



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

**March 12, 2015**

**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 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; Stephanie Bostos Demers, Chief Legal Counsel; Desmon Martin, Director of Enforcement and Compliance; 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.

**Welcome:**

Chairman Hubert welcomed everyone to the meeting and thanked Wright State University for the invitation to hold our meeting on their campus. He thanked the students and faculty for their attendance and gave special recognition to Dr. Dana Murray Patterson, Director of the Bolinga Black Cultural Resources Center, her staff and students for hosting us today.

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

## APPROVAL OF MINUTES

**MOTION by Commissioner Roberts to approve the February 19, 2015 minutes. Second by Commissioner Patmon.**

### Roll Call Vote:

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Robert Dunn v. Del Monte Fresh Produce N.A., Inc.  
COL71(40924)04172014  
22A-2014-01905C

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

Nuru-deen Muniru v. Johnson Controls, Inc.  
TOL72(36485)04072014  
22A-2014-01630C

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

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

Theresa Cordero v. Karen Terrigan in her individual capacity  
AKRE1(41424)11142014  
22A-2015-00424F

Deborah Parker v. Stark County Regional Planning Commission  
CLEH3(37663)10302014  
22A-2015-00226F

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

Catherine Clark v. Stark County Regional Planning Commission  
CLEH3(37664)10302014  
22A-2015-00228F

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

Angela M. Bussey v. Yellow Springs Schools  
DAY76(24289)04292014  
22A-2014-01855C

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

**2. Complainant's Request for Reconsideration – Vacate Original No Jurisdiction Finding and Grant for Further Review**

Charles Turner v. City of South Euclid, Ohio  
CLEE4(42808)01142015  
22A-2015-00904F

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

Theresa Sylvia Cordero v. Wilkshire Daycare, Inc. dba Through the Years Child Center  
AKR71(41423)11172014  
22A-2015-00423C

**4. Complainant's Request for Reconsideration – Deny - Untimely**

Jennifer Gulkey v. Giant Eagle, Inc.  
COLB1(40894)03252014  
22A-2014-01747C

Angela Lumpkin v. Lorain Green Limited Partnership dba Pin Oak Apartments, Showe Management Corporation and Angel Workman  
AKRH4(42504)06052014  
22A-2014-02155F

**Complainant's Request for Reconsideration – Deny – Untimely – continued**

Angela Lumpkin v. Lorain Green Limited Partnership dba Pin Oak Apartments, Showe Management Corporation and Angel Workman  
AKRH4(42637)09172014  
05-14-0260-8  
22A-2014-03018F

Angela Lumpkin v. Lorain Green Limited Partnership dba Pin Oak Apartments, Showe Management Corporation and Angel Workman  
AKRH4(42714)11052014  
05-14-0260-8  
22A-2015-00375F

**5. Reconsideration by the Commission – Vacate Previous Finding of No Probable Cause – Dismiss**

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

**6. Authorize Ohio Attorney General to Enforce Conciliation Agreement and Consent Order**

Josie L. Glover v. Nationstar Mortgage LLC  
AKRH4(42441)04292014  
05-14-1113-8  
22A-2014-01972F

**7. Motion for Permission to Appear Pro Hac Vice – Grant**

Leanne A. Hall v. Earth Fare, Inc.  
COL71(40724)01082014  
22A-2014-00944C

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

Brenda Smith v. Larry and Sarah Ruth Barnette  
DAYH6(23821)08222013  
05-13-1352-8  
22A-2013-03162F  
Complaint No. 14-HOU-DAY-23821

**9. Consideration of Proposed Cease and Desist Order – Submitted by the Ohio Attorney General’s Office**

Willie E. Parker v. Polymerics, Inc.  
AKRB3(34019)12292008  
22A-2009-01558C  
Complaint No. 09-EMP-AKR-34019

**10. Probable Cause – Schedule Conciliation**

Fair Housing Contact Service, Inc. v. Richard Bailey and Laura Bailey  
COLH3(37631)9302014  
05-14-1656-8  
22A-2015-00015F

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

Fair Housing Contact Service, Inc. v. Ronald Sloan Trustee, Ronald D. Sloan Revocable Living Trust and Barbara Allison  
COLH3(37733)12152014  
05-15-0619-8  
22A-2015-00677F

Housing Research and Advocacy Center v. Indian Hills Community,  
Niederst Management Ltd dba NM Residential  
COLH4(42471)05132014  
05-14-0900-8  
22A-2014-02075F

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

**Probable Cause – Schedule Conciliation – continued**

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

**11. Issue Formal Complaint**

Tri-County Independent Living Center, Inc. v. Betty A. Thomas dba Tomaso's Italian Villa  
AKRG3(37480)06052014  
22A-2014-02120F

Housing Research and Advocacy Center v. Maple Park Belgravia, LLC  
CLEH4(42445)04102014  
05-14-0762-8  
22A-2014-01976F

Housing Research and Advocacy Center v. Walter J. Worsham  
CLEH4(42694)10152014 AMENDED  
05-15-0040-8  
22A-2015-00179F

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

JaQuira D. Grinter v. Holiday Inn Express & Suites Columbus, OH  
COLG1(41028)06052014  
22A-2014-02420F

Tri-County Independent Living Center, Inc. v. T J Circle One, LLC  
AKRG3(37479)06042014  
22A-2014-02119F

Christopher Michael Lester v. State of Ohio, Department of Public Safety  
AKR71(41263)09232014  
22A-2015-00113C

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

Elizabeth M. Morgan v. State of Ohio, Department Job and Family Services\*  
ADRA1(41411)11032014  
22A-2015-00706C

\*Commissioner Patmon recused himself from participation in this case

Robert Dodd v. Fred Kirkendall and Janet Kirkendall  
ADRH1(41493)12172014  
05-15-0524-8  
22A-2015-01138F

Vance Lockett v. Community for New Direction  
ADRB1(41594) 02132015  
22A-2015-01244C

Shawanda D. Boss-McIntosh v. State of Ohio, Industrial Commission\*  
ADRB1(41580)02102015  
22A-2015-01219C

\*Commissioner Patmon recused himself from participation in this case

Vance Lockett v. Community for New Direction  
ADRB1(41537)01132015 AMENDED  
22A-2015-01264C

Cynthia L. Condit v. Karnik Pet Lodge at Central Avenue, LLC  
ADR72(36544)05072014 AMENDED  
22A-2014-01889C

Cynthia L. Condit v. Karnik Pet Lodge at Central Avenue, LLC  
ADR72(36875)11102014  
22A-2015-00328C

Kathy A. Wojciki et al v. John Newlove Real Estate, Inc. et al; JFN Group, LLC et al;  
John Newlove, Owner, et al  
ADRH2(36977)01142015 AMENDED  
22A-2015-00899F

Selah Cunningham v. American Frame Corporation  
ADRA2(36992)01222015  
22A-2015-00942C

Fair Housing Advocates Association v. The Barberton Herald  
ADRH3(37575)08222014  
05-14-1518-8  
22A-2014-02866F

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

Shirley Moore v. City of Canton, Police Department  
ADRA3(37678)11072014  
22A-2015-00383C

Fair Housing Contact Service, Inc. v. Richard Maydak and Laura Maydak  
ADRH3(37732)12152014  
05-15-0370-8  
22A-2015-00670F

Fair Housing Advocates Association v. McKinley, Inc., Waterford at Portage Trail,  
Waterford at Portage Trail I & II and M-N Northchase, LTD.  
ADRH3(37740)12242014  
05-15-0378-8  
22A-2015-00826F

Lisa Strong v. McKinley, Inc., Waterford at Portage Trail, Waterford at Portage Trail I &  
II and M-N Northchase, LTD.  
ADRH3(37743)12302014  
05-15-0381-8  
22A-2015-00829F

Miami Valley Fair Housing Center, Inc. v. Childers Rentals; Pam (LNU), Rental Agent;  
E. Childers Enterprises I, Ltd., Earl Be Childers, Statutory  
ADRH6(24799)01162015  
22A-2015-01074F

**13. Withdrawal of Charge with Settlement**

Christopher E. Mullen v. Dawson Career Services  
COLB1(40980)05152014  
22A-2014-02164C

Christopher E. Mullen v. Discover Financial Services  
COLB1(40981)05152014  
22A-2014-02170C

Bonita Barnett v. Smithers-Oasis North America  
COL73(37430)04302014  
22A-2014-01974C

Vashon Latece Howard v. Magna International, Inc. dba Magna Team Systems  
TOL72(36632)06302014 AMENDED  
22A-2014-02289C

**Withdrawal of Charge with Settlement - continued**

Ann Woodard v. Family Dollar Stores of Ohio, Inc.  
TOLG2(36835)10162014  
22A-2015-00126F

Danny Neal v. Popeye's Chicken & Biscuits  
TOLA2 (36928)12052014  
22A-2015-00575C

Patrick A. Murphy v. Great Lakes Restaurants, LLC dba KFC  
TOLB2(36944)12152014  
22A-2015-00668C

Amanda R. Wagner v. Aramark Uniform & Career Apparel, LLC  
TOLB2(36964)12312014  
22A-2015-00785C

Kiko M. Johnson v. Marco's Pizza, Inc.  
TOLB2(36950)12222014  
22A-2015-00708C

Montrina E. McCants v. AIY Properties, Inc., Giovanni Audino, and Granada  
Apartments Ltd.  
CLEH4(42524)06232014  
05-14-1429-8  
22A-2014-02269F

Harriet Overall v. Lorain County Property Management-Realty Trust Services  
CLEH4(42755)11142014 AMENDED  
05-15-0172-8  
22A-2015-00571F

Demetrius Barnes v. 1900 E. 30th Street LLC dba University Commons Apartments and  
Pat Woodruff  
CLEH4(42806)01122015  
22A-2015-00895F

Sharon Andrews v. Fish Creek Plaza, Ltd., Rose Haselow, Wallick Properties Midwest  
LLC  
CLEH3(37661)10292014  
05-15-0129-8  
22A-2015-00224F

Marilyn Benton v. Aramark  
DAY76(24282)04232014  
22A-2014-01824C

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

DeMario D. Guyton v. Maria Joseph Living Care Center  
DAY76(24620)10092014  
22A-2015-00286C

Teresa M. Wolke v. St. John's School  
DAYA2(36761)09082014  
22A-2014-02842C

Mark Collins v. Ernst Enterprises, Inc. dba Ernst concrete  
ADR71(41430)11172014 AMENDED  
22A-2015-01255C

Patricia Sharpey v. American Dental Centers, Dr. Sam Jaffe and Associates  
ADR71(41572)02042015  
22A-2015-01269C

Michael A. Coston v. Healthcare Services Group, Inc.  
ADR73(37748)01022015  
22A-2015-00849C

Kathy L. Tydings v. Roth Bros., Inc.  
ADR73(37696)11242014  
22A-2015-00483C

## **14. Withdrawal of Charge – Grant**

Janie Delgado v. The University of Toledo Medical Center  
TOL72(36573)05222014  
22A-2014-01999C

Donald A. Costa v. Best Buy Stores LP  
TOLA2(36611)06132014  
22A-2014-02157C

Kari Morgan v. Owens Community College  
TOL72(36631)06262014  
22A-2014-02288C

Robert L. Russell III v. Comfort Line, Ltd.  
TOL72(36801)09302014 AMENDED  
22A-2015-00030C

LaSommer Hudson v. Chestnut Hill Apartments  
ADR72(36970)01072015  
22A-2015-00804C

**Withdrawal of Charge – Grant – continued**

Erik Toplis v. Hamilton Avenue Animal Hospital & Clinic Inc.  
ADRB6(24842)02112015  
22A-2015-01205C

**15. No Jurisdiction – Dismiss XNJ**

Emily Little v. ADS Alliance Data Systems, Inc. (Online)  
COLB1(41447)11242014  
22A-2015-01305C

Shanda Lowe v. ACME Enterprises, Incorporated  
COLB1(41467)12052014  
22A-2015-00773C

Rebecca James v. Jobs and Family Services/Debra Blanton\*  
COLG1(41469)12052014  
22A-2015-00776F

\*Commissioner Patmon recused himself from participation in this case

Lisa Goodman v. University Center Apartments wt al; Joy Gallo, Complex Manager et al  
TOLH2(37008)01232015  
05-15-0463-8  
22A-2015-01112F

Valisha Lyons v. Snyder Apartments & Properties, Ltd. et al; Snyder Real Estate, Ltd. et al; Adam Snyder, Owner/Agent et al  
TOLH2(37009)01272015  
05-15-0470-8  
22A-2015-01059F

Mary Whisler v. Owens Community College  
TOLE2(37052)02262015  
22A-2015-01257F

Courtney Hewlett v. Oasis Operating, LLC dba Oasis Center for Rehabilitation and Healing  
AKRE3(37703)11282014  
22A-2015-00640F

Tammy McKnight v. Rocky's Inc.  
AKRG3(37751)01022015  
22A-2015-00861F

Vaughn Holshu, Jr. v. Siffrin Inc.  
AKRE3(37754)01062015  
22A-2015-00867F

**No Jurisdiction – Dismiss XNJ – continued**

Isani Wadud v. ABM Healthcare  
CLE74(42785)12222014  
22A-2015-00765C

Kenneth Harris v. Sandridge Food Corporation  
CLE74(42793)12262014  
22A-2015-00815C

Billie Schweikart v. Compass West Estates, LLC  
CLEH3(37773)01272015  
22A-2015-01009F

Richard Thomas v. Voyager Apartments  
DAYH6(24616)10072014  
22A-2015-00603F

Samuel Elliott v. City of Springfield, Jim Bodenmiller, City Manager, Brandy Bussey,  
Purchasing Specialist  
DAYH6(24822)01282015  
05-15-0492-8  
22A-2015-01064F

**16. Administrative Closure**

Raymond A. Runner v. City of Maumee  
TOLA2(36840)10202014  
22A-2015-00131C

Leslie and Andrea Terrell v. Robert D. Mooney, Jr. and Kathleen Mooney  
AKRH3(37792)12182014  
22A-2015-01147F

**17. No Probable Cause – Dismiss**

Jeanie C. Eby v. Ohio Health Grant Hospital  
COLA1(40921)04092014  
22A-2014-01900C

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

Kyle Smith v. J&J Petroleum dba 309, Inc. Quick Stop  
COLG1(40954)05062014  
22A-2014-01947F

**No Probable Cause – Dismiss – continued**

Valentina Dixon v. Nobel Learning Communities, Inc.  
COL71(40979)05142014  
22A-2014-02174C

Fred Jones v. Lowe's Home Centers, LLC dba Lowe's  
COLB1(40982)05152014  
22A-2014-02176C

Robert Friedman v. Days Inn and Suites Columbus East Airport  
COLG1(41007) 05272014  
22A-2014-02244F

Kimberly Cochran v. Paulette Chalfant dba Subway  
COL71(41008)05272014  
22A-2014-02240C

Amanda S. Cannon v. Ascena Retail Group, Inc.  
COL71(41009)05272014  
22A-2014-02259C

Sandra Bizzell v. IntelliSource, LLC  
COL71(41011)05272014  
22A-2014-02237C

Challa F. Taylor v. Columbus City School District Board of Education  
COL71(41012)03282014  
22A-2014-02229C

Nick Santino v. Columbus City Schools  
COL71(41013)05282014  
22A-2014-02180C

Rokeya Khanam v. Burger King  
COLA1(41016)05292014  
22A-2014-02181C

Penny Elizabeth Keyes v. Franklin County Board of Developmental Disabilities  
COL71(41017)06062014  
22A-2014-02405C

Monica S. Long v. State of Ohio, Development Services Agency  
COL71(41020)06042014  
22A-2014-02179C

Dawna Shockney v. Mount Carmel Health Systems  
COLA1(41048)06122014  
22A-2014-02400C

**No Probable Cause – Dismiss – continued**

Monica S. Long v. State of Ohio, Development Services Agency  
COL71(41054)06172014  
22A-2014-02399C

Lynette Fall v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41092)07082014  
22A-2014-02417C

Jennifer Graham v. Dr. Michael Kincaid, DDS, Inc.  
COLE1(41112)07032014  
22A-2014-02600F

Pamela S. Koverman v. State of Ohio, Department of Youth Services  
COLB1(41124)07102014 AMENDED  
22A-2014-02931C

Guerline Chery v. The Job Store of Loveland LLC  
COL71(41145) 07252014  
22A-2014-02909C

Guerline Chery v. Columbus Steel Castings Company  
COL71(41146)07252014  
22A-2014-02907C

Joseph and Linda Schirtzinger v. NVR Inc. dba Ryan Homes  
COLH1(41271)09122014  
05-14-1534-8  
22A-2015-00701F

Mark Parrish v. Hunter's Ridge Apartments  
COLH1(41329)10292014  
05-14-0139-8  
22A-2015-00430F

Clark L. Avery Sr. v. Efficient Property Management, LLC  
COLH1(41403)11102014  
05-15-0169-8  
22A-2015-00714F

Qurdell Washington v. State of Ohio, Expositions Commission  
COL71(41405)11102014  
22A-2015-00709C

Timothy Sweatte v. The Huntington National Bank\*  
COL71(41421)11142014  
22A-2015-01048C

\*Commissioner Patmon recused himself from participation in this case

**No Probable Cause – Dismiss – continued**

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

Ronald Hill v. Nippon Express U.S.A., Inc.  
COL71(41489)12162014  
22A-2015-00838C

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

Eric Colter v. Wauseon Limited Partnership et al. DBA West Elm Apartments, Deardorf Property Management, Inc., and Kim Miller  
COLH2(36635)06302014  
05-14-1247-8  
22A-2014-02294F

Shawnetta Pullom v. RNM Realty, LLC, and Nadia Ashraf-Moghal  
COLH2(36665)07142014 AMENDED  
05-14-1324-8  
22A-2014-02377F

Roberta McDaniel v. Foxglove Apartment of Bryan Ltd. DBA Foxglove Apartments, Central Management Co., and Shirley Lonz  
COLH2(36711)08182014  
05-14-1432-8  
22A-2014-02711F

Amy McCavit v. Foxglove Apartment of Bryan Ltd. DBA Foxglove Apartments, Central Management Co., and Shirley Lonz  
COLH2(36712)08182014  
05-14-1433-8  
22A-2014-02712F

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

**No Probable Cause – Dismiss – continued**

Tia Jackson v. Church's Chicken  
COL73(37450)05152014  
22A-2014-02078C

Reginald McCullars v. Kent State University  
COL73(37459)05222014 AMENDED  
22A-2014-02094C

Sara E. Edington v. Wayne County Schools Career Center  
COL73(37464)05232014 AMENDED  
22A-2014-02098C

Dennis L. Spitznas v. Pilot Plastics, Inc.  
COLB3(37473)06022014  
22A-2014-02112C

Vandy Cole v. Fuel America  
COLE3(37538)07142014  
22A-2014-02509F

Mihsah Burrell v. ABC Management, Kimberly Rodriguez, and Acadian Apartments  
COLH4(42518)06022014  
05-14-1004-8  
22A-2014-02218F

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

Alaundra S. Smith v. Kingston of Sylvania LLC  
TOL72(36524)04252014  
22A-2014-01755C

Marcus J. Miles v. Taco Management Associates dba Taco Bell  
TOL72(36535)05012014  
22A-2014-01819C

Kellen A. Moreland v. Precision Steel Services, Inc.  
TOL72(36551)05092014  
22A-2014-01928C

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

**No Probable Cause – Dismiss – continued**

Jose D. Carmona v. JCLIH, Inc. dba McDonald's  
TOLB2(36576)05272014  
22A-2014-02005C

Serina Garmon v. The Donaldson Group  
TOL72(36582)05292014 AMENDED  
22A-2014-02018C

Michael D. Jones v. City of Compassion Development Corporation 2 dba A Renewed  
Mind  
TOL72(36585)05292014  
22A-2014-02021C

Wesley Gillespie v. Lowe's Home Centers, Inc.  
TOLB2(36625)06242014  
22A-2014-02270C

Mark A. Perkey v. Wood County Sheriff's Office  
TOLB2(36778)09162014  
22A-2014-02958C

Damon Smith et al v. Heartland of Perrysburg et al; Heartland of Perrysburg OH, LLC et  
al; HCR Manor Care et al  
TOLH2(36903)11212014  
05-15-0231-8  
22A-2015-00449F

Amy Walden et al v. Cleveland Public Power et al; Ivan Henderson, Commissioner; Paul  
Bender, Director of Public Utilities  
TOLH4(42417)04092014  
05-14-0856-8  
22A-2014-01667F

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

Chelsea Scott v. Summit Tool Company dba The Ken-Tool Company  
AKR73(37513)07012014  
22A-2014-02480C

Monica Cash v. Summit Tool Company dba The Ken-Tool Company  
AKR73(37514)07012014  
22A-2014-02481C

**No Probable Cause – Dismiss – continued**

Nyree Moore v. Family Dollar Stores of Ohio, Inc.  
AKRG3(37525)07032014  
22A-2014-02497F

Stephen K. Bowe v. FirstEnergy Corp. dba Ohio Edison Company  
AKRB3(37527)07072014  
22A-2014-02499C

Carmen J. Datchuk v. Vista Window Company, LLC  
AKRB3(37528)07072014  
22A-2014-02559C

Carmen J. Datchuk v. Mercury Plastics, Inc.  
AKRB3(37530)07072014  
22A-2014-02560C

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

Stephen K. Bowe v. FirstEnergy Corp. dba Ohio Edison Company  
AKRB3(37554)07232014  
22A-2014-02580C

Harry J. Eckert v. Metro Regional Transit Authority  
AKRA3(37555)07232014  
22A-2014-02563C

Jonathan M. Moore, Sr. v. Real Time Staffing Services, Inc. dba Select Staffing  
AKRA3(37576)08272014  
22A-2014-02868C

Kevin L. Fitch v. GE Lighting Special Pack, Inc.  
AKR73(37590)09052014  
22A-2014-02881C

Kevin L. Fitch v. Minute Men, Inc. dba Minute Men Staffing Services  
AKR73(37591)09052014  
22A-2014-02882C

Kelly B. Amon v. DialAmerica Marketing, Inc.  
AKRB3(37607)09162014  
22A-2014-03015C

Robert C. Snell, II v. General Nutrition Corporation  
AKR73(37613)09232014  
22A-2014-03103C

**No Probable Cause – Dismiss – continued**

Teal Mathis v. General Nutrition Corporation  
AKR73(37614)09232014  
22A-2014-03104C

Leray Gibson v. Akron Metropolitan Housing Authority, Jim Casey, Virginia Robinson,  
Tom Baughman, Joshua Matejin, Amy Polk, and Shelia Oberlin  
AKRH3(37638)10032014 AMENDED  
05-15-0580-8  
22A-2015-00072F

Tasha Terrell v. Ohio Presbyterian Retirement Services dba Rockynol Retirement  
Community  
AKR73(37640)10072014  
22A-2015-00088C

Perry McCoy v. Colorcoat, Inc.  
AKR73(37686)11122014  
22A-2015-00392C

Dana Taylor v. Higbee West Main, LP dba Dillard's  
AKR73(37745)12302014  
22A-2015-00845C

Terry Vance v. Perfecting Saints-Heart to Heart Ministries, Inc.  
AKRE3(37750)01052015  
22A-2015-00851F

Toni M. Smith v. The Community Arts Project, Inc. dba The King Arts Complex  
AKRA1(41243)09112014  
22A-2015-00230C

Vilma R. Montanez v. The Community Arts Project, Inc. dba The King Arts Complex  
AKRA1(41244)09112014  
22A-2015-00164C

Alfred Dove v. The Community Arts Project, Inc. dba The King Arts Complex  
AKRA1(41245)09112014  
22A-2015-00231C

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

Housing Research and Advocacy Center v. Francine Zachowski, Owner  
AKRH4(42654)10012014 AMENDED  
05-15-0063-8  
22A-2015-00055F

**No Probable Cause – Dismiss – continued**

Dontez Beard v. Airway Cleaners, LLC  
CLE74(42505)06092014  
22A-2014-02142C

Dawn M. Gorsuch v. Sarkash, Inc. dba Nick's Restaurant  
CLEE4(42508)06112014  
22A-2014-02145F

Errol V. Jackson v. TS Employment, Inc. dba Diamond Staffing Services, Inc.  
CLE74(42512)06122014  
22A-2014-02213C

Errol V. Jackson v. 1-800-Flowers.com, Inc.  
CLE74(42513)06122014  
22A-2014-02214C

Precious Carter v. Richland County Job and Family Services  
CLE74(42514)06132014  
22A-2014-02215C

Demetrius Finney v. State of Ohio, Bureau of Workers' Compensation  
CLE74(42515)06132014  
22A-2014-02216C

Tierita M. Elhalaby v. County of Cuyahoga  
CLE74(42520)06182014  
22A-2014-02266C

Mallory Reid v. The Singleton Corporation  
CLEE4(42522)06202014  
22A-2014-02267F

William E. Andrews v. NCR Corporation  
CLEB4(42534)07012014  
22A-2014-02351C

Ed Kasper v. Ford Motor Company  
CLEB4(42535)07022014  
22A-2014-02352C

Dawn M. Gorsuch v. Sarkash, Inc. dba Nick's Restaurant  
CLEE4(42536)07022014  
22A-2014-02353F

Tiejanna Bogden v. Lund Equipment Company  
CLEE4(42538)07022014  
22A-2014-02355F

**No Probable Cause – Dismiss – continued**

Robert L. Nance v. City of Cleveland  
CLE74(42543)07082014  
22A-2014-02361C

Prisilla A. Spencer v. Minute Men Staffing Services  
CLE74(42563)07212014  
22A-2014-02493C

Farley M. Lee v. The Cleveland Clinic Foundation  
CLEA4(42564)07212014  
22A-2014-02537C

Tracie Williams v. Wal-Mart Stores East, LP  
CLEG4(42569)07222014  
22A-2014-02540F

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

Lisa Charlene Gossick v. Cuyahoga County Office of Child Support Services  
CLEB4(42680)10142014  
22A-2015-01047C

James M. Mayer v. State of Ohio, Department of Commerce  
CLE74(42721)11062014  
22A-2015-00260C

Geraldine Wilson v. Greater Cleveland Regional Transit Authority  
CLE74(42747)11252014  
22A-2015-00566C

Kathleen Strancar v. The Salvation Army  
CLE74(42799)01052015  
22A-2015-00854C

Lisa C. Stevens v. Visiting Nurse Service, Inc. dba Visiting Nurse Service and Affiliates  
CLE73(37497)06192014  
22A-2014-02226C

Floyd E. Napier, Jr. v. Makino  
DAY76(24305)05082014  
22A-2014-02463C

**No Probable Cause – Dismiss – continued**

Morgan D. Bowman v. Hope Hotel  
DAY76(24308)05092014  
22A-2014-02130C

Katri M. Ondrick v. Orbis Corporation (Menasha)  
DAYB6(24310)05122014  
22A-2014-02126C

Mildred E. Hohenstein v. Harmony Enterprises-Heart of Ohio Antique Center  
DAYA6(24323)05162014  
22A-2014-02123C

Amanda Penix v. Kettering Health Network  
DAY76(24325)05192014  
22A-2014-02468C

Wanda Joan Runyon v. Meijer, Inc.  
DAYB6(24332)05212014  
22A-2014-01992C

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

Harold C. Hughes v. ConAgra Foods  
DAY76(24346)06032014  
22A-2014-02260C

Carolyn S. Bowman v. Greenville Technology Inc.  
DAYB6(24347)06032014  
22A-2014-02759C

Sarah M. Wilson v. Hobart Institute of Welding Technology  
DAY76(24360)05222014  
22A-2014-02553C

Darryl R. Thomas v. Premier Health  
DAY76(24373)06122014  
22A-2014-02627C

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

Carla Bulp-Hill v. UCM Residential  
DAY76(24388)06182014  
22A-2014-02784C

**No Probable Cause – Dismiss – continued**

Theresa Hayes v. ODW Logistics, Inc.  
DAYA6(24410)06262014  
22A-2014-02668C

Randall Fink, Sr. v. Henry Horne  
DAYH6(24436)07102014  
22A-2014-02472F

Rebecca Hall and William Hall II v. Greenmont Mutual Housing Corporation  
DAYH6(24476)07302014  
05-15-13208  
22A-2015-00239F

Damirrious Burney v. Pinewood Garden Apartments  
DAYH6(24561)09152014  
22A-2014-03069F

James Sliman v. The Christ Hospital  
DAYB6(24569)09222014  
22A-2014-03037C

Richard “Nathan” Currin v. Warren County Soil and Water Conservation District  
DAYE6(24594)09302014  
22A-2015-00248F

Janet Nelson v. Palmera Apartments; Tasha Justice, Property Manager  
DAYH6(24607)10062014  
05-14-1649-8  
22A-2015-00734F

John Shump v. US Protection Service LLC  
DAYA6(24622)10142014  
22A-2015-00535C

Lionel Brisco v. Klosterman Bakery  
DAY76(24636)10202014  
22A-2015-00601C

Arthur Johnson v. Superior Hyundai North  
DAYG6(24644)10222014  
22A-2015-00292F

Chris Roberts v. Chase Bank  
DAYH6(24766)12052014  
05-15-0286-8  
22A-2015-00977F

**No Probable Cause – Dismiss – continued**

Karen Howard v. State of Ohio, Supreme Court  
DAYA1(41086)07032014  
22A-2014-02412C

Nancy K. Rogers v. CareStar  
DAYB1(41179)08132014  
22A-2014-02944C

**MOTION by Commissioner Patmon to approve the March 12, 2015 Confirmation Agenda.  
Second by Commissioner Roberts.**

**Roll Call Vote:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**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.**

## APPEARANCES

**1. Commissioner’s Agenda, Week 1, Page 1, Item 2A - 3**

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

Kimberly Reid v. Miami Valley Hospital  
DAY76(24618)10082014  
22A-2015-00274C

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 uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Roberts.**

**Roll Call Vote:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**Motion carried.**

**2. Commissioner’s Agenda, Week 3, Page 1, Item 2**

**Consideration of Administrative Law Judge’s Report and Recommendation; Attorney General’s Objections; Respondent’s Objections; Attorney General’s Responses Thereto**

**Administrative Law Judge Recommends Cease & Desist Order**

Melanie A. Lane v. Little York Tavern  
DAY76(22671)12132011  
22A-2012-00875C  
Complaint No. 12-EMP-DAY-22671

Megan Hudson, Assistant Attorney General, Civil Rights Section, counsel for Complainant, counsel for Respondent and Respondent’s Representative were available to answer questions.

**MOTION by Commissioner Barreras to Grant the objections of the Office of the Ohio Attorney General; Deny Respondent’s objections; Modify the Report and Recommendation Finding under the “but for” causation standard that Respondent retaliated against Complainant and Modify the finding that Complainant is entitled to damages in the amount specified by the Office of the Ohio Attorney General; and Direct the Office of the Ohio Attorney General to prepare a Cease and Desist Order consistent with their objections. Second by Commissioner Roberts.**

**Roll Call Vote:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**Motion carried.**

**MOTION by Commissioner Roberts to take a brief recess. Second by Commissioner Barreras.**

**Roll Call Vote:**

|                                    |            |
|------------------------------------|------------|
| <b>Commissioner Tom Roberts</b>    | <b>YES</b> |
| <b>Commissioner William Patmon</b> | <b>YES</b> |
| <b>Commissioner Barreras</b>       | <b>YES</b> |
| <b>Chairman Leonard Hubert</b>     | <b>YES</b> |

**Motion carried.**

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

**Roll Call Vote:**

|                                    |            |
|------------------------------------|------------|
| <b>Commissioner Tom Roberts</b>    | <b>YES</b> |
| <b>Commissioner William Patmon</b> | <b>YES</b> |
| <b>Commissioner Barreras</b>       | <b>YES</b> |
| <b>Chairman Leonard Hubert</b>     | <b>YES</b> |

**Motion carried**

**COMMISSIONER'S AGENDAS**

**Commissioner's Agenda for Week 1**

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

Fair Housing Advocates Association v. Samuel and Susan Toth  
COLH3(37574)08222014  
05-14-1517-8  
22A-2014-02865F

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

Rosetta D. Leeper v. Express Scripts, Inc.  
COLB1(40951)05052014  
22A-2014-01913C

Carl D. Williams v. Riser Foods Company dba Giant Eagle  
AKR73(37405)04172014  
22A-2014-01705C

**3. No Jurisdiction – Dismiss**

Drakeson J. Yeakle v. Social Security Administration  
TOLG2(36985)01212015  
22A-2015-00912F

**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:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**Motion carried.**

**Commissioner's Agenda for Week 2**

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

Robert Dunn v. Del Monte Fresh Produce N.A. Inc.  
COL71(40924)04172014  
22A-2014-01905C

Nuru-Dean Muniru v. Johnson Controls, Inc.  
TOL72(36485)04072014  
22A-2014-01630C

Marvin Lamont Barnes v. Time Warner Cable Midwest LLC  
AKR71(41174)08112014  
22A-2014-02940C

Marvin Lamont Barnes v. Time Warner Cable Midwest LLC  
AKR71(41278)09292014  
22A-2015-00348C

Alexis Chevalier v. Sandusky City School District dba Sandusky Career Center  
CLEK4(42440)04292014  
22A-2014-01835F

**2. No Jurisdiction - Dismiss**

Shelby D. Hayward v. Greater Regional Technology and Associates LLC  
CLEE4(42705)10282014  
22A-2015-00207F

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

**Roll Call vote:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**Motion carried.**

**Commissioner's Agenda for Week 3**

**1. Upon Remand: Consideration of Stipulated Addendum to the Administrative Law Judge's Report and Supplemental Recommendations**

**Administrative Law Judge Recommends Cease & Desist Order**

Eric Sheets v. Finney Automotive Company, Inc.  
AKRB3(35514)12202010  
22A-2011-01592C  
Complaint No. 11-EMP-AKR-35514

**III. Consideration of Administrative Law Judge's Report and Recommendation**

**Administrative Law Judge Recommends Cease & Desist Order**

Kimberly Pollard v. Custom Employee Management, Inc.  
COL71(39318)04102012  
22A-2012-01876C  
Complaint No. 13-EMP-COL-39318

Chandra L. Smith v. Ohio American Health Care, Inc.  
COLB1(39324)04122012  
22A-2012-01879C  
Complaint No. 13-EMP-COL-39324

Jennifer Nicole Hawkins v. East of Chicago Pizza, LLC  
COL71(39283)03232012  
22A-2012-01795C  
Complaint No. 13-EMP-COL-39283

**MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 3 Agenda and direct the Ohio Attorney General to prepare the Final Orders. Second by Commissioner Barreras.**

**Roll Call vote:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**Motion carried.**

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

Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General's Office, stated there are four cases before the U.S. Supreme Court of interest to the Commission involving issues of Religion, Conciliation, Disparate Impact in housing and Pregnancy

## **Report from Chief Legal Counsel, Stephanie Bostos Demers**

Ms. Bostos Demers reminded Commissioners of the April 15, 2015 deadline for filing ethics reports.

## **Report from Executive Director, G. Michael Payton**

Director Payton welcomed former Commissioner Grace Ramos. Ms. Ramos served as a commissioner for twenty years and is currently on the Board of Trustees for Wright State University.

Several members of the Dayton/Cincinnati OCRC staff are in attendance today including Regional Director Norman Gibson and investigators Phyllis Hollis, Anthony Corona and Beatrice Sanchez.

Director Payton thanked Dr. J. Michael Bernstein for welcoming us to Wright State University, his support of the Ohio Civil Rights Hall of Fame and his long standing relationship with the Commission.

## **Remarks**

Chairman Hubert introduced Dr. Juanita L. Wehrle-Einhorn, Dr. Munch and Dr. Ortiz from Wright State University.

Chairman Hubert commended Commissioner Roberts on his work with the Ohio Task Force on Community - Police Relations. Commissioner Roberts was appointed to the Task Force by Governor Kasich.

Commissioner Roberts reported the Ohio Task Force on Community – Police Relations recently completed the hearings held across the state and they will now prepare their report and recommendations.

Commissioners Barreras and Patmon thanked Wright State University for hosting our meeting today.

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

**Roll Call Vote:**

|  |            |
|--|------------|
| <b>Chairman Leonard Hubert</b>             | <b>YES</b> |
| <b>Commissioner Lori Barreras</b>          | <b>YES</b> |
| <b>Commissioner Tom Roberts</b>            | <b>YES</b> |
| <b>Commissioner William W. Patmon, III</b> | <b>YES</b> |

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:20 pm.

  
Commissioner

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