.
ADR73(37772)01272015
22A-2015-01005C

Regina Bronner v. Aladdin's Eatery, Inc.
ADR73(37780)01302015
22A-2015-01017C

Michele Mckee v. Boscho Fabricated products.
ADRB4(42735)11172014
22A-2015-00438C

Kiersten Marietta v. Lyn-Way Restaurant, Inc.
ADRB4(42758)11282014
22A-2015-00573C

Emmett Johnson v. Bratenahl Place Condo Association
ADRE4 (42810)01152015
22A-2015-00906F

Veschelley Phelps v. The Resident Home Corporation dba Envision
ADRA6(24834)02092015
22A-2015-01171C

13. Withdrawal of Charge – Grant

Kimberly A. Winston v. Summit County Department of Job and Family Services
COLA3(37444)05092014
22A-2014-02068C

Withdrawal of Charge – Grant – continued

Marcinni Leal v. United Collection Bureau
TOL72(36806)10022014
22A-2015-00039C

Lynn M. Jackson v. Jones Law Group, LLC
TOL71(41153)07302014
22A-2014-02891C

Ross Tobias Tucker v. Melton II Enterprises, Ltd., a division of Midwest Management
LLC dba Burger King
AKR73(37688)11172014
22A-2015-00394C

Deena Matthews et al v. Buckeye Northwest Realty et al*
ADRH2(36772)09152014
05-14-1566-8
22A-2014-02913F

*Split recommendation: Ratify Conciliation Agreement and Consent Order for
allegations regarding Respondent, Buckeye Northwest Realty et.al.; Withdrawal of
Charge – Grant for allegations regarding Respondent Neil Sampson, Owner

Joan Moore v. Brothers Grimm Grass Company Inc.
ADR73(37756)01092015
22A-2015-00869C

Jared Wood v. The Allen Co.
ADRB6(24841)02102015
22A-2015-01202C

14. No Jurisdiction – Dismiss XNJ

James Davis v. John Wolfe, Landlord/Owner
COLH1(41322)10152014
22A-2015-01425F

Karen Lynne Perry v. Aramark Correctional Services
COL71(41521)01062015
22A-2015-01442C

Daia Hatchett-Jackson v. The Ohio State University-ODEE*
COL71(41528)01092015
22A-2015-01511C

*Commissioner Patmon recused himself from participation in this case

No Jurisdiction – Dismiss XNJ – continued

Mystic Adams v. A Proper Garden
COLB1(41455)11282014
22A-2015-01139F

Frances Robinson v. ProMedica Health Systems, Inc.
TOLB2(36983)01202015
22A-2015-00909C

Diane Seeburger v. Waterside Sylvania HOA
TOLH2(37021)02102015
22A-2015-01096F

Robert Wilson v. Wayside Furniture, Inc.
AKRE3(37757)01092015
22A-2015-00871F

Taylor Fite v. GOJO Industries, Inc.
AKRE3(37775)01262015
22A-2015-01007F

Alan Bassetti v. Rockwell Automation
AKRE4(42872)03022015
22A-2015-01319F

Carmen Cordero v. Susan Massaro and Ashtabula Metropolitan Housing Authority
CLEH4(42787)12092014
05-15-0302-8
22A-2015-00852F

Rhonda Watt for Ken Watt v. Baywinds Properties Limited Partnership dba Baywinds
Athletic Club
CLEG4(42818)01232015
22A-2015-00992F

Cierra Hopkins v. University Rehabilitation Hospital
CLEE4(42829)01122015
22A-2015-01099F

Chris Peasant v. Miami County Sheriff's Office
DAY76(24694)11142014
22A-2015-01419C

Jamika Johnson v. Landmark Village Apartments; Shirley Simpson, Property Manager
DAYH6(24767)12052014
22A-2015-00975F

15. Administrative Closure

Lewis Titus v. Cathy Merrit and Meridian Greene II, LLC
AKRH3(37798)02092015
05-15-0539-8
22A-2015-01151F

Diane C. Bucy v. Comfy Couch Company
DAY71(41252)09082014
22A-2015-00114C

16. No Probable Cause – Dismiss

Kareen Lane v. The General Electric Company
COLB1(40969)05132014
22A-2014-02243C

Kareen Lane v. Adecco USA, Inc.
COLB1(40970)05132014
22A-2014-02242C

Gregory Joseph Lachowsky v. AirNet Systems, Inc.
COLB1(41022)05292014 AMENDED
22A-2014-02435C

Gregory Fitch v. Hana Japanese Steakhouse
COL71(41029)06052014
22A-2014-02347C

Steven Heselden v. City of Columbus Fire Division
COLA1(41052)06162014
22A-2014-02803C

Anita Brunson v. Consumer Support Services Inc.
COLB1(41063)06192014
22A-2014-02432C

Tess K. Hendricks v. Fab Con LLC
COL71(41105)06272014
22A-2014-02596C

DeVille Morrow v. CGI Transport, Inc.
COL71(41152)07292014
22A-2014-02850C

Jason L. West v. Pier 1 Imports
COLB1(41164)08012014
22A-2014-02908C

No Probable Cause – Dismiss – continued

Teck Siang Ng v. Preferred Real Estate Investments II, LLC dba Preferred Living
dba Wesbury Park Apartments and Madison Park Apartments
COLH1(41149)07182014 AMENDED
22A-2014-02890F

Lutricia Denise Fletcher-Rippey v. BMP Apartments, LLC
COLH1(41172)08072014
22A-2015-00070F

Dedra Ann Stephens v. Nathan Pratt DBA Prim Enterprises LTD
COLH1(41159)07312014 AMENDED
05-14-1454-8
22A-2014-02951F

J. D. P. Knight v. Nazareth Towers LTD DBA Nazareth Towers, BRC Properties, Inc.,
Keri Bartucci, Doug Decker and Arbi Mathis
COLH1(41188)08202014
05-14-1571-8
22A-2015-00223F

Dedra Ann Stephens v. Columbus Metropolitan Housing Authority
COLH1(41200)07312014 AMENDED
05-14-1455-8
22A-2014-02950F

Zahra Ali v. PNC Bank, National Association
COL71(41208)08262014
22A-2014-02992C

Lacy Joseph v. ChiropractiCare and Wellness Center
COL71(41230)09042014
22A-2014-02982C

Otavio Jackson v. Brink's Incorporated
COLB1(41241)08182014
22A-2014-02949C

Douglas A. Durant v. Eye Specialist of Inc., dba Eye Specialist of Ohio
COLB1(41263)09152014
22A-2015-00685C

Donald R. Henderson v. Marion General Hospital, Inc.
COLG1(41328)10282014
22A-2015-00467F

No Probable Cause – Dismiss – continued

Bryan Lee Pletcher v. The Kroger Co.
COLB1(41350)10312014
22A-2015-00704C

Christine Warren v. Adecco Employment Services
COL71(41457)11252014
22A-2015-00761C

Charlesqua Rogers v. Horton Emergency Vehicle
COL71(41545)01222015
22A-2015-01190C

Jacqueline Calo v. Blendon Park Condominium Association, Charles Price, Lori Zemba,
Pat Rogers, Eddie Begro, Rich Feldmaier and Brett Cullison
COLH1(41454)12022014
05-15-0285-8
22A-2015-00777F

Thomas Watts et al v. Lucas County Land Reutilization Corporation dba Lucas County
Land Bank et al; Wade Kapszukiewicz, Lucas County Treasurer, Chair of the Board et al;
David Mann, Esq., President
COLH2(36753)09052014 AMENDED
05-14-1512-8
22A-2014-02834F

Earl and Kimberly Lawson v. Polaris Home Funding Corporation DBA Oak Leaf
Mortgage Inc., Joel Tilmant and Chris Harmon
COLH3(37493)06182014
05-14-1259-8
22A-2014-02208F

Susan Lloyd v. Redwood Living Inc. and Mindy Wooster LLC DBA Cottagewood
Apartments, and Edward Hurtuk
COLH3(37681)11202014
05-15-0230-8
22A-2015-00387F

Jenny Lynn Wadsworth v. FirstEnergy Nuclear Operating Company
TOL72(36587)05302014
22A-2014-02033C

David Bodi v. City of Toledo, Department of Public Utilities, Division of Water
Distribution
TOL72(36590)06022014
22A-2014-02042C

No Probable Cause – Dismiss – continued

Josh P. Miller v. Toledo Botanical Garden
TOL72(36591)06022014
22A-2014-02043C

Racquel C. Green v. ProMedica Health System, Inc. dba ProMedica Flower Hospital
TOL72(36599)06092014
22A-2014-02109C

Heather M. Seymour v. Rainbow Apparel and Distribution Center dba Rainbow Shops
TOL72(36540)06102014
22A-2014-02129C

Sharnelle Spearman v. Toledo Tool & Die Company, Inc.
TOL72(36603)06112014
22A-2014-02139C

Shawntia Easter v. Lutheran Homes Society, Inc. dba LHS Maumee Youth Center
TOL72(36605)06122014
22A-2014-02147C

Joseph Rodriguez v. Chrysler Group LLC
TOL72(36607)06122014
22A-2014-02149C

Sherry L. Guthrie v. Diocese of Toledo Catholic Charities
TOLB2(36612)06132014
22A-2014-02158C

Marvin E. Crowe v. Alpha Management Inc. dba McDonald's
TOLA2(36613)06132014
22A-2014-02161C

Raymond E. Burres v. One Source Waste Solutions, Inc.
TOLB2(36617)06172014
22A-2014-02201C

Myron J. Robinson, Jr. v. Mondelez Global LLC
TOL72(36620)06202014
22A-2014-02228C

Tild Reed v. Air Contact Transport, Inc.
TOL72(36622)06232014
22A-2014-02248C

Kenneth Kanagy v. Crawford County Department of Job and Family Services
TOLA2(36626)06242014
22A-2014-02271C

No Probable Cause – Dismiss – continued

Serena Legeza v. Family Dollar Stores of Ohio, Inc.
TOL72(36629)06262014
22A-2014-02285C

Myrtle E. Kincade v. Rosary Care Center
TOL72(36676)07252014
22A-2014-02529C

David L. Bush v. Perfect Sweep, Inc.
TOL72(36687)08042014
22A-2014-02617C

James E. Skolmowski v. Northwest Ohio Psychiatric Hospital
TOLA2(36689)08072014
22A-2014-02664C

Tim Marshall v. Custom Deco, LLC
TOLA2(36735)08262014
22A-2014-02785C

Tim Marshall v. Advance Service Company
TOLA2(36736)08262014
22A-2014-02786C

Tim Marshall v. Manpower Incorporated of Toledo
TOLA2(36738)08262014
22A-2014-02788C

Jeremy Crites v. NN Metal Stampings, Inc.
TOLB2(36767)09122014
22A-2014-02904C

Tina Browder v. Menard, Inc.
TOLB2(36837)10172014
22A-2015-00128C

Michelle Wollenburg v. Ohio Virtual Academy
TOL71(41057)06102014
22A-2014-02263C

Renee J. Smith et al v. Cleveland Public Power et al; Ivan Henderson, Commissioner;
Paul Bender, Director of Public Utilities
TOLH4(42469)05142014
05-14-0988-8
22A-2014-01964F

No Probable Cause – Dismiss – continued

June Elizabeth Rickey v. Club Corp USA, Inc.
AKRG3(37496)06182014
22A-2014-02225F

Ellen Burke v. FedEx Freight, Inc.
AKRA3(37547)07212014
22A-2014-02519C

Thomas Regan v. Metalico Akron, Inc.
AKRB3(37567)08112014
22A-2014-02763C

Farren Murphy v. Gold's Ohio, LLC
AKR73(37581)08292014
22A-2014-02872C

DeSean Starks v. Rood Trucking Company, Inc.
AKR73(37583)09022014
22A-2014-02874C

Kimberly Jacobs v. Interval Brotherhood Homes, Inc., Addiction and Treatment Center
AKR73(37584)09022014
22A-2014-02875C

Capirtia Johnson v. Northern Health Facilities dba Maison Aine
AKR73(37587)09042014
22A-2014-02878C

Richard L. Weir v. Tradesmen International, LLC
AKR73(37605)09152014
22A-2014-03013C

Fair Housing Contact Service, Inc. v. Curtis Wayne Verrell
AKRH3(37630)09302014
05-14-1653-8
22A-2015-00014F

Shana Clark v. Family Dollar Stores of Ohio, Inc.
AKR73(37635)10022014
22A-2015-00059C

Gladys Faye Strahl v. Harry London Candies, Inc.
AKRA3(37646)10172014
22A-2015-00150C

No Probable Cause – Dismiss – continued

Matthew Jackson v. Universal Rack & Equipment Company, Inc.
AKR73(37652)10222014
22A-2015-00172C

Kimberly Jacobs v. Interval Brotherhood Homes, Inc., Addiction and Treatment Center
AKR73(37687)11142014
22A-2015-00393C

Tomiko Hill v. Saber Healthcare Group, LLC dba Bath Creek Estates
AKR73(37716)12082014
22A-2015-00650C

Greg Simmons v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland
Lofts, and Doug Perkowski*
AKRH4(42610)08222014 AMENDED
05-14-1609-8
22A-2014-02867F

* Split recommendation; Probable Cause finding on the basis of Disability. No Probable
Cause finding on the basis of Retaliation

Tanisha Ferran v. Miller Valentine GEM Real Estate Group LLC., Palm House
Apartments II LLC., Michelle Sevenbergen and Phil Adkins
AKRH4(42661)10012014
22A-2015-00058F

Vevackia Blankenship v. Arbor Park Phase Two Associates LP dba Arbor Park Village
AKRH4(42709)10292014
05-15-0251-8
22A-2015-00363F

Jonathan M. Moore, Sr. v. Real Time Staffing Services, Inc. dba Select Staffing
AKRA4(42749)12022014
22A-2015-00646C

Pamela Bolinger v. Ashtabula Metropolitan Housing Authority
AKRH4(42824)01272015
05-15-0481-8
22A-2015-01143F

Mae Evette Chandler v. Aramark Healthcare Support Services, LLC
CLEB4(42533)07012014
22A-2014-02309C

David Leon Blevins v. Nestle Prepared Foods Company
CLE74(42545)07082014
22A-2014-02363C

No Probable Cause – Dismiss – continued

Joseph E. Lachman v. Trader Joe's East Inc.
CLEB4(42550)07102014
22A-2014-02365C

Steven L. Horton v. Lake County Probate Court
CLEG4(42587)08062014
22A-2014-02700F

Steven L. Horton v. Lake County Sheriff's Office
CLEG4(42588)08062014
22A-2014-02701F

George D. Edwards v. Cleveland Browns Football Company LLC
CLEG4(42639)09182014
22A-2014-03024F

Alma J. Blunt v. Cleveland Browns Football Company LLC
CLEG4(42640)09182014
22A-2014-03025F

James M. Mayer v. Ohio Department of Commerce
CLEB4(42648)09262014
22A-2015-00020C

Travis J. Sims v. Domestic Violence and Child Advocacy Center
CLEG4(42682)10152014
22A-2015-00141F

Velissa M. Farris v. Wal-Mart Stores East, LP
CLEG4(42738)11192014
22A-2015-00488F

Marshallette Clark v. The Salvation Army
CLE74(42771)12102014
22A-2015-00630C

Heather Coles v. Richland County Job and Family Services
CLEG4(42780)12172014
22A-2015-00726F

Sonia Harrison v. Dave's Supermarket, Inc.
CLE74(42801)01072015
22A-2015-00856C

Orlando Keys v. LMN Development, LLC dba Kalahari Waterpark Resort
CLE74(42832)02052015
22A-2015-01106C

No Probable Cause – Dismiss – continued

Vicky M. Riviera v. R&J Investment Co., Inc. dba Avon Oaks Nursing Home
CLE74(42840)02122015
22A-2015-01124C

Darla E. Bauza v. Avon Oaks, a trade name registered to R & J Investment Co., Inc.
CLE74(42841)02122015
22A-2015-01125C

Darla E. Bauza v. Healthcare Services Group, Inc.
CLE74(42842)02122015
22A-2015-01126C

Jose Ortiz v. Cuyahoga Metropolitan Housing Authority
CLE74(42863)02252015
22A-2015-01252C

Jennifer M. Berkowitz v. City of Cleveland
CLE71(41448)11262014
22A-2015-00595C

Elliott Levar Giles v. Electronic Classroom of Tomorrow
CLE73(37509)06272014
22A-2014-02383C

Robert Smith v. Masco Cabinetry Middlefield LLC
CLEB3(37659)10282014
22A-2015-00215C

LaShanta Roberson v. Montgomery County Developmental Center
DAYB6(24367)06112014
22A-2014-02624C

Ozell Early v. Montgomery County Job and Family Services
DAYA6(24370)06112014
22A-2014-02461C

Sherina Griffin v. Commercial Custom Cleaning Ltd.
DAY76(24375)06122014
22A-2014-02673C

Lori Engel v. Kroger
DAY76(24376)06132014
22A-2014-02460C

Michael J. Wimmer v. Gateway Funding Diversified Mortgage Services, LP
DAY76(24382)06172014
22A-2015-02551C

No Probable Cause – Dismiss – continued

Irma Whitley v. AKJK, LLC dba True Collision Center
DAY76(24404)06252014
22A-2014-02554C

Todd Flesh v. Empowering People, Inc. dba Whispering Pines
DAY76(24409)06252014
22A-2014-02577C

Tawn Singh v. Wilberforce University
DAY76(24417)07012014
22A-2014-02676C

Dawnyale Woodard v. Eagle Restaurant
DAY76(24433)07092014
22A-2014-02574C

William Toliver v. Mydatt Services, Inc. dba Block By Block, Inc.
DAYA6(24434)07102014
22A-2015-02541C

Nathan C. Pence v. Langs Chevrolet Co.
DAY76(24444)07152014
22A-2014-02547C

Wayne James v. Caterpillar Logistics, Inc.
DAY76(24448)07172014
22A-2014-02792C

Roman M. Sims v. Greater Dayton Regional Transity Authority
DAYG6(24462)07282014
22A-2014-03116F

Gary L. Prater v. Greater Dayton Regional Transit Authority
DAYG6(24464)07292014
22A-2015-03115F

Joseph A. Peebles v. Cold Beer & Cheeseburger
DAYB6(24466)07292014
22A-2014-02796C

Noel Jones obo Brandon A. Jones v. Wyoming Pastry Shop
DAYB6(24468)07312014
22A-2014-03121C

Ralph Fitzpatrick II v. State of Ohio, Department of Rehabilitation and Correction
DAY76(24470)07312014
22A-2014-02610C

No Probable Cause – Dismiss – continued

Rhoda Scales v. ODRC-SOCF
DAY76(24471)08012014
22A-2014-02770C

Jennifer Lazelle v. On-Call Employment Solutions
DAY76(24477)08052014
22A-2014-03127C

Jennifer Lazelle v. MTM Molded Products Company
DAY76(24478)08052014
22A-2014-03128C

Michael Hummons v. State of Ohio, Department of Rehabilitation and Correction
DAY76(24490)08132014
22A-2014-02772C

Shelly M. Brown v. Montgomery Developmental Center
DAY76(24504)08192014
22A-2014-03070C

Kimberly Green v. Time Warner Cable
DAY76(24506)08192014
22A-2014-03060C

Robert Ellis v. Echelon Consulting, LLC
DAY76(24517)08252014
22A-2014-03033C

Alexander Floyd v. Echelon Consulting, LLC
DAY76(24518)08252014
22A-2014-03034C

Danita Riston v. Ridge Global, Inc. dba Kate Spade & Company
DAY76(24587)09292014
22A-2015-00262C

Berlis V. Preyor v. Brinkley Properties Ltd; Laura Weingartner, Manager
DAYH6(24596)10012014
05-15-0146-8
22A-2015-00277F

Tonya Stivers v. Dixie Bevins, Owner
DAYH6(24608)09302014
05-14-1638-8
22A-2015-00499F

No Probable Cause – Dismiss – continued

Suguna Brown v. Security National Automotive Acceptance Corporation
DAY76(24613)10072014
22A-2015-00314C

Roddrick L. Wade v. SGS North America Inc.
DAYA6(24632)10162014
22A-2015-00279C

Christina Washington v. Express Scripts Pharmacy, Inc.
DAYB6(24655)10282014
22A-2015-00530C

Cheryl Murrer v. Twin Dental
DAYE6(24678)11102014
22A-2015-00534F

LaVena Kraft v. Knollwood Crossing Apartments; Beth Tolson
DAYH6(24672)10242014
05-15-0079-8
22A-2015-00542F

Cody Harden v. ADS Alliance Data Systems, Inc.
DAY76(24705)11242014
22A-2015-00882C

Nicole Farren-White v. Adam J. Dietsch
DAYH6(24707)11242014
22A-2015-00541F

Christine Washington v. Express Scripts Pharmacy, Inc.
DAYB6(24780)01092015
22A-2015-01086C

Omar Childress v. City of Cincinnati, Selective Enforcement, et al.
DAYH6(24781)01092015
22A-2015-00922F

Zelaya Richburg v. Charleston at Blue Ash; Stephanie Sturzinger, Director of Operations
DAYH6(24796)01092015
05-15-0389-8
22A-2015-01061F

Pamela Rodgers v. The Public Library of Cincinnati and Hamilton County
DAYG6(24797)01202015
22A-2015-00965F

No Probable Cause – Dismiss – continued

Kimberly R. Pitts v. General Motors
DAY71(41076)06232014
22A-2014-02760C

David A. Holloway v. Lang Stone Company
DAY71(41097)07082014
22A-2014-02934C

Bryant C. Below v. Midwest Express, Inc.
DAY71(41119)07152014
22A-2014-02794C

Christine J. Jones v. Lucas County Auditor’s Office
DAY72(36828)10142014
22A-2015-00117C

**MOTION by Commissioner Barreras to approve April 2, 2015 Confirmation Agenda.
Second by Commissioner Roberts.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES – Except for noted recusals

Motion carried.

STAFF BRIEFING

The Compliance Manager informed the 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 the following case be deleted from today's agenda:

Week3, Page 1, Item III

NO JURISDICTION - DISMISS

Elijah J. Kennedy v. Belmont Metropolitan Housing Authority
COLH1(41308)09142014 AMENDED
22A-2015-01424F

This case is being removed from the agenda for further review.

**Motion by Commissioner Roberts to approve the deletion of the above named charge.
Second by Commissioner Barreras.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES

Motion carried.

APPEARANCES

1. Commissioner's Agenda, Week 1

Special Discussion Item: Certification For A Bona Fide Occupational Qualification – Grant. Echoing Hills Village, Inc.

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

MOTION by Commissioner Patmon to Grant the Certification for A Bona Fide Occupational Qualification to Echoing Hills Village, Inc. for the positions presented in their application. Second by Commissioner Roberts.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

2. Commissioner's Agenda, Week 2

Recommendation: Upon Reconsideration: Respondent's Request – Deny

Karen L. Tyus-Youngblood v. DMS Robinwood Properties, LLC and Advanced Realty/Management, Inc.
COLH1(40992)05192014 AMENDED
22A-2014-02233F

Upon review of Respondents' Requests for Reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of Probable Cause – Schedule Conciliation. Mr. Dunn, Counsel for Respondent Advanced Realty/Management, Inc., Representatives for Respondents DMS Robinwood Properties, LLC and Advanced Realty/Management, Inc., Charging Party and Counsel for Charging Party were present to discuss the case.

MOTION by Commissioner Roberts to uphold the Regional finding of Probable Cause – Schedule Conciliation. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

3. Commissioner's Agenda, Week 3

Upon Reconsideration: No Probable Cause - Dismiss

Alayna Barnes v. King Arts Complex*

COL71(40950)05022014

22A-2014-01908C

*Executive Director G. Michael Payton recused himself from participation in this case

Upon review of Charging Party's Requests for Reconsideration, Aman Mehra, Columbus Regional Director, recommended the Commission uphold the Regional finding of No Probable Cause - Dismiss. Mr. Mehra, Investigator Brian Coston, Counsel for Charging Party, Charging Party and Counsel for Respondent were present to discuss the case.

MOTION by Commissioner Roberts to take a brief recess. Second by Commissioner Patmon.

Roll Call Vote:

Commissioner Tom Roberts	YES
Commissioner William Patmon	YES
Commissioner Barreras	YES
Chairman Leonard Hubert	YES

Motion carried.

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

Roll Call Vote:

Commissioner Tom Roberts	YES
Commissioner William Patmon	YES
Commissioner Barreras	YES
Chairman Leonard Hubert	YES

Motion carried

MOTION by Commissioner Roberts to reverse the Regional finding of No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation. There was no second.

Motion failed.

MOTION by Commissioner Patmon to Remand the case back to the Regional office for additional information including 1) interviews with Demetries Neely, Helen Cordor and Connie Davis; 2) a statement confirming the number of meetings held to discuss Charging Party’s being observed working at the front desk and 3) clarification of Respondent’s response to Charging Party’s complaints of sex discrimination and retaliation. Second by Commissioner Roberts.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

COMMISSIONER'S AGENDAS

Commissioner's Agenda for Week 1

1. Findings Upon Reconsideration – No Probable Cause - Dismiss

Floyd Isaac Ellis v. Youngstown Real Estate Venture dba Hollywood Gaming at Mahoning Valley Course
AKRG3(37625)09292014
22A-2015-00025F

Floyd Isaac Ellis v. Youngstown Real Estate Venture dba Hollywood Gaming at Mahoning Valley Course
AKRG3(37736)12182014
22A-2015-00823F

Amy Render v. Maryanne Hathaway, Owner
DAYH6(24777)01022015
22A-2015-00864F

2. No Jurisdiction – Dismiss

Ronald Garr v. Terry McKiver and Claudis Jenkins
CLEK4(42873)03022015
22A-2015-01279F

MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 1 Agenda. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES

Motion carried.

Commissioner's Agenda for Week 2

1. Findings Upon Reconsideration

A. No Probable Cause – Dismiss

Scott K. Johnson v. The Kroger Co.
COLB1(40952)05052014
22A-2014-01912C

Juanita Evans v. Cuyahoga Metropolitan Housing Authority, Denise Knight and
King Kennedy Apartments
CLEH4(42702)10242014
05-15-0134-8
22A-2015-00205F

B. Reverse No Probable Cause to Probable Cause – Schedule Conciliation

Linda Richmond v. George and Elizabeth Tippel
COLH3(37423)04252014
05-14-0912-8
22A-2014-01815F

C. No Jurisdiction - Dismiss

Charles Turner v. City of South Euclid
CLEG4(42808)01142015
22A-2015-00904F

2. No Jurisdiction – Dismiss

Thomas J. Preston v. Vinton Township Trustees
DAYG6(24617)10072014
22A-2015-00521F

Hope Pitts v. Eastern High School
DAYK6(24714)11212014
22A-2015-00738F

MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Week 2 Agenda. Second by Commissioner Roberts.

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

Commissioner's Agenda for Week 3

1. Findings Upon Reconsideration - Respondent's Request – Deny

Fair Housing Contact Service v. James Cook and Amphan Cook
COLH3(37632)09302014
05-14-1655-8
22A-2015-00016F

2. No Jurisdiction - Dismiss

Elijah J. Kennedy v. Belmont Metropolitan Housing Authority
COLH1(41308)09142014 AMENDED
22A-2015-01424F

Deborah Parker v. Ohio Public Employees Retirement System
AKRG3(37777)01202015
22A-2015-01014F

Mohammad Edbah v. City of Akron Police Department
AKRG3(37784)01312015
22A-2015-01021F

Eric Shephard v. Waste Management
AKRE3(37837)03092015
22A-2015-01348F

Monique Jones v. Avon Local School District
CLEG4(42864)02252015
22A-2015-01253F

3. Failure to Cooperate – Dismiss Formal Complaint – Submitted by the Ohio Attorney General's Office

Babak Firoozi v. City of Toledo
TOL72(35923)05092013
22A-2013-02133C
Complaint No. 14-EMP-TOL-35923

Babak Firoozi v. City of Toledo
TOL72(36224)10212013
22A-2014-00205C
Complaint No. 14-EMP-TOL-36224

MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Week 3 Agenda. Second by Commissioner Roberts.

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General's Office, gave an update on a decision by the U.S. Supreme Court involving the issue of Pregnancy

Report from Executive Director, G. Michael Payton

Director Payton thanked Commissioners for their words of appreciation on behalf of our staff and their work.

Senate Bill No. 134 (Cf.SB No. 349) has been reintroduced in the Senate by Senator Bill Seitz.

Darlene Newbern was presented with the Reverend Fred L. Shuttlesworth Humanitarian Award at the annual State of the State conference at Owen Community College in Toledo on March 19th. This award is given to an individual who best epitomized Reverend Shuttlesworth's commitment to social justice, civil rights and broadening opportunities for all Americans. The award and recognition are intended to express appreciation, to encourage continued efforts and to identify the recipient as an example for the many others who share the same goal. Director Payton was a presenter at the conference.

Remarks

Chairman Hubert thanked Keith McNeil for his help with legal issues during Director Payton's and Chief Legal Counsel Bostos Demer's absence.

Chairman Hubert recognized Commissioner's Roberts' work with the Task Force on Community - Police Relations. Commissioner Roberts was appointed to the Task Force by Governor Kasich.

Chairman Hubert asked that we keep the City of Toledo and the family of Mayor Ford in our thoughts and prayers. Mayor Ford, who served as Minority Leader in the Ohio House of Representatives, was a real gentle giant – respected by our Commission and the community. Chairman Hubert and Regional Director Darlene Newbern attended the memorial service for Mayor Ford who passed away on March 21, 2015.

Darlene Newbern stated she was honored to be the recipient of the Reverend Fred L. Shuttlesworth Humanitarian Award and be recognized by the civil rights community.

Commissioner Roberts reported the Ohio Task Force on Community – Police Relations recently completed the hearings held across the state and their recommendations should be written by April 30th.

Commissioner Roberts congratulated Darlene Newbern on her award. He stated that it was very appropriate that she be honored with this award named after Reverend Shuttlesworth who was a national figure in civil rights.

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

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner Tom Roberts	YES
Commissioner William W. Patmon, III	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:55 pm.


Commissioner

* * *