MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
March 15, 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 9:40 a.m.*
Commissioner Tom Roberts
Commissioner Stephanie Mercado

Commissioners Absent:
Commissioner Eddie Harrell, Jr.

A quorum was present.

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

APPROVAL OF MINUTES

Commissioner Mercado moved to approve the February 23, 2012 minutes. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**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

Bobby R. Murphy v. Central Ohio Transit Authority (COTA)
COLG1(38898)09202011
22A-2012-00111F

Kayla Marie Dickinson v. Zanesville Metropolitan Housing Authority
COLH1(38917)05202011
05-11-1547-8
22A-2011-04110F

Marvin Parms v. GMAC Mortgag01e LLC
TOLH3(35822)05252011
05-11-1093-8
22A-2011-03259F

Kevin Schrader v. Akron Metropolitan Housing Authority and Pamela Hawkins
AKRH3(35738)04252011
05-11-1034-8
22A-2011-03019F

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority and Pamela Hawkins
AKRH3(35739)04252011
05-11-1065-8
22A-2011-03020F

Darla Kay Randolph v. Provider Services Holdings, LLC
AKRB3(35897)07192011
22A-2011-03589C

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36007)09222011
22A-2011-04173F

Tanya A. Gaines v. Apple American Group, LLC dba Applebee's
CLEA4(40927)05182011
22A-2011-03227C

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

Terrell Danial v. Big Sur Waterbeds, Inc. dba Furniture Row
CLE74(41193)09262011
22A-2012-00146C

Lawanda R. Carrell v. Sterling House of Beavercreek
DAYA6(22325)06282011
22A-2011-03305C

Pamela G. Campton v. Dakota's Roadhouse of Hillsboro, LLC
DAYG1(39068)12122011
22A-2012-00996F

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

DeAnna and Bruce Moseley v. U.S. Roofing Real Estate Holdings, LLC.
COLH1(38738)07262011
05-11-1275-8
22A-2011-03345F

Kyra Turner v. Akron Metropolitan Housing Authority, Wilbeth-Arlington Homes, and Kathy McCormick
AKRH3(35703)04072011
05-11-0866-8
22A-2011-02991F

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority, Wilbeth-Arlington Homes, and Kathy McCormick
AKRH3(35704)04072011
05-11-0882-8
22A-2011-02992F

Lacy Bradley v. Delphi Automotive Corporation
DAYA6(22161)04262011
22A-2011-02860C

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

Ishaq Al-Khair v. Johnson Controls, Inc.
TOL72(34570)05162011
22A-2011-02396C

4. Respondent's Request for Reconsideration – Deny - Untimely

Lamar Ruffin v. The Ohio State University Medical Center
COL71(38520)04122011
22A-2011-02821C

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

Karen Lynn Bishop-Crissman v. Pet Guards Clinic, Inc.
AKRE3(33221)02292008
22A-2008-02867F
Complaint No. 08-EMP-AKR-33221

Thomas Puckett v. Wal-Mart Stores East, L.P.
DAYB6(21612)08102010
22A-2011-00391C
Complaint No. 11-EMP-DAY-21612

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

Tracy Jo Limes v. Perrysburg Exempted School District
TOL72(33181)07132009
22A-2009-03228C
Complaint No. 10-EMP-TOL-33181

7. Res Judicata/Collateral Estoppel; Dismiss Formal Complaint – Submitted by The Attorney General's Office

David Marcus Paxton v. Marsh Industries, Inc.
AKR73(32729)08142007
22A-2007-06147C
Complaint No. 08-EMP-AKR-32729

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

Donna Rainieri v. Jack Meyers, President, Villas at London Square Condominium Association
AKRH3(35600)02152011
05-11-0622-8
22A-2011-02183F
Complaint No. 11-HOU-AKR-35600

9. Probable Cause – Schedule Conciliation

Heather Ingram v. Feta Greek Kuzina, LLC
COL71(38510)04072011
22A-2012-00887C

Christine Wilson, et al v. Amherst Village Management Company, LLC; Richard Heyman, Owner; Amherst Village, Ltd.; Micki Houck Property Manager; Richard E. Wolff, Statutory Agent; Thomas Lupica, Statutory Agent
TOLH2(34526)04192011
05-11-0964-8
22A-2011-02158F

Kelly Harvath v. Paul Moore
AKRH3(35905)07262011
05-11-1294-8
22A-2011-03598F

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority
AKRH3(36140)120820122
05-12-0359-8
22A-2012-00848F

Dorothy Murry v. Akron Metropolitan Housing Authority
AKRH3(36141)120820122
05-12-0344-8
22A-2012-00849F

Jeremy Watjen v. Service Master Restoration Services of Ohio
DAYB6(22251)05312011
22A-2011-03035F

10. Issue Formal Complaint

Jennifer Patton v. R. G. Barry Corporation
COL71(38472)03222011
22A-2011-02761C

Samantha Luz Ramos v. Solomon Oil Company
COL71(38623)06012011
22A-2011-02957C

Miami Valley Fair Housing Center, Inc v. Brinkley Properties, LTD.
DAYH6(22179)05032011
05-11-0950-8
22A-2011-02368F

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

Fair Housing Contact Service, Inc. v. Akron Metropolitan Housing Authority
AKRH3(35810)06032011
22A-2011-03219F

Tri-County Independent Living Center, Inc. v. Leo E. McGuiness, Owner & Marsha K. Keen (McGuiness), Trustee
AKRH3(36201)01302012
22A-2012-01165F

Timothy Clemans, Ashley Kern, Brayden Clemans v. Kristiana Riemann, Donald and Linda Riemann
DAYH6(22599)11082011 AMENDED
05-12-0112-8
22A-2012-01279F

Melanie Hollister v. College Property Management
DAYH6(22730)01202012
22A-2012-01379F

Melissa Simonin v. Zylstra Dairy, Ltd.
ADR72(34973)12192011
22A-2012-00737C

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

Becky Martinez v. Zeke's Bar & Grill, LLC
ADRE2(35013)01132012
22A-2012-00959F

Deborah Reed v. Village Green Mobile Home Park; Kyle Galton, Property Manager, Mid-American National Bank Etc., Statutory Agent
ADRH2(35043)01302012
05-12-0546-8
22A-2012-01091F

Nicholas Srnec v. State of Ohio, Auditor's Office
ADRA3(36153)12212011
22A-2012-00929C

Fair Housing Contact Service, Inc. v. Anderson R. Hawes
ADRH3(36163)12232011
05-12-0363-8
22A-2012-00947F

Patricia A. Nelson on behalf of Stephen L. Harkins v. Summit Management Services, Inc., Angelica Henley, Tina Lawrence and Ginny Hohman
ADRH3(36183)01192012
05-12-0495-8
22A-2012-01167F

Lori Lynn Love v. State of Ohio, Department of Developmental Disabilities
ADR73(36191)01232012
22A-2012-01190C

Timothy F. Shaughnessy v. Apple wood Centers, Inc.
ADRA4(41195)09262011 AMENDED
22A-2012-00148C

The Housing Research & Advocacy Center v. Christopher Hansen
ADRH4(41294)11142011
05-12-0169-8
22A-2012-00573F

Ronald L. Pickett v. Regal Entertainment Group/Regal Cinemas
ADRG4(41307)11302012
22A-2012-00807F

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

Donald Keith Young v. Parking Solutions Incorporated
ADR74(41347)12282012
22A-2012-00967C

James M. Berndt v. Car Parts Warehouse
ADRB4(41387)01252012
22A-2012-01144C

Anthony Reeves v. Frisch's Restaurant
ADR76(22689)12272011
22A-2012-01006C

Maggie Knittle v. The Salvation Army
ADRB6(22708)01102012
22A-2012-01351C

Laura Jackson v. Arby's
ADRB6(22727)01192012
22A-2012-01193C

Michael D. Stacy v. Twin Cedar Services
ADRB6(22733)01242012
22A-2012-01363C

10. Withdrawal of Charge – With Settlement

Penny Arnold v. JP Morgan Chase Bank, N.A.
COLA1(38911)09222011
22A-2012-00115C

Vanessa Perez v.Taco Bell
COL71(38977)11012011
22A-2012-00418C

Chad Warren v. Turkey Hill, L.P.
COL71(39063)12092011
22A-2012-00833C

Karen S. Stanforth v. State of Ohio, Department of Rehabilitation and Correction
COL71(39100)01052012
22A-2012-00995C

Withdrawal of Charge – With Settlement (Cont'd)

Derrick Brihm v. HealthCare Services Group, Inc.
COL71(39124)01202012
22A-2012-01126C

Titus L. Jones v. Drury Hotels Company, LLC dba Drury Inn & Suites
COL71(39156)02032012
22A-2012-01296C

Rochelle McCallum v. PNC Bank, National Association
TOL72(34494)04072011
22A-2011-02026C

Marlene Harris-Taylor v. Therma-Tru Corp.
TOL72(34540)04292011
22A-2011-02274C

Rachelle M. Dunning v. Board of Education of the Toledo City School District
TOL72(34568)05132011
22A-2011-02394C

Elaine D. Porter v. Dr. R.A. Cherry dba Cherry Vision Center
TOLE2(34786)09022011
22A-2011-03905F

Louis Threet v. American Steel Treating, Inc.
TOL72(34955)12122011
22A-2012-00635C

Megan L. Criblez v. Pneuman Consulting, LLC dba The Center for Autism & Dyslexia
TOLB2(34984)12272011 AMENDED
22A-2012-00750C

Rosita M Dennis v. St. Martin de Porres Catholic Church
TOL72(35051)01312012
22A-2012-01101C

Kerry Justice v. Akron Metropolitan Housing Authority
AKRH3(35809)06032011
22A-2011-03218F

Withdrawal of Charge – With Settlement (Cont'd)

Tammy J. Blake v. Youngstown State University
AKR73(35921)08022011
22A-2011-03621C

Andrew Palmer v. Erie Insurance Group
AKRH3(36181)01182012
22A-2012-01087F

Deborah Long v. Macy's Inc., A Corporation of Delaware
AKR73(36203)01302012
22A-2012-01218C

Nancy Adkins v. Michelle Curtis, Kirby Manor Senior Limited Partnership
CLEH4(41057)07252011 AMENDED
05-11-1274-8
22A-2011-03546F

Cynthia D. Kirk v. State of Ohio, Department of Job & Family Services
CLEB4(41150)08242011
22A-2011-03958C

Paula A. Ferris v. ResCare
DAYB6(22232)05242011
22A-2011-03028C

Michelle R. Pelfrey v. Aerotek for Humana
DAYA6(22536)10142011
22A-2012-00626C

Joe Micou v. Villa of Springfield
DAYB6(22544)10182011
22A-2012-00636C

Christopher A. Todd v. Mercer County Community Hospital
DAYB6(22672)12132011
22A-2012-00869C

Tiffany J. Holler v. Mid-American Cleaning Contractors, Inc.
DAY72(34798)09082011
22A-2011-03946C

Withdrawal of Charge – With Settlement (Cont'd)

Starr Shumate v. Key Bank
ADR71(38912)09232011
22A-2012-00069C

Nancy O. Sherman v. Ohio Indemnity Company
ADRA1(39045)12022011
22A-2012-00688C

James S. Parsons v. Structure Personnel, Inc.
ADRB3(36154)12212012
22A-2012-00930C

Ashley Lauren Edmunds v Gries Financial, LLC
ADR74(41323)12122011
22A-2012-00904C

Alaina K. Wilson v. Lyndhurst Police Department/Patroleman Craig Barna # 8
ADRG4(41364)12302011
22A-2012-00989F

Deirdra Alexander v. Erie view Metal Treating Inc.
ADR74(41366)01042012
22A-2012-01053C

Caleb Caraballo v. Accufleet International
ADR74(41378)01182012
22A-2012-01322C

Robert Bolte v. Village Condominium Association; Greg Hartke
ADRH6(22755)01112012
05-12-0401-8
22A-2012-01396F

10. Withdrawal of Charge - Grant

Lance Loughman v. Harvest Management Group Corporation
COL71(38906)09222011
22A-2012-00119C

Mallu S. Reddy v. Flower Hospital
TOLA2(34577)05192011
22A-2011-02417C

Withdrawal of Charge – Grant (Cont'd)

Jorge Chirinos v. City of Toledo, Division of Transportation
TOL72(34594)05272011
22A-2011-02462C

Nan Neill v. Arrow Tru-Line, Inc.
TOLB2(34609)06022011
22A-2011-02486C

Michelle L. Siebenaller v. Westgate Limited Partnership dba Ramada
TOL72(34623)06102011
22A-2011-02549C

Marvin Benory Lamb v. Mercy Medical Partners
TOL72(34914)11142011
22A-2012-00408C

10. Failure to Cooperate - Dismiss

Angela D. Kirkpatrick v. Franklin W. & Patrice M. Snelling
COLH1(39038)11302011
05-12-0244-8
22A-2012-00537F

Derek Walker v. Holland Village, Inc., Casale Land, LLC, and Lori Hernon
AKRH3(35846)06162011
05-11-1127-8
22A-2011-03302F

Julie Walker v. John C. White
DAYH6(22552)10172011
05-12-0042-8
22A-2012-01201F

10. Administrative Closure

Don E. McMillen, Jr. v. University Hospitals Case Medical Center
CLEB4(41278)11162011
22A-2012-00556C

10. No Probable Cause - Dismiss

Sandra Martin v. Limited Logistics Services, Inc.
COLB1(38504)04052011
22A-2012-01271C

Tonya R. Isabel v. Safelite Fulfillment Inc.
COL71(38507)04062011
22A-2011-02836C

Debbie Tate-Calles v. Arbors West Care, LLC
COL71(38522)04132011
22A-2011-02823C

Oscar A. Lee v. Keystone Automotive Industries, Inc.
COL71(38524)04132011
22A-2011-02820C

Richard L. Mercer v. True North Java, LLC dba Tim Hortons
COLB1(38530)04182011
22A-2011-02896C AMENDED

Marcia A. Brown v. Zandex, Inc.
COLB1(38547)04272011 AMENDED
22A-2011-02885C

Brian E. Jones v. Boehringer Ingelheim Roxane, Inc.
COLA1(38556)05052011
22A-2011-02888C

James L. Hicks v. City of Columbus-Public Health
COL71(38562)0592011
22A-2011-02897C

Nicklaus Stenger v. Sears Logistics Services, Inc.
COLB1(38573)05132011
22A-2011-02900C

Tracy Miller v. Edwards Communities Construction Company, LLC
COL71(38574)05132011
22A-2011-02901C

Tracy Miller v. Porter Drywall, Inc.
COL71(38575)05132011
22A-2011-02902C

No Probable Cause – Dismiss (Cont'd)

Khamrajee Arumugasaamy v. State of Ohio, Department of Agriculture
COL71(38588)05182011
22A-2011-02925C

Nathan J. Wright v. Accor North America Inc. dba Motel 6
COL71(38589)05182011
22A-2012-00888C

Willie C. Young v. Stanley Steemer International, Inc.
COL71(38597)05182011
22A-2011-03823C

James Devonshire v. Regency Manor
COLA1(38621)05312011
22A-2011-02955C

Howard Pratt v. Goodwill Industries of Central Ohio, Inc., dba Goodwill Industries
COLB1(38631)06072011
22A-2011-03040C

Jeanne R. Rahrig v. Nationwide Children's Hospital
COLA1(38683)06302011
22A-2011-03472C

Janice Wigley v. State of Ohio, Department of Development
COL71(38708)07122011
22A-2011-03518C

James N. Sturiano v. Thomas 5 Limited
COL71(38710)07132011
22A-2011-03519C

Darrell C. Pauley v. T. Marzetti Company
COL71(38726)07252011
22A-2011-03580C

Janice Wigley v. State of Ohio, Department of Development
COL71(38742)07292011
22A-2011-03518C

Shatara Moore v. America's Pizza Company, LLC
COL71(38758)08042011
22A-2011-03611C

No Probable Cause – Dismiss (Cont'd)

Vickie Lynn Morgan v. C.F. Harper LLC
COLG1(38791)08152011
22A-2011-03889F

Selina Miller v. State of Ohio, Board of Regents
COLB1(38795)08162011
22A-2011-03737C

Bunroeun Phon v. House of Japan, Inc. dba Japanese Steak House
COL71(38818)08222011
22A-2011-03939C

Neil R. McCandlish v. Walker Shoe Center, Inc.
COLE1(38836)08302011
22A-2011-04117F

Ross Edward Green III v. Rampat Corporation, dba MAACO
COL71(38844)09012011
22A-2011-03980C

Theresa Gail Hughes v. State of Ohio, Ohio Department of Job & family Services
COLB1(38856)09062011
22A-2011-04123C

Tosha L. Moye v. Infinity Staffing Solutions, LLC
COL71(38923)10032011
22A-2012-00195C

Ellah Temwa Gondwe v. United Healthcare Group, LLC
COL71(38930)10042011
22A-2012-00200C

Roxanna S. Orahood v Aetna Building Maintenance, Inc
COL71(38945)10142011
22A-2012-00247C

Layla Ahmed Jama v. Acloche, LLC
COL71(38968)10262011
22A-2012-00316C

Kevin E. Christopher v. The Job Store of Loveland, LLC dba The Job Staffing Solutions
COLA1(39011)11162011
22A-2012-00546C

No Probable Cause – Dismiss (Cont'd)

Melissa J. Mangini v. Excel, Inc.
COL71(39015)11172011
22A-2012-00549C

Pauline Davis v. Whetstone Gardens and Care Center
COL71(39035)11292011
22A-2012-00663C

Silvia Horan v. Murray Energy Corporation dba The Ohio Valley Coal Company
COL71(39102)01092012
22A-2012-01033C

Ryan Laney v. Omnova Solutions
COLB3(35712)04112011
22A-2011-02997C

Lisa L. Stair v. Donley's, Inc.
COL73(35719)04132011
22A-2011-03003C

Christopher J. Thacker v. Wal-Mart Stores, East LP
COLB3(35722)04142011
22A-2011-03005C

G. Eric Carpenter v. State of Ohio, Department of Mental Health
COLA3(35811)06032011
22A-2011-03094C

Janice M. Gleaves v. FirstMerit Bank, N. A.
COLB3(35807)06022011
22A-2011-03093C

Debra L. Egleton v. Invacare HCS, LLC
COL73(35936)08082011
22A-2011-03710C

Debra L. Egleton v. Invacare HCS, LLC
COL73(35950)08152011
22A-2011-03833C

Quinton Albert Osborne v. State of Ohio, Department of Youth Services
COLA6(22350)07182011
22A-2011-03584C

No Probable Cause – Dismiss (Cont'd)

Linda J. Parra v. Owl Staffing LLC dba PagePlus Cellular
TOL72(34531)04212011
22A-2011-02181C

Dana M. McCrory v. Northwest Ohio Urgent Care, LLC
TOL72(34541)04292011
22A-2011-02237C

Juanita Wahlers v. Ottawa County Job and Family Services
TOLB2(34560)05092011
622A-2011-02320C

Mary J. Low v. Sylvania City School District Board of Education
TOL72(34566)05112011
22A-2011-02363C

Melanie Beekman v. Revere Plastics Systems, LLC
TOL72(34575)05182011
22A-2011-02416C

David J. Hicks v. Precision Steel Services, Inc.
TOLB2(34581)05232011
22A-2011-02426C

Carolyn Southward v. Progressive Stamping, Inc.
TOLB2(34583)05242011
22A-2011-02432C

Courtney Worlds v. Wendledo, Limited Liability Company dba Wendy's Old Fashioned Hamburgers Restaurant
TOL72(34600)05312011
22A-2011-02488C

Victoria Brown v. State of Ohio, Department of Rehabilitation & Correction
TOL72(34606)06012011
22A-2011-02492C

Linda J. Parra v. Owl Staffing LLC dba PagePlus Cellular
TOL72(34621)06092011
22A-2011-02538C

No Probable Cause – Dismiss (Cont'd)

Tracy M. Hammond v. Wood Soil & Water Conservation District
TOL72(34624)06102011
22A-2011-02550C

Antionette M. Chenier v. The Epilepsy Center of Northwest Ohio
TOLA2(34625)06102011
22A-2011-02551C

Penny G. Taylor v. SAI Group, Inc. dba Home Health of Bryan, LLC
TOLB2(34740)08162011
22A-2011-03640C

Nora Rivera v. Fairway Manor Condominium Unit Owners; Association; John Loar President; Ivan White Statutory Agent
TOLH2(34793)08122011
05-11-1355-8
22A-2011-03944F

Nora Rivera v. David Smith, Landlord
TOLH2(34794)08122011
05-11-1356-8
22A-2011-03937F

Michelle J. Ryerson v. Otterbein North Shore
TOLB2(34870)10202011
22A-2012-00141C

Richard Fiore v. Walgreen Co.
TOLA2(34926)11212011
22A-2012-00445C

Lorell Anderson v. Department of Neighborhoods, City of Toledo
TOLB2(34946)12052011
22A-2012-00579C

Charles T. Wolfe v. The Union Hospital Association
AKRB3(35825)06142011
22A-2011-03269C

Yolanda M. Cronin v. 5 Star Pizza, LLC dba Domino's Pizza, LLC
AKR73(35863)07052011
22A-2011-03409C

No Probable Cause – Dismiss (Cont'd)

Michael L. Gray v. 5 Star Pizza, LLC dba Domino's Pizza, LLC
AKR73(35864)07052011
22A-2011-03410C

Nicole Stockman v. Portage Metropolitan Housing Authority
AKRH3(35879)07112011
05-11-1239-8
22A-2011-03434F

Donnie Maggard v. Simcox Grinding & Steel Co.
AKRB3(35907)07262011 AMENDED
22A-2011-03601C

Rolando Wilson v. The University of Akron
AKR73(35908)07272011
22A-2011-03602C

Cierra S. Clay v. Viox Services, Inc.
AKR73(35943)08102011
22A-2011-03718C

Tamica S. Parmer v. Wal-Mart Stores East, L.P.
AKR73(35954)08172011
22A-2011-03923C

Dale Thompson v. ICAN Housing, Park Place Apartments
AKRH3(35956)08222011
05-11-1429-8
22A-2011-03925F

Alisha S. N. Wright v. Julius Zorn, Inc.
AKR73(35963)08242011
22A-2011-03933C

Kwyelund L. Becton v. CommStaff, a Division of Ohio Multi-County Development Corporation
AKR73(35992)09222011
22A-2011-04158C

Kwyelund L. Becton v. Community Drug Board, Inc. dba Community Health Center
AKR73(35993)09222011
22A-2011-04159C

No Probable Cause – Dismiss (Cont'd)

Elizabeth Ibrahim v. Childs Investment Co. dba Hospitality House
AKR73(36038)10052011
22A-2012-00223C

Doris Ranftl v. State of Ohio, Bureau of Workers' Compensation
AKRB3(36054)10192011 AMENDED
22A-2012-00320C

Latoria Johnson v. Shree Radha Krishna Partnership, Ltd. dba Fairfield Inn & Suites by Marriott
AKR73(36072)10312011
22A-2012-00390C

Bridget L. Robinson v. Target Corporation
AKR73(36084)11042011
22A-2012-00479C

Terri L. Murphy v. A.R. Building Company, Michael Deikum and Hampton Knoll Apartments, LLC
AKRH3(36085)11072011
05-12-2978-8
22A-2012-00480F

Raoof Muhammad v. Hattie Larlham Foundation
AKRA3(36100)11152011
22A-2012-00501C

Darcell A. Dardie v. Falls Village Retirement Community, Ltd.
AKR73(36104)11172011
22A-2012-00584C

James Parsons v. JR Engineering, Inc.
AKRB3(36155)12212011
22A-2012-00931C

James Parsons v. Barberton City Schools
AKRB3(36157)12212011
22A-2012-00934C

Matthew Harmon v. Michels Corporation
AKRB3(36170)01092012
22A-2012-01072C

No Probable Cause – Dismiss (Cont'd)

Buel E. Hall v. University Hospitals Case Medical Center
CLEA4(40957)06142011
22A-2011-03323C

Judith Skandera v. Oatey Co.
CLEB4(40958)06142011
22A-2011-03324C

Pat Virasayachack v. Oatey Co.
CLE74(40966)06172011
22A-2011-03333C

Thip Keosingharath v. Oatey Co.
CLE74(40967)06172011
22A-2011-03334C

Joanne Howard v. Parking Solutions, Inc.
CLE74(40981)06232011
22A-2011-03352C

Dora Lee Majette v. Cleveland Metropolitan School District
CLEB4(40982)06232011
22A-2011-03353C

Trina Relf v. Sanford-Brown College Cleveland
CLEK4(40989)06242011
22A-2011-03370F

Margaret Sombat v. Pulvers Landscaping & Design, Inc.
CLE74(40990)06242011
22A-2011-03371C

Jacqueline A. Allen v. Eliza Bryant Village
CLEB4(40993)06272011
22A-2011-03374C

Damicca S. Johnson v. Thermalin Diabetes, LLC
CLEB4(41030)07142011
22A-2011-03487C

No Probable Cause – Dismiss (Cont'd)

Louis E. Settles v. Cuyahoga Metropolitan Housing Authority
CLEB4(41032)07152011
22A-2011-03489C

Melanie E. Herbruck v. J. P. Morgan Chase Bank, N.A.
CLE74(41034)07182011
22A-2011-03491C

Henry B. Brown v. State of Ohio, Department of Transportation
CLE74(41049)07272011
22A-2011-03538C

Kim Scheutzow v. Redwood Management & Jeff Ondo
CLEH4(41083)08112011
05-11-1346-8
22A-2011-03744F

Mae Johnson v. Leeland Condominium Association, Richard Scullark & Amy Gould
CLEH4(41134)08182011
22A-2011-03808F

Richard J. Alvarado v. Engwiller Properties, Inc.
CLEE4(41151)06202011 AMENDED
22A-2011-03959F

Thomas T. Julian, Jr. v. Akal Security Inc.
CLEB4(41156)08182011
22A-2011-04044C

Frederick Scott-Tafel v. MP Biomedicals, LLC
CLEA4(41174)09132011
22A-2012-00017C

Cara Ann Read v. Depo, Inc. dba Geneva Pro Cuts
CLEE4(41191)09222011
22A-2012-00108F

Alton Hill v. Murtis Taylor Human Services System
CLE74(41288)11222011
22A-2012-00567C

No Probable Cause – Dismiss (Cont'd)

Marvalene J. Avery v. City of Cleveland, Department of Public Safety
CLE74(41300)11232011
22A-2012-00583C

Munir Samad v. Monode Marking Products, Inc.
CLE74(41304)11292011
22A-2012-00804C

Myiesha N. Price v. Bapu, Inc. dba Hampton Inn
CLE74(41335)12152011
22A-2012-00914C

Lydia M. Puccini v. Rae-Ann Westlake, Inc.
CLEB4(41393)01302012
22A-2012-01156C

Yacoub M. Rafeedi v. The Reserves Network, Inc.
CLEB3(35894)07182011
22A-2011-03391C

Gioia Lynne Spy v. Superior Beverage Group Ltd.
CLE73(35949)08122011
22A-2011-03724C

George Kozickie v Redwood Management, Jeff Ondo & Steve Hoffman
CLEH3(35977)09072011
05-11-1568-8
22A-2011-04040F

Michele Smith v. Clark Trucking, Inc.
DAYB6(22197)05102011
22A-2011-02904C

Claude Kendrick v. The Home Depot (Store #3854)
DAY76(22205)05122011
22A-2011-02970C

Cheryl Alves v. American Postal Workers Union AFL CIO
DAYA6(22209)05132011
22A-2011-02974C

No Probable Cause – Dismiss (Cont'd)

Amber Hamilton v. City of Dayton, Ohio
DAYB6(22220)05172011
22A-2011-02981C

Carl Burns v. Springfield City Schools
DAY76(22226)05182011
22A-2011-02985C

Jeffrey Cranford v. Franklin Iron & Metal Corp.
DAY76(22239)05242011
22A-2011-03029C

Maria A. Holt v. WSU/ Mini University Child Development Center
DAYG6(22260)06032011
22A-2011-03121F

Theresa A. Lester v. The Ruhlin Company
DAY76(22268)06072011
22A-2011-03129C

Rudolph M. Looney v. Ronez Manor
DAYH6(22272)06072011
05-11-1507-08
22A-2011-02681F

Fredrick J. Owens v. Formed Fiber Technologies, LLC
DAY76(22275)06082011
22A-2011-03134C

Gavril J. Codrea v. City of Dayton
DAYH6(22285)06132011
22A-2011-02682F

Darrin L. Perry v. Golden Corral
DAYA6(22286)06132011
22A-2011-03173C

Rodney E. Jackson v. General Electric Credit Union
DAYG6(22289)06142011
22A-2011-03176F

No Probable Cause – Dismiss (Cont'd)

Lisa Burton v. Pepzee Realty; Gary Zaremba
DAYH6(22312)06222011
05-11-1191-08
22A-2011-03052F

Sommer D. Singh v. Sourcelink Ohio, LLC
DAY76(22337)07062011
22A-2011-03327C

Shawnta Wilson v. Stonespring of Vandalia-Butler
DAY76(22339)07082011
22A-2011-03253C

Gina L. Watson v. Simply Storage Management, LLC dba Simply Self Storage
DAY76(22342)07112011
22A-2012-00441C

Jacqueline Brown v. First Student
DAY76(22356)07192011
22A-2012-00025C

Julie L. Asbury v. Honda Transmission Mfg. of America, Inc.
DAY76(22369)07262011
22A-2011-03854C

Lolita Pryor v. Cardinal Health 110 Inc. a Subsidiary of Cardinal Health
DAY76(22399)08092011
22A-2011-03747C

David Villarreal v. Fredrick Lamb
DAYH6(22405)08112011
22A-2012-01397F

Valerie Peterson v. Omega Building Maintenance
DAY76(22408)08162011
22A-2011-03881C

James L. McClellan v. Behr Dayton Thermal Products
DAY76(22454)09072011
22A-2012-00446C

No Probable Cause – Dismiss (Cont'd)

Lolita Pryor v. Cardinal Health 110 Inc. a Subsidiary of Cardinal Health
DAY76(22502)09292011
22A-2012-00042C

Victoria Norton on Behalf of Minor Child v. BEK Management Services, Inc. dba McDonald's Restaurant
DAY76(22507)10052011
22A-2012-00226C

Tracy Rawls v. Premier Care of OH, LLC
DAY76(22542)10182011
22A-2012-00232C

Jenna M. Lindy v. Target
DAY76(22582)10282011
22A-2012-00648C

Iassca Jackson v. Mary's Side Bar, LLC dba Roxy's Restaurant & Lounge
DAYE6(22598)11072011
22A-2012-00438F

Jessica Roy v. Axcess Financial Services
DAY76(22606)10092011
22A-2012-00440C

Chantel K. Jones v. Bonnie Overbeck, 3B Realty Group, Lydia C. Nattin, Huff Realty, Bank of America Home Loans & Insurance
DAYH6(22632)11212011
05-12-0346-8
22A-2012-00778F

Ma'Walika T. Holt v. Abilities First Foundations, Inc.
DAY76(22638)11232011
22A-2012-00608C

Corrie S. Webster v. KMC Holdings LLC
DAY76(22659)07282011
22A-2012-00795C

Burnett H. Wells v. Bramble Savings Bank; S. Looscamp, Foundation Bank
DAYH6(22690)12282011
22A-2012-01007F

No Probable Cause – Dismiss (Cont'd)

Gary L. Kline, II v. Walt's Auto
DAYB6(22718)01172012
22A-2012-01362C

Paula Buford v. BASF The Catalyst, LLC
DAY74(40888)04152011
22A-2011-02731C

Atef Tohme v. Mercedes of North Olmsted
DAYG4(40909)05042011
22A-2011-03201F

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

The Commissioners voted as follows:

Chairman Leonard Hubert	**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.

Commissioner Yajnik arrived at 9:40 a.m.

APPEARANCES

1. **No Probable Cause - Dismiss**

   Jennifer Rene Allen v. Covelli Enterprises, Inc., dba Panera Bread
   COL71 (38531) 04182011
   22A 2011 012829C

Courtney Calhoun, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. There is no new information to warrant a reversal of No Probable Cause - Dismiss.

The parties in the above matter appeared before the Commission on the Charging Party's Request for Reconsideration. The Charging Party alleged that Respondent denied her accommodation, due to her pregnancy and forced her to resign because of her sex, female. Respondent stated they did not discriminate against Charging Party.

Commissioner Yajnik moved to adopt the Regional Recommendation and find No Probable Cause - Dismiss in the above matter. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

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

Motion carried.

COMMISSIONER AGENDA

Agenda for Week 1

1. No Probable Cause – Dismiss

Roosevelt Simpson v. Norplas Industries, Inc.
TOLB2 (34474) 04012011
22A 2011 01958C

Eileen Mathews v. Benech, Friedlander, Coplan & Aronolf, LLP
CLE73 (35692) 03302011
22A 2011 02701C

Edward Franklin, Jr. v. Cuyahoga County Board of Developmental Disablities
CLEA4 (40923) 05172011
22A 2011 03199C

2. NO JURISDICTION - DISMISS

Eric D. Ramsey v. The University of Akron
AKR73 (36220) 02092012
22A 2012 01196C

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 Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

Agenda for Week 2

1. No Probable Cause – Dismiss

Marvin Parms v. GMAC Mortgage, LLC
TOLH3 (35822) 05252011
05-11-1093-8
22A 2011 03259F

Mary Bruno v. Village of Milan
DAY/CLE72 (34478) 04012011
22A 2011 01996C

2. NO JURISDICTION – DISMISS

Amber K. Smith v. BYS Enterprises, LLC dba Jimmy John's
COL B1 (38560) 05022011
22A-2012-01336C

Jennifer Glen Loeffler v. Northwest Ohio Educational Services Center
TOLA2 (34927) 11222011
22A 2012 00457C

Dorothy Mitchell v. Sisters of Charity Health Systems MSO, LLC
CLEG4 (41299) 11232011
22A 2012 00582F

Annette Powell v. City of Akron, Housing Appeals Board
AKRH3 (36149) 12192011
22A 2012 00920F

Angela Konez v. Juniper Hills Condo Owner's Association, Board of Directors, KareCondo, Western Reserve Property Management
AKRH3 (36187) 01202012
22A 2012 01205F

Debra J. Burkey v. Michael & Orlando Carabbia, Crown Construction/Crown Music & Vending Inc.
AKRH3 (36228) 02162012
22A 2012 01250F

NO JURISDICTION – CONT'D (Cont'd)

Bruce Kellar v. Muskingum Watershed Conservancy District
AKRH3 (36196) 01262012
22A 2012 01138F

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 Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

Agenda for Week 3

1. Respondent's Request – Deny

Janet M. Smelt v. UHS of Delaware, inc. dba Arrowhead Behavioral Health
TOLA2(34364)02172011
22A-2011-01509C

Sharelle Stubbs-Phillips v. VI Vi Enterprises, Inc., dba Two Cousins
CLE74 (40921) 05162011
22A 2011 03214C

Denise Colbert v. Towne Properties, Inc.
DAYH6 (22115) 04052011
05-11-0843-8
22A 2011 02050F

2. No Probable Cause – Dismiss

Jessica Wilson v. John Patterson, JWJP Enterprises & Tim Hoffman
AKRH3 (35700) 04062011
05-11-0892-8
22A 2011 02988F

Fair Housing Advocates Association v. John Patterson, JWJP Enterprises & Tim Hoffman
AKRH3 (35701) 04062011
05-11-1175-8
22A 2011 02989F

Kenia Robinson v. Akron Metropolitan Housing Authority, Anthony O'Leary
AKRH3 (35706) 04112011
05-11-1887-8
22A 2011 02993F

Kevin Schrader v. Akron Metropolitan Housing Authority and Pamela Hawkins
AKRH3 (35738) 04252011
05-11-1034-8
22A 2011 03019F

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority and Pamela Hawkins
AKRH3 (35739) 04252011
05-11-1065-8
22A 2011 03020F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3 (36007) 09222011
22A 2011 04173F

Kevin Clay v. Superior Technical Resources, Inc.
DAY76 (22287) 06132011
22A 2011 03174C

3. NO JURISDICTION – DISMISS

Carolyn Jo Hager v. State of Ohio, Department of Education
AKRB3 (36224) 02102012
22A 2012 01243C

Deborah Parker v. Stark County Health Department
AKRH4 (41197) 09262011
22A 2012 00131F

Courtney Lange v. WN Properties, LLC, Nevin, Nussbaum, and Scott Weger
AKRH3 (36173) 01122012
22A 2012 01077F

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

Wendy Payne v. Kunkle Carry Out, LLC
TOLE2(32338)07092008
22A 2008 03875F
Complaint No. 09-EMP-TOL-32338

5. No Available Remedy; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Tommy Burroughs v. Cobham Family, Inc. and JCILH, Inc d/b/a McDonald's Restaurant
TOLG2(32897)03122009
22A 2009 01903F
Complaint No. 10-PUB-TOL-32897

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

Jeanna Adams v. Secor Lanes, Inc.
(TOL)E2063005(29507)071405
22A 2005 03320F
Complaint No. 10042**7**

7. <u>CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENTATION; COMPLAINANT'S OBJECTIONS</u>

Administrative Law Judge Recommends Dismissal Order

Tammy Duty v. C. Walters Enterprises, LLC
(COL) 71 (34123) 01252007
22A 2007 03348C
Complaint No. 07-EMP-COL-34123

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 Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

Add-On Agenda

1. SPECIAL DISCUSSION ITEM

Review and Approve Draft Housing Administrative Rule from Submission to Joint Committee on Administrative Rule Review and Related Commissioners' Policy and Guidance Manual

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 Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**

Motion carried.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton stated that Chair Hubert, Commissioner Roberts, Keith McNeil and he met with Senator Bill Coley on March 8, 2012 to discuss our concerns regarding the imminent introduction of legislation that would substantively change (i.e. damage caps) the Ohio Civil Rights Act. We were provided with a second draft of the proposed legislation on March 9, 2012. A meeting with co-sponsor Senator Bill Seitz will take place on March 14, 2012. The AG's office is presently reviewing the second draft and will provide us with an opinion on how the legislation would affect the OCRC's investigation of employment cases.
- Director Payton spoke about the first page of the March 15, 2012 Dispatch regarding the recent stabbings in downtown Columbus. Chris Harris was in the building on his lunch hour. Chairman Hubert heard shots when he was exiting his building. Security is an important issues for our employees and will be reviewed to seek improvements.
- We received an outstanding letter of salutation from Ms. Karen Stanforth, commending the work of Columbus Investigator, Richard Garcia.
- Darlene Newbern provided a review of civil rights laws to the EEO Committee for the Ohio Contractor's Association in Columbus on March 1, 2012. Her presentation was well received.

- The OCRC raised a total of $8,053 from staff during the 2011 Combined Charitable Campaign. OCRC was awarded a gold bar with one star for its effort. The overall statewide CCC raised a total of $3,624,216.

COMMISSIONER'S COMMENTS

Chairman Hubert said we should proceed in our efforts to find a more effective process for the safety of our employees.

Commissioner Roberts said he thought we should look into opportunities to take our Commission Meeting to other parts of the state which would benefit from our presence.

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

The Commissioners voted as follows:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 10:53 a.m.

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Commissioner