

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

January 12, 2012  
Rhodes Office Tower Lobby  
Columbus, Ohio

**CALL TO ORDER**

Chairman Hubert called the meeting to order at 9:35 a.m.

**Commissioners Present:**

Chairman Leonard Hubert  
Commissioner Eddie Harrell, Jr.  
Commissioner Tom Roberts  
Commissioner Stephanie Mercado

A quorum was present.

**Commissioners Present:**

Commissioner Rashmi Yajnik

**OCRC Staff Present:**

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

**APPROVAL OF MINUTES**

Commissioner Roberts moved to approve the December 15, 2011 minutes. Seconded by Commissioner Mercado.

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Eddie Harrell, Jr.</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

### 1. Complainant's Request for Reconsideration – Grant for Further Review

Rhonda Sidwell v. B.P.O.E. #509 Charitable Foundation, Inc.  
COL71(38343)01262011  
22A-2011-02097C

Darren A. Kalix v. Westerville City Schools  
COL71(38411)02222011  
22A-2011-02192C

Derrick W. Dozier v. State of Ohio, Department of Insurance  
COL71(38941)10132011  
22A-2012-00240C

Linda T. Hardwick v. Richmond Heights School District Board of Education  
TOLA4(40751)01242011  
22A-2011-01966C

Linda T. Hardwick v. Richmond Heights School District Board of Education  
TOLA4(40826)02242011  
22A-2011-02518C

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

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

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

Harold Merchant v. Village Green Condo Association & Continental Management Co.  
CLEH4(40799)02182011  
05-11-06948  
22A-2011-02541F

**Complainant's Request for Reconsideration – Grant for Further Review (Cont'd)**

Jay L. Hunt v. Cleveland Metropolitan School District  
CLE74(40952)06082011  
22A-2011-03316C

Clarence R. Marshall v. MM EMS, LLC  
CLE74(41068)08042011  
22A-2011-03559C

Larry E. Perry v. Troy Laminating & Coating  
DAYA6(22040)03082011  
22A-2011-02587C

Tierra L. Strickland v. Harlan Family LLC  
DAY76(22084)03222011  
22A-2011-02748C

Marvin Dickman v. Meijer Stores Limited Partnership  
DAYA6(22317)06242011  
22A-2011-03293C

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

Norris Hardy v. Building Trades Institute, LLC  
COLA1(38551)05032011  
22A-2011-02555F

Edward Scott Lugo v. Emdeon Business Services, LLC  
TOLB2(34335)02032011  
22A-2011-01296C

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

Sandra Wisby (on behalf of Emily Wisby, minor) v. Bick's Driving School  
DAYG6(21983)02112011  
22A-2011-01785F

Cynthia Rivers v. Progressive Rehab Center, Inc.  
DAYE6(22147)04192011  
22A-2011-02404F

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

Robert Little v. Ohio State University Medical Center  
COL71(38523)04132011  
22A-2011-02822C

Matthew Young v. Cincinnati Jet Center  
DAY76(22068)03162011  
22A-2011-02739C

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

Paulos Tirfe v. Germain Motor Company  
COL71(37851)08172010  
22A-2011-00128C  
Complaint No. 11-EMP-COL-37851

Pamela K. Reid v. Piqua Steel Company  
DAYA6(21568)07222010  
22A-2011-00226C  
Complaint No. 11-EMP-DAY-21568

Saundra Roundtree v. Dayton Senior Care, LLC d/b/a Friendship Village  
DAY76(21163)02222010  
22A-2010-02419C  
Complaint No. 10-EMP-DAY-21163

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

Kwame Fields v. Cardinal Health, Inc.  
COL71(37534)03292010  
22A-2010-02819C  
Complaint No. 11-EMP-COL-37534

Tasha Holloway v. Sun Communities, Inc. et al.  
TOLH2(33807)05262010  
05-10-1155-8  
22A-2010-02884F  
Complaint No. 10-HOU-TOL-33807

**6. Issue Dismiss Order – Submitted by the Attorney General’s Office**

Stacey R. Griffin v. Bridgestone/Firestone North American Tire  
AKR73100604(29221)100804  
22A-2005-00212C  
Complaint No. 9919

Stacey R. Griffin v. Bridgestone/Firestone North American Tire  
AKR73031405(30146)071405  
22A-2005-03386C  
Complaint No. 10022

Marietta Reed v. General Motors Corporation  
AKRB3012606(30794)012606  
22A-2006-01351C  
Complaint No. 10084

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

Housing Research & Advocacy Center v. Frank & Colleen Hejra  
CLEH4(40412)07152010  
05-10-1393-8  
22A-2010-04223F  
Complaint No. 11-HOU-CLE-40412

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

Stacey Slesman v. Charles Malin and Allan Mobile Park  
TOLH2(28522)060104  
05-04-0819-8  
22A-2006-16389F  
Complaint No. 9842

**9. Authorize Attorney General to Initiate Action in Common Pleas Court – Submitted by the Attorney General**

Jennifer Hardwick v. Randall & Rebecca Schwilk  
TOLH2(33921)06162010  
22A-2010-03825F  
Complaint No. 10-HOU-TOL-33921

**10. Probable Cause – Schedule Conciliation**

Melanie French v. Family Healthcare, Inc.  
COL71(38370)02082011  
22A-2011-02213C

Deirdre Masten v. K&D Group & Harbor Crest Apartments  
CLEH4(40806)02242011 AMENDED  
22A-2011-02546F

Melinda Smith v. VITAS Innovative Hospice Care  
DAY76(22087)03232011  
22A-2011-02750C

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

Miranda Kritzar v. Fenix LLC (Seneca Wire Group)  
DAY76(22155)04222011  
22A-2011-02877C

**11. Issue Formal Complaint**

Norris Hardy v. Building Trades Institute  
COLA1(38551)05032011  
22A-2011-02555F

Edward Scott Lugo v. Emdeon Business Solutions  
TOLB2(34335)02032011  
22A-2011-01296C

Anna M. King v. Wal-Mart Stores East, LP  
AKRB3(35734)04212001 AMENDED  
22A-2011-03011C  
*\*with regard to disability issue only*

Russell R. Wilson v. Super Lube, Inc. dba Superlube Car Care Center  
CLE74(40813)03022011  
22A-2011-02552C

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

James Brown v. Seacrest Security Agency  
CLE72(34429)0314201  
22A-2011-01761C

Donna Nixon v. Seacrest Security Agency  
CLE72(34430)03142011  
22A-2011-01762C

Sandra Wisby (parent) on behalf of Emily Wisby (minor) v. Bick's Driving School  
DAYG6(21983)02112011  
22A-2011-01785F

Cynthia Rivers v. Progressive Rehab Center, Inc  
DAYE6(22147)04192011  
22A-2011-02404F

**12. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause - Close**

William J. White v. The Dayton CW Star/WBDT-TV  
DAYA6(22006)02182011  
22A-2011-02278C

**13. Ratify Conciliation Agreement and Consent Order - Close**

Robert J. Krosky v. Elyria Enterprises, LTD.  
COLG4(40934)05202011  
22A-2011-03585F

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

Rachel Krosky v. West End Investment Corporation  
AKRG3(35650)03112011  
22A-2011-02686F

Elliot Holmes v. A.E.S. Management Corp. dba Popeye's Chicken & Biscuits  
AKRG3(35930)08052011  
22A-2011-03646F

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

Fair Housing Contact Service, Inc. v. Sydney Hardison & James Hardison  
AKRH3(36115)11212011  
05-12-0267-8  
22A-2012-00596F

Tri-County Independent Living Center v. Robert and Vickie Preto dba Preto's Restaurant  
AKRG3(36121)11252011  
22A-2012-00689F

Albert Moore, Jr. v. T & S Management, Inc. dba McDonald's  
CLE74(40890)04192011  
22A-2011-03096C

Gloria Rose v. Walgreens  
CLEG4(41136)08192011  
22A-2011-03810F

Miami Valley Fair Housing Center, Inc v. Blanche Murray  
DAYH6(22180)05032011  
05-11-0949-8  
22A-2011-02365F

Stephanie Banks v. Crothall Services Group, a Division of Compass Group USA, Inc.  
DAY76(22373)07272011  
22A-2011-03745C

Stephanie Banks v. Crothall Services Group, a Division of Compass Group USA, Inc.  
DAY76(22561)10252011  
22A-2012-00359C

Pastora DeLa Torre v. Gonya Farms, Inc.  
DAY72(34374)02172011  
22A-2011-01490C

Hoon Park v. United Dairy Farmers, Inc.  
ADR71(38897)09192011  
22A-2012-00110C

Suzette Moore v. M & M Restaurant Supply, LLC  
ADRB2(34821)09192011  
22A-2011-04035C

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

Cynthia A. Jacobs v. Buderer Drug Company  
ADRB2(34891)10282011  
22A-2012-00209C

Eddie Matthews v. Spartan Chemical Company, Inc.  
ADR72(34933)11282011  
22A-2012-00486C

Cathy S. Castillo v. YZ Enterprises, Inc.  
ADR72(34934)11282011  
22A-2012-00487C

Tri-County Independent Living Center, Inc. v. Baho Corporation  
ADRG3(36024)09282011  
22A-2012-00137F

Tri-County Independent Living Center, Inc. v. Taco Bell Corp.  
ADRG3(36043)10112011  
22A-2012-00262F

Stephanie S. Williams v. Eliza Jennings Senior Care Network  
ADR74(41242)10252011  
22A-2012-00336C

Kathi Marie Arter v. Crystal Care Center of Mansfield, Inc.  
ADR74(41268)11102011  
22A-2012-00520C

Aja Barringer v. MZM Transport Inc. dba MedXpress  
ADR74(41262)11072011;  
22A-2012-00514C

The Housing Center for Research & Advocacy v. George Catavolos  
ADRH4(41206)09202011  
22A-2012-00161F

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

Laura J. Kasserman v. Virgil Roark  
ADRH6(22518)10072011  
05-12-0065-8  
22A-2012-00740F

Miami Valley Fair Housing Center, Inc. v. Bethany Village; Graceworks Lutheran Services  
ADRH6(22533)10132011  
05-12-0181-8  
22A-2012-00794F

Latif Wadi Kadim v. Lima City Schools  
ADRA6(22642)11252011  
22A-2012-00698C

Lydia J. Hayes v. Clark State Community College  
ADR76(22644)11252011  
22A-2012-00787C

Ronald Williams v. Jungle Jim's International Market  
ADR76(22652)11302011  
22A-2012-00610C

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

Atonia Tanay Bailey v. GC Services, LLC  
COL71(38698)07082011  
22A-2011-03510C

Dana Williams v. GC Services Limited Partnership  
COL71(38699)07082011  
22A-2011-03511C

Evelyn Johnson v. Community Transition Center  
COL71(38820)08232011  
22A-2011-03940C

Monique L. Roberson v. Ohio Department of Job and Family Services  
COL71(39052)12062011  
22A-2012-00714C

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

Jesse L. Jaquez v. Wittenberg Associates Agency, Inc.  
TOLE2(34487)04052011  
22A-2011-02022F

Timothy M. Peoples v. Erie Steel Ltd.  
TOL72(34501)04072011  
22A-2011-02035C

Beth Incorvaia v. OmniSource Corporation  
TOL72(34737)08122011  
22A-2011-03578C

Dawn S. Price v. Premium Transportation Logistics LLC  
TOL72(34940)11302011  
22A-2012-00529C

John D. Eberhardt, Jr. v. Russ Neal Real Estate & Management, Inc. and W & K Associates, LLC  
AKRH3(35711)04122011  
05-11-0891-8  
22A-2011-02996F

Aaron Patterson v. Food Concepts International, LP dba Abuelo's Mexican Food Embassy  
CLE74(40843)03212011  
22A-2011-02639C

Deborah L.Ranieri v. Oberlin College  
CLEA4(41330)12132011  
22A-2012-00879C

George Collins v. Wright State University  
DAYB6(22240)05252011  
22A-2011-03030C

Anne Phipps v. Tipton Interests, Inc.  
DAYG6(22398)08082011  
22A-2011-03874F

Dianna C. Klausung v. Celina Aluminum Precision Technology, Inc.  
DAYA6(22494)09222011  
22A-2012-00461C

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

Alex Armando Ortega Garcia v. Gonya Farms, Inc.  
DAY72(34375)02172011  
22A-2011-01491C

Jeffery R. Shough Sr. v. Forward Air Inc.  
ADR71(38886)09152011  
22A-2012-00063C

Fair Housing Center v. Robin McGhee, Complex Manager, Wildwood Commons Apartments; Wildwood Associates LTD PT; Wildwood Associates Limited Partnership; Morton Bobowick, Statutory Agent; Wildwood Associates Limited Partnership; Wildwood Associates Limited Partnership c/o Gerdenich & Co.; James J. Ostrowski, President, Wildwood Associates Limited Partnership, c/o Gerdenich Realty Co.; James J. Ostrowski, President, Gerdenich Realty Co.; Richard C. Glowacki, President, The Danberry Management Co., General Partner, Joseph M. Gerdenich, Statutory Agent, Gerdenich Realty Co.  
ADRH2(34604)05312011  
05-11-1383-8  
22A-2011-02477F

Ronald Allan Ferguson v. Capital Tire Inc.  
ADR72(34811)09142011  
22A-2011-03994C

Pamela D. Smith et al v. JSC Holdings Company, LLC et al; Ralph Worthy, Maintenance Man; Scott Conrad, Owner Statutory Agent; Jeff Conrad, Owner  
ADRH2(34902)11092011  
05-12-0175-8  
22A-2012-00340F

Tri-County Independent Living Center, Inc. v. Rubber City Arches, LLC dba McDonalds  
ADRG3(36023)09282011  
22A-2012-00136F

Harmony R. Darby v. Acumen Fiscal Agent, LLC  
ADR73(36065)10282011  
22A-2012-00383C

Jeffrey R. Rankin v. Continental Airlines, Chelsea Catering Division  
ADRB4(41074)08112011  
22A-2011-03676C

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

John S. Johnson v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41090)08162011  
22A-2011-03759F

Christine Maxwell v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41091)08162011  
22A-2011-03760F

William A. Karaffa v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41092)08162011  
22A-2011-03761F

Robert H. Parrish v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41093)08162011  
22A-2011-03762F

Linda M. Davis v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41094)08162011  
22A-2011-03763F

Robert Leigh v. Silver oaks Place management/Capstone Development Corp.  
ADRH4(41095)08162011  
22A-2011-03764F

Thomas P. Hudak v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41096)08162011  
22A-2011-03765F

Marilyn J. Holloway v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41097)08162011  
22A-2011-03766F

Terri McManus v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41098)08162011  
22A-2011-03767F

Mary M. Maske v. Silver Oaks Place Management /Capstone Development Corp.  
ADRH4(41099)08162011  
22A-2011-03768F

Cathleen M. Centofanti v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41100)08162011  
22A-2011-03769F

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

Dorothy Hughes v. Silver Oaks Place Management /Capstone Development Corp.  
ADRH4(41101)08162011  
22A-2011-03770F

Ellen Minkin v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41102)08162011  
22A-2011-03771F

Mary Lou Mazzola v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41103)08162011  
22A-2011-03772F

G. Edward McKivigan v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41104)08162011  
22A-2011-03773F

Linda Nations v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41105)08162011  
22A-2011-03774F

Lorena Prather v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41106)08162011  
22A-2011-03775F

Patricia Hoskin v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41107)08162011  
22A-2011-03776F

Velma Steigerwalt v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41108)08162011  
22A-2011-03777F

Jack L. Williams v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41109)08162011  
22A-2011-03778F

Wah-Chiu Lai v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41110)08162011  
22A-2011-03779F

Evalena B. Johnson v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41111)08162011  
22A-2011-03780F

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

Constance I. Karaffa v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41112)08162011  
22A-2011-03781F

Evelyn F. Maxwell v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41113)08162011  
22A-2011-03782F

Betty Barber v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41114)08162011  
22A-2011-03783F

Edith E. Watters v. Silver Oaks Place Management /Capstone Development Corp.  
ADRH4(41115)08162011  
22A-2011-03784F

Carolyn Donnette v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41116)08162011  
22A-2011-03785F

Mari Henley v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41117)08162011  
22A-2011-03786F

Amita Lewis v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41118)08162011  
22A-2011-03787F

Sleda M. Brown v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41119)08162011  
22A-2011-03788F

Coretta Stragisher v. Silver Oaks Place management/Capstone Development Corp.  
ADRH4(41120)08162011  
22A-2011-03789F

Wendy Gray v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41121)08162011  
22A-2011-03790F

### **Withdrawal of Charge with Settlement (Cont'd)**

Harry Swaney v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41122)08162011  
22A-2011-03791F

Helen Lansky v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41123)08162011  
22A-2011-03792F

Elizabeth A. Stuart v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41124)08162011  
22A-2011-03793F

Abdul A. Khan v. Silver oaks Place Management/Capstone Development Corp.  
ADRH4(41125)08162011  
22A-2011-03794F

Ann Lomac v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41126)08162011  
22A-2011-03795F

Amelia McKivigan v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41127)08162011  
22A-2011-03796F

Sam Mazzola v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41128)08162011  
22A-2011-03797F

Eleanor Kramer v. Silver oaks Place Management/Capstone Development Corp.  
ADRH4(41129)08162011  
22A-2011-03798F

Mary C. Flanigan v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41130)08162011  
22A-2011-03799F

Cynthia Svoboda v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41131)08162011  
22A-2011-03800F

Patricia Pownall v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41172)09012011  
22A-2011-04066F

## **Withdrawal of Charge with Settlement (Cont'd)**

Albert M2 Kralik v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41184)09142011  
22A-2012-00093F

Eva J. Buckbee v. Silver Oaks Place Management/Capstone Development Corp.  
ASRH4(41211)09282011  
22A-2012-00166F

Joan Marie Kimble v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41213)09282011  
22A-2012-00168F

Gladys E. Jones v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41214)09282011  
22A-2012-00169F

Mark H. Curley v. Chancellor University  
ADRA4(41221)10032011  
22A-2012-00055C

Melvin Nichols v. Senior Transportation Connection  
ADR74(41240)10202011  
22A-2012-00281C

Jeffrey R. Rankin v. Continental Airlines, Chelsea Catering Division  
ADRB4(41228)10062011  
22A-2012-00194C

Michael D. Bridgeman v. Time Warner Cable  
ADRB4(41250)10272011  
22A-2012-00347C

Candace L. Buckohr v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41272)11082011  
22A-2012-00523F

Bonnie Myers v. Silver Oaks Place Management/Capstone Development Corp.  
ADRH4(41273)11082011  
22A-2012-00524F

**16. Withdrawal of Charge - Grant**

Karri Ann Snider v. Bruce Massau, D.O., A Professional Corporation  
COL71(38702)07112011  
22A-2011-03513C

James Edward Leukhardt v. State of Ohio, Department of Rehabilitation and Correction  
COLB1(38868)09122011  
22A-2012-00283C

Amy Jo Linser v. Northwest Ohio Psychiatric Hospital  
TOLB2(34434)03172011 AMENDED  
22A-2011-01795C

David C. Duncan v. Mid-Wood, Inc.  
TOLA2(34462)03282011  
22A-2011-01912C

Kathy L. Jones v. The Economic Opportunity Planning Association of Greater Toledo, Inc.  
TOLB2(34699)07222011  
22A-2011-03220C

Heather Sager v. Burkett and Sons, Inc.  
TOL72(34784)09022011  
22A-2011-03884C

Douglas D. Barnes v. Crown Cork & Seal USA, Inc.  
TOL72(34809)09142011  
22A-2011-03992C

Monique R. Bradford v. Youngstown State University, Williamson College of Business  
AKR73(35840)06212011  
22A-2011-03294C

Monique R. Bradford v. Youngstown State University, Williamson College of Business  
AKR73(35841)06212011  
22A-2011-03296C

Audrey Flinn v. County of Summit Alcohol, Drug Addiction & Mental Health Services Board  
AKR73(35884)07112011  
22A-2011-03442C

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

Ursula J. Burnette v. John D'Altorio Sr., MJM Management Corporation, Lisa Rosile,  
Rachel Konarzewski, Winton Manor Apartments  
CLEH4(40875)04062011  
05-11-1612-8  
22A-2011-02717F

Brad Allan Paterson v. Minute Men, Inc.  
ADRB3(35944)08112011  
22A-2011-03719C

Jeremy Ray Davis v. Sign Source USA  
ADRB6(22629)11212011  
22A-2012-00605C

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

Ketty Gilbert v. Stephen J. and Annette M. Kuss  
COLH1(38970)10272011  
05-12-0090-8  
22A-2012-00243F

Meyata Dixon v. Charles Burhart  
CLEH4(41058)07292011  
05-11-1292-8  
22A-2011-03547F

Samara Jenkins v. Tim Ring  
CLEH4(41146)08172011  
05-11-1367-8  
22A-2011-03953F

Teresa Call v. Richard A. Hartz, The Trails of Loveland  
DAYH6(22593)11032011  
05-12-0105-8  
22A-2012-00729F

### **18. Administrative Closure**

Donna Welcome v. Carol Foster, Modern Management Solutions  
AKRH3(35745)04292011  
22A-2011-03023F

**Administrative Closure (Cont'd)**

D'Antoinette Burketh v. K&D Management, LLC, Sutliff Senior Housing LTD, Sue Schuitel, and Bill Worden  
AKRH3(35910)07282011  
22A-2011-03604F

**19. Administrative Closure; Dismiss Formal Complaint**

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority  
AKRH3(35367)10122010  
05-11-0174-8  
22A-2011-00910F

Dennis Jennings c/o Leza Hilson v. Akron Metropolitan Housing Authority  
AKRH3(35368)10122010  
05-11-0173-8  
22A-2011-00911F

**20. No Probable Cause - Dismiss**

Brian Curtis v. United Parcel Service Co.  
COL71(38377)02112011  
22A-2011-02253C

Daniel Watts v. ODW Logistics, Inc. dba Dist-Trans Trucking  
COLA1(38388)02152011  
22A-2011-02189C

Damon Thomas v. Time Warner Cable  
COL71(38420)03012011  
22A-2011-02199C

Kimberly Hanifan v. City of Zanesville  
COLB1(38423)03022011  
22A-2011-02202C

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

Michael R. Reilly v. Orchard Terrace LTD and Colonial America Development dba  
Orchard Terrace  
COLH1(38436)03082011  
05-11-0718-8  
22A-2011-01846F

Crystal Michelle Stephens Gould v. Alcohol, Drug and Mental Health Board of Franklin  
County  
COLB1(38442)03092011  
22A-2011-03606C

Sheri A. Young v. Mt. Carmel Health Providers  
COLA1(38482)03242011  
22A-2011-02772C

Dorothy Burns v. Bell Partners, Inc.  
COL71(38489)03292011  
22A-2011-02832C

Nicosia Nicole King v. James H. and Mary Ann Stevenson  
COLH1(38519)04122011  
05-11-0862-8  
22A-2011-02080F

Theresa Gail Hughes v. State of Ohio, Ohio Department of Job & family Services  
COLA1(38532)04152011  
22A-2011-02830C

Jennifer Rene Allen v. Covelli Enterprises, Inc. dba Panera Bread  
COL71(38531)04182011  
22A-2011-02829C

Carol L. Shanks v. Key Cleaning Connection LLC  
COLA1(38543)04262011  
22A-2011-02882C

Nicola Nassandra Wright v. City of Columbus, Dept. of Environmental Health  
COL71(38578)05162011  
22A-2011-02928C

Michael P. Johnson v. Vestcom  
COL71(38580)05172011  
22A-2011-02931C

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

Roderick Sims v. Mid-American Cleaning Contractors, Inc.  
COL71(38600)05232011  
22A-2011-03564C

Terri Jo Moore v. Wallick Properties Midwest LLC dba Pheasant Run Apartments  
COLH1(38610)05232011  
05-11-1013-8  
22A-2011-02507F

Tiffany K. Noble v. Columbus Connection  
COL71(38654)06212011  
22A-2011-03169C

Glen E. Ray II v. Headwaters Resources, Inc.  
COLA1(38690)07052011  
22A-2011-03495C

Sterling R. Elliott v. Regency Arms Apartments Limited Partnership dba Regency Arms  
Apartments  
COLH1(38748)07282011  
05-11-1282-8  
22A-2011-03407F

Velmurugan Arumugam v. State Auto Insurance Companies  
COLA1(38788)08152011  
22A-2011-03732C

Kenneth L. Justus v. Darrell E. and Kevin J. Johnson  
COLH1(38847)09022011  
05-11-1452-8  
22A-2011-03919F

Eleanor Anetomang v. Vrable Healthcare companies  
COLB1(38867)09122011 AMENDED  
22A-2012-00046C

Kenneth E. Weaver v. Yogi's Bar & Grill  
COLG1(38892)09162011  
22A-2012-00065F

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

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

Soukeyna Diagne v. Minamyer Residential MR/DD Services, Inc.  
COL71(38939)10122011  
22A-2012-00238C

Donald Ray Feagin v. Smoot Construction Company of Ohio  
COLA1(38953)10182011  
22A-2012-00251C

Jennifer Breckenridge v. Boardwalk 2022, Inc. dba Subway  
COLB1(38976)11012011  
22A-2012-00369C

Elena Allen v. Rave Motion Pictures  
TOLA2(34391)02282011  
22A-2011-01549C

Sonya Reddick v. Progressive Housing Developers, inc.  
TOLH2(34408)03042011  
05-11-0719-8  
22A-2011-01634F

Bert David Canterbury v. Laborer's Local 500  
TOLB2(34417)03082011  
22A-2011-01690C

Raymond Shinaul v. Staff One, Inc.  
TOLA2(34423)03102011 AMENDED  
22A-2011-01722C

Patty J. Austin v. Student Transit, LLC  
TOL72(34432)03152011  
22A-2011-01771C

Glenita R. Kenney v. Chrysler Group LLC  
TOLB2(34445)03222011  
22A-2011-01839C

Glenita R. Kenney v. United Automobile, Aerospace & Agricultural Implement Workers  
of America-UAW  
TOLB2(34446)03222011  
22A-2011-01840C

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

Christine M. Ruetz v. The Gap, Inc. dba Old Navy, LLC  
TOL72(34470)03302011  
22A-2011-01918C

Glenita R. Kenney v. Chrysler Group LLC  
TOLB2(34489)04052011  
22A-2011-02004C

Glenita R. Kenney v. United Automobile, Aerospace & Agricultural Implement Workers  
of America-UAW  
TOLB2(34490)04052011  
22A-2011-02005C

Sandra Brandt v. Sullivans Restaurant  
TOLB2(34508)04122011  
22A-2011-02073C

Pamela S. Zahn v. Whitehouse Apothecary  
TOLA2(34517)04152011  
22A-2011-02132C

Gina Umbles v. Healthcare Ventures of Ohio LLC dba Heatherdowns Rehabilitation and  
Residential Care Center  
TOLB2(34528)04202011  
22A-2011-02178C

Heather Wick v. E.M.I. Enterprises, Inc. dba Envelope Mart USA  
TOL72(34534)04262011  
22A-2011-02193C

Devin Paulk v. Retail Business Development  
TOL72(34538)04282011  
22A-2011-02235C

Dianne Ewing v. Lucas County Department of Job and Family Services  
TOL72(34549)05042011  
22A-2011-02291C

Patty J. Austin v. Student Transit, LLC  
TOL72(34565)05112011  
22A-2011-02362C

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

Sherlon Jones v. Lucas Metropolitan Housing Authority  
TOL72(34572)05172011  
22A-2011-02411C

Raymond Shinaul v. Staff One, Inc.  
TOLA4(34401)03022011 AMENDED  
22A-2011-01586C

Paul Payne v. Park Hill Properties, LLC, Fairfield Management Co., Amy Ault, and  
Nancy Merrill  
AKRH3(35635)03032011  
05-11-0699-8  
22A-2011-02341F

Anna M. King v. Wal-Mart Stores East, LP  
AKRB3(35734)04212001 AMENDED  
22A-2011-03011C  
*\*with regard to age issue only*

Demetrius A. Fisher v. Specialty Metals Processing, Inc.  
AKR73(35784)05192011  
22A-2011-03151C

Janice A. Walton v. Fed Ex Office and Print Services, Inc.  
AKRG3(35819)06132011  
22A-2011-03245F

Shanice Sample v. Flower Hospital  
TOL72(34822)09212011  
22A-2011-04063C

Gina Freeman v. State of Ohio, Department of Developmental Disabilities  
AKRB3(35830)06172011  
22A-2011-03278C

Cassandra Griffen v. Falls Village Retirement Company, Ltd.  
AKRA3(35835)06202011  
22A-2011-03283C

Melissa A. Byrd v. Alliance Group Homes, Inc.  
AKR73(35858)06302011  
22A-2011-03360C

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

Melissa A. Byrd v. Provider Services Holdings, LLC  
AKR73(35859)06302011  
22A-2011-03361C

Lelenya M. Kay v. Swordfish Amusements, LLC dba Jackpots Internet Café, LLC  
AKRB3(35860)06302011  
22A-2011-03363C

Dorothy F. Shuey v. Shepherd of the Valley Lutheran Retirement Services, Inc.  
AKRA3(35870)07052011  
22A-2011-03427C

Carol Self v. Ohio CVS Stores, LLC  
AKRA3(35878)07082011  
22A-2011-03433C

Terri Smith v. The Beacon Journal Publishing Company  
AKRB3(35990)09202011  
22A-2011-04156C

Brenda Jo Robertson v. Wal-Mart Stores East, LP  
AKRB3(36020)09262011  
22A-2012-00134C

Margaret J. Biddle v. Blue Chip 2000 Commercial Cleaning, Inc.  
AKRA3(36034)09302011  
22A-2012-00220C

Kevin J. Hunt v. MGA Entertainment, Inc. dba The Little Tikes Company  
AKR73(36036)10042011  
22A-2012-00221C

Nicole S. Hewlett v. Community Bus Services, Inc.  
AKR73(36046)10112011  
22A-2012-00265C

Nicole S. Hewlett v. BusTeam, LLC  
AKR73(36047)10112011  
22A-2012-00266C

Heather Piatt v. Homesite Group Incorporated  
AKRB3(36102)11152011  
22A-2012-00503C

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

Charmelle L. Reed-Granger v. JAG Healthcare, Inc. dba Wooster Sub Acute  
AKR74(40963)06162011  
22A-2011-03275C

Riccardo A. Ivy v. John D'Altorio Sr., MJM Management Corporation, Lisa Rosile,  
Winton Manor Apartments  
CLEH4(40874)04062011  
05-11-1613-8  
22A-2011-02716F

Joseph Moore v. Cuyahoga Metropolitan Housing Authority  
CLEH4(40877)04062011  
05-11-0837  
22A-2011-02721F

Elsa Abu Tadesse v. Cleveland Clinic Foundation  
CLE74(40884)04132011  
22A-2011-02729C

Maryanne Michelle Richardson v. Standard Parking Corporation  
CLE74(40893)04192011  
22A-2011-03098C

Stephen E. Johnson v. Working America AFL-CIO  
CLE74(40933)05202011  
22A-2011-03231C

Amy Kristen Spieth v. Windsor Laurelwood Center for Behavioral Medicine  
CLEB4(40995)04212011  
22A-2011-03100C

Fair Housing Resource Center v. B & C Montana & Carmine Montana  
CLEH4(40998)06282011  
05-11-1189-8  
22A-2011-03379F

Curtis D. Roundtree v. Tech Ready Mix, Inc.  
CLE74(41024)07112011  
22A-2011-03477C

Kathy Jean Gorek v. Broadvox, LLC  
CLEA4(41078)08122011  
22A-2011-03680C

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

Arthur G. Hood. v. Maximum Accessible Housing of Ohio  
CLEE4(41135)08192011  
22A-2011-03809F

Lenora L. Fletcher v. Recovery Resources, Inc.  
CLEB4(41164)09062011  
22A-2011-04051C

Kim Gerard Samas v. Home Depot USA, Inc.  
CLEB4(41183)09202011  
22A-2012-00089C

Mary Maske v. Silver Oaks Management, et al.  
CLEH4(41212)09282011  
22A-2012-00167F

Renaë Hall v. The MetroHealth System  
CLEA4(41237)10172011  
22A-2012-00279C

Dawna Ogle v. City of Cleveland  
CLE72(34673)07112011  
22A-2011-03012C

Eileen Mathews v. Benesch, Friedlander, Coplan & Aronoff, LLP  
CLE73(35692)03302011  
22A-2011-02701C

Melinda Smith v. VITAS Innovative Hospice Care  
DAY76(22069)03172011  
22A-2011-02387C

Lori B. Simmons v. Community Behavioral Health, Inc.  
DAY76(22092)03242011  
22A-2011-02758C

Rheanne J. Halker v. Bob Evans Farms, Inc.  
DAYB6(22099)03302011  
22A-2011-02804C

Tambra Archibald v. Konica Minolta Business Solution USA, Inc.  
DAYB6(22102)03312011  
22A-2011-02801C

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

Stephanie Dunifon v. Susan Risser  
DAYH6(22105)04012011  
05-11-00833-8  
22A-2011-02049F

April Woodrum v. Mobile Instruments Service & Repair  
DAYB6(22119)04062011  
22A-2011-02818C

Julia Bocoock v. Cracker Barrel Old Country Store, Inc.  
DAYB6(22122)04072011  
22A-2011-02809C

Desiree' Organ v. Golden Corral  
DAY76(22130)04112011  
22A-2011-02854C

Kenneth Ronto v. Valeo Climate Control  
DAY76(22135)04132011  
22A-2011-02847C

Jennifer Hoelscher v. Dorothy Love Retirement Community  
DAY76(22141)04152011  
22A-2011-02841C

Zukhra Magomedova v. Bombay Brazier  
DAY76(22157)04252011  
22A-2011-02873C

Bonita M. Miller v. The Good Shepherd Home Care, LLC  
DAYA6(22167)04282011  
22A-2011-02858C

Lisa Lamb v. CommuniCare Health Services dba Burlington House Inc.  
DAY76(22185)05042011  
22A-2011-02450C

Elsie Vibbert v. Focused Management Experts, Inc. dba Burger King  
DAY76(22215)05162011  
22A-2011-02976C

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

Kamisha Gaither Egbujor v. Edgewood Skate Arena  
DAYG6(22282)06092011  
22A-2011-03146F

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

Anita Johnson v. West Oaks of Kettering  
DAYA6(22303)06212011  
22A-2011-03193C

Robin L. Fast v. Yellow Springs Exempted Village Schools  
DAY76(22311)06222011  
22A-2011-03290C

Veronica Cochrum v. Cincinnati Bell Technology Solutions  
DAY76(22345)07132011  
22A-2011-03256C

Tara Y. Reid v. East Galbraith Health Care Center  
DAY76(22366)07262011  
22A-2011-03633C

Melonie Ferrell v. Grandview Hospital  
DAY76(22389)008032011  
22A-2011-03871C

Mildred Scott v. Belcan Staffing Solutions  
DAY76(22424)08232011  
22A-2012-00027C

Christine Morris v. Mini University  
DAY76(22440)08312011  
22A-2011-04019C

Chad Gardner v. Hamilton County Engineers  
DAY76(22464)09132011  
22A-2012-00011C

Bonnie Mathias v. Ohio Thrift  
DAYG6(22473)09162011  
22A-2012-00451F

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

Matthew C. Lawrence v. Hamilton County Engineers  
DAY76(22488)09212011  
22A-2012-00052C

Matthew C. Lawrence v. Hamilton County Engineers  
DAY76(22541)10182011  
22A-2012-00231C

Christopher Carty v. Jean Carty Turner  
DAYH6(22551)10202011  
05-12-0044-8  
22A-2012-00763F

Andrew E. Solomon v. Kroger Company  
DAYG1(38638)06082011  
22A-2012-00409F

Nicolette C. Crawford v. Clark County Auditors Office  
DAY71(38736)07282011  
22A-2011-03864C

Jeffrey Swoveland v. Sodexo  
DAYB2(34437)03172011  
22A-2011-01800C

Jay C. Benoit v. Goodwill Industries of Northwest Ohio, Inc.  
DAYG2(34615)06082011  
22A-2011-02563F

Jessica Bear v. Subway of Indian Lake #12263  
DAY72(34672)07082011  
22A-2011-02998C

**Commissioner Harrell 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 Tom Roberts</b>	<b>YES</b>
<b>Commissioner Eddie Harrell, Jr.</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**STAFF BRIEFING**

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

**APPEARANCES**

**1. Respondent’s Request for Reconsideration - Deny**

Michael Gunn v. Jamie Hein  
DAYH6 (22452) 09062011  
05-11-1557-8  
22A 2011 04085F

Ronnell Tomlinson, Director of Housing Enforcement, recommended that Respondent’s request for reconsideration be denied. There is no new information to warrant a reversal of Probable Cause.

The Respondent did not appear. The Charging Party alleged that Respondent restricted access to the pool area, including being allowed to bring visitors. Complaint alleged discrimination on the basis of Race, African American.

**Commissioner Roberts moved to adopt the Regional Recommendation, Deny Respondent’s Request for Reconsideration and find Probable Cause in the above matter. Seconded by Commissioner Harrell.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell, Jr.</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**2. Respondent's Request - Deny**

Eve Mayes, et al. v. HSBC Mortgage Services, Inc., et al.; Stasia Bailey, Assistant Vice President  
TOLH6 (21967) 01312011 AMENDED  
05-11-0515-8  
22A 2011 01610F

Darlene Newbern, Toledo Regional Director, and Inder Levesque, Toledo Supervisor, and William Baskins, Investigator recommended that Respondent's request for reconsideration be denied. There is no new information to warrant a reversal of Probable Cause.

The parties in the above matter appeared before the Commission on the Respondent's Request for Reconsideration. Respondent believed the Commission erred in how it evaluated the evidence collected during its preliminary investigation. The Charging Party alleged that because of her race and sex she was subjected to discriminatory terms and conditions of financing, in that Respondent failed to report positive payment history on her post-bankruptcy mortgage which was reaffirmed.

**Commissioner Harrell moved to go into Executive Session for the purpose of legal discussion. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**Commissioner Roberts moved to return to regular session. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**Commissioner Mercado moved to Reverse Probable Cause to No Probable Cause – Dismiss in the above matter. Seconded by Commissioner Harrell.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell, Jr.</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>NO</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**3. CONSIDERATION OF ADMINISTRATIVE LAW JUDGE’S REPORT & RECOMMENDATION; COMPLAINT’S OBJECTIONS & RESPONDENT’S RESPONSE THERETO**

**Administrative Law Judge Recommends Dismissal Order**

Angela Dudley v. State of Ohio, Department of Public Safety  
CLE74 (37225) 06292006  
22A 2006 20543C  
Complaint No. 07-EMP-CLE-37225

Wayne Williams, Assistant Attorney General was available to answer questions.

The Parties appeared before the Commission to discuss the Administrative Law Judge’s Report and Recommendation, Complainant’s Objections and Respondent’s Response Thereto.

**Commissioner Roberts moved to adopt the Administrative Law Judge’s Report and Recommendation recommending Dismissal Order in the above matter. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell, Jr.</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**4. No Probable Cause - Dismiss**

Tracey Herron v. A. Ray Brown Family Investment LP  
DAY76 (21994) 02152011  
22A 2011 02262C

Norman Gibson, Dayton Regional Director recommended that Charging Party’s request for reconsideration be denied. There is no new information to warrant a reversal of No Probable Cause - Dismiss.

The parties in the above matter appeared before the Commission on the Charging Party’s Request for Reconsideration. The Charging Party alleged that Respondent terminated her employment in retaliation because she engaged in a protected activity by opposing Respondent’s discriminatory rental restrictions.

**Commissioner Harrell moved to adopt the Regional Recommendation and find No Probable Cause - Dismiss. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**5. No Probable Cause - Dismiss**

Jeffrey W. Allen v. Navistar Corporation  
DAYB6 (22364) 07252011  
22A 2011 03853C

Norman Gibson, Dayton Regional Director recommended that Charging Party’s request for reconsideration be denied. There is no new information to warrant a reversal of No Probable Cause - Dismiss.

The parties in the above matter appeared before the Commission on the Charging Party’s Request for Reconsideration. The Charging Party alleged that Respondent harassed him in retaliation and denied him a reasonable accommodation for his disability.

**Commissioner Roberts moved to adopt the Regional Recommendation and find No Probable Cause - Dismiss. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**Commissioner Harrell moved to recess until 1:00. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**Commissioner Roberts moved to return to regular session. Seconded by Commissioner Harrell.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried**

#### **6. No Probable Cause - Dismiss**

Rebel Stroman v. Lakefront Lines, Inc.  
CLEB4 (40871) 04052011  
22A 2011 02715C

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

The parties in the above matter appeared before the Commission on the Charging Party's Request for Reconsideration. The Charging Party alleged that Respondent denied him hire because of his disability.

**Commissioner Mercado moved to adopt the Regional Recommendation and find No Probable Cause - Dismiss. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**7. Reverse No Probable Cause to Probable Cause, Schedule Conciliation; Authorize Executive Director to Issue Formal Complaint if Conciliation Fails**

Linda T. Hardwick v. Richmond Heights School District Board of Education  
TOLA4 (40751) 01242011  
22a 2011 01966C

Darlene Newbern, Toledo Regional Director and Inder Levesque, Supervisor recommended that Charging Party's request for reconsideration be granted and Reversed from No Probable Cause - Dismiss to Probable Cause – Schedule Conciliation; Authorize Executive Director to Issue Formal Complaint if Conciliation Fails.

The parties in the above matter appeared before the Commission on the Charging Party's Request for Reconsideration. The Charging Party alleged that Respondent subjected her to harassment and discipline because of her age, race and sex..

**Commissioner Roberts moved to find No Probable Cause - Dismiss. Seconded by Commissioner Harrell.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>NO</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>NO</b>

**Motion carried.**

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

Linda T. Hardwick v. Richmond Heights School District Board of Education  
TOLA4 (40826) 02242011  
22A 2011 02518C

Darlene Newbern, Toledo Regional Director and Inder Levesque, Supervisor recommended that Charging Party’s request for reconsideration be granted and Reversed from No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation.

The parties in the above matter appeared before the Commission on the Charging Party’s Request for Reconsideration. The Charging Party alleged that Respondent subjected her to harassment and different terms and conditions of employment in retaliation for filing a previous charge of discrimination.

**Commissioner Harrell moved to find No Probable Cause - Dismiss. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>NO</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>NO</b>

**Motion carried.**

**COMMISSIONER AGENDA**

**Agenda for Week 1**

**1. No Probable Cause – Dismiss**

Kujtim Halili v. Ampco System Parking Healthcare Parking Systems  
CLE74 (40778) 02012011 AMENDED  
22A 2011 01998C

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

Monica P. Ways v. Miami University  
DAY76 (22016) 02242010  
22A 2011 02556C

**Commissioner Harrell moved to adopt the staff findings in the foregoing captioned cases.  
Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

**Agenda for Week 2**

**1. No Probable Cause – Dismiss**

Larry E. Perry v. Troy Laminating & Coating  
DAYA6 (22040) 03082011  
22A 2011 02587C

Jill R. Guthrie v. Kelly Services  
DAY76 (22065) 03152011  
22A 2011 02045C

Tierra L. Strickland v. American Construction Corporation dba  
American Management Co.  
DAY76 (22084) 03222011  
22A 2011 02748C

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

### **Agenda for Week 3**

**1. Respondent's Request – Deny**

Anna M. King v. Wal-Mart Stores East, LP  
AKRB3 (35734) 04212011 AMENDED  
22A 2011 03011C

Sandra Wisby (parent) on behalf of Emily Wisby (minor) v. Bick's  
Driving School  
DAYG6 (21983) 02112011  
22A 2011 01785F

**2. No Probable Cause – Dismiss**

Elizabeth Farley v. Robert Mace  
COLE1 (38460) 03162011  
22A 2011 02718F

Elizabeth Farley v. The Huntington National Bank  
COLB1 (38461) 03162011  
22A 2011 02720C

Elizabeth Farley v. David Wilson  
COLE1 (38462) 03162011  
22A 2011 02728F

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

Laura Patterson v. GOJO Industries, Inc.  
AKRB3 (35614) 02222011  
22A 2011 02323C

Terry Lee Kovac v. Superior Dairy, Inc.  
AKRB3 (35709) 04112011  
22A 2011 02994C

Christa Zody v. State of Ohio, Department of Rehabilitation and  
Corrections, Richland Correctional Institution  
CLE74 (40853) 03232011  
22A 2011 02654C

James R. Heiss v. Conn-Selmer, Inc.  
CLEA4 (40858) 03252011  
22A 2011 02663C

Daniel Wheeler v. Firelands Regional Medical Center  
CLEA4 (40897) 04212011 AMENDED  
22A 2011 03102C

Marketta R. Lloyd v. Crestwood Care Center  
CLE74 (40991) 06272011  
22A 2011 03372C

**3. NO JURISDICTION – DISMISS**

Anthony Joseph Quintile v. Hamamey Inc. dba Southwest Cab  
CLEB4 (41162) 09012011  
22A 2011 04049C

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

## **Agenda for Week 4**

**1. Respondent's Request – Deny**

Cynthia Rivers v. Progressive Rehab Center, Inc.  
DAYE6 (22147) 04192011  
22A 2011 02404F

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

Charles K. Runner v. Yorkshire Village Association  
COLH1(35674)04252008  
22A 2008 05253F  
Complaint No. 08-HOU-COL-35674

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

Miami Valley Fair Housing Center, Inc. v. Kathleen A. Goldberg &  
Charles Goldberg  
DAYH6(21539)07132010; 05-10-1785-8  
22A 2010 03468F  
Complaint No. 11-HOU-DAY- 21539

**4. CERTIFICATION OF A BONA FIDE OCCUPATIONAL QUALIFICATION - GRANT**

Living Hope Transitional Homes

- Executive Director
- AM Life Skills Coach
- PM Life Skills Coach
- Weekend Life Skills Coach
- Live-In Life Skills Coach
- Office Manager

**Commissioner Harrell moved to adopt the staff findings in the foregoing captioned cases.  
Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

### **Add-On Agenda**

**1. No Probable Cause - Dismiss**

Rhonda Sidwell v. B.P.O.E. #509 Charitable Foundation, Inc.  
COL71 (38343) 01252011  
22A 2011 02097C

**Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases.  
Seconded by Commissioner Harrell.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried.**

## **ATTORNEY GENERAL'S REPORT**

**Lori Anthony, Chief, Assistant Attorney General, presented the following information to the Commissioners:**

- Lori Anthony introduced the newest addition to the Attorney General's Office, Sue Judin. Sue is one of their legal secretaries.
- Lori said there will be legal update training after the February 2, 2012 meeting.

## **EXECUTIVE DIRECTOR'S REPORT**

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

- Keith McNeil provided the Director's report in Michael's absence. Michael was attending and speaking at the state observance of Martin Luther King.
- Chair Hubert, Michael Payton and Keith McNeil travelled to Cincinnati on January 3, 2012 to attend Chair Burlew's funeral. Mr. Burlew, a former Hamilton County Municipal Court Judge, served the OCRC from April, 1987 to February, 2001 and January, 1989 to July, 1991.
- Director Payton returned to the Commission Meeting and spoke about the memorandum previously forwarded to Commissioners describing proposed legislation to amend the Ohio Civil Rights Act by the Ohio Chamber of Commerce. A meeting will be scheduled to meet with Senators regarding the proposed Act and the effect on OCRC.
- Brandi Klein-Martin appeared on a Columbus Public Broadcasting Station television program. Community Tapestry, on January 11<sup>th</sup> to discuss civil rights protections and issues. The program was hosted by Columbus Human Relations Commission Executive Director, Napoleon Bell.
- Director Payton introduced Aman Mebra. Aman was selected to serve as our Columbus Regional Director. OCRC welcomes Aman to the OCRC.
- 

## **COMMISSIONER'S COMMENTS**

- Chairman Hubert extended condolences to Commissioner Yajnik and his family in the loss of his mother.

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Eddie Harrell</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>

**Motion carried**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 2:10 p.m.



\* \* \*

\_\_\_\_\_  
Commissioner