

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

February 2, 2012
Rhodes Office Tower Lobby
Columbus, Ohio

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:31 a.m.

Commissioners Present:

Chairman Leonard Hubert
Commissioner Rashmi Yajnik
Commissioner Eddie Harrell, Jr.
Commissioner Tom Roberts

A quorum was present.

Commissioners Absent:

Commissioner Stephanie Mercado

OCRC Staff Present:

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

APPROVAL OF MINUTES

Commissioner Roberts moved to approve the January 12, 2011 minutes. Seconded by Commissioner Harrell.

The Commissioners voted as follows:

| | |
|--|----------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | ABSTAIN |
| Commissioner Tom Roberts | YES |
| Commissioner Eddie Harrell, Jr. | YES |

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Delphine A. Henry v. Abbott Laboratories
COL71(37606)05042010
22A-2010-02945C
Complaint No. 11-EMP-COL-37606

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

Bassil Ally v. City of Youngstown
AKR73(33123)01162008
22A-2008-02289C
Complaint No. 08-EMP-AKR-33123

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

The Estate of Willie Antony Harris v. Katalin Dienes
CLEH4090704(35561)10062004
05-05-0089-8
Complaint No. 9876
22A-2006-14118F

Housing Research & Advocacy Center v. Katalin Dienes
CLEH4092204(35956)03182005
05-05-0810-8
Complaint No. 9960
22A-2006-14173F

7. Issue Dismissal Order – Submitted by the Attorney General’s Office

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

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

Kimberly A. Reid v. Kettering Health Network dba Grandview Medical Center
DAY76(21518)07012010
22A-2010-04116C
Complaint No. 11-EMP-DAY-21518

Kimberly A. Reid v. Kettering Health Network dba Grandview Medical Center
DAY76(21572)07252010
22A-2011-00227C
Complaint No. 11-EMP-DAY-21572

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

Fair Housing Contact Service, Inc. v. Judith Christensen and Carl Greathouse
AKRH3(34791)12142009 AMENDED
05-10-1769-8
22A-2010-01766F
Complaint No. 10-HOU-AKR-34791

Julie Starkey v. Herman Perry
DAYH6(21492)06172010
05-10-1378-8
22A-2010-03104F
Complaint No. 11-HOU-DAY-21492

10. Probable Cause – Schedule Conciliation

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

Carol Swaney v. Republic Industrial Maintenance Supply Corporation
AKR73(35838)06202011
22A-2011-03288C

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

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

Annie Shaber v. Reck Estates LLC
DAYH6(22245)05262011 AMENDED
05-11-1062-8
22A-2011-02512F

11. Issue Formal Complaint

Melanie Lyn French v. Family Healthcare, Inc.

COL71(38370)02082011

22A-2011-02213C

Janet Smelt v. UHS of Delaware, Inc. dba Arrowhead Behavioral Health

TOLA2(34364)02172011

22A-2011-01509C

Donna Rainieri v. Jack Meyers, President, Villas at London Square Condominium Association

AKRH3(35600)02152011

05-11-0622-8

22A-2011-02183F

Carl Unver v. Sterling Jewelers, Inc.

AKRB3(35658)03182011

22A-2011-02755C

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

Felita Simpkins v. ANYI Apartments, LLC dba Brentwood Lake Apartment

COLH1(38670)06172011

05-11-1133-8

22A-2011-02803F

Brett V. Bates v. Toys "R" Us – Delaware, Inc.

AKRB3(35829)06162011

22A-2011-03277C

Marie Ellen Nelson v. Chaparral Family Campgrounds

AKRG3(35900)07202011

22A-2011-03592F

Agatha Woodard v. Miles Landing Homeowners Association, Barnett Management Company

CLEH4(40917)05102011

05-11-1083-8

22A-2011-03211F

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

Fair Housing Resource Center, Inc. v. David Ayres (Trust)
CLEH4(41167)08242011
05-11-1407-8
22A-2011-04054F

Fair Housing Resource Center, Inc. v. David Ayres (Trust)
CLEH4(41168)08242011
05-11-1406-8
22A-2011-04055F

Maxine Wells v. Steven & Marsha Clayton; Clayton Realtor Investment Co.
DAYH6(22602)11082011
05-12-0115-8
22A-2012-00541F

Priscilla Myerson v. Wells Fargo Home Mortgage
DAYH6(22603)11082011
05-12-0121-8
22A-2012-01085F

Irick Shikwna v. Fifth Third Bank
ADR72(34700)07222011
22A-2011-03221C

Yolanda Alexander-King v. Willowbrook Manufactured Home Community; Barb Sosbe,
Manager; Sun Communities, Inc.; Gary Shiffman, President; Sun Secured Financing,
LLC
ADRH2(34714)08012011
05-11-1453-8
22A-2011-03423F

Roberta & Richard Kimble c/o Rebecca Kimble; Richard and Roberta Kimble, (Parents)
et al v. Good Shepherd Housing Corporation et al; Chris Widman, Executive Director;
Stephen C. Weingrad, Statutory Agent
ADRH2(34939)10132011
05-12-0130-8
22A-2012-00620F

Tri-County Independent Living Center, Inc. v. Smruti, LLC dba Mr. Hero
ADRG3(36094)11142011
22A-2012-00495F

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

Fair Housing Contact Service, Inc. v. Rebecca Brown
ADRH3(36112)11212011
22A-2012-00593F

Tri-County Independent Living Center, Inc. v. Canton Christian Home, Inc.
ADRG3(36118)11222011
22A-2012-00600F

Delores Jean Dilworth v. Service Master by Horton
ADRA4(41201)09282011
22A-2012-00152C

Andre White v. Nu-Di Corporation
ADR74 (41313)12062011
22A-2012-00818C

Cheryl Wagner v. AJA Restaurant Group dba Taco Bell Restaurants
ADRA4(41337)12162011
22A-2012-00916C

Karlie D. Logan v. P & T Restaurant
ADRE6(22595)11042011
22A-2012-00731F

Miami Valley Fair Housing Center, Inc. v. Whitney (LNU), Resident Manager; Donald
Nordstrom, Owner; Paragon Realty; Embassy Arms Apartments
ADRH6(22610)11092011
05-12-0240-8
22A-2012-01062F

Jordan M. Wortham v. Kelly Services
ADR76(22630)11212011
22A-2012-00776C

13. Withdrawal of Charge – With Settlement

Jerrica Daniele Hoffman v. Chipotle Mexican Grill, Inc.
COL71(38402)02232011
22A-2011-02197C

Withdrawal of Charge – With Settlement (Cont'd)

Donald F. Weldon v. Columbia Sussex Management dba Courtyard by Marriott
COLB1(39051)12062011
22A-2012-00713C

Marina Fahrer v. ABC Warehouse
TOL72(34511)04122011
22A-2011-02075C

Geneva Barnes v. Central Hotdog
TOLG2(34683)07142011
22A-2011-03107F

David Bush v. The Rumpf Corporation dba Job1USA
TOL72(34928)11232011
22A-2012-00464C

Judith Kelley v. Sue Abbott, Property Manager, Hilltop Manor No. 1, Ltd., Marron
Properties LP
AKRH3(35837)06202011
05-11-1153-8
22A-2011-03285F

Brian E. Johnston v. Morton Salt, Inc.
AKRB3(35874)07072011
22A-2011-03430C

Robert L. Sunkle v. International Paper Company
AKRA3(35983)09132011
22A-2011-04089C

Shahidah Hawkins v. Ann Marie Carroll
CLEH4(40953)05242011
05-11-1020-8
22A-2011-03317F

Donetha Shephard v. Central Clinic
DAY76(22428)08232011
22A-2011-04014C

Todd M. Armstrong v. Electronic Restoration Services
ADRB1(39022)11222011
22A-2012-00667C

Withdrawal of Charge – With Settlement (Cont'd)

Diana Marie Babe v. Countryside Investors, LLC dba Days Inn Carrollton
ADRE3(36127)11252011
22A-2012-00695F

Hilton & Delores W. Smith v. The Renner Management Group, Inc.
ADRH4(41139)08092011
22A-2012-00007F

Edward C. Hopson v. Don's Brooklyn Automotive Inc.
ADR74(41261)11042011
22A-2012-00513C

Richard L. Ponder v. MPW Industrial Services
ADRA6(22621)11152011
22A-2012-00769C

Janet Veigel v. City of Dayton-Department of Recreation & Youth Services
ADRG6(22669)12122011
22A-2012-00796F

Margaret Jones v. Comfort Inn
ADRA6(22678)12192011
22A-2012-00798C

14. Withdrawal of Charge After a Finding of Probable Cause

Eva Mae Lavoy v. Thomas M. Wernert Center
TOL72(34509)04122011 AMENDED
22A-2011-02074C

15. Withdrawal of Charge - Grant

Robert O. McCall v. Nickles Bakery, Inc.
COL71(38478)03232011
22A-2011-02737C

Pamela Trovato-Nau v. Selby General Hospital
COLA1(38620)05272011
22A-2011-03824C

Withdrawal of Charge – Grant (Cont'd)

Sharon D. Williams v. State of Ohio, Department of Mental Health
COL73(35806)06012011
22A-2011-03092C

Justice Love v. Impact Employment Solutions, Inc.
TOL72(34473)04012011
22A-2011-01972C

Laura Heidtman v. Northwest Ohio Kitchen and Bath Remodeling, Inc.
TOL72(34482)04042011
22A-2011-02016C

Dion Eugene Ellis v. Mercy St. Vincent Medical Center
TOL72(34488)04052011
22A-2011-02023C

Jessica Moses v. Tony Packo's, Inc.
TOL72(34578)05202011
22A-2011-02418C

Richard Lest v. Cuyahoga County
CLEA4(41198)09272011
22A-2012-00149C

John James Lanam v. Area Temps, Inc.
ADRA3(36066)10282011
22A-2012-00384C

Corey Whitney v. AFSCME Local 101
ADR76(22647)11292011
22A-2012-00790C

16. Administrative Closure

Goldy Thompson v. Johnson Controls, Inc.
TOL72(34500)04072011
22A-2011-02034C

Raymond Shinaul v. Asset Plus Management, LLC
TOLA2(34775)08292011
22A-2011-03817C

Administrative Closure (Cont'd)

Nichole Morris v. Jaycee Villa Housing, Inc. and Pam Legg
AKRH3(35645)03082011 AMENDED
05-11-1616-8
22A-2011-02678F

Monique McCraney v. Akron Metropolitan Housing Authority
AKRH3(35663)03152011
22A-2011-02757F

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority
AKRH3(35664)03152011
22A-2011-02759F

Pat Mangan v. Alpeter Apartments, AMHA, Stephanie Sims, Thomas O'Leary
AKRH3(35695)03112011
05-11-0805-8
22A-2011-02859F

Syed S. Smart v. Fresh Mark, Inc., Division of Sugardale Foods, Incorporated
AKRB3(36108)11162011
22A-2012-00588C

Tri-County Independent Living Center v. Meadowview Property LLC
AKRG3(36150)12192011
22A-2012-00923F

Fair Housing Resource Center v. David Ayers
CLEH4(41165)09022011
05-11-1450-8
22A-2011-04052F

Catherine Wilson v. Chipotle Mexican Grill
DAY76(22596)11042011
22A-2012-00436C

17. No Probable Cause - Dismiss

Jennifer Michaela Jones v. Lifetouch, LPS / Target
COL71(38372)02102011
22A-2011-02229C

No Probable Cause – Dismiss (Cont'd)

Judy Smith v. Insight Communications Company, L.P.

COLB1(38421)03022011

22A-2011-02527C

Kim Perkins v. Chautauqua Airlines, Inc.

COL71(38422)03022011

22A-2011-02200C

Tiffini Monique Ayres v. One Stop Facilities Maintenance Corp.

COL71(38429)03032011

22A-2011-02207C

Jennifer Denise Patterson v. One Stop Facilities Maintenance Corp.

COL71(38430)03032011

22A-2011-02946C

Duane Radel v. American Eagle Airlines, Inc.

COLB1(38445)03102011

22A-2011-02693C

Kenneth D. Clark v. Franklin County Clerk of Courts

COL71(38448)03102011

22A-2011-02694C

Charlotte Caudill v. Ohio American Health Care, Inc.

COLB1(38452)03112011

22A-2011-02696C

Ronda Neal v. DHOD, Inc.

COL71(38456)03152011

22A-2011-02698C

Laura Engelking v. Vanity Ventures Inc. dba Sport Clips Haircuts

COL71(38463)03172011

22A-2011-02793C

Kimberly Keslar v. Family Healthcare, Inc.

COL71(38465)03172011

22A-2011-02732C

Kennetha M. Bias v. Parkside Behavioral Healthcare, Inc., dba the Woods at Parkside

COL71(38466)03172011

22A-2011-02734C

No Probable Cause – Dismiss (Cont'd)

David Allan Jacob v. Excel Academy
COL71(38480)03232011
22A-2011-02833C

Ousmane Diop v. Jacobson Warehouse Company, Inc.
COL71(38485)03282011
22A-2011-02774C

Jerrod Gaiters v. Essilor of America, Inc
COL71(38494)04012011
22A-2011-02778C

Judith S. Immell v. State of Ohio, Department of Rehabilitation and Corrections
COLA1(38512)04072011 AMENDED
22A-2011-03257C

Tiffini Monique Ayres v. One Stop Facilities Maintenance Corp.
COL71(38537)04202011
22A-2012-00924C

Jennifer Denise Patterson v. One Stop Facilities Maintenance Corp.
COL71(38538)04202011
22A-2012-00925C

Matthew L. Griffin v. Family Healthcare, Inc.
COLB1(38577)05122011
22A-2011-02383C

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

Traniece M. Morgan v. State of Ohio, Department of Rehabilitation & Corrections
COLA1(38602)05232011
22A-2011-03457C

Cliffrado Williams v. State of Ohio, Department of Rehabilitation & Corrections
COL71(38630)06072011
22A-2011-03039C

Carmen X. Page v. Firstsource Solutions USA, LLC
COL71(38641)06102011
22A-2011-03048C

No Probable Cause – Dismiss (Cont'd)

April Dawn Sturgess v. Kroger Great Lakes Regional Distribution Center
COL71(38668)06242011
22A-2011-03266C

Kenya Robinson v. Alexander Square LLC
COLH1(38675)06282011
05-11-1192-8
22A-2011-02814F

Jay V. Ellis v. A1 Tactical Protection and Services
COL71(38682)06302011
22A-2011-03416C

Diana L. Buhring v. State of Ohio, Department of Rehabilitation & Corrections
COLB1(38814)08182011
22A-2011-03912C

Anthony Richards v. Elisabeth A. Belkin-Kaps
COLH1(38817)08192011
05-11-1394-8
22A-2011-03697F

Benjamin Roberts v. Fifth Third Bank
COLH1(38947)10062011
05-12-0022-8
22A-2012-00050F

Terry A. Burns v. Paramount Care, Inc. dba Paramount Health Care
TOLB2(34418)03092011
22A-2011-01691C

Zadie Smith v. Toledo Area Regional Transit Authority dba TARPS
TOLB2(34425)03112011
22A-2011-01739C

Rochelle Walton v. LHS Family & Youth Services
TOLB2(34440)03182011
22A-2011-01818C

Betty Siegwald v. Pilot Travel Centers LLC
TOLB2(34447)03222011
22A-2011-01859C

No Probable Cause – Dismiss (Cont'd)

Stephanie Morris v. EOPA-Toledo Head Start

TOLA2(34449)03222011

22A-2011-01862C

Rodney W. Autry v. Johnson Controls Battery Group, Inc.

TOL72(34450)03222011

22A-2011-01863C

Ruby R. Roberts v. JCILH, Inc. dba McDonald's

TOLB2(34451)03222011

22A-2011-01847C

Sharon L. Jackson v. Abrams Home Furnishings II, Inc. dba Ashley Furniture

Homestores

TOLB2(34454)03242011

22A-2011-01896C

Diane Smith v. Lucas County Sheriff's Department

TOLA2(34456)03242011

22A-2011-01893C

Mary Berning v. Fenner Dunlop (Toledo), LLC

TOLB2(34472)03312011

22A-2011-01940C

Roosevelt Simpson v. Norplas Industries, Inc.

TOLB2(34474)04012011

22A-2011-01958C

Ralph Thornton v. VM Systems, Inc.

TOL72(34483)04052011

22A-2011-02017C

Sam Fitch v. VM Systems, Inc.

TOL72(34485)04052011

22A-2011-02020C

Dean Earl v. Kohl's Department Stores, Inc.

TOLA2(34495)04072011

22A-2011-02027C

No Probable Cause – Dismiss (Cont'd)

Tiffany Wortham v. Doyle Manufacturing, Inc. dba Shamrock Industries
TOL72(34498)04072011
22A-2011-02031C

Delana N. Drakeford v. Cleaner & Dryer Restoration and Construction
TOL72(34512)04132011
22A-2011-02082C

Sherry L. Livingood v. Small Smiles of Toledo, LLC-Jodi Kuhn, DDS and Olivia Croom,
DDS
TOL72(34515)04142011
22A-2011-02118C

Virginia Kohl v. Rudy's Hot Dog, Inc.
TOL72(34555)04182011 AMENDED
22A-2011-02303C

John Robinette v. The Plaza Ltd., Vistula Management Company; Angela Shaw, Property
Manager, Plaza Apartments; John R. Kiely, President/Statutory Agent, Plaza II LLC
TOLH2(34695)04142011
05-11-1060-8
22A-2011-03237F

Quinn Toles v. State of Ohio, Department of Mental Health
TOL72(34835)09302011
22A-2012-00001C

Tonya Rivers v. Mercy St. Vincent Medical Center
TOL72(34860)10172011
22A-2012-00084C

Arvernon Lincoln v. Diana Sampson, Millennia Housing Management, Cedar and
Warrensville Apartments Limited Partnership
TOLH4(40969)06162011 AMENDED
05-11-1377-8
22A-2011-03336F

Victor Rice v. City of Girard Water Department, Trumbull County Water & Sewer,
Jerome Lambert
AKRH3(35666)03212011
05-11-0869-8
22A-2011-02763F

No Probable Cause – Dismiss (Cont'd)

Crashawn Marie Williams v. Leiriq Inc. dba North Main BP

AKR73(35673)03232011

22A-2011-02771C

Tammy Hoffman v. CWV Family Housing, LTD., Alpha Phi Alpha Homes, Inc., Robin Moore, Thomas Fuller

AKRH3(35710)04052011

22A-2011- 02995F

Donna E. Dotson v. Theresa Masters

AKRH3(35750)04292011

05-11-0966-8

22A-2011-03062F

Harvey J. Bryant, Sr. v. The American Citadel Guard, Inc.

AKR73(35816)06032011

22A-2011-03241C

Donna Welcome v. Carol Foster, Modern Management Solutions

AKRH3(35823)05262011

05-11-1058-8

22A-2011-03267F

Peter C. Dragutinovic v. Specialty Metals Processing, Inc.

AKRB3(35833)06172011

22A-2011-03281C

Kimberly Fields v. New Waterford Apartments, June Riddle, Harry Lev & Associates

AKRH3(35845)06032011

05-11-1115-8

22A-2011-03300F

Tammy M. Nikitin v. St. Sebastian Parish School

AKRA3(35847)06222011

22A-2011-03303C

Beverly A. Dampier v. Summa Health System

AKR73(35849)06232011

22A-2011-03306C

Ida Ross-Freeman v. Canton City Schools, Board of Education

AKRG3(35869)07052011

22A-2011-03419F

No Probable Cause – Dismiss (Cont'd)

Jacob Gaul v. New Leaf Residential Services Incorporated

AKR73(35885)07122011

22A-2011-03443C

Jay H. Stahler v. Mature Services, Incorporated

AKRB3(35899)07192011

22A-2011-03591C

Robert Lepley v. IAC Holmesville, LLC

AKR73(35906)07262011

22A-2011-03600C

Roselyn Valiski v. Maplewood Local Schools

AKRA3(35918)08012011

22A-2011-03618C

Shon D. Tucker v. Tarry House, Inc.

AKR73(35920)08022011

22A-2011-03620C

Brad Allan Paterson v. Summitville Tile, Inc.

AKRB3(35945)08112011

22A-2011-03720C

Erika N. Vaughn v. Legacy Staffing, LLC

AKRB3(35952)08162011

22A-2011-03921C

Yong Kung v. Portage Trail Care Center, Inc. dba Traditions at Bath Road

AKR73(36053)10172011

22A-2012-00319C

Tanya Wade v. Sterling Jewelers, Inc.

AKR73(36073)10312011

22A-2012-00391C

James Parsons v. Akron Area YMCA

AKRB3(36156)12212011

22A-2012-00932C

Linda Kuyper v. Arthur Middleton Capitol Holdings, Inc.

AKR74(40894)04202011

22A-2011-03018C

No Probable Cause – Dismiss (Cont'd)

Carol Swaney v. Republic Industrial Maintenance Supply Corporation
AKR74(40928)05192011
22A-2011-03147C

Edna Brown v. Trumbull County Health Department
AKRH4(41140)08192011
05-11-1551-8
22A-2011-03929F

Heather Picking v. Todd Mast
CLEH4(40862)03292011
22A-2011-02283F

Willie Barnett v. Dollar Tree Stores, Inc.
CLE74(40914)05062011
22A-2011-03205C

Rhondar Hopson v. Mike Holowaty, Steven H. Newman, Joseph & Wendy Svoboda,
Sally Benkovitz, Zehman-Wolf Management, Inc., DeVille Apartments
CLEH4(40918)05112011
05-11-1590-8
22A-2011-03212F

Robert Foster III v. The Cleveland Clinic Foundation
CLEB4(40925)05182011
22A-2011-03216C

Willie Barnett v. Family Dollar Stores of Ohio, Inc.
CLEA4(40940)05272011
22A-2011-03236C

Gregory Littlejohn v. Cleveland Metropolitan School District
CLE74(40970)06202011
22A-2011-03337C

Dennis George Myers. v. Pins & Needles, Inc.
CLEA4(40994)06282011
22A-2011-03375C

Henry Bernard Lucas v. City of Cleveland-Cleveland Airport System
CLEA4(41046)07252011
22A-2011-03533C

No Probable Cause – Dismiss (Cont'd)

Mae Johnson v. Carlyle Management Company

CLE74(41133)08182011

22A-2011-03807C

Deborah A. Kelsh v. Lake County Metropolitan Housing Authority

CLEH4(41257)11022011

05-12-0262-8

22A-2012-00509F

Gloria Rose v. Heinen's Inc.

CLEG4(41290)11232011

22A-2012-00569F

Tonya Graham v. State of Ohio, Department of Rehabilitation and Correction

CLE74(41301)11282011

22A-2012-00801C

Stasia Y. Williams v. Lakewood Dairy Queen, Inc.

CLEA4(41306)11302011

22A-2012-00806C

Kenia M. Robinson v. The Boneyard Bar & Grill, Inc.

CLEG3(35776)05162011

22A-2011-03142F

Shawn Arrington, Jr. v. Shi Ganesha Enterprise dba East Main Street Mini
Mart/Marathan

DAYE6(22097)03282011

22A-2011-02805F

Toby McIntyre v. Raymond Walters College

DAYK6(22108)04042011

22A-2011-02819F

Malinda Rapier v. Lebanon Country Manor

DAYB6(22117)04062011

22A-2011-02813C

Brian A. Brewer v. City of Dayton

DAYB6(22120)04062011

22A-2012-02817C

No Probable Cause – Dismiss (Cont'd)

Tiffani Dawson v. Susan Yohe
DAYH6(22128)04112011
05-11-0873-8
22A-2011-02222F

Frank Hillenbrand v. Magnam Truck & Auto
DAYB6(22131)04112011
22A-2011-02851C

Aaron Simon v. Mary Scott Nursing Center
DAY76(22136)04132011
22A-2011-02850C

Theresa Lester v. The Ruhlin Company
DAYB6(22140)04152011 AMENDED
22A-2011-02842C

Sandy Williams v. Jaycee Towers and Abode Realty, Inc.
DAYH6(22151)04212011
05-11-0895-8
22A-2011-02224F

Pauline James v. Dayton Metropolitan Housing Authority
DAYH6(22152)04212011
22A-2011-02225F

Georgia Skipper v. Kettering Health Network
DAYA6(22154)04252011
22A-2011-02875C

Nancy Cassady v. CitiMortgage, Inc.
DAYH6(22173)05022011
05-11-0920-8
22A-2011-02364F

Nancy Francis v. Laurels of Blanchester
DAYB6(22190)05092011
22A-2011-02915C

Eric Norman v. Patrick Staffing, Inc.
DAYB6(22201)05112011
22A-2011-02968C

No Probable Cause – Dismiss (Cont'd)

Eric Norman v. Precision Thermoplastic Components, Inc.

DAYB6(22202)05112011

22A-2011-02969C

Corlis Stoudermire v. Deputy Registrar, Seven Hills License Services, LLC

DAYE6(22266)06072011

22A-2011-02866F

Stephanie Lee v. The Kroger Co.

DAY76(22274)06082011

22A-2011-03133C

Gayle J. Covington v. Accounting Principles, Inc. dba Ajilon

DAYA6(22362)07212011

22A-2011-03628C

Susan Page v. Dominion East Ohio Energy

DAYA6(22383)08022011

22A-2011-03867C

Lisa Provencher v. Lima Memorial Professional Corporation

DAY76(22422)08222011

22A-2011-04057C

Aaron M. Krapf v. Donato's Pizza

DAYB6(22443)09022011

22A-2011-04025C

Lawrence Stevens v. Jake Sweeney Automotive, Inc.

DAYB6(22470)09152011

22A-2012-00012C

Anita Tori Kemner v. Subway Systems, Inc.

DAY76(22481)09202011

22A-2012-00013C

Ruth Y. Marks v. Shadeau Breads, LLC

DAYE6(22501)09282011

22A-2012-00041F

Clifford Norton v. Zachry Industrial, Inc.

DAY76(22508)10052011

22A-2012-00227C

No Probable Cause – Dismiss (Cont'd)

Daniel LaFontaine, Domoinga Ramirez v. Sam O. Nelson, E. Ellen Nelson
DAYH6(22526)10112011
22A-2012-00475F

Jennifer Voss v. Raemae, Inc. dba McDonald's Restaurants
DAYB6(22537)10172011
22A-2012-00228C

Corlis B. Ward v. Karen Cloud, Deputy Registrar, Seven Hills License Services, LLC
DAYE6(22574)10272011
22A-2012-00363F

Carolyn Jeffries v. Caring People Help People
DAYE6(22584)10312011
22A-2012-00364F

Latosha Smith v. State of Ohio, ODJFS dba Medicaid Waiver Program
DAY76(22585)11012011
22A-2012-00430C

Robert Griffin v. MillerCoors, LLC
DAYA6(22586)11012011
22A-2012-00432C

Robert Griffin v. UAW Local 2308
DAYA6(22587)11012011
22A-2012-00434C

Janice Cavanagh v. City of Cleveland
DAY74(40898)04272011
22A-2011-03103C

Mary Bruno v. Village of Milan
DAY72(34478)04012011
22A-2011-01996C

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

The Commissioners voted as follows:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Tom Roberts | YES |
| Commissioner Eddie Harrell, Jr. | YES |

Motion carried.

STAFF BRIEFING

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

APPEARANCES

1. No Probable Cause - Dismiss

Ramona L. Jones v. Hamilton County Communication Center
DAYB6 (22078) 03212011
22A 2011 02142C

Bradley Dunn, 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 terminated her because of her disability. Respondent stated the Charging Party was discharged for a non discriminatory reason.

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

The Commissioners voted as follows:

| | |
|--|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Eddie Harrell, Jr. | YES |
| Commissioner Tom Roberts | YES |

Motion carried.

2. No Probable Cause - Dismiss

Charles Mitchell v. American Campus Communities, LLC
DAYA6 (22256) 06012011
22A 2011 012670C

Courtney Calhoun, Reconsideration Supervisor, 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 forced him to resign because of his age, 62. Respondent stated they did not discriminate against Charging Party on the basis of age.

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

The Commissioners voted as follows:

| | |
|-----------------------------------|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Eddie Harrell | YES |
| Commissioner Tom Roberts | YES |

Motion carried.

COMMISSIONER AGENDA

Agenda for Week 1

1. No Probable Cause – Dismiss

Shelly Ann Rose v. State of Ohio; Department of Rehabilitation
and Corrections, North Central Correctional Institution
COL71 (38497) 04042011
22A 2011 02597C

Shawna King v. Nationwide Mutual Insurance Company
AKR73 (35689) 03292011
22A 2011 02595C

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

2. NO JURISDICTION - DISMISS

Paula Louise Harnist v. Cincinnati State Technical and Community
College
DAY76 (22143) 04182011
22A 2011 02840C

3. CONSIDERATION OF ADDENDUM TO CHIEF ADMINISTRATIVE LAW JUDGE'S RECOMMENDATIONS RE: THE COMMISSION'S APPLICATION FOR ATTORNEY'S FEES

Administrative Law Judge Recommends Attorney's Fees

Jeff Williams and LaTonya Williams and Fair Housing Advocates
Association v. Terry Hiatt and Nyoka Poppinger
(COL) H1081805 (32391) 093005
22A-2006-15028F
05-05-1660-8
Complaint No. 10061

Administrative Law Judge Recommends Attorney's Fees (Cont'd)

The Estate of Willie Antony Harris v. Katalin Dienes
(CLE) H4090704 (35561) 10062004
05-05-0089-8
Complaint No. 9876

Housing Research & Advocacy Center v. Katalin Dienes
(CLE) H4092204 (35956) 03182005
05-05-0810-8
Complaint No. 9960

4. CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENDATION

Administrative Law Judge Recommends Cease & Desist Order

Barb Rogozan v. Big Daddy's Drive Thru and Eric M. Olejnik and
Christine A. Olejnik
(AKR) E3 (31440) 07122006 Amended
22A-2006-20667F
Complaint No. 07-EMP-AKR-31440

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

The Commissioners voted as follows:

| | |
|-----------------------------------|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Eddie Harrell | YES |
| Commissioner Tom Roberts | YES |

Motion carried.

Agenda for Week 2

1. No Probable Cause – Dismiss

Lisa Bast v. State of Ohio, Department of Job & Family Services
COL73 (35648) 03092011
22A 2011 02680C

Darren A. Kalix v. Westerville City School District Board of Education
COL71 (38411) 0222011
22A 2011 02192C

Darren A. Kalix v. Westerville City School District Board of Education
COL71 (38672) 06272011
22A 2011 03464C

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

The Commissioners voted as follows:

| | |
|-----------------------------------|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Eddie Harrell | YES |
| Commissioner Tom Roberts | YES |

Motion carried.

Agenda for Week 3

1. No Probable Cause – Dismiss

Harold Merchant v. Village Green Condo Association & Continental
Management Co.
CLEH4 (40799) 02182011
05-11-0694-8
22A 2011 02541F

No Probable Cause – Dismiss (Cont'd)

Alex Priel v. Carole Haines
CLEH4 (41071) 08082011
05-11-1329-8
22A 2011 03739F

Alex Priel v. Carole Haines
CLEH4 (41147) 08192011
22A 2011 03955F

2. ATTORNEY GENERAL'S OFFICE CASE SUBMISSIONS

**Reverse Probable Cause to No Probable Cause; Dismiss
Formal Complaint – Submitted by the Attorney General's
Office**

LeAndra Middlebrook v. MRS BPO, LLC
COL71 (37867) 08242010
22A 2011 00134C
Complaint No. 11-EMP-COL-37867

LeAndra Middlebrook v. MRS BPO, LLC
COL71 (38071) 09302010
22A 2011 00190C
Complaint No. 11-EMP-COL-38071

Kathie Alexander-Stull v. SAM NJ, LLC
DAYH6 (21421) 05242010
05-10-1111-8
22A 2010 03738F
Complaint No. 11-HOU-DAY-21421

3. NO JURISDICTION – DISMISS

Clarence Griffin v. Lucas County Metropolitan Housing Authority
(LMHA); Linnie Willis, Executive Director; Kimberly Whickum, LMHA
Property Manager
TOLH2(34966)12142011
05-12-0362-8
22A-2012-00705F

NO JURISDICTION – DISMISS (Cont’d)

Katrina Dial v. City of Streesboro, Bruce Terrell
AKRH3 (35794) 05312011
05-11-1238-8
22A 2011 03190F

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

The Commissioners voted as follows:

| | |
|-----------------------------------|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Eddie Harrell | YES |
| Commissioner Tom Roberts | YES |

Motion carried.

ATTORNEY GENERAL’S REPORT

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

- Lori Anthony spoke about the recent meeting with the Attorney General’s staff, the OCRC Executive team and Fair Housing Groups.

EXECUTIVE DIRECTOR’S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton stated that Chairman Hubert, AAG Lori Anthony, AAG Kim Hall, Keith McNeil, Ronnell Tomlinson and himself met with several representatives of Fair Housing groups on January 23, 2012 in central office.
- The Ohio Apartment Owners Association has indicated it has no objections with our proposed draft administrative rule relating to the right of counsel, intervention and related issues. OCRC will update the Ohio Realtors Association and Ohio Builders Association and soon thereafter submit the rule for approval to the Joint Committee on Administrative Agency Rule Review.
- Legislation has been introduced in the Ohio House that would ban discrimination because a person is unemployed. This bill is similar to Senate counterpart, SB No. 261.

- The Ohio Senate recently passed anti-bullying legislation. The legislation referred to as the Jessica Logan Act, does not have enumeration of protected classes as requested by gay rights advocates.
- Desmon and Brandi Martin are proud parents of a baby girl. Aaliyah Allasandra was born on January 23, 2012.

A training update will take place on the 5th Floor following the Commission Meeting.

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

The Commissioners voted as follows:

| | |
|-----------------------------------|------------|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Eddie Harrell | YES |
| Commissioner Tom Roberts | YES |

Motion carried

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:15 a.m.



Commissioner

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