



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
September 3, 2015  
Lobby 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  
Commissioner Madhu Singh

A quorum was present.

**OCRC Staff Present:**

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/Director of Operations; Mary Turocy, Director of Public Affairs and Civic Engagement; Desmon Martin, Director of Enforcement and Compliance; Darlene Newbern, Toledo Regional Director; Vera Boggs, Akron/Cleveland Regional Director; Aman Mehra, Columbus Regional Director; Norman Gibson, Dayton Regional Director; Ronnell Tomlinson, Director of Housing Enforcement and Alternative Dispute Resolution; 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 Barreras to approve the August 13, 2015 minutes. Second by Commissioner Roberts.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Roberts to approve the August 17, 2015 minutes. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</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**

Jennifer C. Jackson v. Merry Moppet of Powell, Inc.  
COLA1(41446)11252014  
22A-2015-02608C

Judith Kelley v. Dublin Springs, LLC  
COLG1(41478)12112014  
22A-2015-00832F

Earl Murry, Ph.D. v. Board of Education for the City of Toledo School District  
COLA2(36803)09302014  
22A-2015-00032C

Jennifer A. Gunderson v. I.G.H. II, Inc. dba True Green Lawn Maintenance  
TOLB2(36891)11172014  
22A-2015-00403C

Adria Crosby v. Key Property Management, LLC, Stow Kent Nonprofit Housing LLC,  
Edward Bullen and Ruth Null  
AKRH3(37785)01132015  
05-15-0419-8  
22A-2015-01022F

Jacqueline Thomas v. Francis David Corporation dba Electronic Merchant Systems  
CLEB4(42762)12032014  
22A-2015-00579C

Ginny Ray v. Cleveland Sight Center  
CLEG4(43047)07202015  
22A-2015-02478F

Laura Thompson v. Ashtabula County Board of Commissioners  
CLEB3(37714)12082014  
22A-2015-00632C

Tracy Gooch v. Woodberry HOA; Ian Murray; Stonegate Property Management  
DAYH6(24794)01132015  
22A-2015-01054F

Marvin S. Dickman v. The Public Library of Cincinnati and Hamilton County-Clifton  
Branch  
DAYB6(24909)03132015  
22A-2015-02328C

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

Marvin S. Dickman v. The Public Library of Cincinnati and Hamilton County-Monfort Heights Branch  
DAYB6(24911)03132015  
22A-2015-02331C

Marvin S. Dickman v. The Public Library of Cincinnati and Hamilton County, Wyoming Branch  
DAYB6(24913)03132015  
22A-2015-02329C

Marvin S. Dickman v. The Public Library of Cincinnati and Hamilton County, Main Library  
DAYB6(24915)03132015  
22A-2015-02330C

Marvin S. Dickman v. The Public Library of Cincinnati and Hamilton County-Main  
DAYB6(24983)04102015  
22A-2015-01775C

Marvin S. Dickman v. East Region-Hamilton County Park District  
DAYB6(25012)04162015  
22A-2015-01941C

Marvin S. Dickman v. Sur-Seal  
DAYB6(25072)05182015  
22A-2015-02263C

Marvin S. Dickman v. Great Parks of Hamilton County, Shawnee Lookout Golf Course  
DAYB6(25087)05232015  
22A-2015-02262C

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

Camille R. Barnes v. City of Toledo, Public Utilities\*  
TOLB2(36834)10162014  
22A-2015-00125C

\* This case had a split recommendation. Respondent requests Reconsideration for the Probable Cause finding on the bases of Retaliation and Disability and the issue of failure to accommodate. There was a No Probable Cause finding on the bases of Retaliation and Disability and the issues of Discipline, Harassment and Denial of Overtime.

John E. McCallum v. Lucas County Sheriff's Office  
TOL72(36851)10282014  
22A-2015-00186C

## **Respondent's Request for Reconsideration – Grant for Further Review - continued**

John E. McCallum v. Lucas County Sheriff's Office  
TOL72(36904)11212014  
22A-2015-00450C

John E. McCallum v. Lucas County Sheriff's Office  
TOL72(37081)03162015  
22A-2015-01362C

Camille R. Barnes v. City of Toledo, Public Utilities  
TOLB2(37200)06082015  
22A-2015-02065C

Karen Peyatt v. Autumn Hills Nursing and Rehabilitation Center of Niles, LLC dba Vista  
Care Centers  
AKRB3(37869)03262015  
22A-2015-01533C

Lisa Smith V. County of Knox, 9-1-1  
AKRB3(37985)07022015  
22A-2015-02359C

Council on American Islamic Relations v. Wal-Mart Stores, LP  
CLEG1(41502)12172014  
22A-2015-00757F

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

Julie Atkins v. FirstEnergy Corporation  
CLE74(42741)11212014 AMENDED  
22A-2015-00562C

Nikki Romano v. The Cleveland Clinic Foundation  
CLEA4(42876)03032015  
22A-2015-01282C

Roshika M. Thompson v. JC Penney Salon  
DAYG6(24639)10202014  
22A-2015-00281F

**4. Withdrawal of Charge with Settlement; Dismiss Forman Complaint – Submitted by the Ohio Attorney General’s Office**

Fair Housing Contact Service v. Maria Paredes, et al.  
AKRH3(37253)12232013  
05-14-0331-8  
22A-2014-00823F  
Complaint No. 14-HOU-AKR-37253

Heather Harper v. Barrister’s Deli Restaurant  
CLEE4(39279)11252009  
22A-2009-01357C  
Complaint No. 09-EMP-CLE-39279

Heather Harper v. Nicholas Haddad  
CLEE4(39405)01022009  
22A-2009-02191F  
Complaint No. 09-EMP-CLE-39405

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

Shaniece Lawson v. Saxon Village, Ltd. Owner’s Management Company, James Crouch and Pam Grandberry  
AKRH3(37190)11182013  
05-14-0226-8  
22A-2014-00434F  
Complaint No. 14-HOU-AKR-37190

Fair Housing Contact Service v. Saxon Village, Ltd. Owner’s Management Company, James Crouch and Pam Grandberry  
AKRH3(37191)11182013  
05-14-0227-8  
22A-2014-00435F  
Complaint No. 14-HOU-AKR-37191

Fair Housing Contact Service v. Richard and Laura Bailey  
AKRH3(37631)09302014  
05-14-1656-8  
22A-2015-00015F  
Complaint No. 15-HOU-AKR-37631

**6. Issue Cease and Desist Order**

Lateefah Lowe v. Vinh Van Vu; et al.  
DAYH6(23157)08212012  
05-12-1250-8  
22A-2013-00032F  
Complaint No. 13-HOU-DAY-23157

**7. Probable Cause – Schedule Conciliation**

Joseph E. Jordan v. Fed Ex Express\*  
COLB1(41305)10082014 AMENDED  
22A-2015-00703C

\*This case had a split recommendation: There was a Probable Cause finding on the basis of Disability and the issue of Failure to Accommodate. There was a No Probable Cause finding on the basis of Disability and the issues of Promotion, Discipline and Harassment.

Susan L. Crawford v. Tolson Enterprises, Inc.  
TOL72(36907)11242014  
22A-2015-00462C

Adria Crosby v. Melissa Massey-Flinn, Mary Ann Flynn, H.M. Life Opportunity Services, and Humility of Mary Housing, Inc.  
CLEH4(42788)12092014 AMENDED  
05-15-0306-8  
22A-2015-00819F

**8. Issue Formal Complaint**

Rodney A. Riffle v. Nomac Drilling, L.L.C.  
AKRB3(37636)10012014  
22A-2015-00060C

Dorothy J. Maggio v. Akron Board of Education  
AKRB3(37770)01292015  
22A-2015-01016C

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

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

Nathaniel Roy Hodoh v. Metaldyne Powertrain Components, Inc.  
AKRB3(37644)10162014  
22A-2015-00149C

Housing Research and Advocacy Center v. Lori Dunford; Robert S. and Rosalie C. Jursinski  
CLEH4(42717)11042014 AMENDED  
05-15-0122-8  
22A-2015-00376F

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

Charlotte Bowers v. Manheim Remarketing, Inc. dba Manheim Ohio  
COL71(41276)09252014  
22A-2015-00349C

Charlotte Bowers v. Manheim Remarketing, Inc. d/b/a Manheim Ohio  
COL71(41458)12032014  
22A-2015-00770C

Housing Research and Advocacy Center v. J. L. Pope, Sr., Nuban Management Company, and Land Servant, Inc., Trustee dba NuNu Trust  
AKRH3(37998)07162015 AMENDED  
05-15-1131-8  
22A-2015-02443F

Housing Research and Advocacy Center v. Brian K. McAfee  
AKRH4(42947)05012015 AMENDED  
05-15-0850-8  
22A-2015-01816F

Lisa Crain v. South Pointe Towers LTD., and Evette Jones  
AKRH4(43048)07202015  
22A-2015-02466F

Harold Jones v. TGIFriday's Inc.  
DAYG6(24685)11122014  
22A-2015-00505F

James Brown v. TGI Friday's Inc.  
DAYG6(24686)11122014  
22A-2015-00510F

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

Larry Mitchell v. Southeast Community Health/Projects Works  
ADR71(41867)07092015  
22A-2015-02539C

Patricia Hawkins v. Healthcare Venture Partners, LLC d/b/a McCrea Manor  
ADR73(37961)06082015  
22A-2015-02099C

Kenneth Collier v. Sheraton Suites LLC dba Sheraton Suites Akron  
ADR73(37997)07142015  
22A-2015-02426C

Holly Hill v. Med.-Apt., Inc., Smith Tandy Realty Management, Inc. d/b/a Smith Tandy  
Group, Joel Spavsky and Cynthia Goodin and Ted Espansandin  
ADRH4(42931)04162015 AMENDED  
22A-2015-01719F

Housing Research and Advocacy Center v. HB Properties of Westlake, Inc.  
ADRH4(43008)06102015  
05-15-1294-8  
22A-2015-02109F

Leighton Moulton v. Montgomery County Board of Developmental Disabilities  
ADRA6(25210)07302015  
22A-2015-02808C

**11. Withdrawal of Charge with Settlement**

Linda Andrew v. The Ohio State University Wexner Medical Center dba James Cancer  
Hospital\*  
COL71(41294)10092014  
22A-2015-00434C  
\*Commissioner Patmon recused himself from participation in this case

Holly Hahn v. Open Sky Day Spa, LLC  
COLB1(41465)12052014  
22A-2015-00778C

Dianna White v. State of Ohio, State Highway Patrol  
COL71(41723)04092015  
22A-2015-01885C

Brian Hayward v. Doyle Manufacturing, Inc.  
TOL72(36825)10142014  
22A-2015-00102C

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

Christina Morehead v. WSOS Community Action Commission  
TOLA2(36940)12122014  
22A-2015-00636C

John J. Diaz v. American Red Cross  
TOL72(37233)06192015  
22A-2015-02180C

Vivian Gales v. White Castle dba PSB Factory  
DAY76(24725)12042014  
22A-2015-01089C

Charlotte Coleman v. Meijer Stores Limited Partnership, #223  
DAYG6(24729)12102014  
22A-2015-00731F

Diane Kramer v. Meijer Stores Limited Partnership, #223  
DAYG6(24730)12102014  
22A-2015-00732F

Francis K. Ackley v. Kern's Ford  
DAY76(24735)12112014  
22A-2015-00736C

Tonya M. Bayless v. Adena Health System  
ADR71(41825)06042015  
22A-2015-02092C

Nikita Redden v. Ricoh USA, Inc.  
ADR71(41832)06112015  
22A-2015-02336C

Debra J. Singletary v. Chico's FAS, Inc.  
ADR71(41866)07202015  
22A-2015-02502C

Elsie M. Hawes v. V.F.W. Post 2898  
ADRA2(37288)07302015  
22A-2015-02576C

Nancy J. Manera v. Shorty's True American Roadhouse/Shorty's Bar-B-Que  
ADRA2(37307)08132015  
22A-2015-02643C

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

Kathleen Hubert v. Chelmsley Court Apartments; Abrico, LTD.; Terry L.Schaich,  
Owner; Wayne Mizer, Property Manager  
ADRH2(37247)07012015 AMENDED  
05-15-1114-8  
22A-2015-02354F

Cheryl Hoover v. Laminate Technologies, Inc.  
ADRB2(37267)07212015  
22A-2015-02449C

Yolanda Alvarado v. Federal Express Corporation dba FedEx  
ADRA2(37275)07232015  
22A-2015-02458C

Jeremy L. Heard v. Heatherdowns Rehabilitation and Residential Center  
ADRA2(37285)07292015  
22A-2015-02567C

John Suzelis v. GE Healthcare, Inc.  
ADRB3(37899)04152015  
22A-2015-01698C

Andre Brunner v. The Biro Manufacturing Company  
ADR73(37963)06092015  
22A-2015-02095C

Brooke Collins v. Fox Veterinary Hospital, Inc.  
ADR74(43040)07102015  
22A-2015-02434C

Arthur Hood v. Park House Apartments  
ADRE4(43049)07212015  
22A-2015-02479F

Dorthea Miller v. Springhills Singing Woods  
ADR76(24996)04142015  
22A-2015-02407C

Stephanie Carter v. Best Choice Home Care  
ADR76(25105)05282015  
22A-2015-02116C

Brianand Karin Cramer v. Greg Ollinger, HOA President  
ADRH6(25111)05262015  
05-15-0912-8  
22A-2015-02187F

**12. Withdrawal of Charge – Grant**

Sylvanus B. McBryde v. A Renewed Mind  
TOL72(36838)10172014  
22A-2015-00129C

Sylvanus B. McBryde v. A Renewed Mind  
TOL72(36849)10272014  
22A-2015-00182C

Paul R. Zawodny v. City of Bryan  
TOLA2(36886)11142014  
22A-2015-00397C

Mark E. Friedman v. Promedica  
TOLA2(36889)11172014  
22A-2015-00401C

**13. No Jurisdiction – Dismiss XNJ**

Michelle Sturgeon v. Harry Caudill  
COLH1(41815)05262015  
22A-2015-02708F

Daniel Dillinger v. COTA  
COL71(41818)05282015  
22A-2015-02827F

Jeffrey Bauer v. Standard Register  
COLB1(41834)06102015  
22A-2015-02802F

Chellsie Miller v. Columbus Sleep Consultants  
COL71(41844)06172015  
22A-2015-02803F

Joshua Endslo v. Hansen-Mueller Co.  
TOLB2(37135)04202015  
22A-2015-01654C

Kevin Abernathy v. Hercules Stamping Company  
TOLB2(37238)06222015  
22A-2015-02229C

Halley Fast v. Paul Paden  
AKRH3(38014)07272015  
22A-2015-02556F

**No Jurisdiction – Dismiss XNJ – continued**

Sarah Pardue v. Crown Services  
DAYB6(24680)11072014  
22A-2015-02695C

Ben Goldman v. Wayne Township (Warren County)  
DAYG6(25015)04162015  
22A-2015-01940F

**14. Administrative Closure**

Carrie Croft v. Stow Munroe Falls City Schools  
AKRB3(37904)04142015  
22A-2015-01722C

Yolanda Wilbanks v. Mary Siwierka and City of Elyria Public Utilities Department  
AKRH4(43071)08032015  
22A-2015-02601F

**15. No Probable Cause – Dismiss**

Kelly Coley v. State of Ohio, Ohio Department of Rehabilitation and Corrections  
COLB1(41300)10142014  
22A-2015-00699C

Joseph E. Jordan v. Fed Ex Express\*  
COLB1(41305)10082014 AMENDED  
22A-2015-00703C

\*This case had a split recommendation: There was a Probable Cause finding on the basis of Disability and the issue of Failure to Accommodate. There was a No Probable Cause finding on the basis of Disability and the issues of Promotion, Discipline and Harassment.

Nick E. Trolley v. The Health Plan of the Upper Ohio Valley  
COLA1(41314)10142014  
22A-2015-00550C

Michael Oluadebayo v. ResCare  
COL71(41320)10232014  
22A-2015-00469C

Jean Moyer v. Village of Johnstown, et. Al.  
COLB1(41330)10302014  
22A-2015-00433C

**No Probable Cause – Dismiss – continued**

Chan Kung v. State of Ohio, Department of Insurance  
COL71(41341)10232014  
22A-2015-00414C

Lisa Ragland v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41343)11042014  
22A-2015-00416C

Clinton J. Moore v. Rosati's Window Company, LLC  
COLB1(41355)11062014  
22A-2015-00702C

Dana Ray v. The Ohio Expo Center and State Fair  
COL71(41406)11102014  
22A-2015-00716C

Toni Calloway v. YWCA  
COLH1(41408)11102014  
22A-2015-00618F

Toni Calloway v. State of Ohio, Department of Mental Health and Addiction Services  
COLG1(41409)11102014  
22A-2015-00618F

Fahed Arfaoui v. H & M Hennes and Mauritz, LLP  
COL71(41414)11122014  
22A-2015-00705C

Cliffrado Williams v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41417)11132014  
22A-2015-02577C

Shawna Gartrell v. Buckeye Family  
COL71(41479)12122014  
22A-2015-00877C

Jean E. Goddard v. Winans Sanitary Supply Company, Inc.  
COL71(41515)12312014  
22A-2015-00814C

Randi Ann Miller v. Lowe's Home Centers, LLC  
COL71(41554)01302015  
22A-2015-01187C

**No Probable Cause – Dismiss – continued**

Jeremy Andrews v. Ohio State University Wexner Medical Center\*  
COLB1(41652)03062015 AMENDED  
22A-2015-01674C

\*Commissioner Patmon recused himself from participation in this case

Charles R. McCoy v. Sims Bros., Inc.  
COLB1(41657)03092015  
22A-2015-01706C

Miguel Arellano v. Gap Inc. Direct  
COLA1(41658)03092015 AMENDED  
22A-2015-01576C

Donna L. McMullen v. Coughlin Automotive of Heath, LLC.  
COLA1(41666)03122015 AMENDED  
22A-2015-01678C

Japheth Thomas Siwo v. Bricker & Eckler LLC  
COL71(41724)04102015  
22A-2015-01806C

Monica I. Storey v. SK Food Group, Inc.  
COLB1(41797)05152015  
22A-2015-02238C

Christopher T. Adams v. Conservation Services Group, LLC  
COL72(36846)10232014  
22A-2015-00158C

Ashley Brown and David Diminico v. Steve and Brenda Kennedy  
COLH4(42701)10242014  
05-15-0179-8  
22A-2015-00357F

Fair Housing Advocates Association v. Steve and Brenda Kennedy  
COLH4(42704)10272014  
05-15-0180-8  
22A-2015-00359F

James Ntim v. Target Corporation  
COL76(24805)01232015  
22A-2015-01195C

Janee' D. Flanagan v. Maxim Healthcare Services, Inc.  
TOL72(36882)11132014  
22A-2015-00343C

**No Probable Cause – Dismiss – continued**

Tarell McBride v. AK Tube, LLC  
TOL72(36899)11202015  
22A-2015-00431C

Lakesha Ballard v. Loving Family Home Care Incorporated  
TOL72(36900)11202014  
22A-2015-00432C

Debora A. Young v. Libbey Glass, Inc.  
TOLB2(36901)11202014  
22A-2015-00442C

Sheila R. Nash v. Toledo-Lucas County Health Department  
TOLA2(36906)11242014  
22A-2015-00461C

Shantara Heckard v. Stautzenberger College  
TOL72(36909)11252014  
22A-2015-00480C

Desmond Utley v. Autoneum North America, Inc.  
TOL72(36910)11252014  
22A-2015-00481C

Francisco Magallanes v. Hearthside Foods, LLC  
TOLA2(36911)11252014  
22A-2015-00482C

Rebecca R. Battles v. Lucas County Children Services  
TOL72(36912)11262014  
22A-2015-00484C

Carisa Anderson v. ProMedica Health System, Inc. dba ProMedica Flower Hospital  
TOLK2(36915)11262014  
22A-2015-00495F

Jeffrey Klinksick v. Toledo Area Regional Transit Authority  
TOLG2(36917)11282014  
22A-2015-00497F

Shannon R. Frye v. Meijer Stores Limited Partnership  
TOLB2(36918)12012014  
22A-2014-00507C

Ronald Johnson v. Mobis North America, LLC  
TOL72(36924)12042014  
22A-2015-00559C

**No Probable Cause – Dismiss – continued**

Curtis D. Smith v. Collingwood Investments, LLC  
TOL72(36927)12052014  
22A-2015-00574C

Tyrone D. Johnson v. General Motors LLC, GM Powertrain Group  
TOL72(36932)12102014  
22A-2015-00621C

Fanisha Lucas v. Lucas County Board of Developmental Disabilities  
TOL72(36933)12102014  
22A-2015-00622C

Andrea Minch v. State of Ohio, Department of Transportation  
TOL72(36936)12082014  
22A-2015-00626C

Simone Scott v. Sunshine Communities, Inc. dba Sunshine Children's Home  
TOL72(36937)12102014  
22A-2015-00627C

Janice Williams on behalf of Michael Jones v. Mercy Health  
TOLG2(36941)12122014  
22A-2015-00637F

Leanne Pierson v. The University of Toledo Medical Center  
TOLB2(36946)12162014  
22A-2015-00669C

MyAnh T. Nguyen v. Meijer Stores Limited Partnership  
TOLB2(36947)12162014  
22A-2015-00675C

Navjotika Kumar v. Kent State University  
AKRB3(37717)12082014  
22A-2015-00651C

Rachelle Hayes v. Christla Gale Apartments; Kaylee Fuller, Property Manager; Premier Management, LLC; Provident Management, Inc.; McComb Limited Partnership  
TOLH2(37190)05282015  
05-15-0920-8  
22A-2015-02019F

Kathryn Hayes v. Christla Gale Apartments; Kaylee Fuller, Property Manager; Premier Management, LLC; Provident Management, Inc.; McComb Limited Partnership  
TOLH2(37193)06032015  
05-15-0956-8  
22A-2015-02020F

**No Probable Cause – Dismiss – continued**

Terry L. McCune v. The Village Network  
AKRA3(37724)12112014  
22A-2015-00659C

David N. Miller v. The Village Network  
AKRB3(37725)12112014  
22A-2015-00660C

Larry Wagner v. The Village Network  
AKRA3(37726)12092014  
22A-2015-00661C

Jerry Newman v. PTC Group Holdings Corp. dba PTC Alliance Holding Corp.  
AKRB3(37799)02122015  
22A-2015-01152C

Brandy Skiles v. General Extrusions, Incorporated  
AKR73(37818)02242015  
22A-2015-01229C

Randy Batton v. Timkensteel Corporation  
AKRB3(37862)03232015  
22A-2015-01502C

Angela Ruckman v. County of Richland, Richland County Community Alternative  
Center  
AKRA4(42884)03092015  
22A-2015-01336C

Frances R. Kidd v. The Salvation Army  
AKRG3(37883)04062015  
22A-2015-01550F

Larrysha Dixon v. KeyCorp dba KeyBank  
AKR73(37901)04172015  
22A-2015-01701C

Chasity Bradford v. Callos Resource LLC dba Callos Medical Staffing, LLC  
AKRB3(37916)04272015  
22A-2015-01746C

Gloria J. Terry v. Jefferson Metropolitan Housing Authority  
AKR73(37923)05042015  
22A-2015-01763C

**No Probable Cause – Dismiss – continued**

Beth Zorger v. AWP, Inc. dba Area Wide Protective  
AKR73(37927)05022015  
22A-2015-01802C

Atisa Hayes v. Colfor Manufacturing, Inc.  
AKR73(37933)05082015  
22A-2015-01843C

James McFarland v. Columbiana Service Co., LLC  
AKRB3(37944)05202015  
22A-2015-01913C

Brenda Robinette v. NeuroBehavioral Clinical Research, Inc.  
AKRE3(37950)05262015  
22A-2015-01965F

Rydell F. Brooks v. Lots of Love Inc. dba LA Soul  
AKR73(37955)06012015  
22A-2015-02009C

Larry Lombardi v. Frank Lazzarini M.D. LLC dba Premiere Family Practice  
AKRG3(37956)06012015  
22A-2015-02016F

Judson Crockett v. Pride of the Hills Manufacturing, Inc.  
AKR73(37966)06102015  
22A-2015-02121C

Cezar Stewart v. United Architectural Metals, Inc.  
AKR73(37982)06302015  
22A-2015-02350C

Anthony Witherspoon v. CNC Precision Inc.  
AKR73(37990)07092015  
22A-2015-02381C

Sam Morgan v. Cleveland Coatings, Inc. dba Rhino Shield  
AKR73(38010)07222015  
22A-2015-02463C

Jim Hoar v. Professional Investments of America D.E. LLC dba Burger King  
AKR71(41624)02262014  
22A-2015-01312C

**No Probable Cause – Dismiss – continued**

Deidre L. Masten v. MJM Management Corporation, John D'Altorio, Carter Manor Apartments Limited Partnership dba Winton Manor Apartments, Jan Jones, Vincent Irizarry, and Thomas Gorensek  
AKRH4(42817)01232015 AMENDED  
05-15-0598-8  
22A-2015-01003F

Kimberly Quarterman v. Aramark Correctional Services, LLC  
AKR74(42850)02182015  
22A-2015-01211C

Sheila Johnson v. Brookdale Senior Living Inc. dba Homewood at Richmond Heights  
AKRA4(42869)03022015  
22A-2015-01277C

Mariel Blanks v. University Hospitals Cleveland Medical Center dba University Hospitals Case Medical Center  
AKR74(42987)05292015  
22A-2015-02023C

Teresa Miller v. Argonne Automotive Store I LLC dba Lube Stop  
AKR74(43025)06222015  
22A-2015-02233C

Jose Luis Jovet v. Constant Aviation, LLC  
CLE74(42759)12032014  
22A-2015-00576C

Rubilinda de los Angeles Jovet v. Constant Aviation, LLC  
CLE74(42760)12032014  
22A-2015-00577C

Manuel Ortiz Jovet v. Constant Aviation, LLC  
CLE74(42761)12032014  
22A-2015-00578C

Crystal Mapunda v. Willowood Care Center of Brunswick, Inc.  
CLE74(42803)01092015  
22A-2015-00892C

Martha Figueroa v. The MetroHealth System  
CLEG4(42804)01092015  
22A-2015-00893F

**No Probable Cause – Dismiss – continued**

Willie Duncan v. Bank of America, N.A. and BAC Home Loans Servicing, LP  
CLEH4(42822)01232015  
05-15-0460-8  
22A-2015-01038F

Joseph C. Lugo v. Voss Industries, Inc.  
CLE74(42839)02122015  
22A-2015-01123C

Terance L. Monegan v. Ventra Sandusky, LLC  
CLEB4(42844)02122015  
22A-2015-01128C

Angela Ramos v. Wellington Place, LLC  
CLE74(42846)02172015  
22A-2015-01207C

Jeannette Relaford v. Cuyahoga County  
CLEA4(42856)02232015  
22A-2015-01239C

Rebecca Safeer v. University of Cleveland Preparatory School  
CLE74(42920)04052015  
22A-2015-01504C

Elishia M. Cox v. Adelet/Scott Fetzer Company  
CLE74(42934)04212015  
22A-2015-01717C

Edward Nix v. FirstEnergy Service Company  
CLEB4(42954)05062015  
22A-2015-01839C

Lori McPeek v. Performance Academies, LLC  
CLEA1(41729)04132015  
22A-2015-01893C

Bridget Bruno v. RBS Citizens, NA, (Charter One Bank, Citizens Bank, CCO Mortgage,  
Citizen One)  
DAY76(24645)10222014  
22A-2015-00307C

Christopher Cox v. Wilson Sporting Goods  
DAY76(24652)10232014  
22A-2015-00742C

**No Probable Cause – Dismiss – continued**

Misty Mayo v. Three Gables Surgery Center  
DAY76(24665)10312014  
22A-2015-00298C

Jennifer Flinn v. Auglaize Acres Nursing Home  
DAYB6(24677)11062014  
22A-2015-00516C

Keith McBreen v. Cincinnati Children's Hospital Medical Center  
DAYB6(24681)11052014  
22A-2015-00526C

Sean Irby v. Convergys Corporation  
DAYB6(24689)11122014  
22A-2015-00537C

James Tyler v. ABF Freight  
DAY76(24690)11222014  
22A-2015-00546C

Sherry Bennett v. Collins Career Center  
DAYB6(24701)11202014  
22A-2015-02439C

Laura Bradds v. AutoZone, Inc.  
DAY76(24711)11242014  
22A-2015-00741C

Patricia A. Minton v. Fairborn City Schools  
DAYB6(24762)12232014  
22A-2015-00810C

Karen Heydinger v. The Bon-Ton Stores  
DAYB6(24764)12292014  
22A-2015-00980C

Randall Linder v. Princeton Crossing, LLC; Vonda Brook, Property Manager  
DAYH6(24865)02192015  
22A-2015-01386F

Natieka Lasley v. Eastway Corporation  
DAY76(24869)02242015  
22A-2015-01490C

**No Probable Cause – Dismiss – continued**

Roberto John Thomas v. Moorehead Communications, Inc. dba The Cellular Connection,  
LLC

DAY76(24901)03162015

22A-2015-01411C

Donna Higginbotham v. Advantage Sales & Marketing

DAYA6(24933)03202015

22A-2015-01636C

Michael Scandrick v. Places, Inc.

DAYH6(24975)04082015

22A-2015-01651F

Marvin Dickman v. State of Ohio, Civil Rights Commission, Dayton Regional Office

DAYG6(24978)04092015

22A-2015-01776C

Pamela Fowler v. Maple Knoll Communities

DAYB6(24997)04142015

22A-2015-01767C

Karen White-Cannon v. Hamilton County Job and Family Services

DAYB6(25010)04212015

22A-2015-01944C

Marlon De'Ondre Ralls v. Citi Trends, Inc.

DAYB6(25023)04222015

22A-2015-02516C

Patria Williams v. Burlington Coat Factory

DAY76(25029)04272015

22A-2015-01975C

Chad Salyer v. ISS America

DAYA6(25032)04272015

22A-2015-01993C

Amanda Miles v. Kingdom Kids, Inc.

DAY76(25048)05052015

22A-2015-01980C

Kimberly A.. Walters v. Home Instead

DAYB6(25064)05152015

22A-2015-01986C

**No Probable Cause – Dismiss – continued**

James Johnson v. Trotwood Madison City Schools  
DAYB6(25088)05262015  
22A-2015-02323C

Kathy Miles v. Towne Properties Asset Management Company; Indian Creek  
Apartments, Shana R. Wade, Community Manager  
DAYH6(25180)07172015  
05-15-1231-8  
22A-2015-02532F

Jesanna Baird v. State of Ohio, Department of Rehabilitation and Correction  
DAY71(41433)11202014  
22A-2015-00539C

**MOTION by Commissioner Patmon to approve September 3, 2015 Confirmation Agenda.  
Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES – Except for noted recusals</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

## STAFF BRIEFING

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

The Compliance Department, with the Executive Director's approval, requests the following appearance case be deleted from today's agenda.

Commissioners' Agenda, Week 2, Page 1, Item 1-A

No Probable Cause – Dismiss

Daniel Sims v. Home Depot USA, Inc.  
AKRG4(42684)10162014  
22A-2015-00148F

Charging Party's attorney has confirmed the matter has been settled

MOTION by Commissioner Roberts to delete the abovementioned case on the Commissioners Agenda. Second by Commissioner Barreras.

Roll Call Vote:

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

Motion carried.

## APPEARANCE CASES

### 1. Commissioner's Agenda, Week 2, Page 2, Item 1-A-5

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

Ronald L. Nared v. Rural King Supply, Inc.  
DAY76(24631)10162014  
22A-2015-00280C

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, Counsel for Charging Party, Counsel for Respondent and Representative for Respondent were present to discuss the case.

**MOTION by Commissioner Roberts to reverse the Regional finding of No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation. Second by Commissioner Barreras.**

**Roll Call Vote:**

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

**Motion carried.**

### 2. Commissioner's Agenda, Week 1, Page 1, Item 1-A - 1

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

Brandon M. English v. American Air Furnace Company  
COL71(41331)10302014  
22A-2014-02713C

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

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

**Roll Call Vote:**

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

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 1**

**Page 1 of 1**

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

David L. Gaitten v. Anheuser-Busch, LLC  
COLA1(41480)12112014  
22A-2015-02196C

Marilyn Taylor v. W.S.O.S. Community Action Commission, Inc.  
TOL72(36810)10032014  
22A-2015-00062C

Camille Wilson v. University Hospitals Case Medical Center  
CLEB4(42710)10292014  
22A-2015-00217C

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

**Roll Call Vote:**

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

**Motion carried.**

**Commissioners' Agenda for Week 2**  
**Page 1 of 1**

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

Reginald Rubin v. Eric Byrd  
AKRH3(37887)04062015  
22A-2015-01556F

Joseph Blinsky v. Warren Ohio Rehab Hospital Company, LLC dba Hillside  
Rehabilitation Hospital  
AKRB3(37704)12012014  
22A-2015-00641C

Norman L. Lange v. Bridgestone Retail Operations, LLC; Ty Roybal  
DAYA6(24601)10032014  
22A-2015-00316C

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

**Roll Call vote:**

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

**Motion carried.**

**Commissioners' Agenda for Week 3**  
**Page 1 of 2**

**MOTION by Commissioner Patmon to hold a separate vote on the following:**

**Commissioner's Agenda, Week 3, Page 2, Item 4**  
**Special Discussion Item**

**Motion to Approve Animal Assistance Guidance Policy T-31**

**Second by Commissioner Barreras**

**Roll Call vote:**

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

**Motion carried.**

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

Latrisha S. Eberhardt-Harrison v. Securitas Security Services USA, Inc.  
CLE74(42690)10222014  
22A-2015-00162C

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

**A. No Probable Cause – Dismiss**

Earl Murry v. Board of Education of the Toledo City School District  
COLA2(36803)09302014  
22A-2014-00032C

**B. Reverse No Probable Cause to Probable Cause – Schedule Conciliation**

Fair Housing Contact Service v. Cary Hendy Community Capital, LLC and Kevin  
Opatmy  
AKRH3(37746)12312014  
05-15-0414-8  
22A-2015-00847F

**Commissioners' Agenda for Week 3**  
**Page 2 of 2**

**3. No Jurisdiction – Dismiss**

Carl Newman v. Ohio Civil Rights Commission  
COLG1(41630)02262015  
22A-2015-02139F

Melissa Copenhaver v. United Technical Support Services, Inc.  
AKRE3(37922)04302015  
22A-2015-01756F

Misty Wray v. Mike Rose, Landlord  
DAYH6(24847)02032015  
05-15-0513-8  
22A-2015-01375F

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

**Roll Call vote:**

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

**Motion carried.**

**4. Special Discussion Item - Motion to Approve Animal Assistance Guidance Policy T-31**

**Motion by Commissioner Patmon to remand the proposed Animal Assistance Guidance Policy T-31 back to the Ohio Civil Rights Commission's Legal Counsel to incorporate language consistent with that found in the U. S. Equal Employment Opportunity Commission's manual, including the cautionary language regarding the public's and practitioner's reliance upon policy manuals. Second by Commissioner Barreras.**

**Roll Call vote:**

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

**Motion carried.**

**Commissioners' Add-On Agenda  
Page 1 of 1**

**1. Special Discussion Items**

A. Motion to Approve a Special Meeting for October 15, 2015 at 1:00 PM

The purpose of the special meeting is to process and administratively close cases at the end of the federal fiscal year.

B. Proposed Commission Meeting Dates for 2016

January 14, 2016  
February 4, 2016  
February 25, 2016  
March 17, 2016  
April 7, 2016  
April 28, 2016  
May 19, 2016  
June 9, 2016  
June 30, 2016  
July 28, 2016  
August 18, 2016  
September 8, 2016  
September 29, 2016  
October 27, 2016  
November 17, 2016  
December 15, 2016

**MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Add-On Agenda. Second by Commissioner Barreras.**

**Roll Call vote:**

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

**Motion carried.**

**Hall of Fame Nomination**

**MOTION by Commissioner Patmon to Nominate Louis Stokes into the 2015 Annual Civil Rights Hall of Fame. Second by Commissioner Roberts.**

**Roll Call Vote:**

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

**Motion carried.**

**Executive Session**

**MOTION by Commissioner Roberts to move from public session to executive session for the purpose of discussing conciliation with Commission's legal counsel. Second by Commissioner Barreras.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Patmon for a five minute recess before the executive session. Second by Commissioner Roberts.**

**Roll Call Vote:**

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

**Motion carried.**

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

**Roll Call Vote:**

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

**Motion carried.**

## Report from the Ohio Attorney General's Office

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office updated Commissioners on recent court ruling involving cases that came through the Ohio Civil Rights Commission.

## Report from G. Michael Payton, Executive Director

Chief Legal Counsel, Stephanie Bostos Demers is attending the 2015 US Department of Housing and Urban Development's National Fair Housing Training and Policy Conference in Washington, D.C.

Training for all staff was held on August 20<sup>th</sup> at the Blacklick Metro Park and we received very positive feedback. Director Payton thanked Chairman Hubert and Commissioners Barreras and Singh for joining us.

Director Payton remembered Louis Stokes, nominated for induction into the 2015 Annual Civil Rights Hall of Fame, as an extraordinary individual.

## Remarks

Chairman Hubert announced preparations for our 2015 Hall of Fame are being finalized and Mary Turocy, Director of Public Affairs and Civic Engagement, is diligently working on our 2015 event. The keynote speaker will be Dr. Sean Decatur. Dr. Decatur, the 19<sup>th</sup> president of Kenyon College, earned a bachelor's degree at Swarthmore College and a doctorate in biophysical chemistry at Stanford University.

Keith McNeil has been in contact with Wright State University and they would like to host our Commission meeting on their campus in either March or April.

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

## Roll Call Vote:

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

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:00 PM.

\* \* \*

---

Commissioner