



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
May 14, 2015
Third Floor Administrative Hearing Room
Rhodes Office Tower
Columbus, Ohio**

CALL TO ORDER

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

Commissioners Present:

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

A quorum was present.

OCRC Staff Present:

Keith McNeil, Regional Counsel/Director of Operations; Stephanie Bostos Demers, Chief Legal Counsel; Desmon Martin, Director of Enforcement and Compliance; Darlene Newbern, Toledo Regional Director; Vera Boggs, Akron/Cleveland Regional Director; Norman Gibson, Dayton Regional Director; Aman Mehra, Columbus Regional Director; Bradley Dunn, Reconsideration Supervisor; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Roberts to approve the April 23, 2015 minutes. Second by Commissioner Patmon.

Roll Call Vote:

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

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Noah Zizer v. Kelly Services
COL71(41094)07082014
22A-2014-02658C

Carol L. Ray v. State of Ohio, Department of Health
COLB1(41234)09082014
22A-2015-00229C

Walter C. Frazier, Jr. v. Lightner Tire Co.
COL73(37556)07242014
22A-2014-02581C

Aaron Calhoun v. Thrift Recycling Management, Inc. d/b/a Discover Books
TOLB2(36636)07012014
22A-2014-02295C

Patricia Reiter v. Ball Metal Beverage Container Corp.
TOL72(36639)07032014
22A-2014-02311C

Douglas Pelmeur v. Henry County Bank
TOLF2(36976)01142015
22A-2015-00898F

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

Robert R. Thompson v. County of Cuyahoga*
CLE74(42548)07092014
22A-2014-02364C

*Commissioner Patmon recused himself from participation in this case

Shaulana Washington v. RehabCare Group East, Inc.
CLE74(42583)08052014
22A-2014-02645C

Majken E. Casamatta v. Mentor Woods Skilled Nursing and Rehabilitation
CLEB4(42601)08182014
22A-2014-02745C

Tammie Lawson v. Cuyahoga Metropolitan Housing Authority
CLEB4(42658)10012014
22A-2015-00049C

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

Edward S. Farmer v. Adecco at Honda Alliance Office
DAYB6(24425)07032014
22A-2014-02678C

Stephen Caples v. Franklin University
DAY71(41495)12172014
22A-2015-00982C

Stephen Caples v. Franklin University
DAY71(41496)12172014
22A-2015-00981C

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

Deborah Parker v. Judge Sara Lioi
AKRH3(37867)03262015
22A-2015-01531F

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

Leslie and Andrea Terrell v. Robert D. Mooney, Jr. and Kathleen Mooney
AKRH4(42797)12302014
05-15-0416-8
22A-2015-00846F

* Split recommendation; Probable Cause finding on the issue of different Terms and Conditions of the lease; No Probable Cause finding on the issues of Refusal to Rent/Eviction for failure to pay rent Respondent's request is for the Probable Cause finding on the issue of different Terms and Conditions of the lease.

Erica Ingram v. Nirmal Sambhi
DAYH6(24551)09082014
05-14-1506-8
22A-2014-02957F

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

Fred Brown v. City of Toledo, Division of Water Treatment
TOL72(36768)09122014
22A-2014-02906C

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

Tammy J. Sargent v. Kindred Hospital
DAY76(24458)07232014
22A-2014-02783C

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

Leslie K. Calloway v. Raymond E. Hodge
COLH1(36040)08122008
05-08-1669-8
22A-2009-01014F
Complaint No. 09-HOU-COL-36040

Rubbie Hardeman v. Mercy Health - St. Vincent Medical Center, LLC
TOLB2(36398)02192014
22A-2014-01185C
Complaint No. 15-EMP-TOL-36398

Dorothy White v. Becky L. Armstrong
DAYH6(23920)09252013
05-13-1447-8
22A-2014-00723F
Complaint No. 14-HOU-DAY-23920

6. Issue Cease and Desist Order – Submitted by the Ohio Attorney General's Office

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

Melanie A. Lane v. Little York Tavern
DAY76(22671)12132011
22A-2012-00867C
Complaint No. 12-EMP-DAY-22671

7. Probable Cause – Schedule Conciliation

Britney M. Robinson v. Ocean Nails Spa, Inc.
AKRE3(37705)12012014
22A-2015-00642F

Miami Valley Fair Housing Center, Inc. v. Debra J. Nixon, Realtor; Oxford Real Estate, Inc; Jack and Jane Fryman, Owners
DAYH6(24646)10222014
05-15-0109-8
22A-2015-00290F

Ben J. Gustin and Tammoira Lawson v. Garry and Peggy Myers, Owners; Le-O-Na Mobile Home Park
DAYH6(24647)10222014
05-15-0153-8
22A-2015-00291F

Miami Valley Fair Housing Center, Inc. v. Garry and Peggy Myers, Owners; Le-O-Na Mobile Home Park
DAYH6(24664)10222014
05-15-0533-8
22A-2015-00288F

Katreece and Emmett Hixson v. Jerry DiegmueLLer, Realm Enterprises, Ltd.
DAYH6(24723)11132014
05-15-0157-8
22A-2015-01295F

8. Issue Formal Complaint

Fair Housing Contact Service, Inc. v. Richard Bailey and Laura Bailey
CLEH3(37631)09302014
05-14-1656-8
22A-2015-00015F

9. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Close

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

Michelle B. Fisher v. Ontario Local School District
AKR74(42509)06112014
22A-2014-02146C

Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Close – continued

Fair Housing Contact Service, Inc. v. Ronald Sloan Trustee, Ronald D. Sloan Revocable Living Trust and Barbara Allison
CLEH3(37733)12152014
05-15-0619-8
22A-2015-00677F

10. Withdrawal of Charge with Settlement After a Finding of Probably Cause

Robert Jones v. Green Tokai Company, Ltd.
DAY76(24356)06062014
22A-2014-02631C

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

Jason C. Weaver v. State of Ohio, Department of Public Safety
COLB1(41082)07012014
22A-2014-02413C

Dafna Ronen v. The Shaker Club Condominium Unit Owners Association, Inc., Jerome M. Grdina, and HOTT Associates, Inc.
COLH4(42656)10012014
05-15-0155-8
22A-2015-01862F

Lewyenne Shumaker v. City of Newark
ADR71(41641)03062015
22A-2015-01436C

Kouth Kakharath v. T. Marzetti Company
ADR71(41715)04082015
22A-2015-01764C

Patrick O. Walker v. Ozburn-Hessey Logistics, LLC
ADRA2(37030)02182015
22A-2015-01133C

Charlotte Powers v. Johns Manville
ADR72(37041)02212015
22A-2015-01212C

Douglas E. Banks v. Buckeye Telesystem, Inc.
ADR72(37087)03192015
22A-2015-01398C

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

Tammy Smidi v. Fairview Skilled Nursing and Rehabilitation Center
ADRB2(37099)03302015
22A-2015-01447C

Paul R. Rudibaugh v. Calcutta Woods Limited Partnership; Belmont Properties, Inc.
ADRH3(37809)02192015 AMENDED
22A-2015-01231F

Edward Davis v. United Architectural Metals, Inc.
ADR73(37817)02242015
22A-2015-01228C

Stephen Wesley Polk, Jr. v. Fraternal Order of Eagles Conneaut Aerie #408
ADRG4(42893)03162015
22A-2015-01369F

Tricia Martin v. Mizauctions dba PCI Auctions East Coast
ADR74(42726)11122014
22A-2015-00441C

Rodney Wells v. Taj India Palace Inc.
ADRG4(42911)03302015
22A-2015-01461F

Venessa Holden v. Consumer Support Services
ADRA6(24958)03302015
22A-2015-01660C

Housing Opportunities Made Equal v. Keith and Kathleen Maciag; Melbourne Flats,
LLC
ADRH6(24969)04012015
05-15-0710-8
22A-2015-01634F

12. Withdrawal of Charge with Settlement

Kellette Mayberry v. OH Dept of Public Safety-OH Investigative Unit
COL71(41233)09082014
22A-2015-00009C

Julius Gandy v. MIG Commercial Alliance dba Global Equity Alliance
COLH1(41354)10312014
05-15-0121-8
22A-2015-01765F

Withdrawal of Charge with Settlement – continued

Loretta N. Bettah v. Stepping Stone Health Services, LLC
COLA1(41577)02052015
22A-2015-01298C

Joan Beyer v. Fairfield Homes, Inc.; Gorsuch Management; Central Hotel Apartments,
Ltd.; Kara Chaplin, Manager
TOLH2(37096)03262015
05-15-0681-5
22A-2015-01445F

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

Regina Cullars v. Wendledo, LLC d/b/a Wendy's
TOL72(36728)08222014
22A-2014-02753C

Eric W. Mack Jr. v. Pathway, Inc.
TOL72(36755)09052014
22A-2014-02836C

Kendall Harvey, Sr. v. Pepsico, Inc.
TOL72(36780)09172014
22A-2014-02995C

Michael Cowdrey v. First Energy Corp.
TOLB2(36913)11262014
22A-2015-00486C

Ed Kasper v. Advantage Sales and Marketing LLC
AKRB3(37727)12112014
22A-2015-00662C

Demetrius Barnes v. 1900 E. 30th Street LLC dba University Commons Apartments and
Kim Friend
CLEH4(42914)04012015
05-15-0738-8
22A-2015-01470F

Annette Hayes v. IIP Management, LLC
CLEH4(42919)04022015
05-15-0843-8
22A-2015-01503F

Withdrawal of Charge with Settlement – continued

Kelly Steinmetz v. Erie County Board of Commissioners
CLEA2(36905)11212014
22A-2015-00451C

David R. Webb v. Janitorial Services Inc. (JSI)
DAY76(24432)07082014
22A-2014-03118C

Lidia Infanzon v. Darden Direct Distribution, Inc. dba Olive Garden
ADR71(41542)01212015
22A-2015-01418C

Nicole Frasher v. Lowe's Home Centers, LLC
ADR71(41555)01302015
22A-2015-01193C

Stephanie Brown v. Community Choice Financial
ADR71(41667)03112015
22A-2015-01602C

Wendy Orlandi v. Central College Presbyterian Church
ADRB1(41670)03142015
22A-2015-01690C

Sean Middlebrooks v. Simos
ADR71(41672)03202015
22A-2015-1607C

Azia Bolton v. Chesrown Chevy Buick GMC
ADR71(41682)03202015
22A-2015-01604C

Jessica Howerton and Joshua Davis v. R.L. Collins Company
ADRH1(41696)03272015
05-15-0784-8
22A-2015-01671F

Mindy Riley v. DNO, Inc.
ADR71(41709)03312015 AMENDED
22A-2015-01603C

Jessica Howerton and Joshua Davis v. R.L. Collins Company
ADRH1(41739)04202015
05-15-0784-8
22A-2015-01840F

Withdrawal of Charge with Settlement – continued

Connie E. Vogt v. The Wallace Forge Company
ADR73(37840)03112015
22A-2015-01351C

Doretha Underwood v. Ganley Nissan, Inc.
ADRF4(42819)01272015
22A-2015-01010F

Fair Housing Resource Center, Inc. v. Dave Frasier, Blue Valley Apartments, Inc.; East
337th Properties, LLC; and Charles Schulman
ADRH4(42825)01262015 AMENDED
05-15-0486-8
22A-2015-01144F

Randall Williams v. Kroger
ADR76(24839)02102015
22A-2015-01203C

13. Withdrawal of Charge – Grant

Walter Wallace v. Anheuser-Busch Companies, LLC
COLA1(41636)03042015
22A-2015-01594F

Jennifer Gail Evans v. Toledo Public Schools
TOLA2(36624)06232014
22A-2014-02245C

Sarina R. McLaughlin v. Piston Automotive, LLC
TOL72(36652)07092014
22A-2014-02337C

Heather Lake v. Ryan & Sons, Inc.
TOL72(36655)07102014
22A-2014-02345C

Heather Lake v. Supplemental Staffing
TOL72(36656)07102014
22A-2014-02346C

Rachel S. Latta v. Feller, Finch & Associates, Inc.
TOL72(36794)09232014
22A-2014-03094C

Withdrawal of Charge – Grant - continued

Shera Toliver v. Garlind Properties; Erin North, Manager; Donnie and Arica Shaw,
Tenants

DAYH6(24864)02182015

22A-2015-01314F

14. No Jurisdiction – Dismiss XNJ

Jamie Shafer v. Pleasant Valley Colony and Wallick Properties Midwest LLC

COLH1(41270)09192014

05-14-1555-8

22A-2015-01853F

Jennifer Burgoon v. Barrington Group, Inc. and Conine Village Apts.

COLH1(41272)09122014

05-14-1525-8

22A-2015-01854F

Matthew Michelson v. Ashland, Inc.

COLA1(41550)01232015

22A-2015-01724F

Travis D. Kroll vs. Donatos Pizzeria, LLC

COLB1(41558)01312015

22A-2015-01181F

Laitaisha Dobbins v. Ohio University

COL71(41617)02232015

22A-2015-01851C

Debra Y. Willis v. Cross Country Mortgage

COLH1(41649)03062015

22A-2015-01726F

Pamela Manning v. Labor Ready Mid-Atlantic, Inc.

TOLA2(37046)02242015

22A-2015-01217C

Lucas Martin v. East Side Mini Mart

TOLB2(37049)02252015

22A-2015-01243C

Charlene Pinkston v. Tayna Comwell and Cuyahoga Metropolitan Housing Authority

AKRH4(42925)04082015

22A-2015-01572F

No Jurisdiction – Dismiss XNJ – continued

Gayle Terrell v. Cuyahoga County Jobs and Family Services*
CLEE4(42835)02062015
22A-2015-01109F

*Commissioner Patmon recused himself from participation in this case

Stephanie Strunk v. S & P Data Ohio, LLC
CLEE4(42854)02202015
22A-2015-01236F

Megan Leffel v. Biscotti Winery LLC
CLEE4(42880)03052015
22A-2015-01286F

Channille Grice v. Hope Bridge Hospice
CLEE4(42902)03252015
22A-2015-01443F

15. Administrative Closure

Allen Saggese v. Labor Ready Mid-Atlantic, Inc.
TOLA2(36867)11052014
22A-2015-00243C

Pamela Harris v. City of Akron, Public Works Bureau
AKRB3(37842)03052015
22A-2015-01353C

Steve D. Wiener v. Warrensville Senior Housing, Ltd., Dorrie Martin, Ann Grant, and
Wendy Grant
CLEH4(42895)03162015
05-15-0678-8
22A-2015-01370F

16. No Probable Cause – Dismiss

JaPaul Harper v. T. Marzetti Company
COL71(41084)07022014
22A-2014-02927C

Howard S. Latham v. Hilton Easton
COLB1(41091)07032014
22A-2014-02923C

No Probable Cause – Dismiss – continued

Noah Zizer v. Whirlpool Corporation
COL71(41093)07082014
22A-2014-02658C

Vincent (Vinnie) Demetre Johnson v. Columbus City Schools
COL71 (41106)06272014
22A-2014-02800C

Tanya Daniels v. Manheim Ohio
COLB1(41113)07102014
22A-2014-02649C

Robert Friedman v. Sheraton Hotel at Capitol Square
COLG1(41116)07142014
22A-2014-02591F

Linda A. Herald v. TK Gas Services
COL71(41121)07072014
22A-2014-02597C

Jason James Scott v. NewPros Communication, Inc.
COL71(41123)07092014
22A-2014-02816C

Tony Thomas v. The American Bottling Company dba Dr. Pepper Snapple Group
COL71(41127)07162014 AMENDED
22A-2014-02928C

Eric Smith v. Alpha 1 Induction Service Center, Inc.
COLB1(41133)07222014
22A-2014-02926C

Randy Golightly v. Columbus State Community College
COLA1(41134)07232014
22A-2014-02899C

Yvette Hopkins v. Life Style Staffing
COLA1(41143)07242014
22A-2014-02847C

Yvette Hopkins v. Bare Escentuals Beauty, Inc.
COLA1(41144)07242014
22A-2014-02849C

Britanee Ogden v. Office Max
COL71(41147)07252014
22A-2014-02924C

No Probable Cause – Dismiss – continued

John M. Hardy v. Friedman Integrated Real Estate Solutions
COLA1(41160)08012014
22A-2014-02852C

Simona Clardy v. Faith Mission, Inc.
COLB1(41199)08212014 AMENDED
22A-2014-02970C

Simona Clardy v. Faith Mission, Inc.
COLB1(41206)08262014 AMENDED
22A-2014-02952C

Ismael D. Stroud v. Saver Group, Inc. dba Save A Lot Food Stores
COL71(41257)09222014
22A-2015-00163C

Robert Joseph Friedman v. Family Dollar Stores of Ohio, Inc.
COLG1(41261)09232014
22A-2015-00692F

William Culver III v. U.S. Bancorp
COLH1(41267)09112014
05-14-1519-8
22A-2015-00463F

Brittany Patrick v. Ardent Communities (Winchester Park Apartments)
COLH1(41277)09222014
05-14-1580-8
22A-2015-00710F

Jean M. Byrne v. City of Columbus-Division of Police
COLA1(41292)09292014
22A-2015-00419C

Lacy Joseph v. ChiropractiCare and Wellness Center
COL71(41295)10092014
22A-2015-00196C

Cori Jean Jones v. Orthopaedic & Spine Center
COLB1(41352)10312014
22A-2015-01033C

Shao Ying “Debbie” Ma v. Carrowmoor Condominium Association, et al.
COLH1(41498)12192014
22A-2015-01852F

No Probable Cause – Dismiss – continued

Steven Carter v. Central Gardens Apartments
COLH1(41534)01152015
05-15-0422-8
22A-2015-01186F

Sina Iranpour v. The Falls at Arlington Apartments
COLH1(41536)01152015
22A-2015-01691F

Rose Marie Smith v. Alcoa, Inc. and B& C Research, Inc.
COLB3(37515)07012014
22A-2014-02482C

Anna M. Johnson v. Delton Restaurants, Inc. dba Burger King
COLA3(37637)10032014
22A-2015-00470C

Dwan C. Gordon-St. John v. City of Massillon
COL74(42549)07102014
22A-2014-02506C

Beth A. Sanchez v. Miami Industrial Trucks, Inc.
TOL72(36667)07172014
22A-2014-02426C

Sierra S. Johnson v. Fresh Products, LLC
TOL72(36672)07222014
22A-2014-02476C

Harold R. Glover v. Lucas County Veteran Service Commission
TOL72(36675)07232014
22A-2014-02508C

Tasha Johnson v. Kelsey-Hayes Company dba TRW Automotive
TOL72(36680)07252014
22A-2014-02544C

Joe A. Isbell v. United States Gypsum Company
TOLA2(36681)07282014
22A-2014-02564C

Larry Wilcox v. Exel, Inc.
TOLB2(36683)07282014
22A-2014-02566C

No Probable Cause – Dismiss – continued

Bobby F. Brown v. Kingston Residence of Sylvania LLC
TOL72(36697)08132014 AMENDED
22A-2014-02689C

Steve Jackson v. The University of Findlay
TOLB2(36698)08132014
22A-2014-02690C

Loren F. Young v. Piston Automotive, LLC
TOL72(36700)08132014
22A-2014-02692C

Nicole J. Weston v. Lutheran Homes Society Family and Youth Services
TOL72(36796)09242014
22A-2014-03097C

Obinna David Ogbonna et al v. RE/MAX Masters Realty et al; Jon Modene,
Owner/Broker et al; Tonja Walker, Realtor et al
TOLH2(36968)01062015 AMENDED
05-15-0446-8
22A-2015-00799F

Sarina R. McLaughlin v. Piston Automotive, LLC
TOL72(37077)03162015
22A-2015-01343C

Shayla Kay Young v. Bucyrus Arby's
TOL71(41251)09102014 AMENDED
22A-2014-03061C

Ashley J. Fitzgerald v. FirstEnergy Corporation
TOLB3(37549)07212014
22A-2014-02527C

Leeann M. Marshall v. NMTC, Inc. dba Matco Tools
AKR73(37523)07032014
22A-2014-02495C

Julia A Holland v. Sandridge Food Corporation
AKR73(37594)09092014
22A-2014-02897C

Majorie K. Kohler v. Gold's Ohio, LLC dba Gold's Gym
AKR73(37610)09192014
22A-2014-03027C

No Probable Cause – Dismiss – continued

Mary Ann Cera v. Children’s Hospital Medical Center of Akron
AKRB3(37612)09222014 AMENDED
22A-2014-03031C

Traian Gheorghiu v. Newell Rubbermaid
AKR73(37616)09232014
22A-2014-03106C

Fred McCall v. JLG Industries, Inc.
AKR73(37617)09242014
22A-2014-03108C

Dorothy J. Maggio v. The City of Akron, Civil Service Commission
AKRB3(37629)09302014
22A-2015-00013C

Brandon Bryant v. GameStop, Inc.
AKR73(37645)10172014
22A-2015-00159C

Gloria J. Terry v. Jefferson Metropolitan Housing Authority
AKR73(37673)11052014
22A-2015-00378C

Anna M. Morelli v. County of Summit, Department of Job and Family Services
AKRA3(37674)11062014
22A-2015-00379C

Leonard A. Broyles v. The Ken-Tool Company
AKRA3(37679)11102014
22A-2015-00384C

Joseph Richard Broyles v. The Ken-Tool Company
AKRA3(37680)11102014
22A-2015-00385C

Carol Shropshire v. Hattie Larlham Community Services
AKR73(37682)11122014
22A-2015-00388C

Rhondolyn Gillespie v. Arbor at Fairlawn Care, LLC dba Arbors at Fairlawn
AKR73(37707)12022014
22A-2015-01896C

Jon Morgan v. City of Akron, Police Department
AKR73(37708)12032014
22A-2015-00644C

No Probable Cause – Dismiss – continued

Tammy Williams v. GE Capital Bank dba Synchrony Financial
AKRB3(37763)01142015
22A-2015-00916C

Donald Coley v. Precision (Ohio), LLC
AKR73(37819)02242015
22A-2015-01222C

Leslie Lee v. Mercy Medical Center, Inc.
AKR73(37821)02252015
22A-2015-01304C

Don Dwayne Wilcher, Sr. v. State of Ohio, Department of Mental Health and Addiction
Services, NorthCoast Behavioral Healthcare
AKR73(37729)12122014
22A-2015-00664C

David Blackwell v. Lincoln Manufacturing of Ohio, Inc.
AKR73(37766)01212015
22A-2015-00946C

Ernestine Owens v. West Business Solutions, LLC
AKRA3(37829)03022015
22A-2015-01322C

Bobby D. Cunningham Sr. v. EHDOC Mayfield Manor Limited Partnership
AKR73(37839)03112015
22A-2015-01350C

Housing Research and Advocacy Center v. Owner's Management Company, Strongsville
Senior Associates Limited Partnership and Greg Matthews
AKRH3(37881)04062015
05-15-0761-8
22A-2015-01549F

Jackilyn Barnetta Coles v. The Telischak Company, Ltd. dba McDonald's
AKR71(41412)11032014
22A-2015-00370C

Anna Snyder v. Gregg Vilc and Blisswood Village Home Owners Association
AKRH4(42517)06062014
05-14-1023-8
22A-2014-02203F

No Probable Cause – Dismiss – continued

Juanita Pettit v. Owner's Management Company, Strongsville Senior Associates Limited Partnership and Greg Matthews
AKRH4(42866)02262015 AMENDED
05-15-0617-8
22A-2015-01303F

James Petro v. County of Cuyahoga
CLE74(42593)08122014
22A-2014-02734C

Marie Webster v. First Choice Agency
CLEA4(42597)08142014
22A-2014-02743C

Ronald Mitchell v. Flow Polymers, LLC
CLE74(42616)08262014
22A-2014-02815C

Beth A. Hodge v. ABC Auto Insurance Agency Inc.
CLEE4(42638)09182014
22A-2014-03023F

Norman L. Hall, Jr. v. Crossmark, Inc.
CLE74(42649)09292014
22A-2015-00021C

Sabrina Collins v. Cleveland Metropolitan School District
CLEB4(42652)10012014
22A-2015-00044C

Shatara L. Evans v. Southwest Airlines (Airserve)
CLEB4(42683)10162014
22A-2015-00142C

Sherri Shine v. LMN Development LLC dba Kalahari Resorts
CLE74(42739)11202014
22A-2015-00489C

Clydes Winfield v. Aramark Healthcare Support Services, LLC
CLEA4(42774)12122014
22A-2015-00672C

Derrick Sims v. Cuyahoga Metropolitan Housing Authority, Nancy Eakins, and David Johnson
CLEH4(42821)01302015
05-15-0602-8
22A-2015-01037F

No Probable Cause – Dismiss – continued

Khadijah Abdulhaqq v. Cuyahoga County, Department of Job and Family Services*
CLE74(42906)03262015
22A-2015-01456C

*Commissioner Patmon recused himself from participation in this case

Khadijah Abdulhaqq v. Cuyahoga County, Department of Job and Family Services*
CLE74(42924)04082015
22A-2015-01524C

*Commissioner Patmon recused himself from participation in this case

Brian C. Dundon v. Browning Ferris Industries of Ohio, Inc.
CLE73(37619)09242014
22A-2014-03098C

Fair Housing Advocates Association v. New Hillwood I Associates, LLC dba Collinson
Apartments, The Abel-Bishop and Clarke Realty Co. dba ABC Management and Paula
Etling
CLEH3(37742)12302014 AMENDED
05-15-0417-8
22A-2015-00828F

Margaret Waters v. New Hillwood I Associates, LLC dba Collinson Apartments, The
Abel-Bishop and Clarke Realty Co. dba ABC Management and Paula Etling
CLEH3(37805)02172015 AMENDED
05-15-0654-8
22A-2015-01158F

Jocelyn Smith v. CareSource
DAY76(24442)07142014
22A-2014-02545C

Shelly Hanes v. Miami Valley Hospital
DAY76(24507)08202014
22A-2014-03065C

Quinton Osborne v. State of Ohio, Department of Rehabilitation and Correction
DAYA6(24508)08202014
22A-2014-03064C

Carrie Wilson v. The Christ College of Nursing and Health Services
DAYK6(24523)08292014
22A-2014-03088F

Holly Boyd Beckles v. The Kroger Company
DAY76(24524)08292014
22A-2014-03090C

No Probable Cause – Dismiss – continued

Steve Dews v. Mancor of Ohio
DAYA6(24556)09102014
22A-2014-03047C

Glenn Myers v. Pedcor Management Corporation
DAYH6 (24572)09152014
05-14-1533-8
22A-2015-00267F

Larry Foster v. Greater Dayton Premier Management
DAYH6(24731)12102014
05-14-1320-8
22A-2015-00733F

Pamela Rogers v. Fed Ex Office and Print Services, Inc.
DAYG6(24770)01062015
22A-2015-00866F

Demetrius Springs v. Cincinnati Children's Hospital Medical Center
DAYA6(24773)01062015
22A-2015-00870C

Richard Hill v. UC Health dba University Hospital
DAY76(24783)01122015
22A-2015-01258C

Pamela Rogers v. Fed Ex Office and Print Services, Inc.
DAYG6(24789)01062015
22A-2015-01079F

Tenika Chance v. Roundtower Technologies, Inc.
DAY76(24798)01202015
22A-2015-00967C

Roxanane Jeter v. Exam One / Pham Screen-Quest Diagnostics
DAY71(41236)09092014
22A-2015-00169C

Geraldine M. Winfield v. Columbus Fair Auto Auction
DAY71(41246)09122014
22A-2015-00167C

Adrian White v. Adecco
DAY71(41327)10272014
22A-2015-00875C

No Probable Cause – Dismiss – continued

Eliezer Aponte v. Case Farms Processing, Inc.
DAY73(37568)08112014
22A-2014-02855C

**MOTION by Commissioner Barreras to approve May 14, 2015 Confirmation Agenda.
Second by Commissioner Roberts.**

Roll Call Vote:

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

Motion carried.

STAFF BRIEFING

The Compliance Manager informed the Commissioners that the Commission is in compliance with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

APPEARANCES

1. Commissioner's Agenda, Week 1

Recommendation: Upon Reconsideration: No Probable Cause - Dismiss

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

Upon review of Charging Party's Request for Reconsideration, Beyan Asoba, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of No Probable Cause - Dismiss. Mr. Asoba and Counsel for Respondent were present to discuss the case. Charging Party did not appear.

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

Roll Call Vote:

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

Motion carried.

2. Commissioner's Agenda, Week 1

Recommendation: Upon Reconsideration: No Probable Cause - Dismiss

Angela Lumpkin v. Lorain Green Partnership dba Pin Oak Apartments, Showe
Management Corporation and Angela Workman
COLH4(42841)01212015
22A-2015-00945F

Upon review of Charging Party's Request for Reconsideration, Beyan Asoba, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of No Probable Cause - Dismiss. Mr. Asoba, Charging Party, Representative for Charging Party, Counsel for Respondent and Representative for Respondent were present to discuss the case.

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

Roll Call Vote:

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

Motion carried.

3. Commissioner’s Agenda, Week 2

Recommendation: Upon Reconsideration: No Probable Cause - Dismiss

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

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 and Counsel for Respondent were present to discuss the case.

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

Roll Call Vote:

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

Motion carried.

4. Commissioner’s Agenda, Week 2

Recommendation: Upon Reconsideration: No Probable Cause - Dismiss

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

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 and Counsel 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:

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

Motion carried.

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration – No Probable Cause - Dismiss

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

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

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 2

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

Zenon Chaikovsky v. Rock Ohio Caesars Cleveland, LLC dba Horseshoe Casino
Cleveland
CLEG4(42528)06262014
22A-2014-02305F

2. Findings Upon Reconsideration - No Probable Cause – Dismiss

Lutricia Denise Fletcher-Rippey v. BMP Apartments, LLC dba Northgate
Apartments and Townhomes and LaRhonda Jones
COLH1(41172)08072014
22A-2015-00070F

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

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

Roll Call vote:

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

Motion carried.

Commissioners' Agenda for Week 3

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

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

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

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

Sandy McAdams v. Federal Knitting Mills Building Ltd.,CLV-Lofts, LLC dba
Cleveland Lofts and Doug Perkowski
AKRH4(42732)11142014
22A-2015-00422F

2. Findings Upon Reconsideration – No Probable Cause – Dismiss

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

Patricia Reiter v. Ball Metal Beverage Container Corp.
TOL72(36639)07032014
22A-2014-02311C

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

4. No Jurisdiction - Dismiss

Marycatherine Krause v. State of Ohio, Medical Board
COL71(41628)02272015
22A-2015-01601F

Commissioners' Agenda for Week 3 - continued

No Jurisdiction – Dismiss - continued

Raynard A. Fitzpatrick v. Law School Admission Council
AKRG3(37765)01212015 AMENDED
22A-2015-00944F

Charod Hale v. City of Akron, Police Department
AKRG3(37834)03102015
22A-2015-01345F

Randall G. Stephens v. Union Carbide Corporation
CLEB4(42859)02242015
22A-2015-01242F

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

Roll Call vote:

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

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office informed Commissioners about a decision from the U.S. Supreme Court in the Mach Mining v. The U.S. Equal Employment Opportunity Commission (EEOC) matter. This case addressed conciliations. The justices' decision underscores what the Ohio Civil Rights Commission does and therefore will not necessitate any change in our process.

Report from the Chief Legal Counsel

Stephanie Bostos Demers, Chief Legal Counsel, updated Commissioners on Senate Bill No. 134 (Cf.SB No. 349) and House Bill No.149. Opponent testimony on House Bill 149 will be heard on May 20, 2015. We expect other fair housing advocates to join us in presenting testimony.

Report from Keith McNeil, Director of Operations and Regional Counsel

Keith McNeil gave Commissioners an update on Executive Director G. Michael Payton. We all hope he is back with us very soon.

Keith presented budget testimony before the Ohio Senate Finance Committee.

Our investigative and management staff attended Human Trafficking training at the Public Safety Training Campus.

Keith McNeil and Sandy Aukeman attended the quarterly meeting for Fair Employment Practice Agencies at the Indianapolis district office of the EEOC on May 8, 2015. Legal updates on pregnancy discrimination, sharing systemic investigations and revised work-sharing agreements were on the agenda.

Keith has been talking with our colleagues at the Michigan Department of Civil Rights on ways we can share ideas and best practices.

Keith McNeil asked Commissioners to re-open today's Confirmation Agenda to correct a case caption. The case:

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

is found on Page 4 under the caption **Issue Formal Complaint**. The case is now settled and should appear under the caption **Withdrawal of Charge with Settlement**.

MOTION by Commissioner Barreras to remove the following case from Page 4 of the Confirmation Agenda.

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

Second by Commissioner Roberts.

Roll Call vote:

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

Motion carried.

MOTION by Commissioner Barreras to add the following case on the Confirmation Agenda under the caption Withdrawal of Charge with Settlement:

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

Second by Commissioner Patmon.

Roll Call vote:

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

Motion carried.

Remarks

Chairman Hubert reported that Executive Director G. Michael Payton is recuperating at home, is in great spirits and making progress. Please keep him in your thoughts.

Make sure you save the date for our Seventh Annual Ohio Civil Right Hall of Fame induction ceremony on October 15, 2015 in the Ohio Statehouse Atrium.

Chairman Hubert congratulated Keith McNeil on his excellent presentation before the Senate Finance Committee last week. He also thanked Keith and Stephanie Bostos Demers for their continued work on the many issues affecting the OCRC during Director Payton's absence.

Chairman Hubert attended the Hispanic Legislative Visit Day on May 5th. Assistant Secretary for Fair Housing and Equal Opportunity at the U.S. Department of Housing and Urban Development, Gustavo Valesquez, was a keynote speaker.

- Chairman Hubert thanked Commissioner Barreras for her assistance to our Human Resource Department and thanked the OCRC staff for their work in preparing for today's meeting.

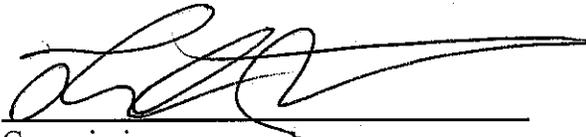
MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Roberts.

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:50 am.



* * *

Commissioner