

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

October 18, 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  
Commissioner Tom Roberts  
Commissioner Stephanie Mercado  
Commissioner William Patmon, III

A quorum was present.

**OCRC Staff Present:**

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

**APPROVAL OF MINUTES**

Commissioner Roberts moved to approve the September 27, 2012 minutes. Seconded by Commissioner Mercado.

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</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

Gene P. Stevenson, Jr. v. Mike's Trucking, L.T.D.  
COL71(38995)11082011  
22A-2012-00423C

Alice Day v. Columbus Public Schools  
COL71(39014)11172011  
22A-2012-00655C

Houston Byrd, Jr. v. Puckers Sports Pub & Grille  
COLG1(39031)11182011  
22A-2012-00675F

Sylvester Briggs v. State of Ohio, Department of Rehabilitation and Corrections  
COL71(39128)01252012  
22A-2012-01423C

Brad Smith v. Worthington Industries, Inc.  
COL71(39335)04172012  
22A-2012-02025C

Leandra Middlebrook v. Tzemach Tzedek, LLC dba Columbus Park Apartments  
COLH1(39397)05022012  
05-12-0784-8  
22A-2012-01994F

David Alan Norman v. Marion County Engineer's Office  
COLB1(39468)06112012  
22A-2012-02628C

Ruth Babel-Smith v. Wood County Sheriff's Office  
TOL72(34977)12212011  
22A-2012-00743C

Guiomar Goransson v. Hospice of Northwest Ohio  
TOLB2(35016)01172012  
22A-2012-00982C

**Complainant's Request for Reconsideration – Vacate Prior Determination and Grant for Further Review (Cont'd)**

Donna A. Haun v. John Maneely Company dba Wheatland Tube Co.  
AKRB3(36188)01202012  
22A-2012-01206C

Pamela A. Muralt v. City of Mt. Vernon  
AKRA3(36365)04302012  
22A-2012-02171C

Shronna Thomas v. Chase Bank Card Services, Inc.  
AKRB1(39294)03292012  
22A-2012-01891C

Lainey Westbrooks v. East Cleveland Public Library  
CLEA4(41391)01252012  
22A-2012-01148C

Lainey Westbrooks v. East Cleveland Public Library  
CLE74(41464)03282012  
22A-2012-01843C

Brad Landa v. The Ohio Bell Telephone Company dba AT & T  
CLE74(41505)04242012  
22A-2012-02049C

Robert Simison v. Persistent Surveillance System, LLC, dba Mac Air  
DAYA6(22619)11152011  
22A-2012-00767C

Larry Simison v. Persistent Surveillance System, LLC, dba Mac Air  
DAYA6(22620)11152011  
22A-2012-00768C

Shayla Hammons v. Beechwood Terrace Care Center, Inc.  
DAY76(22975)05292012  
22A-2012-02275C

Trina Turner v. Greater Cincinnati Behavioral Health Services  
DAYB6(22991)06062012  
22A-2012-03153C

**Complainant's Request for Reconsideration – Vacate Prior Determination and Grant for Further Review (Cont'd)**

Maria P. Finley v. Winton Woods City Schools  
DAYA6(23019)06212012  
22A-2012-02504C

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

Maria Melas v. Dillard's Tennessee Operating Limited Partnership dba Dillard's  
TOLB2(34897)11042011  
22A-2011-00278C

*\*split recommendation – PC on the basis of disability and NPC on the basis of age*

Ruth Winstead v. Mogadore Square Apartments LLC, Rob Wymer, Manager, Woodbine Management, and Lori Lowe  
AKRH3(36295)03192012  
05-12-0648-8  
22A-2012-01707F

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

Anthony E. Page, Sr. v. Pro Form Industries, Ltd.  
COLB1(39539)07102012  
22A-2012-02675C

Thomas M. & Deborah A. Parker v. Huntington National Bank  
TOLH3(36123)11252011  
05-12-0334-8  
22A-2012-00691F

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

Housing Research & Advocacy Center v. Dan Layton, et. al.  
CLEH4(40520)08262010  
05-10-1689-8  
22A-2011-00486F  
Complaint No. 11-HOU-CLE-40520

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

Surfield L. Reaves v. Tri-State Clinical Laboratory Services, LLC, et al.  
DAY76(22314)06222011  
22A-2011-03291C  
Complaint No. 12-EMP-DAY-22314

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

Fair Housing Contact Service v. John and Mary Jo Fiant  
AKRH3 (35445) 11082010  
05-11-0227-8  
22A-2011-01340F  
Complaint No. 11-HOU-AKR-35445

Brittany Strickland v. John and Mary Jo Fiant  
AKRH3 (35446) 11082010  
05-11-0226-8  
22A-2011-01347F  
Complaint No. 11-HOU-AKR-35446

**7. Issue Cease and Desist Order – Submitted by the Attorney General’s Office**

Carl Chalmer Caldwell v. Bellisio Foods, Inc. f/k/a Michelinas, Inc.  
CINB5(32705)05142007  
22A-2007-05333C  
Complaint No. 07-EMP-CIN-32705

**8. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Christine Wilson v. Amherst Village Management Company, LLC et. al.  
TOLH2(34526)04192011; 05-11-0964-8  
22A-2011-02158F  
Complaint No. 12-HOU-TOL-34526

**9. Probable Cause – Schedule Conciliation**

Tina Handley v. Genesis Healthcare System  
COLA1(39092)12222011  
22A-2012-00762C

**Probable Cause – Schedule Conciliation (Cont'd)**

Jennifer Nicole Hawkins v. East of Chicago Pizza, LLC  
COL71(39283)03232012  
22A-2012-01795C

Holly Smith v. Pike-Delta-York Board of Education  
TOL72(34936)11302011  
22A-2012-00525C

Bertha Faunce v. Heritage Commercial, LLC; Nick Wlasiuk, Jr.; Property Manager  
TOLH2(35067)02132012  
05-12-0432-8  
22A-2012-01131F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.  
AKRH3(36161)12232011  
05-12-0360-8  
22A-2012-00943F

The Housing Research & Advocacy Center v. Craigslist  
CLEH4(41356)12182011  
05-12-03118-8  
22A-2012-00976F

Donzel Shepherd v. K & D Group  
CLEH4(41467)03292012  
05-12/0928-8  
22A-2012-01846F

*\*\*\*split recommendation- pc on familial status issue; npc on disability issue*

The Housing Research & Advocacy Center v. Craigslist  
CLEH4(41527)05042012  
05-12-0930-8  
22A-2012-03000F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41549)05092012  
05-12-0834-8  
22A -2012- 02998F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41550)04132012  
05-12-0740-8  
22A -2012- 02999F

**Probable Cause – Schedule Conciliation (Cont'd)**

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41575)05242012  
05-12-0889-8  
22A -2012- 02411F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41578)05242012  
05-12-0887-8  
22A -2012- 02414F

**10. Issue Formal Complaint**

Christopher Brown v. Joseph & Robyn Phelan  
COLH1(38999)11092011  
22A-2012-00335F

Michael P. Marsh v. Stone Oak Country Club  
TOLG2(34873)10242011  
22A-2012-00154F

Maria Melas v. Dillard's Tennessee Operating Limited Partnership LP dba Dillard's  
TOLB2(34897)11042011  
22A-2011-00278C

Fair Housing Contact Services, Inc. v. Craigslist, Inc.  
AKRH3(36114)11212011  
05-12-0340-8  
22A-2012-00595F

Fair Housing Contact Services, Inc. v. Craigslist, Inc.  
AKRH3(36116)11212011  
05-12-0283-8  
22A-2012-00597F

Fair Housing Contact Services, Inc. v. Craigslist, Inc.  
AKRH3(36320)04022012  
05-12-0687-8  
22A-2012-01771F

### **Issue Formal Complaint (Cont'd)**

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41292)11142011  
05-12-0178-8  
22A-2012-00571F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41350)12182011  
05-12-0313-8  
22A-2012-00970F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41351)12182011  
05-12-0315-8  
22A-2012-00971F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41354)12182011  
05-12-0317-8  
22A-2012-00974F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41551)04172012  
05-12-0775-8  
22A-2012-02602F

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41580)05242012  
05-12-0895-8  
22A-2012-02403F

### **11. Ratify Conciliation Agreement and Consent Order After Finding of Probable Cause**

Tri-County Independent Living Center, Inc. v. K & F Property Massillon, LLC  
AKRG3(36092)11142011  
22A-2012-00493F

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

Jessica Stepic v. David Hutton, Owner  
TOLH4(41447)03152012  
05-12-0813-8  
22A-2012-01671F

Amie M. Gilroy v. JAG Footwear, Accessories and Retail Corporation, d/b/a Jones  
New York  
AKR74(41558)05232012  
22A-2012-03141C

Daniel Feigenbaum v. Morning Star Tower Apartments & Hamilton Place Associates  
CLEH4(41530)05082012  
05-12-0934-8  
22A-2012-03163F  
*\*\*split recommendation- cac on disability issue; npc on race issue*

Jeffrey Grim v. Betty Dubois, On-Site Manager v. Zachary's Crossing Apartments,  
WODA Management, Inc.  
DAYH6(22984)06012012  
05-12-0915-8  
22A-2012-03161F

Selena Freeman v. Fifth Third Bank  
DAYH6(23059)07092012  
05-12-1075-8  
22A-2012-02606F

David Almeida v. Park Lane Apartments  
DAYH6(23228)09132012  
22A-2013-00023F

David Almeida v. Harbor Cove Apartments, Miller Valentine  
DAYH6(23229)09132012  
05-12-1534-8  
22A-2013-00024F

Fairfield County Regional Planning Commission v. Valley View Rentals, LLC.,  
Ed Beery, Owner; Robert Seimer, Principal Contact & Scott W. Yambrich, Listed Agent  
ADRH1(39518)06272012  
05-12-1052-8  
22A-2012-02988F

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

Envoiasia Jashaun v. National Church Residences dba First Community Village  
ADR71(39714)09132012  
22A-2013-00099C

Toledo Fair Housing Center v. Hamlet at Maumee, LLC; Thomas W. Heinstchel,  
Statutory Agent; The Whitehurst Management Co.  
ADRH2(35154)03292012  
22A-2012-01587F

Keycha Williams v. Express Employment  
ADR72(35341)07062012  
22A-2012-02368C

Amy Freeman v. El Tarasco Mexican Restaurant of Galion, LLC  
ADR72(35357)07162012  
22A-2012-02449C

Tasche M. Shuff v. Mid Continent Hotel Management, LLC d/b/a Hilton Toledo  
ADR72(35454)09062012  
22A-2012-02978C

Robert D. Ott v. Mid Continent Hotel Management, LLC d/b/a Hilton Toledo  
ADR72(35455)09062012  
22A-2012-02979C

Crystal Irene Lambert v. Minerva Convalescent Center, LLC dba Minerva Eldercare  
Center  
ADRA3(36381)05042012  
22A-2012-03115C

Cheetara Cothran v. PS-Akron, Inc. dba Penn Station East Coast Subs  
ADR73(36546)09102012  
22A-2012-03045C

Gail Shaner v. Donald W. Emerson and Trumbull Metropolitan Housing Authority  
ADRH3(36548)09042012  
05-12-1383-8  
22A-2012-03046F

Samuel E. Lindsey v. Akron-Summit County Public Library  
ADRG3(36550)09142012  
22A-2012-03096F

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

Jennifer Nicole Corsale v. Midwest Health Services, Inc.  
ADRB3(36562)09202012  
22A-2012-03145C

Merilee Emling v. Interstate Tool Corp.  
ADR74(41706)09052012  
22A-2012-02962C

Housing Opportunities Made Equal v. Jeff Bao; Kingston Management LLC  
ADRH6(23188)08312012  
05-12-1321-8  
22A-2013-00014F

Daniel A. Wills v. Christ United Methodist Church  
ADRB6(23241)09182012  
22A-2013-00127C

**13. Withdrawal of Charge – With Settlement**

Alice M. Vinson v. Limited Brands Direct Fulfillment Inc., dba Victoria's Secret  
COLG1(39200)02272012  
22A-2012-01462F

Dane P. Ranney v. Manifest Solutions Corp.  
COLB1(39263)03212012  
22A-2012-01784C

Anas Elofir v. Verizon Wireless  
COL71(39303)04032012  
22A-2012-01819C

Noor Saad Elgallad v. Pinnacle Golf Club, LLC  
COL71(39394)05032012  
22A-2012-02132C

Everett E. Backus v. Aetna Building Maintenance, Inc.  
COLA1(39520)06292012  
22A-2012-02641C

**Withdrawal of Charge – With Settlement (Cont'd)**

Ouida Redding v. State of Ohio, Department of Developmental Disabilities/CDC  
COL71(39685) 09052012  
22A-2013-00033C

Ouida Redding v. State of Ohio, Department of Developmental Disabilities/CDC  
COL71(39709)09102012  
22A-2013-00034C

Archie Harper v. Frito-Lay, Inc.  
AKR73(36335)04112012  
22A-2012-01916C

Rick Clevenger v. Annette S. Packis  
CLEH4(41616)06202012 AMENDED  
05-12-1031-8  
22A-2012-02336F

Housing Research & Advocacy Center v. John Wadsworth  
CLEH4(41598)06082012  
05-12-0974-8  
22A-2012-02264F

Housing Research & Advocacy Center v. David Dawes, D N Dawes Investments, LLC  
CLEH4(41495)04102012  
05-12-0679-8  
22A-2012-02039F

Nicole L. Germann v. American Legion Post 210  
DAY76(22627)11212011  
22A-2012-00774C

Stephanie Middleton v. Miami Valley Child Development Centers  
DAY76(22768)02092012  
22A-2012-01464C

Robert G. Johnson v. High Tech Industrial Services  
DAY76(22797)02242012  
22A-2012-02136C

Andrea M. Smith v. GE Aviation Systems  
DAYB6(23011)06152012  
22A-2013-00040C

**Withdrawal of Charge – With Settlement (Cont'd)**

Shardae Velez v. Trilogy Health Service, LLC dba Triplecreek  
DAY76(23045)07022012  
22A-2012-02514C

Shardae Velez v. Trilogy Health Service, LLC dba Triplecreek  
DAY76(23053)07092012  
22A-2012-02788C

Roxanne Jeter v. Pathology Laboratories, Inc.  
ADR71(39257)03202012  
22A-2012-01783C

Roxanne Jeter v. Pathology Laboratories, Inc.  
ADRB1(39659)08232012  
22A-2013-00083C

Matthew Wilburn v. Luxottica  
ADRB1(39527)07032012  
22A-2012-02849C

Bodine Reinsel v. A & R Security  
ADRB1(39561)07172012  
22A-2012-02825C

Corinne S. Tesznar v. United Parcel Service, UPS  
ADRA2(35296)06122012  
22A-2012-02216C

Keycha Williams v. American Steel  
ADR72(35340)07062012  
22A-2012-02367C

Cathy Freeh v. Toledo Municipal Court  
ADRB2(35381)07272012  
22A-2012-02545C

Erica N. Howell v. Buffalo Lodging Associates, LLC/Homewood Suites Hotel  
ADR74(41655)07272012  
22A-2012-02579C

Michael A. Bailey v. Beaumont High School  
ADR74(41672)08132012  
22A-2012-02780C

### **Withdrawal of Charge – With Settlement (Cont'd)**

Charles Alexander v. Timber Ridge Neck and Back Pain Clinic  
ADRG4(41686)08202012  
22A-2012-02838F

Felicia Stafford v. Cuyahoga County Sheriff Department  
ADR74(41689)08222012  
22A-2012-02865C

Anthony Wayne Capitos v. AIY Properties  
ADRH4(41708)09072012  
22A-2012-03049F

Leesha A. Smith v. Spring Meade Health Care  
ADR76(23093)07242012  
22A-2013-00037C

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

Elaine M. Barbarick v. Dow Jones Company, Inc.  
TOLB2(34950)12072011  
22A-2012-00611C

Christine Briggs v. OmniSource Corporation  
TOL72(34988)12292011  
22A-2012-00779C

Christine Briggs v. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No.  
20  
TOL72(34989)12292011  
22A-2012-00780C

Betty Smith v. Essex Place Senior Apartments et al, Essex Place Senior Limited Partners;  
Melanie Vondenberg, Manager; Essex Place Senior Housing Corporation; WODA  
Management & Real Estate, LLC  
TOLH2(35409)08092012  
05-12-1238-8  
22A-2012-03005F

### **Withdrawal of Charge – Grant (Cont'd)**

Jose Martinez v. Paul Drury, Blue Roots Realty Group  
CLEH4(41556)04262012  
05-12-0727-8  
22A-2013-00001F

Patricia Beard-Goynes v. Giant Eagle, Inc.  
ADRB3(36521)08232012  
22A-2012-02902C

### **15. Failure to Cooperate - Dismiss**

Dwayne & Althea Jackson v. Flagship Mortgage Corporation, Jeremy McClure, Broker;  
Franklin American Mortgage Company; Michelle Scott, Underwriter  
TOLH2(35394)08022012  
22A-2012-02596F

Michael Ogle v. Bruce Marshall  
AKRH3(36242)02232012  
05-12-0511-8  
22A-2012-01299F

### **16. Administrative Closure**

Kenneth and Heather Sherrell v. Michael G. Zorne  
AKRH3(36120)11232011  
05-12-0324  
22A-2012-00602F

### **17. No Probable Cause – Dismiss**

Barbara R. Johnson v. Platinum Corral, LLC  
COLA1(39046)12022011  
22A-2012-00709C

Kenya R. Chenault v. Columbus State Community College  
COLK1(39065)12122011  
22A-2012-00939F

**No Probable Cause – Dismiss (Cont'd)**

Willie Henderson v. Ashland, Inc.  
COL71(39075)12152011  
22A-2012-00881C

Melody Gaston v. ViaQuest Behavioral Health  
COL71(39094)12272011  
22A-2012-00992C

Kathleen Carroll v. The Ohio State University Medical Center  
COL71(39101)01052012  
22A-2012-01032C

Robert Scott Willis v. State of Ohio, Department of Taxation  
COLB1(39125)01232012  
22A-2012-01421C

Shatirah A. Hutchinson v. IQor Holdings Inc.  
COL71(39126)01242012  
22A-2012-01422C

Kathleen Martin v. State of Ohio, Ohio Department of Job and Family Services  
COL71(39172)02082012  
22A-2012-01440C

Shalonda M. Gamble v. All Four Learning LLC dba Tutor Time Child Care  
COL71(39179)02152012  
22A-2012-01449C

Tomisha Birden v. State of Ohio, Department of Rehabilitation & Corrections  
COL71(39244)03132012  
22A-2012-01657C

Cathy Marie Worrell v. Honeywell International, Inc., dba Honeywell Corporation  
COLA1(39258)03162012  
22A-2012-01682C

Zak A. Matheny v. Modlich Stoneworks, Inc.  
COLB1(39385)05012012  
22A-2012-02666C

Donna L. Campbell v. Exel, Inc.  
COLB1(39415)05142012  
22A-2012-03202C

**No Probable Cause – Dismiss (Cont'd)**

Michelle Mathis v. Columbus Metropolitan Library  
COLG1(39436)05222012  
22A-2012-02357F

Michelle Mathis v. Southwest Public Libraries  
COLG1(39437)05222012  
22A-2013-00056F

Rhonda Reed v. Cleveland Ave. LLC dba Planet Jackpot Internet Cafe  
COLA1(39466)06122012  
22A-2012-02627C

Tamara M. Judd v. Columbus Check Cashers, Inc.  
COL71(39544)07112012  
22A-2012-02671C

Ashley Colley v. Wal-Mart Stores East, LP  
COL71(39580)07252012  
22A-2012-02803C

Brittanie C. Murphy v. St. Luke's Hospital  
TOL72(34932)11282011  
22A-2012-00485C

Sara E. Beck v. The Main Stop dba Pioneer Main Stop  
TOLE2(34938)11302011  
22A-2012-00527F

Anita Mitchell v. Lucas County Metropolitan Housing Authority (LMHA); Linnie Willis,  
Executive Director; Aimee Jankowski, Property Manager, McClinton Nunn Complex  
TOLH2(35005)01092012  
05-12-0467-8  
22A-2012-00919F

Daniel T. Osborn v. The Iams Company dba P & G Petcare  
TOLB2(35020)01172012  
22A-2012-00986C

Debra Saunders et al v. James V. Thomas, Jr., Owner; James V. Thomas, Sr., Owner  
TOLH2(35314)06222012  
05-12-1293-8  
22A-2012-02282F

**No Probable Cause – Dismiss (Cont'd)**

Marlene Buyer v. Job1USA, Inc.  
TOLB2(35470)09112012  
22A-2012-03020C

Laura Meyerski v. Brandywine Apartments; Craig Tareshawty, Owner; Donna Stephens,  
Manager; Beverly Mansfield, Assistant Manager  
TOLH3(36296)03212012  
05-12-0799-8  
22A-2012-01708F

Jason Jesseman v. OS Restaurant Services, LLC d/b/a Boardman Outback Steakhouse  
AKRB3(36271)03092012 AMENDED  
22A-2012-01547C

Stark County Fair Housing Department v. Jeffrey Grametbauer, JKG Properties, LTD.  
AKRH3(36415)05292012  
05-13-0923-8  
22A-2013-00108F

Shirley Beckner v. Jeffrey Grametbauer, JKG Properties, LTD.  
AKRH3(36416)05292012  
05-13-0926-8  
22A-2013-00109F

Maxwell Boating v. OhioHealth Corporation  
AKR71(39280)03262012  
22A-2012-01794C

Donald C. Colvin, II v. Extrudex Aluminum, Inc.  
AKR73(36553)09172012  
22A-2012-03098C

Housing Research & Advocacy Center v. Marian Medvec  
CLEH4(41352)12182011  
05-12-0314-8  
22A-2012-00972F

Housing Research & Advocacy Center v. James D. Eicholz  
CLEH4(41357)12182011  
05-12-0310-8  
22A-2012-00977F

**No Probable Cause – Dismiss (Cont'd)**

Housing Research & Advocacy Center v. Ewa Pezacka  
CLEH4(41360)12182011  
05-12-0318-8  
22A-2012-00980F

Andre Walker v. E.I. DuPont ole Nemours and Company dba DuPont Vespel Parts & Shapes  
CLE74(41399)02032012  
22A-2012-01162C

Stacy L. Nichols v. State of Ohio, Department of Rehabilitation and Corrections  
CLEB4(41415)02172012  
22A-2012-01191C

Steven Sloane v. Cuyahoga County Juvenile Court  
CLE74(41416)02172012  
22A-2012-01192C

Rene Zullo v. Orange City School District  
CLE74(41439)03122012  
22A-2012-01664C

Donzel Shepherd v. K & D Group  
CLEH4(41467)03292012  
05-12-0928-8  
22A-2012-01846F

*\*\*\*split recommendation- pc on familial status issue; npc on disability issue*

Daniel Feigenbaum v. Morning Star Tower Apartments & Hamilton Place Associates  
CLEH4(41530)05082012  
05-12-0934-8  
22A-2012-03163F

*\*\*\*split recommendation- caco on disability issue; npc on race issue*

Daniel A. Graham v. Cuyahoga County  
CLEA4(41665)08062012  
22A-2012-02601C

Sabra D. Massey v. Bess Industries, Ltd.  
CLEE4(41678)08142012  
22A-2012-02775F

**No Probable Cause – Dismiss (Cont'd)**

Arnold Cellio v. U.S. Suburban Building Services, Inc.  
CLE74(41694)08242012  
22A-2012-02918C

Sara Jane and William DeMarco v. Redwood Property Management  
CLEH3(36130)12012011  
05-12-0335-8  
22A-2012-00808F

Andrea Dawson v. State of Ohio, Department of Rehabilitation and Corrections  
CLE73(36482)07302012  
22A-2012-02582C

Cynthia Finley v. Dayton Public Schools  
DAY76(22633)11222011  
22A-2012-00781C

Jennifer Fox; Jeremy Creachbaum v. Donald Ball  
DAYH6(22641)11232011  
05-12-0247-8  
22A-2012-00785F

Andrea Thomas Odeh v. Southview Therapy at Yankee  
DAYG6(22889)04162012  
22A-2012-02141F

Arthur Askew, III v. Innovative Mechanical Systems  
DAY76(22692)12282011  
22A-2012-01009C

Benjamin Ward v. Cincinnati Public School District  
DAY76(22714)01122012  
22A-2012-01359C

Sheldon Hoyle v. Cargill, Inc.  
DAYB6(22715)01122012  
22A-2012-01360C

Harvey Daye, Jr. v. Waynedale Circle; Cathy Sproule, Manager  
DAYH6(22756)01192012  
05-12-0393-8  
22A-2012-02923F

**No Probable Cause – Dismiss (Cont'd)**

Marchel Clark v. Miami Valley Housing Opportunities; et al.  
DAYH6(22766)02092012  
22A-2013-00170F

Michael S. Davis v. Dole Fresh Vegetables, Inc.  
DAY76(22803)08052012  
22A-2012-02148C

Michael S. Davis v. First Diversity Staffing Group. Inc.  
DAY76(22806)03052012  
22A-2012-02149C

Alicia A. Lab v. CSL Plasma, Inc.  
DAYB6(22866)04042012  
22A-2012-01961C

Housing Opportunties Made Equal v. First Financial Bank – Real Estate Division  
DAYH6(22894)04182012  
05-12-0702-8  
22A-2013-00167F

Virgil B. Hudson v. Meigs County Fair Housing; Jean Trussell  
DAYH6(22919)05012012  
22A-2013-00165F

William Marshall, Jr. v. Midas Auto Systems Center  
DAYA6(22994)06072012  
22A-2012-02344C

Guselyn Bobb v. Family Dollar Stores of Ohio, Inc.  
DAYA6(22995)06072012  
22A-2012-02346C

Kathleen J. Carr v. Southbrook Care Center  
DAYB6(22999)06112012  
22A-2012-02347C

Claudia F. Rust v. Helping Hands Healthcare, Inc.  
DAYB6(23014)06192012  
22A-2012-02503C

**No Probable Cause – Dismiss (Cont’d)**

Tonya R. Ervin v. City of Cincinnati, Public Works, Sanitation Department  
DAYB6(23022)06212012  
22A-2012-02506C

William Madden v. Scioto County Career Technical Center  
DAYA6(23049)07052012  
22A-2012-02787C

James Pallant v. Montgomery County Common Pleas Court  
DAYB6(23109)07312012  
22A-2013-00036C

Adrienne Jackson v. Thornton Gas  
DAY76(23222)09132012  
22A-2012-03152C

Tammy Sackett v. Greenville Federal  
DAYA1(39096)12282011  
22A-2012-01011C

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Chairman Hubert recognized Commissioner Eddie Harrell for his many years of service with OCRC. Commissioner Harrell served as Commissioner and Chairman during his time with us. The Commission wishes him well and thanks him for his leadership.**

**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.**

**APPEARANCES**

**1. No Probable Cause - Dismiss**

Taryn Barton v. SNAP! Performance Productions  
COLG1 (39121) 01192012  
22A 2012 01326F

Bradley Dunn, Reconsideration Supervisor, recommended that Charging Party’s request for reconsideration be denied. No new information was provided to warrant a change in the Region’s original recommendation of No Probable Cause.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent denied her disability and in retaliation for participating in a protected activity. Respondent stated they did not discriminate against Charging Party.

**Commissioner Yajnik moved to adopt the Regional recommendation and adopt the No Probable Cause finding. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**APPEARANCES (Cont'd)**

**2. No Probable Cause - Dismiss**

Rebel Stroman v. Mac's Convenience Stores LLC dba Circle K  
CLEG3 (36252) 03012012  
22A 2012 01309F

Courtney Calhoun, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided to warrant a change in the Region's original recommendation of No Probable Cause.

The Charging Party was not present to discuss the above mentioned case. The Charging Party alleged that Respondent denied him service in a place of public accommodation, because of his race, African American and because of his disability. Respondent stated they did not discriminate against Charging Party.

**Commissioner Roberts moved to adopt the Regional recommendation and adopt the No Probable Cause finding. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**APPEARANCES (Cont'd)**

**3. No Probable Cause - Dismiss**

Charles Digiorgi v. The Cher-Jo Corporation dba Amy Joy Donuts  
CLEB4 (41457) 12132011 Amended  
532 2012 00505C

Courtney Calhoun, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided to warrant a change in the Region's original recommendation of No Probable Cause.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent denied him reasonable accommodation, retaliated against him and then discharged him because of his disability condition. Respondent stated they did not discriminate against Charging Party.

**Commissioner Roberts moved to adopt the Regional recommendation and adopt the No Probable Cause finding. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**APPEARANCES (Cont'd)**

**4. No Probable Cause - Dismiss**

Voytek P. Zaleski v.4739 Hilton LLC  
COLH1 (38966) 10252011  
05-12-0100-8  
22A 2012 00245F

Ronnell Tomlinson, Housing Director, recommended that Charging Party's request for reconsideration be denied. No new information was provided to warrant a change in the Region's original recommendation of No Probable Cause.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent gave him a 30 day Notice to Vacate due to his National Origin, Poland, in violation of Section 804b or f of Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Act of 1988 and Section 4112.02(H)(4) of the Ohio Revised Code. Respondent stated they did not discriminate against Charging Party.

**Commissioner Yajnik moved to adopt the Regional recommendation and adopt the No Probable Cause finding. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

## COMMISSIONER AGENDA

### Agenda for Week 1

**1. No Probable Cause – Dismiss**

Erma Swanson v. JH Buckeye, Inc. dba Jackson Hewitt, Inc.  
COL71 (39105) 01102012  
22A 2012 01035C

**2. NO JURISDICTION – DISMISS**

Amy J. Berling v. Toledo Municipal Court  
TOLB2 (35385) 07272012  
22A 2012 02553C

Allen Dwain Rice v. Pleasant Hill Manor  
DAY76 (23134) 08132012  
22A 2012 03101C

**Commissioner Roberts moved to adopt the staff findings in the foregoing captioned cases for Week 1. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

## Agenda for Week 2

### 1. Respondent's Request – Deny

Rosanne M. Plasky v. The University of Toledo Medical Center  
TOLA2 (34920) 11182011  
22A 2012 00427C

**\*Case originally NPC/PC split recommendation**

**Respondent's Request – Partial Grant pertaining to harassment issue – keep PC on terms/conditions of employment**

### 2. No Probable Cause – Dismiss

Alice Day v. Columbus Public Schools  
COL71 (39014) 11172011  
22A 2012 00655C

Houston Byrd, Jr. v. Puckers Sports Pub & Grille  
COLG1 (39031) 11182011  
22A 2012 00675F

Rosanne M. Plasky v. The University of Toledo Medical Center  
TOLA2 (34920) 11182011  
22A 2012 00427C

Robert C. Simison v. Persistent Surveillance Systems, LLC dba  
MacAir  
DAYA6 (22619) 11152011  
22A 2012 00767C

Larry G. Simison v. Persistent Surveillance Systems, LLC dba  
MacAir  
DAYA6 (22620) 11152011  
22A 2012 00768C

Marvin Stanley Dickman v. Ohio State Legislature, Office of  
Senator William Seitz  
DAYG6 (23108) 07312012  
22A 2012 02767F

**3. NO JURISDICTION – DISMISS**

Irene Gil-Llamas v. Drivetrain USA, Inc.  
COLE1 (39470) 06122012  
22A 2012 02622F

**Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 2. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Agenda for Week 3**

**1. No Probable Cause – Dismiss**

Rochelle N. James v. National Church Residences Affordable Housing Management and Services, The Commons of Buckingham, Inc. & The Commons At Buckingham Housing Limited Partnership dba The Commons At Buckingham  
COLH1(38986)11032011  
05-12-0111-8  
22A-2012-00299F

**2. Failure to Cooperate**

Joy Swann v. Dixie Pyne, Rainbow Terrace Apartments, Inc.  
CLEH4 (41445) 03022012  
05-12-0541-8  
22A 2012 01669F

**3. RENEWAL OF CERTIFICATION FOR A BONA FIDE OCCUPATIONAL QUALIFICATION - GRANT**

InfoCision Management Corporation

- Christian Communicators (Telemarketers/Telecommunicators)

Tri-State Christian TV, Inc.

- All Station Employees

**4. MOTION BY THE OHIO ATTORNEY GENERAL'S OFFICE TO REMAND TO ADMINISTRATIVE LAW JUDGE FOR DETERMINATION ON CALCULATION OF DAMAGES**

Lee W. Yeager v. FirstEnergy Generation Corporation

AKR73051705 (30548) 11082005

22A-2006-00687C

Complaint No. 06-EMP-AKR-30548

**Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 3. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Agenda for Add-On**

**1. No Probable Cause – Dismiss**

Gene P. Stevenson, Jr. v. Mike’s Trucking, L.T.D.  
COL71 (38995) 11082011  
22A 2012 00423C

**Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for the Add-On. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**ATTORNEY GENERAL’S REPORT**

**Lori Anthony presented the following information to Commissioners:**

- Lori Anthony stated there would be another legal update at the next Commission Meeting.

**EXECUTIVE DIRECTOR’S REPORT**

**Director Payton presented the following information to Commissioners:**

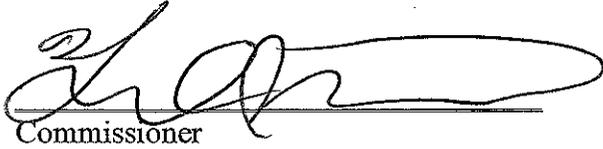
- Director Payton stated that we have received very positive feedback regarding our Fourth Annual Civil Rights Hall of Fame. Various newspapers published articles on the inductees and the Cleveland Plain Dealer published a front page article and a photo of Chair Hubert and Dr. Otis Moss. We look forward to receiving feedback on how the program can be improved.
- Director Payton announced that Cleveland Supervisor Vera Boggs to fill our Cleveland Regional Director vacancy. Vera has a stellar history of demonstrating leadership in pursuing initiatives/innovations and mission. Vera served as an investigator in the Akron region from 1999 to 2005. She then assumed duties as a supervisor in the Cleveland region. Congratulations to Vera on her promotion.

- Director Payton spoke about an update to SB 383 to amend the Civil Rights Act. There will be a follow-up.

#### COMMISSIONERS COMMENTS

- Chairman Hubert stated we may need a larger venue to hold future Hall of Fame events.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:55 a.m.



Commissioner

\* \* \*