MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
June 28, 2012
Rhodes Office Tower Lobby
Columbus, Ohio

CALL TO ORDER

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

Commissioners Present:
Chairman Leonard Hubert
Commissioner Rashmi Yajnik **arrived at 9:32 a.m.*
Commissioner Eddie Harrell, Jr.
Commissioner Tom Roberts
Commissioner Stephanie Mercado

A quorum was present.

OCRC Staff Present:
G. Michael Payton, Executive Director; Keith McNeil, Director of Operations; Norman Gibson, Dayton Regional Director; Darlene Newbern, Toledo Regional Director, Iris Choi, Cleveland Regional Director; Ronnell Tomlinson, Director of Housing; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Lori Anthony, Chief Assistant Attorney General Civil Rights Section, Attorney General's Office; Desmon Martin, Director of Enforcement and Compliance and Carol Swartzmiller, Administrative Assistant.

APPROVAL OF MINUTES

Commissioner Harrell moved to approve the June 7, 2012 minutes. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Daniel Bangura v. The Laurels of Norworth
COLA1(38692)07062011
22A-2011-03500C

Christopher M. Durham v. Columbia Gas of Ohio, Inc.
TOLB2(34718)08042011
22A-2011-03447C

Jake Ellis v. Garin Strategic Group, LLC dba Peter D. Hart Research Associates, Inc.
TOLB2(34753)08222011
22A-2011-03701C

Shelia D. Shaffer v. The University of Toledo
TOLA2(34990)12302011
22A-2012-00799C

Larry Jennings v. State of Ohio, Department of Youth Services
AKRB3(36087)11072011
22A-2012-00482C

Marvin Dickman v. Butler County Educational Service Center
DAY76(22515)10062011
22A-2012-00619C

Marvin Dickman v. Monroe Local Schools
DAY76(22516)10062011
22A-2012-00633C

Marvin S. Dickman v. Lakota Local School District
DAY76(22517)10062011
22A-2012-00621C

Curtis L. Matthews v. Rumpke Transportation Company, LLC
DAY76(22881)04122012
22A-2012-01950C

Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review (Cont'd)

Stefan P. Wright v. Tire Discounters
DAY76(22893)04182012
22A-2012-02143C

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

Bernadette Davantes Heckman v. Ohio University
COL71(38718)07182011
22A-2011-03577C

Bernadette Davantes Heckman v. Dr. Bruce Carlson (GENERO)
COLE1(38719)07182011
22A-2011-03579F

Walter Malick v. Brittany Commons Condominium Unit Owners' Association, Inc. and Laura Cochran
AKRH3(35916)07272011
05-11-1266-8
22A-2011-03617F

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

Deborah McCormack Terry v. Educational Service Center of Central Ohio
COLB1(39002)11092011
22A-2012-00426C

Kerrence S. Spratley v. NaphCare
DAY76(22467)09142011
22A-2012-00470C

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

Sarah Green v. REMAX/Masters Realty, John Modene and Matthew Albright.
TOLH2(33475)09292009 05-10-0087-8
22A-2010-01191F
Complaint No. 10-HOU-TOL-33475

Withdrawal of Charge with Settlement; Dismiss Formal Complaint – Submitted by the Attorney General's Office (Cont'd)

James M. Jones v. Southwestern College
TOL72(33990)08052010
22A-2010-03653C
Complaint No. 11-EMP-TOL-33990

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

Jennifer Chambers v. Noble County Sheriff's Office
COL71(37093)10012009
22A-2010-01654C
Complaint No. 10-EMP-COL-37093

Jennifer Chambers v. Noble County Commissioners
COL71(37128)10142009
22A-2010-01656C
Complaint No. 10-EMP-COL-37128

Jennifer Chambers v. Steve Hannum
COLE1(37129)10142009
22A-2010-01655F
Complaint No. 10-EMP-COL-37129

Teresa A. Charlton v. True Health Chiropractic
COL71(38263)12172010
22A-2011-01488C
Complaint No. 11-EMP-COL-38263

Eric Armstrong v. Harold R. Cook
DAYH6(21798)10262010
22A-2011-01649F
Complaint No. 11-HOU-DAY-21798

6. Administrative Closure; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Fair Housing Resource Center v. Jeanine Balin Trust, et al.
CLEH6(40357)06222010
05-10-1389-8
22A-2010-04007F
Complaint No. 11-HOU-CLE-40357

7. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Housing Research & Advocacy Center v. Robert Hulec
CLEH4(40415)07022010
05-10-04224-8
22A-2010-04224F
Complaint No. 11-HOU-CLE-40415

8. Issue Cease & Desist Order – Submitted by the Attorney General's Office

Claudia Martinez v. Big Daddy's Drive Thru and Eric M. Olejnik and Christine A. Olejnik
AKRE3(31447)07242006 AMENDED
22A-2006-20667F
Complaint No. 07-EMP-AKR-31447

9. Probable Cause – Schedule Conciliation

Amber Keech-Straley et al v. Quicken Loan, Inc.; Dustin Engstrom, Agent; Richard Chyette, Secretary
TOLH3(35917)08012011 AMENDED
05-11-1299-8
22A-2011-03567F

Fair Housing Contact Service v. Craigslist
AKRH3(35914)08022011
22A-2011-03615F

Probable Cause – Schedule Conciliation (Cont'd)

Sylvester & Bridget Bailey v. David A. & Cynthia Graneto
CLEH4(41143)08192011
05-11-1370-8
22A-2011-03950F
**Split recommendation-pc on familial status.*

Fair Housing Resource Center, Inc. v. David A. & Cynthia Graneto
CLEH4(41144)08172011
05-11-1373-8
22A-2011-03951F
**Split recommendation-pc on familial status*

Fair Housing Research Center v. Gary Landon, Jonathan J. Smyke, David A. Katz and Painesville Townhouse Apartments
CLEH4(41169)08222011
05-11-1402-8
22A-2011-04056F

Housing Research & Advocacy Center v Craigslist, Inc.
CLEH4(41358)12182011
05-12-0309-8
22A-2012-00978F

10. Issue Formal Complaint

Bernadette Davantes Heckman v. Ohio University
COL71(38718)07182011
22A-2011-03577C

Bernadette Davantes Heckman v. Bruce Carlson, Chair of Psychology Department
COLE1(38719)07182011
22A-2011-03579F

Ivan Yoychev Mitchell v. Donald & Betty Price, Owners
TOLH2(34764)08242011 AMENDED
05-11-1555-8
22A-2011-03734F

Issue Formal Complaint (Cont'd)

Fair Housing Advocates Association & Judy Jarvis, Property Manager, Chalet Enterprises LTD dba Chalet Apartments & Howard Krantz, Owner, Krantz Management
CLEH3(35876)07112011 AMENDED
05-11-1260-8
22A-2011-03390F

Willa D. Wells v. Kids R Kids
DAYA6(22353)07192011
22A-2011-04008C

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

Tonya D. Cook v. Cuyahoga Metropolitan Housing Authority
CLE74(41289)11222011
22A-2012-00568C

Raheem Muhammad v. Greyhound Lines, Inc.
CLEG4(41040)07202011
22A-2011-03498F

12. Withdrawal of Charge – With Settlement After a Finding of Probable Cause

Lydia G. Sally v. The Diane L. Roberts Trust
AKRG3(35959)08222011
22A-2011-03928F

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

Allison M. McLaughlin v. Vitran Express, Inc.
TOL72(34688)07182011
22A-2011-03140C

Amy Salazar v. State of Ohio, Department of Job and Family Services
TOL72(34787)09022011
22A-2011-03906C

H.O.M.E. v. Michael Payne
DAYH6(22769)02092012
22A-2012-02195F

Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (Cont'd)

Jessica Harris v. John Pratt, Owner
DAYH6(22884)04132012
pending

Kiyoung Lee v. Owens Community College
ADR72(35171)04092012
22A-2012-01674C

Tamera Golden v. St. Moritz
ADR72(35216)05032012
22A-2012-01883C

Nathan Brown v. Reflective Security LLC
ADR72(35236)05142012
22A-2012-01983C

Matthew Whitfield v. AES Management Corp. dba Popeye's Chicken & Biscuit
ADR74(41312)12062011
22A-2012-00816C

Tamara Cole v. Austin Tape and Label, Inc.
ADR73(36372)05022012
22A-2012-02178C

Josephine D. Overall v. Westlake Health Center
ADR74(41410)02142012
22A-2012-01183C

Jamal Pittman v. CLERAC, LLC dba Enterprise Rent-A-Car
ADR74(41443)03142012
22A-2012-01667C

Lacey Dean v. Westlake Health Center
ADR74(41448)03152012
22A-2012-01672C

Ernestine Williams v. Universal Nursing Service, Inc.
ADR74(41468)03022012
22A-2012-01847C

Herman Orlando Galvez v. ZZ's Big Top, Inc.
ADRG4(41475)04032012
22A-2012-01854F

Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (Cont'd)

Karima D. Nevels v. Medical Care Center, LLC
ADR74(41498)04202012
22A-2012-02042C

David B. Dial v. FASS Management & Consultants, LLP
ADRB4(41504)04232012
22A-2012-02048C

Shunda Chavers v. Stark County Board of Elections
ADR74(41511)04262012
22A-2012-02169C

Bernard Halpin vs. Pentaflex, Inc.
ADRA6(22865)04042012
22A-2012-01966C

Miami Valley Fair Housing Center, Inc.
ADRH6(22897)04192012
05-12-0960-8
22A-2012-02277F

Jacqueline R. Anderson v. Maple Knolls
ADRB6(22969)05252012
22A-2012-02278C

Michael W. Washington v. Indiana Wesleyan University
ADRK6(22972)05252012
22A-2012-02258F

14. Independent Settlement Agreement After Finding of Probable Cause – Close/Dismiss Formal Complaint

Melanie French v. Family Healthcare, Inc.
COL71(38370)02082011
22A-2011-02213C

15. Withdrawal of Charge – With Settlement

Michelle Redd v. Educational Service Center Council of Governments
COL71(38777)08102011
22A-2011-03841C

Maria Wood-Jackson v. U.S. Bank
COL71(39009)11152011
22A-2012-00544C

David Arthur Johnson v. Steak N Shake Operations, Inc., dba Steak N shake
COL71(39084)12202011
22A-2012-00884C

Julia Garzia v. Macy's Inc.
COLA1(39186)02172012
22A-2012-01476C

James E. Matten v. City of Toledo, Department of Public Utilities
TOL72(35036)01242012
22A-2012-01044C

Rosylan Williams v. S&A Industries Corporation
AKR73(36192)01232012
22A-2012-01208C

Donna M. Pownall v. Select Staffing
AKRB(36250)03012012
22A-2012-01307C

Donna M. Pownall v. GOJO Industries, Inc.
AKRB3(36251)03012012
22A-2012-01308C

William A. Plumley v. Haasz Auto Mall, LLC
AKRB3(36412)05242012
22A-2012-02201C

James E. Grisby v. Lisa Konen (Property Manager), Botnick Realty Company dba Rosaline Apartments
AKRH3(36441)06192012
05-12-1209-8
22A-2012-02279F

Withdrawal of Charge – With Settlement (Cont'd)

Ryan Griffin v. The Gap, Inc.
AKR71(39233)03092012
22A-2012-01571C

Janice Lea DiGiacomo v. Ashtabula County Medical Center
CLEA4(41217)10032011
22A-2012-00172C

Iola Smith v. Dayton Children's Medical Center
DAY76(22588)11022011
22A-2012-00725C

Coya Osborne v. DMC Management Co., dba Sterling U of Cincinnati, LP/Sterling McMillan
DAY76(22751)01312012
22A-2012-01277C

Charles Gardner v. Hamilton County Engineer Department
DAY76(22811)03062012
22A-2012-01582C

Monique Robinson v. Kenwood Family Chiropractic
DAYB6(22858)04022012
22A-2012-01742C

Merrilyn Amelia Goodman v. CITI GTS
ADR71(39282)03262012
22A-2012-01809C

Lonnie Eugene Thomas v. COVA
ADR71(39327)04162012
22A-2012-02015C

Tamera Golden v. Chico's
ADR72(35165)04032012
22A-2012-01620C

Kary Benton v. Great Lakes Cheese Co., Inc.
ADR73(36314)03292012
22A-2012-01765C

16. Withdrawal of Charge - Grant

Theodore J. Roberts v. City of Columbus, Division of Fire
COLA1(38804)08172011
22A-2011-03897C

Narciso Ramos v. Owens Corning
COL71(38992)11072011
22A-2012-00531C

Alexander George v. Dollar Thrifty Automotive Group, Inc.
COLB1(39108)01102012
22A-2012-01038C

Joan C. Brown v. Mercy College of Northwest Ohio
TOLA2(34715)08022011 AMENDED
22A-2011-03424C

Cheryl Washington v. Alpha Towers (Project Alpha) et al; Vanessa Collee, Property Manager; Anne Niles-Crumb, Assistant Manager; Flaherty & Collins, Inc. et al; Kim Whitaker, Director; Jerry Collins, Registered Agent; Sumner Partners, LLC
TOLH2(34724)08092011 AMENDED
05-11-1458-8
22A-2011-03509F

Robert D. Wright v. Joerns LLC dba Joerns Healthcare
TOLA2(34754)08222011
22A-2011-03702C

Verlean E. Macon v. J.C. Penney Corporation, Inc.
TOL72(34771)08262011
22A-2011-03803C

Joseph Ingraham v. Behavioral Connections of Wood County, Inc.
TOLB2(34797)09082011
22A-2011-03945C

Susan L. Arbaugh v. University of Toledo Medical Center
TOLA2(34827)09262011
22A-2011-04103C

Frank LaPoint v. The University of Toledo
TOL72(34925)11212011
22A-2012-00444C

Withdrawal of Charge – Grant (Cont'd)

Debra Saunders et al v. James V. Thomas, Jr., Owner; James V. Thomas, Sr., Owner
TOLH2(34992)10142011
05-12-0325-8
22A-2012-00844F

Sue Marchbanks v. TP Foods, LLC
TOL72(34997)01042012
22A-2012-00845C

Trena Cook v. Board of Education of the Toledo City School District
TOL72(35064)02102012
22A-2012-01117C

Jack Rishel v. Judi Conibear, Owner
TOLH2(35140)03222012
05-12-1010-8
22A-2012-01499F

Wilma Y. Preston v. Healthcare Services Group, Inc.
TOL72(35228)05092012
22A-2012-01943C

Ashley N. Williams v. Healthcare Services Group, Inc.
TOL72(35184)04132012
22A-2012-01746C

Dawn D. Dockery v. Akron General Medical Center
AKR73(36062)10252011
22A-2012-00329C

Donald French v. Luigi Farina
AKRH3(36255)03022012
05-12-0561-8
22A-2012-01316F

Michael C. Harris v. Sue Sweisthal (Property Manger), Sutliff II Senior Housing and Bill Worden (V.P. of Senior Housing), The K & D Management, LLC.
AKRH3(36357)04252012
05-12-0845-8
22A-2012-02066F

Withdrawal of Charge – Grant (Cont'd)

Christina Geist v. Mortgage Now, Inc., Justin Morrison
CLEH4(41353)12022011
05-12-0254-8
22A-2012-00973F

Roger Gullatte v. Jefferson Township Board of Education
DAY76(22694)12292011
22A-2012-01013C

17. Administrative Closure

David & Lynda Tomlinson v. Chris & Lydia Batsakis, Owners
DAYH6(22923)05022012
EEOC/HUD Number: pending

Lori L. Spellman v. State of Ohio, Department of Transportation
DAY71(39435)05222012
EEOC/HUD Number: pending

18. No Probable Cause - Dismiss

Teresa Grilliot v. State Farm Insurance
COLB1(38749)08012011
22A-2011-03664C

Brian Curtis v. United Parcel Service Co.
COL71(38767)08092011
22A-2011-03836C

Sachin Gupta v. TrueBlue, Inc.
COL71(38778)08092011
22A-2011-03698C

Gina Swisher v. Settle-Muter Electric, Ltd.
COL71(38790)08152011
22A-2011-03733C

Michelle Sears v. Columbus Center for Human Services, Inc.
COL71(38797)08162011
22A-2011-03892C

No Probable Cause – Dismiss (Cont'd)

Ida Carol Humphrey v. IBEW Local 683, Fringe Benefit Funds, Inc.
COL71(38805)08172011
22A-2011-03898C

Todd A. Jackson v. State of Ohio, Department of Transportation
COL71(38816)08192011
22A-2011-03914C

Glendena Vance v. Lancaster Colony Corporation
COLB1(38823)08242011
22A-2011-03968C

Devon L. Harris v. Aryes Staffing
COLB1(38827)08242011
22A-2011-03943C

Cecil Hill v. The Ohio State University Transportation and Parking
COL71(38832)08302011
22A-2011-03975C

Deshia L. Wade v. The Ohio State University, College of Dentistry
COLB1(38839)08312011
22A-2011-04119C

Lee A. Miller v. Greater Columbus Convention Center
COL71(38871)09132011
22A-2011-04137C

Brian Jackson v. Kindred Nursing Centers East, LLC dba Franklin Woods Nursing and Rehabilitation Center
COL71(38881)09142011
22A-2011-04140C

Herbert E. Friesner v. New England Motor Freight
COLB1(38888)09162011
22A-2011-04149C

Ronald Candow v. JP Morgan Chase Bank, N.A.
COLB1(38890)09162011 AMENDED
22A-2012-00064C

No Probable Cause – Dismiss (Cont'd)

Belinda McVay v. Gaylor, Inc.
COL71(38922)09292011
22A-2012-00128C

Brandy Harris v. Monaco's Group, Inc.
COL71(38934)10112011
22A-2012-00202C

Larry Criss II v. WASCO, Inc.
COLB1(38942)10132011
22A-2012-00241C

Reginald Lee Washington v. AVI Foodsystems, Inc.
COLA1(39020)11222011
22A-2012-00665C

Gilbert Campos v. New Wen, Inc., dba Wendy's Restaurant
COLG1(39021)11232011
22A-2012-00666F

Mario Campos v. New Wen, Inc. dba Wendy's
COL71(39023)11222011 AMENDED
22A-2012-00668C

Gaffar Etti v. Act -1 Temporaries Inc dba Act-1 Staffing
COL71(39041)12012011
22A-2012-00678C

Guy Z. Allen v. Teradata Corporations
COLB1(39044)12022011
22A-2012-00687C

Jocelyn M. McDonald v. State of Ohio, Office of Budget & Management-Shared Services
COLA1(39117)01172012
22A-2012-01412C AMENDED

Michael Anthony Procter v. Beulah Park Gaming Ventures, Inc.
COL71(39135)01262012
22A-2012-01406C

No Probable Cause – Dismiss (Cont'd)

Jeffrey Allen Zimmer v Pickerington Local School District
COL71(39144)01312012
22A-2012-01861C

Marc Scott Hendricks, II v. Cloverleaf Cold Storage Co.
COL71(39164)02072012
22A-2012-01434C

Barbara Sue Sanders-Langford v. Wal-Mart Stores East, LP
COLB1(39165)02072012
22A-2012-01435C

Geria Nicole Wright v. City of Columbus, Recreation & Parks Department
COLG1(39196)02232012
22A-2012-01486F

Brenda Sue Smith v. University Medical Associates, Inc.
COLA1(39202)02282012
22A-2012-02183C

Floyd Collins v. DecisionOne Corporation
COL71(39214)03012012
22A-2012-01632C

Marcus J. Bryant v. Rescue Rooter
COL71(39230)03082012
22A-2012-01638C

Mary Faye Shaffer v. State of Ohio, Department of Developmental Disabilities
COLB1(39234)03132012
22A-2012-01651C

Briana Miller v. Aspen Energy Corporation
COL71(39255)03202012
22A-2012-01683C

Clarence Flournoy, Jr. v. Swifty Oil Co., Inc.
COLG1(39373)04302012
22A-2012-02111F

No Probable Cause – Dismiss (Cont'd)

Keith D. Dandridge-El v. Advanced Distribution Generation LLC
TOL72(34729)08102011
22A-2011-03537C

Corey R. Swanson v. Marco's Pizza, Inc.
TOL72(34735)08122011
22A-2011-03574C

Joshua Schick v. Marco's Pizza, Inc.
TOL72(34736)08122011
22A-2011-03576C

Jacob R. Hayward v. Wal-Mart Stores East, LP
TOL72(34758)08232011
22A-2011-03706C

Clifton Hodges v. Exel, Inc.
TOL72(34760)08232011
22A-2011-03709C

Tierra N. Nelson v. Aramark Educational Services, LLC
TOL72(34781)08312011
22A-2011-03851C

Dax Mitchell v. Biomat USA, Inc.
TOL72(34785)09022011
22A-2011-03902C

Verna Chears v. Volunteers of America
TOL72(34789)09072011
22A-2011-03915C

Jacquelyn Mullins v. Thomas Wernert Center
TOL72(34799)09092011
22A-2011-03961C

Thomas W. Faulkner v. Hanco Ambulance, Inc.
TOLB2(34800)09122011
22A-2011-03966C

No Probable Cause – Dismiss (Cont'd)

Norla Long v. Mercy St. Vincent Medical Center
TOLA2(34804)09132011
22A-2011-03977C

Paul A. Martinez v. Rea Polishing, Inc.
TOL72(34810)09142011
22A-2011-03993C

Michelle R. Barnhardt v. Amvet Post #54
TOLA2(34812)09142011
22A-2011-03995C

Ernie Brancheau v. Toledo Area Regional Transit Authority
TOLG2(34813)09142011
22A-2011-03996F

Lorraine Black v. City of Toledo, Toledo Municipal Clerk of Court
TOLB2(34815)09152011
22A-2011-03998C

Debra Young v. Libbey Glass Inc.
TOLB2(34826)09222011
22A-2011-04080C

Philip C. Faulkner, Sr. v. Hickory Farms
TOL72(34828)09272011
22A-2011-04111C

Lynn E. Carlson v. Blanchard Valley Health System dba Blanchard Valley Hospital
TOLA2(34839)10032011
22A-2012-00005C

Joella Simmons v. The Salvation Army
TOL72(34853)10122011
22A-2012-00073C

Charles A. Anderson v. Sylvania Township
TOLB2(34908)11102011
22A-2012-00354C

Willie B. Talbert v. Lucas County Board of Developmental Disabilities
TOLA2(34924)11212011
22A-2012-00443C

No Probable Cause – Dismiss (Cont'd)

Terrance D. Crosby v. Lucas County Children Services
TOLA2(35007)01102012
22A-2012-00933C

Lorene B. Biglow v. Precision Steel Services, Inc.
TOL72(35204)04272012
22A-2012-01833C

Trisha L. Byers v. Pittsburgh Glass Works, LLC
TOLB4(41157)08302011
22A-2011-03856C

Janice J. James v. Redwood Management Company and Jeanine Fox
AKRH3(35904)07262011
05-11-1425-8
22A-2011-03597F

Rod Everitt v. Tony A. Nassif
AKRH3(35953)08172011 AMENDED
05-11-1456-8
22A-2011-03922F

Randall Wade v. Jefferson Metropolitan Housing Authority
AKRH3(35964)08172011
05-11-1366-8
22A-2011-03934F

John J. Porterfield v. Austintown Local School District
AKRB3(36063)10262011
22A-2012-00331C

Calvin B. Brown v. SFR Group, Inc. dba Sami Quick Stop
AKRG3(36064)10262011
22A-2012-00332F

Kerry Hooks v. Coca Cola Refreshments USA, Inc.
AKRB3(36074)10312011
22A-2012-00394C

Kerry Hooks v. Coca Cola Refreshments USA, Inc.
AKRB3(36079)11032011
22A-2012-00400C

No Probable Cause – Dismiss (Cont'd)

Annie Mae Stallings v. Sunstar Akron, Inc. dba Motel 6
AKRB3(36126)11292011
22A-2012-00694C

Stephanie Ann Bendel v. Ron Marhofer Auto Family
AKR73(36135)12062011
22A-2012-00840C

Jacqueline A. Corall v. Interim Healthcare of Akron/Canton, Inc.
AKRA3(36144)12092011
22A-2012-00851C

Phillip J. Logan v. WBC Group, Inc.
AKRB3(36167)12292011
22A-2012-00951C

Kellee L. Hall v. ViaQuest, Inc.
AKR73(36169)01052012
22A-2012-00953C

Andre M. Davis v. State of Ohio (Youngstown State University)
AKR73(36195)01242012
22A-2012-01211C

Kenneth S. Lancaster v. Quest Recovery & Prevention Services, Inc.
AKRA3(36204)01312012
22A-2012-01226C

Angela Sophia Pierce v. Hospice of Ohio Limited Liability Company
AKR73(36215)02072012
22A-2012-01229C

Charles L. Beach v. Felons For Hire Second Change Ministries
AKR73(36233)02212012
22A-2012-01256C

Chloe Jones v. Shelly Rauchenbach, Property Manager, Compass West/Federal Management, Austintown Associates
AKRH3(36241)02212012
05-12-0497-8
22A-2012-01298F

No Probable Cause – Dismiss (Cont'd)

Jeniene Moore v. PNC Bank, National Association
AKRG3(36247)02292012
22A-2012-01304F

Rita Trikkas v. Midlake Products & Manufacturing
AKR73(36253)03012012
22A-2012-01314C

Herman Holmes v. Fisher Auto Parts Co.
AKRB3(36309)03272012
22A-2012-01731C

Charles Arbogast v. Minerva Oaks Apartments and Belmont Properties
AKRH3(36313)03152012
05-12-0592-8
22A-2012-01737F

Larry A. Taylor v. Simon Property Group, L.P. dba Southern Park Mall
AKRG3(36354)04232012
22A-2012-01905F

Georgia Watson v. Wal-Mart Stores East, LP
AKR73(36376)05022012
22A-2012-02181F

Kenneth M. Wheeler v. Anderson Merchandisers
AKRB4(41229)10062011
22A-2012-00259C

Fair Housing Resource Center, Inc. v. David A. & Cynthia Graneto
CLEH4(41144)08172011
05-11-1373-8
22A-2011-03951F
**Split recommendation-npc on race*

Sakina Amina Jalil v. Cleveland Clinic Foundation/Huron Road
CLE74(41216)10032011
22A-2012-00171C

William A. Peterson, Jr. v. Newburgh Heights Police Department
CLE74(41220)10032011
22A-2012-00177C

No Probable Cause – Dismiss (Cont'd)

Debra A. Coleman-Eads v. Cuyahoga County Department of Public Works
CLE74(41222)10042011
22A-2012-00181C

Yvonne Jones-Bates v. The Greater Cleveland Regional Transit Authority
CLEB4(41224)10052011
22A-2012-00191C

Delmar Stephens v. Advance Auto Parts, a trade name registered to Advance Stores Company, Incorporated
CLEB4(41223)10052011
22A-2012-00190C

Joel L. Kaminsky v. 2 Gents, Inc. dba Opus Restaurant
CLEG4(41227)10052011
22A-2012-00193F

Delphine R. McCargo v. JP Morgan Chase Bank, N.A.
CLE74(41230)10122011
22A-2012-00272C

Tameka Ross v. Cuyahoga County – Child Support Enforcement Agency
CLEB4(41238)10172011
22A-2012-00280C

Ronald Wallace v. The MetroHealth System
CLE74(41267)11092011
22A-2012-00519C

Willie L. Monroe v. ABM Janitorial Services-North Central, Inc.
CLEB4(41303)11282011
22A-2012-00803C

Karyn J. DuBose v. Shaker Heights True Value Hardware, Inc.
CLEE4(41349)11282011
22A-2012-00969F

Benita Jackson v. City of Cleveland
CLE74(41389)01252012
22A-2012-01146C

No Probable Cause – Dismiss (Cont'd)

Lainey Westbrooks v. East Cleveland Public Library
CLE74(41405)02082012
22A-2012-01177C

Israel Joseph v. Bisco Industries, Inc.
CLEA4(41478)04062012
22A-2012-02002C

Olga I. Rivera v. O'Neill Management, LLC dba Wellington Place
CLEB4(41485)04112012
22A-2012-02009C

Jonathan K. Blazek v. City of Lakewood
CLEB4(41509)04252012
22A-2012-02052C

Brian M. Forbes v. Dillon Transport, Inc.
CLEB4(41514)04302012
22A-2012-02243C

Mr. Kim B. Histed v. ESG Stores LLC dba Hawkins Markets
CLEG3(36039)10072011
22A-2012-00271F

Sara Jane DeMarco v. Redwood Property Management
CLE73(36131)12012011
22A-2012-00809C

Helen Irwin v. M3 Motors, Inc. dba Airport Acura
CLEB3(36208)02012012
22A-2012-01154C

William H. Preston, II v. Carlisle Brake & Friction, Inc.
CLE73(36288)03142012
22A-2012-01567C

Gena Rutledge-Dari v. Cathy Sproul; Waynedale Circle Apartments; Et. Al.
DAYH6(22376)07282011
05-11-1276-8
22A-2011-03859F

No Probable Cause – Dismiss (Cont'd)

Stacy D. Woods v. Nick & Peggy Wilson; Nathan Rue Properties
DAYH6(22384)08012011
05-11-1298-8
22A-2012-02387F

Lorraine Gentry v. Madison Village Apartments
DAYH6(22468)09092011
EEOC/HUD Number: pending

Michelle A. Velez v. Montgomery County
DAYB6(22478)09192011
22A-2012-00455C

Joice Williams v. Speedway LLC
DAYB6(22500)09272011
22A-2012-00040C

Kathy M. Penwell v. St. Moritz
DAYE6(22505)10042011
22A-2012-00617F

Denise T. Gwynne v. Levi A. Hock, Landlord; Thomas A. Hock, Property Mgr.
DAYH6(22521)10112011
EEOC/HUD Number: pending

Heather Iaquinta v. Speedway LLC
DAYB6(22529)10122011
22A-2012-00624C

Steven L. Nicodemus v. Keith's Truck & Trailer, Inc.
DAY76(22530)10122011
22A-2012-00291C

Wandra D. Beach Burden v. Fifth Third Bank-Eastown Banking Center
DAYA6(22531)10132011
22A-2012-00625C

Cory J. Peterson v. Bob Evans Company
DAY76(22549)10192011
22A-2012-00295C

No Probable Cause – Dismiss (Cont'd)

Shawn L. Berry v. Allen County Recyclers, Inc.
DAY76(22558)10212011
22A-2012-00305C

Delisia Miller v. Mercy Siena Woods
DAY76(22565)10252011
22A-2012-00641C

Maria King v. Midwest Laundry Service
DAY76(22577)10272011
22A-2012-00645C

Melanee Wheeler v. New Lebanon Care & Rehab Center
DAY76(22592)11032011
22A-2012-00728C

Eric Horton v. Elder-Beerman Stores, Inc.
DAYG6(22614)11102011
22A-2012-00736F

Althea Jackson v. Dollar General Store
DAY76(22640)11232011
22A-2012-00784C

Rocky A. Schaffer v. Celina Aluminum Precision Technology, Inc.
DAYB6(22643)11252011 AMENDED
22A-2012-00786C

Arthur Butler v. Time Warner Cable
DAYA6(22655)12012011
22A-2012-00854C

Nicole Herron v. Montgomery Developmental Center
DAY76(22660)12062011
22A-2012-00858C

Anita-Carol Eulalia Jackson v. Business Plans, Inc.
DAY76(22680)12192011
22A-2012-00875C

Sherry Stevens v. Advics Manufacturing, Inc.
DAYA6(22700)01042012
22A-2012-01023C

No Probable Cause – Dismiss (Cont'd)

Kamyra Sweeten v. Kingdom Kids Child Care & Preschool
DAY76(22722)01182012
22A-2012-01133C

Rochelle R. Gamble v. Edgewood Management Corporation dba Gateway Plaza LLC
DAYB6(22746)01302012
22A-2012-01276C

Darrell K. Whitfield v. CHS-Ohio Valley, Inc. dba Harmony Court
DAY76(22784)02212012
22A-2012-01467C

Jerry Bortner v. Wayne Healthcare
DAYB6(22794)02232012
22A-2012-02135C

Laura L. Culhane v. United Healthcare
DAYB6(22802)03022012
EEOC/HUD Number: pending

Camilla A. Wynn v. Evanhoe & Associates, Inc.
DAYA6(22809)03062012
22A-2012-02152C

David Scott v. City of Cincinnati, Public Works, Sanitation Department
DAY76(22816)03072012
22A-2012-01584C

Ernest P. Stockton v. PLS Protective Services, LLC
DAY76(22818)03072012
22A-2012-02256C

Chuckie Washington v. Northgate Chrysler Dodge Jeep, Inc.
DAYB6(22823)03122012
22A-2012-01583C

Rhonda Ball v. Wellpoint Anthem BCBS
DAY76(22928)05042012
EEOC/HUD Number: pending

Angelia K. Akins v. Pinnacle Pointe Nursing Center
DAY76(22935)05092012
EEOC/HUD Number: pending

No Probable Cause – Dismiss (Cont'd)

Ashley E. Clark v. City of Dayton-Police Department
DAYB6(22970)05252012
EEOC/HUD Number: pending

Maria D. Villanueva v. SABO Maintenance, LLC
DAYB1(38962)10242011
22A-2012-00649C

Donald Moshos v. Midwest Express, Inc.
DAYB1(39290)03282012
EEOC/HUD Number: pending

Gregory K. Phillips v. Ohio Power Company dba AEP Ohio
DAYB2(35097)02292012
22A-2012-01290C

Commissioner Roberts moved to approve the Confirmation Agenda. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

STAFF BRIEFING

The Compliance Manager informed the Commissioners that the Commission is in compliance regarding 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 cases be deleted from the Commissioners agendas:

No Jurisdiction - Dismiss

Robert L. Johnson for Charlene Hill v. A.A.S. Service, Inc.
AKRG3 (36256) 03022012
22A 2012 01318F

Commissioner Roberts moved to delete the above case from the Week 1 agenda in the above matter. Seconded by Commissioner Harrell.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell, Jr.	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENDATION; COMPLAINANT'S STATEMENT OF OBJECTIONS; RESPONDENT'S STATEMENT OF OBJECTIONS; COMPLAINANT'S RESPONSE TO THE RESPONDENT'S OBJECTIONS

Administrative Law Judge Recommends Cease & Desist Order; Respondent to pay $2,500 Actual Damages & $5,000 Punitive Damages

Theresa R. Gedert v. Brion R.Baith
TOLH2 (30778) 10122006
22A 2007 00636F
Complaint No. 07-HOU-TOL-30778

Commissioner Harrell moved to delete the above case from the Week 1 agenda in the above matter. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell, Jr.	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

APPEARANCES

1. **No Probable Cause - Dismiss**

   Davina Jackson-Black v. The Huntington National Bank
   COL71 (38927) 10042011
   22A 2012 00197C

Bradley Dunn, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent terminated her because of her race, African American, and in retaliation for filing an internal complaint of discrimination. Respondent stated they did not discriminate against Charging Party.

Commissioner Harrell moved to adopt the Charging Party's Request for Reconsideration and uphold the No Probable Cause finding. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**NO**
Commissioner Eddie Harrell, Jr.	**YES**
Commissioner Tom Roberts	**NO**
Commissioner Stephanie Mercado	**YES**

Motion carried.

2. **No Probable Cause – Dismiss**

   Charles William Feltner v. Mike's Towing
   COLB1 (38685) 07052011
   22A 2011 03493C

Aman Mehra, Columbus Regional Director, and Fodah Kenneh, Columbus Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent disciplined him and denied him equal terms and conditions of employment due to his being disabled. Respondent stated they did not discriminate against Charging Party.

Commissioner Harrell moved to adopt the Regional Recommendation, and find No Probable Cause - Dismiss. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell, Jr.	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

3. **No Probable Cause – Dismiss**

   Charles William Feltner v. Mike's Trucking
   COLB1 (38695) 07072011

Aman Mehra, Columbus Regional Director, and Foday Kenneh, Columbus Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent terminated his employment in retaliation for his filing a charge of discrimination. Respondent stated they did not discriminate against Charging Party.

Commissioner Mercado moved to adopt the Regional Recommendation, and find No Probable Cause - Dismiss. Seconded by Commissioner Harrell.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell, Jr.	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

COMMISSIONER AGENDA

Agenda for Week 1

1. Respondent's Request – Deny

Harla Williams v. Gary Lee, FHL Enterprises
AKRH3(35831)06202011
05-11-1169-8
22A-2011-03279F

Stark County Fair Housing Department v. Gary Lee, FHL Enterprises
AKRH3(35832)06202011
05-11-1168-8
22A-2011-03280F

2. No Probable Cause – Dismiss

Rohanna E. Brooks v. Volunteers of America of Greater Ohio
COL71 (38834) 08302011
22A 2011 04115C

Katherine Brown v. The Toledo Hospital
TOLB2 (34733) 08112011
22A 2011 03571C

Jeffrey Scott v. Blue Ribbon Rentals, Inc.
AKR73 (36045) 10112011
22A 2012 00264C

3. NO JURISDICTION – DISMISS

Charles Arbogast v. Minerva Oaks Apartments and Belmont Properties
AKR H3 (36313) 03152012
05-12-0592-8
22A-2012-01737F

Ljubin Kusakovski v. City of Massillon Building Department
AKRH3 (36346) 04182012
22A-2012-01897F

Commissioner Roberts moved to adopt the staff findings in the foregoing captioned cases. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

Agenda for Week 2

1. Respondent's Request – Deny

Linda Forney v. Pilot Dogs, Incorporated
COLG1 (38896) 09192011
22A 2012 00068F

Michelle Huffman v. Daymon Interactions, Inc. dba Elite Marketing Interactions
TOLB2 (34674) 07112011
22A 2011 03013C

Michelle Huffman v. Meijer Stores Limited Partnership
TOLB2 (34675) 07112011
22A 2011 03014C

2. NO JURISDICTION – DISMISS

Coleman W. Williams v. Clossman Catering, LLC
DAYB6 (22426) 11152011
22A 2012 00754C

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

Agenda for Week 3

1. Respondent's Request – Deny

Deborah Charity v. CMAC Mortgage, LLC
AKRH3 (35551) 01122011
0-11-0460-8
22A-2011-01939F

Walter Malick v. Brittany Commons Condominium Unit Owners' Association, Inc., et al.
AKRH3 (35916) 07272011
05-11-1266-8
22A-2011-03617F

Carrie Burkhammer v. Glass Surface Systems, Inc.
AKR73 (36015) 09222011
22A 2011 04181C

2. No Probable Cause – Dismiss

Daniel Bangura v. The Laurels of Norworth
COLA1 (38692) 07062011
22A 2011 03500C

No Probable Cause – Dismiss (Cont'd)

Barbara J. Frazier v. DDM Digital Imaging Processing and Mailing, L.C.
COLA1 (38709) 07122011
22A 2011 03573C

Christopher M. Durham v. Columbia Gas of Ohio, Inc.
TOLB2 (34718) 08042011
22A 2011 03447C

Jake Ellis v. Garin Strategic Group, LLC dba Peter D. Hart Research Associates, Inc.
TOLB2 (34753) 08222011
22A 2011 03701C

3. NO JURISDICTION – DISMISS

Jodi Lyn Smith v. United States Postal Service
AKRE3 (36408) 05292012
22A 2012 02196F

Tri-County Independent Living Center v. Birch Manor Apartments & David Orlean
CLEH3 (36158) 1222011
22A 2012 00940F

Deborah Parker v. Canton Township
AKRH4 (41196) 09262011
22A 2012 00130F

4. Reverse Probable Cause to No Probable Cause – Insufficient Evidence to Meet Evidentiary Burden; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Jennifer Chambers v. Steve Hannum
COLE1(37709)06212010
22A-2010-03310F
Complaint No. 11-EMP-COL-37709

Reverse Probable Cause to No Probable Cause – Insufficient Evidence to Meet Evidentiary Burden; Dismiss Formal Complaint – Submitted by the Attorney General's Office (Cont'd)

Jennifer Chambers v. Noble County Sheriff's Office
COL71(37710)06212010
22A-2010-03311C
Complaint No. 11-EMP-COL-37710

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

ATTORNEY GENERAL'S REPORT

Lori Anthony presented the following information to Commissioners:

- Lori Anthony commented on the landmark decision where the Supreme Court upheld the Health Care Reform.
- Lori gave a follow-up to a housing case where a temporary restraining order filed the Attorney General's office. The woman had a service animal for a physical and emotional disability. Her landlord had served eviction notice. Marilyn Tobocman obtained an agreement to the 600 unit residence. Charging Party determined she no longer wants to live there. Respondent is receiving Fair Housing Training and a policy providing for service animals will be provided to all tenants.
- Lori stated the Attorney General's office is getting training from NAGTRI Facility. Duffy Jamieson is training for them and recently attended a meeting where he received at NAGTRI award.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton stated that Brandi Martin was able to obtain the services of Cincinnati television news anchor and community leader Michelle Kearney to serve as our Mistress of Ceremony for our Fourth Annual Civil Rights Hall of Fame on October 4, 2012. Ms. Kearney is a strong supporter of equal rights. We have appeared on her television show numerous times over the years. She is the wife of State Senator Eric Kearney.
- Director Payton stated that the EEOC has begun a nationwide push to generate more systemic (e.g., criminal histories and employment) or pattern and practice cases. The EEOC's new focus on group-based claims is part of an overall effort to be more assertive in enforcement efforts.
- Director Payton stated we will soon be reengineering our website by changing its overall appearance and adding more portals for our users' information gathering. The site will have more content for visitors to our website. This effort is being led by Keith McNeil and Brandi Martin.
- Judia Brown presented Certificates of Completion to employees who participated in the State of Ohio Walking Challenge between April 16, 2012 and June 10, 2012. OCRC had 42 participants. OCRC placed 57th out of 215 State Agencies that participated.
- Director Payton recognized Iris Choi, Cleveland Regional Director and thanked her for her many years of outstanding service with OCRC. Today is Iris' last Commission Meeting, she will be retiring.

Commissioner Harrell moved to adjourn the public meeting. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Eddie Harrell	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:31 a.m.

* * *

_____

Commissioner