

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

July 19, 2012
Rhodes Office Tower Lobby
Columbus, Ohio

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:32 a.m.

Commissioners Present:

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

A quorum was present.

Absent:

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 Director, Aman Mehra, Columbus Regional Director; Vera Boggs and Sandra Manis, Cleveland/Akron Supervisors; Ronnell Tomlinson, Director of Housing; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Duffy Jamieson, Assistant Attorney General Civil Rights Section, Attorney General's Office; Desmon Martin, Director of Enforcement and Compliance and Carol Swartzmiller, Administrative Assistant.

APPROVAL OF MINUTES

Commissioner Roberts moved to approve the June 28, 2012 minutes. Seconded by Commissioner Harrell.

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Brenda Sue Smith v. University Medical Associates, Inc.
COLA1(39202)02282012
22A-2012-02183C

Herman Holmes v. Fisher Auto Parts Co.
AKRB3(36309)03272012
22A-2012-01731C

Georgia Watson v. Wal-Mart Stores East, LP
AKR73(36376)05022012
22A-2012-02181C

Sakina Amina Jalil v. Cleveland Clinic Foundation/Huron Road
CLE74(41216)10032011
22A-2012-00171C

William A. Peterson, Jr. v. Newburgh Heights Police Department
CLE74(41220)10032011
22A-2012-00177C

Ronald Wallace v. The MetroHealth System
CLE74(41267)11092011
22A-2012-00519C

Lainey Westbrook v. East Cleveland Public Library
CLE74(41405)02082012
22A-2012-01177C

Mr. Kim B. Histed v. ESG Stores LLC dba Hawkins Markets
CLEG3(36039)10072011
22A-2012-00271F

Stacy D. Woods v. Nick & Peggy Wilson; Nathan Rue Properties
DAYH6(22384)08012011
05-11-1298-8
22A-2012-02387F

Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review (Cont'd)

Amber Keech-Straley et al v. Quicken Loan, Inc.; Dustin Engstrom, Agent; Richard Chyette, Secretary
TOLH3(35917)08012011 AMENDED
05-11-1299-8
22A-2011-03567F

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

David Jones v. Miami Oil Company
DAY76(20585)07082009
22A-2010-00006C
Complaint No. 10-EMP-DAY-20585

Willie Brown v. Miami Oil Company
DAY76(20949)11122009
22A-2010-01778C
Complaint No. 10-EMP-DAY-20949

3. Independent Settlement; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Kiara Law v. Krionidis Holding Company, LLC, Michael Krionidis
DAYH6(21842)11162010
22A-2011-01660F
Complaint No. 11-HOU-DAY-21842

4. Probable Cause – Schedule Conciliation

Sharon Kobak, et al v. Danbury Township; Rhonda Botti-Sowers, Zoning Inspector; David Hirt Trustee; Diane Rozak, Trustee; Shelley Seamon, Fiscal Officer; Charles B. Scott, Trustee
TOLH2(34783)09012011
05-11-1548-8
22A-2011-03875F

Probable Cause – Schedule Conciliation (Cont'd)

Fair Housing Contact Service, Inc. v. Enos Swartzentruber, Nathan Quinn, and Janelle Quinn

AKRH3(35996)09222011

05-11-1599-8

22A-2011-04162F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(35997) 9222011

05-11-1604-8

22A-2011-04163F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(36000)09222011

05-11-1605-8

22A-2011-04166F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(36002)09222011

05-11-1606-8

22A-2011-04168F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(36004)09222011

05-11-1619-8

22A-2011-04170F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(36006)09222011

05-11-1607-8

22A-2011-04172F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(36010)09222011

05-11-1609-8

22A-2011-04176F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.

AKRH3(36012)09222011

05-11-1610-8

22A-2011-04178F

Probable Cause – Schedule Conciliation (Cont'd)

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36014)09222011
05-11-1611-8
22A-2011-04180F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41203)09202011
05-11-1519-8
22A-2012-00158F

Kenneth Gay v. American Spring Wire Corp.
CLE74(41243)10252011
22A-2012-00337C
**Split recommendation-PC on race and retaliation; NPC on disability*

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41293)11142011
05-12-0170-8
22A-2012-00572F

The Housing Research & Advocacy Center v. Tudor Copil
CLEH4(41297) 11142011
05-12-0172-8
22A-2012-00576F

Housing Research & Advocacy Center v. Steve Caleris
CLEH4(41359)12182011
05-12-0308-8
22A-2012-00979F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41572)05242012
05-12-0893-8
22A-2012-02398F

Probable Cause – Schedule Conciliation (Cont'd)

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41579)05242012
05-12-0891-8
22A-2012-02415F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41600)06082012
05-12-0977-8
22A-2012-02266F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41608)06082012
05-12-0972-8
22A-2012-02299F

Joanne Tackett v. Veterans of Foreign Wars Post 657
DAY76(22666)12082011
22A-2012-00864C

Saunya Moore, et.al. v. Vladimir Putin, Landlord
DAYH6(22796)02232012
22A-2012-01862F

5. Issue Formal Complaint

Amber Keech-Straley v. Quicken Loans, Inc., Dustin Engstrom, Agent
TOLH3(35917)08012011
05-11-1299-8
22A-2011-03567F

Fair Housing Contract Service, Inc. v. Lake Effect Realty, LLC, Lori D. Blair
Trustee/23rd Land Trust, Donald French, Lori Blair
AKRH3(35913)08022011
05-11-1427-8
22A-2011-03614F

Fair Housing Contract Service, Inc. v. Craigslist, Inc.
AKRH3(35914)08022011
22A-2011-03615F

Issue Formal Complaint (Cont'd)

Walter Malick v. Brittany Commons Condominium Unit Owners' Association, Inc., et al.
AKRH3(35916)07272011
05-11-1266-8
22A-2011-03617F

Carrie Burkhammer v. Glass Surface Systems, Inc.
AKR73(36015)09222011
22A-2011-04181C

Fair Housing Advocates Association v. K & G Management Company
AKRH1(38731)07272011
05-11-1270-8
22A-2011-03343F

Matthew Cantrall v. Kathleen Ihlendorf
CLEH4(41056)07282011
05-11-1279-8
22A-2011-03545F

Deirdre Masten v. K&D Group & Harbor Crest Apartments
CLEH4(41060)07272011 AMENDED
05-11-1267-8
22A-2011-03549F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41358)12182011
05-12-0309-8
22A-2012-00978F

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

Diane M. Seeburger, et al v. Waterside Sylvania Homeowners' Association, Inc., et al;
Joseph A. Rideout, Statutory Agent
TOLH2(34765)08252011
22A-2011-03741F
**DUAL RECOMMENDATION – SPLIT RESPONDENTS – CACO for Waterside & Rideout/ WOC for Savage (see next entry)*

Gail R. Daniels v. The Cleveland Clinic Foundation
CLEB4(41231)10122011
22A-2012-00273C

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

Andrew T. Payne v. Columbus Printing Ink Company
ADR71(39452)05302012
22A-2012-02356C

Sherry M. Dunn v. Lucas County Children Services
ADR72(35008)01102012
22A-2012-00935C

Sherry M. Dunn v. Lucas County Children Services
ADR72(35268)05292012
22A-2012-02160C

Tonya Wilder v. Terrell (Terry) Bolon and Bolon Enterprises Limited, Inc.
ADRH3(36344)04182012
05-12-0919-8
22A-2012-01895F

Stark County Fair Housing Department v. Terrell (Terry) Bolon, Bolon Enterprises
Limited, Inc. and Judith Bolon
ADRH3(36345)04182012
05-12-0918-8
22A-2012-01896F

Erica Tressler v. Jon Kipfer and Kipfer Properties, LLC
ADRH3(36383)05022012
05-12-0782-8
22A-2012-02458F

Shawanna Brunson v. Greenview Living Inc.
ADR73(36396)05112012
22A-2012-02312C

Doretha Haver v. Klein's Orthopedic and Medical Equipment, Inc.
ADRG3(36418)05252012
22A-2012-02288F

Kevin Rutan v. Akron/Summit Convention & Visitors Bureau
ADRB3(36423)06042012
22A-2012-02361C

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

Michael & Amy Lewis v. Harvest Properties dba Woodland Hills Apartments
ADRH6(22805)03052012
05-12-0792-8
22A-2012-01764F

Jay A. Shannon v. Mary Kanter, Owner
ADRH6(22926)05032012
22A-2012-02402F

DuShaun Headd v. WXIX Fox 19
ADR76(22965)05242012
22A-2012-02274C

7. Withdrawal of Charge – With Settlement

Amy Jo Linser v. Northwest Ohio Psychiatric Hospital
TOLB2(34980)12272011
22A-2012-00746C

Michael R. Whitmore v. JCIM US, LLC
TOLA2(35197)04232012
22A-2012-01774C

Darci Karlovec v. Durbin Industrial Valve Repair, Inc.
AKR73(36299)03192012
22A-2012-01721C

Ronneldric Ward v. Eat Fresh Sandwiches, LLC dba Subway
AKR71(39443)05242012
22A-2012-02242C

Ryan Donte Bryant v. Gregg Appliances Inc. dba HHGregg
CLE74(41265)11092011
22A-2012-00517C

Shamica L. Johnson v. The Residence of Chardon, a trade name registered to The
Woodlands of Chardon, LLC
CLE74(41510)04262012
22A-2012-02054C

Withdrawal of Charge – With Settlement (Cont'd)

Carla A. Hammond v. Dayton Rehabilitation Institute
DAYB6(22753)01312012
22A-2012-01399C

Shrilonda Watson v. Interstate Wyndam Garden-South Hotel
DAY76(22843)03212011
22A-2012-01957C

Matthew Mills v. Standard Aero
DAY76(22888)04162012
22A-2012-02140C

Rickey L. Groce v. Beau Townsend Ford
DAYA6(22974)05292012
22A-2012-02431C

Adam Cross v. Grange Life Insurance Company
ADR71(39269)03232012
22A-2012-01748C

April Heidi Marie Matthews v. BT Hoagies
ADR71(39331)04172012
22A-2012-02021C

Shira Taylor v. Columbus Metropolitan Housing Authority
ADRB1(39364)04252012
22A-2012-02089C

Kandy C. Quinn v. Thyssen Krupp Industrial Services NA, Inc.
ADR72(35114)03122012
22A-2012-01388C

Kandy C. Quinn v. Thyssen Krupp Industrial Services NA, Inc.
ADR72(35179)04112012
22A-2012-01716C

Kandy C. Quinn v. Renhill Staffing Services LLC, d/b/a HR on Demand
ADR72(35180)04112012
22A-2012-01717C

Withdrawal of Charge – With Settlement (Cont'd)

Kelly Prior v. West Akron Enterprises, Inc. dba Sand Run Pharmacy
ADRE3(36333)04102012
22A-2012-01914F

Nekishia Marie Herring v. Self Support Personal Care, LLC
ADR73(36401)05162012
22A-2012-02289C

Charles L. Johnson v. The Timken Company
ADRB4(41512)04262012
22A-2012-02170C

8. Withdrawal of Charge - Grant

Carrie A. Kulich-Grier RN, BSN v. Grant Medical Center
COL71(38842)09012011
22A-2011-03978C

Harry Lott v. Havar, Inc.
COL71(39081)12202011
22A-2012-00882C

Diane M. Seeburger, et al v. Barry E. Savage, Receiver
TOLH2(34765)08252011
22A-2011-03741F
**DUAL RECOMMENDATION – SPLIT RESPONDENTS – CACO for Waterside & Rideout/ WOC for Savage (see previous entry)*

April Warren v. Advanced Specialty Hospital of Toledo
TOLB2(34863)10182011
22A-2012-00092C

Catherine A. Jackson v. Seneca Re-Ad Industries, Inc.
TOL72(34869)10202011
22A-2012-00139C

Eric L. Crosby v. Toledo Molding & Die, Inc.
TOL72(35234)05142012
22A-2012-01980C

9. Administrative Closure

Jennifer Winters v. Columbiana Metropolitan Housing Authority
AKR73(36447)06192012
22A-2012-02303C

Anthony T. Johnson v. Provider Services dba Broadfield Care Center
CLE74(41309)12012011
22A-2012-00811C

10. No Probable Cause - Dismiss

Lalonee C. Thomas v. Burger King
COL71(38807)08172011
22A-2011-03899C

Gary R. Copley v. Scioto Retirement Community, Inc.
COLA1(38841)09012011
22A-2011-03976C

Asef Sheikh v. Verizon Wireless
COL71(38845)09022011
22A-2011-03981C

Ryan Griffin v. Lifestyle Staffing
COL71(38848)09022011
22A-2011-03983C

Ryan Griffin v. Speed FC
COL71(38849)09022011
22A-2012-00045C

Joe Hindy v. Frisch's Restaurants, Inc.
COLB1(38852)09062011
22A-2011-04091C

Nina Taylor v. Ohio Health - Grant Medical Center
COL71(38862)09082011
22A-2011-04096C

Yolanda Denise Pulliam v. The Graham Expeditionary Middle School
COLA1(38863)09082011
22A-2011-04097C

No Probable Cause – Dismiss (Cont'd)

Ricky L. Battle, Jr. v. Medco Health Solutions, Inc.
COL71(38928)10042011
22A-2012-00198C

Lori Callahan v. Nationwide Energy Partners, LLC
COL71(38940)10132011
22A-2012-00239C

Brian Heston v. Time Warner Cable, Inc.
COLB1(38969)10272011
22A-2012-00311

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

Ruth M. Forsythe v. Gulf South Medical (Pss)
COL71(39160)02062012
22A-2012-01431C

Germaine Li Kane v. Franklin County Children Services
COL71(39170)02082012
22A-2012-01438C

Germaine Li Kane v. Franklin County Children Services
COLB1(39193)02212012
22A-2012-01481C

Kimiko Monique Peacock v. State of Ohio, The Ohio State University Medical Center
(Rardin Family Center)
COL71(39301)04032012
22A-2012-01859C

Rebecca Jo McKinney v. Boys & Girls Club of Marion
COLA1(39306)04032012
22A-2012-01821C

Barbara Crenshaw v. Cincinnati Bell
COLA6(22456)09092011
22A-2012-04036C

No Probable Cause – Dismiss (Cont'd)

Barbara Crenshaw v. Cincinnati Childrens Hospital Medical Center
COLA6(22479)09092011
22A-2012-00456C

Eddie Bryant v. Fresenius USA Manufacturing, Inc.
TOL72(34778)08302011
22A-2011-03827C

Gregory White v. Cintas Corporation
TOLB2(34838)10032011
22A-2012-00004C

Christy L. Tyce v. Materion Brush, Inc.
TOL72(34842)10052011
22A-2012-00033C

Yvonne M. Goodwin v. Lamar Advertising of Youngstown, Inc.
TOL72(34847)10112011
22A-2012-00056C

Susan Whiting v. Riverview Industries, Inc.
TOLB2(34849)10112011
22A-2011-00058C

Carolyn Y. Steward v. Lucas County Sheriff's Department
TOLA2(34850)10122011
22A-2012-00060C

Stanford Harris v. City of Toledo, Department of Human Resources
TOL72(34851)10122011
22A-2012-00061C

Larry Gray v. AK Tube LLC
TOL72(34855)10132011
22A-2012-00075C

Rosalyn E. Hayes v. Luther Home of Mercy
TOL72(34856)10132011
22A-2012-00077C

Nicole Stephens v. The Laurels of Toledo, LLC
TOLA2(34857)10142011
22A-2012-00078C

No Probable Cause – Dismiss (Cont'd)

Khrystyn D. Grant v. Toledo Municipal Court
TOL72(34858)10142011
22A-2012-00082C

Amy Heuerman v. Walgreen Co.
TOLB2(34859)10172011
22A-2012-00083C

Ernie Brancheau v. Toledo Area Regional Transit Authority
TOLG2(34862)10182011
22A-2012-00091F

Michelle Murphy v. Neighborhood Health Association of Toledo, Inc.
TOL72(34866)10182011
22A-2012-00097C

Stephanie Morris v. EOPA-Toledo Head Start
TOLA2(34868)10192011
22A-2012-00129C

Ebony Jaynes v. Open Arms, Inc.
TOL72(34970)12162011
22A-2012-00715C

Sirena Campbell v. Open Arms, Inc.
TOL72(34886)10272011
22A-2012-00204C

Vindella L. Burnett v. American Red Cross
TOL72(34890)10282011
22A-2012-00208C

Darlene Urban v. Interim HealthCare of Northwestern Ohio, Inc.
TOLA2(34894)11022011
22A-2012-00242C

Audrey Edwards v. AVI Food Systems, Inc.
TOL72(34900)11072011
22A-2012-00300C

Monica Bush v. St. Vincent Mercy Medical Center
TOLA2(34919)11162011
22A-2012-00416C

No Probable Cause – Dismiss (Cont'd)

Ebony Jaynes v. Open Arms, Inc.
TOL72(34970)12162011
22A-2012-00715C

Shannon L. Kimble v. Teamsters Local 20
TOL72(35042)01272012
22A-2012-01089C

Joe A. Isbell v. United States Gypsum Company
TOLA2(35046)01302012
22A-2012-01094C

Shannon L. Kimble v. City of Toledo, Water Reclamation Department
TOL72(35047)01302012
22A-2012-01097C

Denise T. Smith v. Mercy St. Vincent Medical Center
TOL72(35053)02012012
22A-2012-01103C

Judy Ruhl v. Galion Community Hospital
TOLA2(35270)05302012
22A-2012-02162C

Linda Cassidy v. Roseland Apartments; Susan Temple, Manager; Roy Owens,
Maintenance Man
TOLH3(36139)11172011
05-12-0204-8
22A-2012-00847F

Deroineshia Pervall v. RLJ Management Co., Inc., Neighborhood Development Services,
Inc., and Jami Collins
AKRH3(35974)09022011
22A-2011-04072F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36008)09222011
05-11-1608-8
22A-2011-04174F

No Probable Cause – Dismiss (Cont'd)

Ann Janka v. Alliance Community Hospital
AKRB3(36178)01122012
22A-2012-01082C

Frank P. Trio v. The General Electric Company, Ohio Lamp Plant
AKRB3(36190)01232012
22A-2012-01207C

Anthony J. Anderson v. Ohio Council 8, American Federation of State, County and
Municipal Employees, AFL-CIO
AKR73(36214)02072012
22A-2012-01228C

Anthony J. Anderson v. City of Akron (Bureau of Public Works Street Cleaning
Division)
AKR73(36217)02072012
22A-2012-01231C

Anna M. King v. Wal-Mart Stores East, LP
AKRB3(36254)03012012
22A-2012-01315C

Doretha Haver v. PNC Bank, National Association
AKRG3(36263)03062012
22A-2012-01537F

Kenneth Gay v. American Spring Wire Corp.
CLE74(41243)10252011
22A-2012-00337C
**Split recommendation-PC on race and retaliation; NPC on disability*

Deborah A. Gray v. University Hospitals Cleveland Medical Center dba University
Hospitals Case Medical Center
CLEA4(41244)10262011
22A-2012-00338C

Larry Tim Johnson v. Volunteers of America of Greater Ohio
CLE74(41246)10262011
22A-2012-00341C

Henry Harden v. Shaker Heights Public Library
CLEG4(41249)10272011
22A-2012-00345F

No Probable Cause – Dismiss (Cont'd)

Delia T. Duckworth v. City of Cleveland – Department of Public Safety
CLEB4(41251)10282011
22A-2012-00355C

Clarence Thomas v. Rite-Aid of Ohio, Inc.
CLEA4(41255)11012011
22A-2012-00507C

Evelyn J. Swope v. Alcohol, Drug Addiction & Mental Health Services Board of
Cuyahoga County
CLEA4(41256)11012011
22A-2012-00508C

April L. Mitchell v. Cuyahoga County Executive
CLE74(41258)11022011
22A-2012-00510C

Roger Orris v. Jeffrey K. Patterson, Cleveland Metropolitan Housing Authority,
Quarrytown Senior Apartments
CLEH4(41264)10262011
05-12-0083-8
22A-2012-00516F

Jermaine Sayles v. City of Cleveland Hopkins Airport
CLEB4(41270)11102011
22A-2012-00521C

Rene Zullo v. Orange City School District
CLE74(41280)11172011
22A-2012-00557C

Angel M. Whitmore v. Demer Holdings Group, Inc. dba Great Clips
CLE74(41286)11212011
22A-2012-00565C

Clayton Boyce v. McDonald's Restaurants of Ohio, Inc.
CLEB4(41302)11282011
22A-2012-00802C

Judy A. Griffith v. Maxim Healthcare Services, Inc.
CLE74(41339)12192011
22A-2012-00955C

No Probable Cause – Dismiss (Cont'd)

Raheem Muhammad v. T. D. Security Limited Inc.
CLEG4(41361)12282011
22A-2012-00981F

Alicia Torres v. City of Cleveland
CLE74(41386)01232012
22A-2012-01143C

Clayton S. Boyce v. Labor Ready Mid-Atlantic, Inc.
CLE74(41396)02022012
22A-2012-01159C

Curtis Harris v. City of Cleveland
CLEA4(41400)02072012
22A-2012-01172C

Jamie H. Haynes v. Stoneridge, Inc.
CLE74(41431)03062012
22A-2012-01527C

Ryan D. Kroft v. Weber Orthopedic, Inc.
CLEB4(41442)02202012
22A-2012-02334C

Robert L. Render v. Cleveland Public Library System
CLE74(41459)03272012
22A-2012-01836C

Charles A. Jones, Sr. v. Rieter Automotive North America, Inc.
CLE72(34959)12122011
22A-2012-00681C

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

Pauline Duett v. Central Community Health Board of Hamilton County
DAY76(22453)09062011
22A-2012-00043C

Herbert McClam v. Sears Holding Company dba K-Mart Stores
DAYA6(22509)10052011
22A-2012-00618C

No Probable Cause – Dismiss (Cont'd)

Virginia Benton v. Dayton Public Schools
DAYA6(22562)10252011
22A-2012-00638C

Teresa E. Music v. Allen County Board of Developmental Disabilities
DAYB6(22575)10272011
22A-2012-00644C

Mose Johnson, Jr. v. Kettering Medical Center
DAYB6(22590)11020211
22A-2012-00726C

Darryl Newman v. Senior Resource Connection
DAYB6(22645)11292011
22A-2012-00788C

Michael W. Huff v. Riverside Nursing & Rehabilitation Center
DAY76(22668)12092011
22A-2012-00865C

Wendy Young v. New Sabina Industries Inc.
DAYB6(22676)12142011
22A-2012-00873C

Aaron A. Melvin, Jr. v. Mercy Siena Woods
DAYB6(22677)12152011
22A-2012-00797C

James Davidson v. Rumpke Transportation Company, LLC
DAYB6(22707)01102012
22A-2012-01350C

James Decker v. Executive Management Services
DAYB6(22740)01262012
22A-2012-01386C

Joyce L. Copeland v. Spring Hills Singing Woods
DAYA6(22807)03062012
22A-2012-02150C

Jerald Christian v. Regis Corporation dba SmartStyle
DAY76(22815)03072012
22A-2012-02154C

No Probable Cause – Dismiss (Cont'd)

Glenn L. Burns v. Hillsboro City Schools
DAY76(22830)03142012
22A-2012-01625C

Ronald E. Dula v. Catholic Health Partners dba Corporate Physician Business Center
DAYB6(22835)03152012
22A-2012-01628C

Lea P. Robertson v. Higbee West Main, LP dba Dillard's
DAYG6(22837)03192012
22A-2012-01738F

Dorca Lorena Bares v. PNC Bank, N.A.
DAY76(22838)03202012
22A-2012-01630C

Geoffrey W. Barnes, Sr. v. Jos. A. Bank Men's Clothiers, Inc.
DAYA6(22844)03222012
22A-2012-01739C

Greg C. Otting, Jr. v. Miami Township Fire Department
DAY76(22849)03262012
22A-2012-01740C

Christina T. Hyatt v. Western Hill Retirement Village
DAY76(22850)03262012
22A-2012-01741C

Keira Reid v. Hillman Group, Inc.
DAY76(22859)04032012
22A-2012-01826C

Adrienne Jackson v. Thornton Gas
DAY76(22860)04032012
22A-2012-01828C

Ann Griffin v. Linder Center of Hope
DAYA6(22863)04032012
22A-2012-01924C

Debbie K. Popp v. Tiny Tots Center / Mark Roeser Enterprise
DAYE6(22914)05012012
22A-2012-02146F

No Probable Cause – Dismiss (Cont’d)

Cassandra Bachelor v. Frisch's Restaurants
DAY76(22930)05072012
22A-2012-02271C

Ruth A. Redmond v. TEF & Associates I, LLC dba Cabinetpak Kitchens
DAYG6(22932)05072012
22A-2012-02272F

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

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	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

Lillie Gates-Austin v. City of Cleveland, Department of Public Safety
CLE74 (41153) 08292011
22A 2011 04041C

Courtney Calhoun, Reconsideration Supervisor, recommended that Charging Party’s request for reconsideration be denied. No new information was provided.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent denied vacation time and subjected her to a hostile work environment in retaliation for engaging in a protected activity. Respondent stated they did not discriminate against Charging Party.

APPEARANCES (Cont'd)

Chairman Hubert 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 Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

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

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

Commissioner Mercado moved to adopt the Charging Party's Request for Reconsideration and adopt the No Probable Cause finding. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

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

Motion carried.

APPEARANCES (Cont'd)

2. No Probable Cause – Dismiss

Lillie Gates-Austin v. City of Cleveland, Department of Public Safety
CLE74 (41161) 08312011
22A 2011 04048C

Courtney Calhoun, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent again subjected her to hostile work environment in the form of threats of discipline and fear of physical assault. Respondent stated they did not discriminate against Charging Party.

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

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell, Jr.	YES
Commissioner Tom Roberts	NO
Commissioner Stephanie Mercado	YES

Motion carried.

COMMISSIONER AGENDA

Agenda for Week 1

1. No Probable Cause - Dismiss

Richard D. Cale v. The Ohio State University
COLB1 (38949) 10172011
22A 2012 00249C

Sheilia D. Shaffer v. The University of Toledo
TOLA2 (34990) 12302011
22A 2012 00799C

No Probable Cause – Dismiss (Cont’d)

Stefan P. Wright v. Tire Discounters, Inc.
DAY76 (22893) 04182012
22A 2012 02143C

2. NO JURISDICTION – DISMISS

Antonio Bailey v. Christy’s Drive Thru Inc.
DAYE6 (22568) 10262011
22A 2012 00642F

**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 Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

Agenda for Week 2

1. No Probable Cause – Dismiss

Raheem Muhammad v. Greyhound Lines, Inc.
CLEG4 (41040) 07202011
22A 2011 03498F

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

Ronald Wallace v. The MetroHealth System
CLE74 (41079) 08152011
22A 2011 03740C

2. NO JURISDICTION – DISMISS

Diana L. Liaeff v. Springfield Local Schools
TOLA2 (35251) 05222012
22A 2012 02077C

Leon D. Murphy v. City of Columbus, Division of Fire
COLA1 (38803) 08172011
22A 2011 03896C

Dirk Ronald Johnson v. The Princeton Club, LLC
COL71 (39071) 12142011
22A 2012 00835C

3. CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENDATION; COMPLAINANT'S STATEMENT OF OBJECTIONS; RESPONDENT'S STATEMENT OF OBJECTIONS; COMPLAINANT'S RESPONSE TO RESPONDENT'S OBJECTIONS; ATTORNEY GENERAL'S RESPONSE TO RESPONDENT'S OBJECTIONS

Administrative Law Judge Recommends Cease & Desist Order; Respondent to pay \$2, 500 Actual Damages & \$5,000 Punitive Damages

Theresa R. Gedert v. Brion R. Baith
TOLH2 (30778) 10122006
22A 2007 00636F
Complaint No. 07-HOU-TOL-30778

Chairman Hubert moved to Adopt the Administrative Law Judge's Report and Recommendations in the above matter with a modification to accept the Complainant's Objections relating only to the issue of Complainant's right to attorney fees under R.C. 4112.05(G)(1) as a matter of law, and Remand to the Administrative Law Judge to determine the amount of attorney fees entitled by Complainant. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

**Commissioner Mercado 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 Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

Agenda for Week 3

1. Respondent's Request – Deny

Bernadette Davantes Heckman v. Ohio University
COL71 (38718) 07182011
22A 2011 03577C

Bernadette Davantes Heckman v. Dr. Bruce Carlson (GENERO)
COLE1 (38719) 07182011
22A 2011 03579F

Matthew Cantrall v. Kathleen Ihlendorf
CLEH4 (41056) 07282011
05-11-1279-8
22A 2011 03545F

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

Ieeshia McCray v. Sadison Investments, LLC
DAYH6(21582)07292010; 05-210-1437-8
22A 2011 00236F
Complaint No. 10-HOU-DAY-21582

Donna Jean Park-Bey v. Derrick Davis
CLEE4(40656)11162010
22A 2011 01312F
Complaint No. 11-EMP-CLE-40656

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

Sheila Franklin v. Bon Buffet, Inc.
DAY76(22089)03232011
22A 2011 02752C
Complaint No. 11-EMP-DAY-22089

Curtis Gaines, Jr. v. Bon Buffet, Inc.
DAY76(21846)11172010
22A 2011 01641C
Complaint No. 11-EMP-DAY-21846

David Hanni v. Regency Window Corporation
AKRA3(35441)11042010
22A 2011 01343C
Complaint No. 11-EMP-AKR-35441

Eric Hopkins v. Bon Buffet, Inc.
DAY76(22118)04062011
22A 2011 02816C
Complaint No. 11-EMP-DAY-22118

Walter Reeder v. Bon Buffet, Inc.
DAY76(22229)05182011
22A 2011 02990C
Complaint No. 11-EMP-DAY-22229

No Available Remedy; Dismiss Formal Complaint – Submitted by the Attorney General’s Office (Cont’d)

Lorrie Tipton v. Bon Buffet, Inc.
DAY76(21915)12212010
22A 2011 01729C
Complaint No. 11-EMP-DAY-21915

4. Reverse Probable Cause to No Probable Cause – Insufficient Evidence to Meet Evidentiary Burden; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Yvonne Harper v. Toledo Municipal Court
TOLA2(33614)02232010
22A 2010 01746C
Complaint No. 11-EMP-TOL-33614

Yvonne Harper v Toledo Municipal Court
TOLA(33799)05242010
22A 2010 02869C
Complaint No. 11-EMP-TOL-33799

5. NO JURISDICTION – DISMISS

Samuel T. Broadhead v. Andrews Apartments, LTD and K & D Management, LLC
CLEH4 (41520) 05012012
22A 2012 02406F

6. CERTIFICATION OF A BONA FIDE OCCUPATIONAL QUALIFICATION - GRANT

City of Kettering Police Department
• Civilian Jailer

7. **CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENDATION**

Administrative Law Judge Recommends Cease & Desist Order

Housing Research & Advocacy Center v. Ronald J. Culkar
CLEH4 101705 (36577) 102805
22A 2006 14245F
Complaint No. 10102

Cynthia Dembicki v. Ronald J. Culkar
CLEH4 101005 (36589) 110305
22A 2006 14247F
Complaint No. 10103

Harriet Butler v. Amber Honse
CLEH4 (37810) 02072007
22A 2007 03203F
Complaint No. 07-HOU-CLE-37810

Sabur Jabbar v. Bryan Parks
AKRH3 (33445) 05272008
22A 2008 04100F
Complaint No. 08-HOU-AKR-33445

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

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

Add-On

1. REVERSE NO PROBABLE CAUSE TO PROBABLE CAUSE – SCHEDULE CONCILIATION; IF CONCILIATION FAILS AUTHORIZE EXECUTIVE DIRECTOR TO ISSUE FORMAL COMPLAINT

Stacy D. Woods v. Nick & Peggy Wilson; Nathan Rue Properties
DAYH6 (22384) 08012011
05-11-1298-8
22A 2012 02387F

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 Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

ATTORNEY GENERAL’S REPORT

Lori Anthony presented the following information to Commissioners:

- Duffy Jamieson gave Lori’s regrets for not attending today’s meeting. Lori is attending a Section Chief Meeting.
- Duffy talked about a success story on an Administrative Law Judge’s Dayton case. A truck driver for a thrift store was treated more harshly than Caucasians. He was accused of stealing from a customer. The race discrimination case was settled in the Court of Common Pleas for \$70,000 in back pay.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton reported that OBM recently informed us the OCRC's budget submission for the next biennium will be due on September 17, 2012. We have been presented with two budget scenarios: 1.) OCRC receives 90% of General Revenue Funds previously provided to the agency in FY 2013, and 2.) OCRC receives 100% of GRF provided to it in FY 2013. GRF at 90% of our GRF for FY 2013 amounts to a loss of 472,578 in each year for FYs 2014-2015.
- Michael stated that we will be holding our Celebrating Excellence outing with OCRC staff at Blacklick Park in Columbus suburb or Reynoldsburg on August 30. Please mark the date on your calendars.
- Attorney Ronald Lee with the U.S. Department of Justice's Civil Rights Division provided a workshop to OCRC managers on immigration-related unfair labor practices in Columbus on July 13, 2012. The information provided was very useful to staff.
- Local disabilities advocacy agency, Wright Choice, has again provided us with an intern for one week. Xiochen "Sherry" Tong, a pre-law student from the University of Miami in Florida, has been assisting us in central office this week. Sherry has also interned this summer with the law firm of Bricker and Eckler, Columbus City Attorney's (Ron O'Brien) office and a prove attorney.
- Congratulations to Jerry Washington on his retirement after 28 years of service to the OCRC. Jerry, a steward, was a positive change agent for redesigning our investigative process and assisted in improving our work culture and labor-management relations.

COMMISSIONER'S COMMENTS

Chairman Hubert thanked the employees for the work they do in timely processing cases for our meeting today.

The Hall of Fame will be scheduled within 2 weeks from today's meeting. At the meeting, the Commissioner's will vote on this year's Hall of Fame from 24 nominations.

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

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Eddie Harrell	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:14 a.m.


* * *

Commissioner