**MINUTES OF THE REGULAR MEETING OF**
**THE OHIO CIVIL RIGHTS COMMISSION**
September 6, 2012
Rhodes Office Tower Lobby
Columbus, Ohio

## CALL TO ORDER

Chairman Hubert called the meeting to order at 9:37 a.m.

**Commissioners Present:**
Chairman Leonard Hubert
Commissioner Rashmi Yajnik
Commissioner Tom Roberts
Commissioner Stephanie Mercado
Commissioner William Patmon, III

A quorum was present.

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

## APPROVAL OF MINUTES

Commissioner Yajnik moved to approve the August 16, 2012 minutes. Seconded by Commissioner Roberts.

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Farid Yousef v. Quanta Biodesign, Ltd.
COLB1(38870)09132011
22A-2011-04105C

Arthur W. McGraw v. Woodcliff Condominium Unit Owners Association
COLH1(38931)10052011
05-12-0040-8
22A-2012-00038F AMENDED

Renee M. Pearce & Kevin W. White v. Worthington Village Associates Limited Partnership and Pache Management Company, Inc. dba Worthington Village
COLH1(38952)10182011
05-12-0056-8
22A-2012-00099F

Veronica Lorraine Thornton v. Morrison Management Specialists, Inc., dba Morrison Health Care, Inc.
COL71(39361)04242012
22A-2012-02086C

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

Darryl G. Smith v. Iron Workers Local 55 Joint Apprenticeship and Training Committee
TOLA2(34875)10252011
22A-2012-00178C

Anika S. Fields v. The East Toledo Family Center, Inc.
TOL72(34880)10252011
22A-2012-00184C

Jasmine Lewis v. Electro Prime Rossford, Inc.
TOL71(38935)10112011
22A-2012-00143C

Carole A. Scott v. Jefferson Behavioral Health System
AKRB3(36179)01172012
22A-2012-01083C

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

Amanda Hogue Gardinsky v. Perry Local Schools
AKRB3(36227)02152012 AMENDED
22A-2012-01280C

Amanda Hogue Gardinsky v. Bob Schnabel, Member, Board of Education, Perry Local Schools
AKRE3(36279)03122012
22A-2012-01556F

Amanda Hogue Gardinsky v. Mike Brenner, Member, Board of Education, Perry Local Schools
AKRE3(36280)03122012
22A-2012-01557F

Amanda Hogue Gardinsky v. Jon Deitz, Member, Board of Education, Perry Local Schools
AKRE3(36281)03122012
22A-2012-01558F

Amanda Hogue Gardinsky v. Jim Casey, Member, Board of Education, Perry Local Schools
AKRE3(36282)03122012
22A-2012-01559F

Amanda Hogue Gardinsky v. Dr. John Richard, Superintendent, Perry Local Schools
AKRE3(36283)03122012
22A-2012-01560F

Amanda Hogue Gardinsky v. Marlene Capuano, Member, Board of Education, Perry Local Schools
AKRE3(36284)03122012
22A-2012-01561F

Amanda Hogue Gardinsky v. Betsy Elum, Member, Board of Education, Perry Local Schools
AKRE3(36285)03122012
22A-2012-01562F

Amanda Hogue Gardinsky v. Marty Gowe, Assistant Superintendent, Board of Education, Perry Local Schools
AKRE3(36286)03122012
22A-2012-01563F

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

Lainey Westbrooks v. East Cleveland Public Library
CLEA4(41375)01132012
22A-2012-01329C

Lainey Westbrooks v. East Cleveland Public Library
CLEA4(41449)03162012 AMENDED
22A-2012-01673C

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

Lainey Westbrooks v. East Cleveland Public Library
CLE74(41538)05112012
22A-2012-02542C

Patsy B. James-Pogue v. Sears Roebuck & Co.
DAY76(22547)10192011
22A-2012-00293C

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

Fair Housing Resource Center v. PBP LTD
CLEH4(41185)09142011 AMENDED
05-11-1502-8
22A-2012-00095F

Fair Housing Resource Center v. PBP LTD
CLEH4(41186)09142011 AMENDED
05-11-1497-8
22A-2012-00098F

Stacey Steinmiller-Hill v. Kevin and Ann Butler
CLEH4(41234)10052011
05-12-0017-8
22A-2012-00276F

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

Sandra Wisby v. Bick's Driving School of Eastern Cincinnati, Inc.
DAYG6(21983)02112011
22A-2011-01785F
Complaint No. 11-PUB-DAY-21983

4. **Probable Cause – Schedule Conciliation**

Christopher Brown v. Joseph F. & Robyn D. Phelan
COLH1(38999)11092011
05-12-0154-8
22A-2012-00335F

Rosanne M. Plasky v. The University of Toledo Medical Center
TOLA2(34920)11182011
22A-2012-00427C
*Split decision- **PC on the basis of retaliation with regard to being subjected to different terms and conditions of employment and hostile work environment**; NPC on the issues of subjected to different terms and conditions based on age and retaliation

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41298)11142011
05-12-0174-8
22A-2012-00577F

5. **Issue Formal Complaint**

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(35994)09222011
05-11-1621-8
22A-2011-04160F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(35999)09222011
05-11-1620-8
22A-2011-04165F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36001)09222011
05-11-1622-8
22A-2011-04167F

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

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36003)09222011
05-11-1623-8
22A-2011-04169F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36005)09222011
05-11-1624-8
22A-2011-04171F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36009)09222011
05-11-1627-8
22A-2011-04175F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36011)09222011
05-11-1626-8
22A-2011-04177F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36013)09222011
05-11-1628-8
22A-2011-04179F

Fair Housing Resource Center, Inc. v. Sally Robertson, Burlington Realty, LLC, PBP Ltd., Petersen Development Ltd., and Dillen Properties Ltd.
CLEH4(41185)09142011
05-11-1502-8
22A-2012-00095F

Fair Housing Resource Center, Inc. v. Sally Robertson, Burlington Realty, LLC, Steve Petersen, PBP Ltd., Petersen Development Ltd., Dillen Properties Ltd.
CLEH4(41186)09142012
05-11-1497-8
22A-2012-00098F

Housing Research & Advocacy Center v. Backpage.com/The Cleveland Scene
CLEH4(41205)09202011
05-11-1522-8
22A-2012-00160F

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

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41207)09222011
05-11-1524-8
22A-2012-00162F

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

Georgiana Dunwoody v. Mapleview Terrace II LTD
COLH1(39151)01312012
05-12-0429-8
22A-2012- 01182F

Elisha D. Fultz v. Cori Care, Inc.
COL71(39461)06062012
22A-2012-02517C

Selena Sullivan v. Turkey Hill L.P. dba Turkey Hill Minit Market
AKR71(39391)05032012
22A-2012-02901C

Alicia L. Goins v. Pleasant Lake Villa
CLE74(41371)01122012
22A-2012-01058C

The Housing Research & Advocacy Center v. Daniel Ferencz
CLEH4(41582)05242012
05-12-0894-8
22A-2012-02404F

The Housing Research & Advocacy Center v. John Watjen
CLEH4(41597)06082012
05-12-0973-8
22A-2012-02263F

AnnaLisa E. S. Diaz v. Teleperformance
ADR71(39481)06142012
22A-2012-02613C

Ronald R. Williams v. American Motorcycle Association dba American Motorcyclist Association
ADRB1(39500)06262012 AMENDED
22A-2012-02605C

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

Ronald Kenley, Jr. v. Funai Service Corporation
ADR71(39549)07122012
22A-2012-02532C

Ronald Kenley, Jr. v. The Job Store Staffing
ADR71(39550)07122012
22A-2012-02533C

Toledo Fair Housing Center v. Reynolds Apartments, LLC; Gregory Schumaker, Statutory Agent
ADRH2(35155)03292012
05-12-1175-8
22A-2012-01588F

Michael E. Welch v. Pitt-Ohio Express
ADRB2(35205)04272012
22A-2012-01834C

David Bush v. Hahn Automotive Warehouse, Inc. dba Advantage Auto Shops
ADRB2(35239)05162012
22A-2012-01986C

Onevia Allen v. Owens Community College
ADRB2(35324)06262012
22A-2012-02306C

Sharon L. Weatherly v. Parkcliffe Development
ADR72(35364)07182012
22A-2012-02475C

Megan Owens v. Princeton Management
ADR72(35388)07302012
22A-2012-02564C

Sharon L. Weatherly v. Parkcliffe Development
ADR72(35399)08072012
22A-2012-02609C

Housing Research & Advocacy Center v. Mary Rader
ADRH4(41552)05222012
22A-2012-02832F

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

Housing Research & Advocacy Center v. Perry Worley
ADRH4(41554)05232012
22A-2012-02833F

Housing Research & Advocacy Center v. John Nichols
ADRH4(41577)05242012
22A-2012-02413F

Charles Betz v. Southwest General Health Center
ADR73(36430) 06112012
22A-2012-02217C

Eric Thrasher v. Mainline Truck and Trailer Service
ADR74(41525)05042012
22A-2012-02831C

Housing Research & Advocacy Center v. Mariana Tapu
ADRH4(41571)05242012
05-12-0886-8
22A-2012-02397F

Terrance Alton Cox v. Kasper Automotive Group
ADR74(41590)06152012
22A-2012-02248C

Desmond Torrez Dunning v. Fox International, Inc.
ADRB4(41594)06182012
22A-2012-02260C

Michael Wolpert v. National Alliance on Mental Health Greater Cleveland
ADRB4(41605)06212012
22A-2012-02293C

Matthew W. Pettigrew v. Speedco Truck Lube & Tire
ADRB4(41641)07192012
22A-2012-02479C

Tom R. Smith v. Faurecia Exhaust Systems
ADR76(23073)07132012
22A-2012-02936C

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

Ruth Ashley v. Pleasant Acres; Vernon & Eloise Garrison
ADRH6(23086)07202012
05-12-1278-8
22A-2012-02840F

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

Ashley Rena Brown v. Chutney's dba Peris Indian Restaurant
COL71(39338)04182012
22A-2012-02028C

Carla Jo Garrett v. Horizon Chillicothe Telephone
COL71(39423)05152012
22A-2012-02351C

Vincent Louis Franklin II v. JP Morgan Chase Bank, NA
COL71(39488)06202012 AMENDED
22A-2012-02701C

Shirley Johnson v. Tween Brands, Inc.
COLA1(39532)07052012
22A-2012-02683C

Deborah A. Angel v. Toledo Area Regional Transit Authority
TOLG2(34904)11102011
22A-2012-00350F

Rashaun J. Coley v. Old Dominion Freight Line, Inc.
TOL72(35011)01122012
22A-2012-00945C

Paige Mitchell v. Nissin Brake Ohio, Inc.
TOL72(35281)06062012
22A-2012-02199C

Ellis John Labuza v. Kleen Test Products
AKRA3(36355)04232012
22A-2012-01906C

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

David Duval v. Doug Hawkins, Jamie Hawkins and Hawkins Homes, Inc., dba Long Lake Park Campgrounds
AKRH3(36462)07092012
05-12-1169-8
22A-2011-02407F

Irma Benitez v. Payless Shoesource, Inc.
DAYG6(22607)11092011
22A-2012-00733F

Fernando L. Figueroa v. Winton Woods City Schools
DAYA6(23020)06212012
22A-2012-02505C

Aaron Sparks v. Dayton Correctional Institution
DAY71(39585)07262012
22A-2012-02763C

Colleen Renee Birko v. Delaware County Sheriff Department
ADRA1(39288)03282012
22A-2012-01798C

Beverly Birko v. Delaware County Sheriff's Office
ADRA1(39289)03282012
22A-2012-01812C

Martia Shardai Turner v. Carter's Baby Clothing
ADRG1(39304)04032012
22A-2012-01860F

Marquita S. Lynch v. Carter's
ADRG1(39307)04032012
22A-2012-01870F

Cathy J. Pinkard v. Living In Family Environment, Inc.
ADR71(39339)04182012
22A-2012-02109C AMENDED

Julie Anne Hearn v. Community Skilled Health Care Centre, Inc.
ADRB3(36417)05302012
22A-2012-02612C

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

Timothy Glenn Strickland v. W.L. Logan Trucking Company
ADR73(36422)06042012
22A-2012-02365C

Tresia Ann Cutright v. Custom-Pak, Inc.
ADRB3(36391)05102012
22A-2012-02518C

Tresia Ann Cutright v. Watertower Services, Inc. dba Integrity Staffing Services
ADRB3(36392)05102012
22A-2012-02519C

Peggy Holmes v. Keller Williams Chervenic Realty, Donna Montgomery, Barbara Wise and Marsha Hintz
ADRH3(36393)05142012
05-12-1189-8
22A-2012-02950F

Adrienne R. McIntosh v. Cuyahoga County Protective Services, Sheriff's Department.
ADR74(41612)06282012
22A-2012-02317C

**8. Withdrawal of Charge - Grant**

Bobby Lee Thomas v. ABC Grill Corporation, dba ABC BBQ & Grill
COLB1(39462)06062012
22A-2012-02359C

Mary Elizabeth Evans v. Columbus Urban League
COLA1(39516)06282012
22A-2012-02655C

Bert A. Bayes v. MSC Walbridge Coatings, Inc.
TOLB2(34910)11142011
22A-2012-00403C

Jason G. Rhiel v. Tronair, Inc.
TOLB2(34913)11142011
22A-2012-00407C

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

Jameshia Taylor v. Libbey Glass Inc.
TOL72(34921)11182011
22A-2012-00428C

Chris Williams v. Skaff Star Diner, Ltd. dba Star Diner
TOLA2(35035)01232012 (Amended)
22A-2012-01043C

Chris Williams v. Skaff Star Diner, Ltd. dba Star Diner
TOLA2(35059)02062012
22A-2012-01109C

John Smith v. Timber Top Apartments
AKRH3(36515)08212012
22A-2012-02855F

Tanyon Claxton v. David Harner dba Redstone Properties
ADRH3(36465)07122012
05-12-1199-8
22A-2011-02421F

Angela D. Erewele v. Miami Valley Hospital
ADRA6(23137)08152012
22A-2012-02897C

**9. Failure to Cooperate - Dismiss**

Darlene Dull v. Willowood Apartments of Grove City II, Ltd. and Empirian Property Management, Incorporated dba Willowood Apartments
COLH1(39382)04302012
05-12-0738-8
22A-2012-01992F

Avinash Jadoonanan v. East Worthington Village
COLH1(39398)05022012
05-12-0780-8
22A-2012-01996F

Clayton Boyce v. Halal Meats
AKRG4(41452)03212012
22A-2012-01689F

## 10. Administrative Closure

Samuel L. Sprinkle v. State of Ohio, Department of Developmental Disabilities
COL76(22772)02092012 AMENDED
22A-2012-01445C

Dale Koelewyn v. James M. Vivolo
CLEH4(41647)07232012
22A-2012-02528F

Rodina Murphy v. James M Vivolo
CLEH4(41649)07232012
22A-2012-02529F

Rose Taylor v. Diane Cal
CLEH4(41652)07262012
22A-2012-02577F

Tiffany Treadwell v. Sandy Kopin
CLEH4(41687)08212012
22A-2012-02839F

## 11. No Probable Cause - Dismiss

Kimberly Keslar v. Family Healthcare, Inc.
COLB1(38924)10032011
22A-2012-00308C

Anthony D. Riley v. JP Morgan Chase & Co.
COLB1(38945)11012011
22A-2012-00410C

Megan Holt v. Todco Overhead Door Co.
COL71(38950)10172011
22A-2012-00309C

Amber F. Harris v. Ramada Plaza Hotel & Conference Center
COL71(38954)10192011
22A-2012-00252C

Ron Reese v. CWA Local 4310
COLG1(38959)10212011
22A-2012-00417F

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

Mario Garcia v. Viox Services, Inc.
COL71(38963)10252011
22A-2012-00288C

John C. Kessler and Campaign For A Better America dba CABA Ministries, Inc. v. City of Columbus - Department of Building and Zoning Services
COLH1(38965)10252011
05-12-0152-8
22A-2012-00213F

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

Johnida Joy White v. Margaret R. Spangler
COLH1(38971)10272011
05-12-0099-8
22A-2012-00244F

Jonathan Pirro v. AT&T Corporation
COLB1(38978)11022011
22A-2012-00375C

Victor L. Carson v. Suebo, Inc.
COLG1(38981)11022011
22A-2012-00371F

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

Bobby D. Banks v. Speedway LLC dba Speedway Superamerica
COL71(38993)11082011
22A-2012-00533C

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

Leo and Lila D'Amore v. Jawahar Palaniappan and Pala Management, LLC dba J.P. Management Company
COLH1(38994)11072011
05-12-0140-8
22A-2012-00325F

Sherry Fischer v. State of Ohio, Rehabilitation Services Commission
COLB1(38996)11092011
22A-2012-00534C

Rachel M. Bassett v. Reliant Capitol Solutions, LLC
COL71(38997)11022011
22A-2012-00424C

Peggy Lucas-Flipse v. People to People LLC
COLE1(39001)11092011
22A-2012-00536F

Lisa Davis v. GC Services Limited Partnership
COL71(39004)11102011
22A-2012-00650C

Nuriani Raabiou v. CVS Caremark
COL71(39007)11152011
22A-2012-00539C

Tina Handley v. Genesis Healthcare System
COLA1(39025)11232011
22A-2012-00669C

Kevin Mueller v. Schottenstein Zox & Dunn Co., LPA
COL71(39033)11222011
22A-2012-00662C

Angel Pennix v. Select Specialty Hospital – Columbus, Inc.
COL71(39047)12052011
22A-2012-00710C

Lyle Kochinsky v. Suzanne G. Varney & Gertrude Sue Glabb
COLH1(39050)12052011
05-12-0256-8
22A-2012-00592F

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

Joseph A. McKean v. Cameron Mitchell Restaurants, LLC
COLB1(39054)12072011
22A-2012-00719C

Wilburn Mullins, Jr. v. TPBES LLC and Tina & Paula Goodman
COLH1(39074)12142011
05-12-0289-8
22A-2012-00701F

Bryon R. Miller v. Maryhaven, Inc.
COL71(39083)12202011
22A-2012-00883C

Ronald B. & Marion C. Thomas v. Plumwood Apartments of Columbus, III, Ltd. and Empirian Property Management, Inc.dba Plumwood Apartments
COLH1(39088)12202011
05-12-0326-8
22A-2012-00764F

Dennis Broadnax v. Housing for Athens Senior Residents, Inc. and Silverheels Property Management, LLC dba Heritage Commons Apartments
COLH1(39090)12212011
05-12-0333-8
22A-2012-00765F

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

LeTisha Dameka Underwood v. Waggoner Wood Limited Partnership and National Church Residences dba Waggoner Grove Apartments
COLH1(39123)01192012
05-12-0391-8
22A-2012-01031F

Larry R. Smoot & Willye M. Mason v. Ajay Pandya & Keller Williams Central Ohio Realty, LLC
COLH1(39143)03202012
05-12-0654-8
22A-2012-01169F

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

Chioma E. Harris v. Home Health Connection, Inc.
COL71(39198)03242012
22A-2012-01489C

Carole Sue Miller v. Aetna Building Maintenance, Inc.
COL71(39204)02282012
22A-2012-01505C

Yolanda Lynn James v. Orthopedic & Neurological Consultants, Inc.
COL71(39221)03062012
22A-2012-01634C

Brittany Barron v. Smith Tandy Realty Management, Inc. dba Cherryblossom Way North Apartments
COLH1(39249)03142012
05-12-0600-8
22A-2012-01473F

Angel M. Pennix v. Select Specialty Hospital-Columbus, Inc.
COL71(39254)03192012
22A-2012-01684C

Torey Dante Jefferson v. Pathology Laboratories, Inc.
COL71(39256)03202012
22A-2012-01685C

Edit Lalita Barbee v. Kentucky Fried Chicken Corporation
COLA1(39261)03212012
22A-2012-01696C

Wendy D. Sunkle v. Heathwood Village Limited Partnership dba Heathwood Village
COLH1(39264)03202012
05-12-0611-8
22A-2012-01474F

Kenneth C. Thompson v. Arrow-Intechra LLC
COL71(39267)03222012
22A-2012-01699C

Francene Denise Portis v. Broadview Health and Rehabilitation Center
COLB1(39345)04192012
22A-2012-02033C

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

Lori L. Quinn v. Mount Carmel Health System
COL71(39383)05012012
22A-2012-02121C

Shane Christopher Dolen v. R.R. Donnelley & Sons Company
COLB1(39416)05142012
22A-2012-02569C

Fontella R. Smith v. State of Ohio, Department of Mental Health
COL71(39418)05152012
22A-2012-02566C

Alemayehu Kidie Aderajew v. TS Tech USA Corporation
COL71(39471)06122012
22A-2012-02626C

Allyn J. Sherman v. Bare Escentuals Beauty, Inc dba Bare Essentials, LLC
COL71(39514)06262012
22A-2012-02656C

Donald Anderson v. The Terrier Steel Company
COL71(39569)07182012
22A-2012-02826C

LaTasha M. Sims v. Revelle Enterprises, Inc. dba Pro Quo Books
TOL72(34871)10212011
22A-2012-00142C

Sara Thomas v. EOPA/Toledo Head Start
TOLA2(34882)10252011
22A-2012-00186C

Shavondia C. Peterson v. Dollar General Corporation
TOL72(34883)10262011
22A-2012-00187C

Joseph J. Szekely v. ISS Facility Services, Inc.
TOLB2(34887)10272011
22A-2012-00205C

Connie F. Lupien v. ISS Facility Services, Inc.
TOLB2(34888)10272011
22A-2012-00206C

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

David L. Faust v. Trentdon, Inc., dba McDonald's
TOLB2(34889)10282011
22A-2012-00207C

William D. Evans v. Wal-Mart Stores East, LP
TOL72(34899)11072011
22A-2012-00297C

Kimberlie R. Colson v. The University of Toledo
TOL72(34905)11102011
22A-2012-00351C

Kimberlie R. Colson v. The American Association of University Professors
TOL72(34906)11102011
22A-2012-00352C

Gwendolyn Burkes v. EOPA/Toledo Head Start
TOLA2(34911)11142011
22A-2012-00405C

Rosanne M. Plasky v. The University of Toledo Medical Center
TOLA2(34920)11182011
22A-2012-00427C
*Split decision- PC on the basis of retaliation with regard to being subjected to different terms and conditions of employment and hostile work environment; **NPC on the issues of subjected to different terms and conditions based on age and retaliation**

Amy Angelone v. Wal-Mart Stores East, LP
TOL72(34954)12122011
22A-2012-00631C

Timisha M. Buchanan v. Westgate Limited Partnership dba Ramada Hotel & Conference Center
TOL72(34993)01032012
22A-2012-00817C

LaMarr Landry v. The University of Toledo
TOL72(35030)01202012
22A-2012-01030C

Greg Grohoske v. Sanoh America, Inc.
TOLB2(35107)03072012
22A-2012-01355C

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

Zola R. Michalski v. Sylvania City School District Board of Education
TOL72(35182)04122012
22A-2012-01744C

Robin C. Edwards v. Anne Grady Corporation
TOL72(35283)06072012
22A-2012-02203C

Sabrina Woodson v. County of Summit, Department of Environmental Services
AKR73(36081)11032011
22A-2012-00404C

Gloria and James Mason v. Joe Welker, Operational Supervisor, The Heritage at White Pond; Richard H
TOLH3(36088)10212011
05-12-0061-8
22A-2012-00483F

Laronica Suber v. Daniel Daniluk, Mauro Circle Limited partnership
AKRH3(36138)11212011
05-12-0211-8
22A-2012-00843F

Obie S. Adkins v. Lowe's Home Centers, Inc.
AKR73(36129)11302011
22A-2012-00697C

Bonita Nelson v. BP Green, LLC dba TGI Friday's
AKR73(36160)12232011
22A-2012-00942C

Ryan Edward Velk v. City of Youngstown Water Department
AKRB3(36184)01182012
22A-2012-01202C

Bethany Lee-Lane v. Robinson Memorial Hospital
AKR73(36212)02062012
22A-2012-01225C

Deletria Walters v. Huntington National Bank
AKR73(36216)02072012
22A-2012-01230C

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

Linda D. Bell v. Wal-Mart Stores East, LP
AKR73(36219)02082012
22A-2012-01233C

Deborah Gordon v. Bath Manor Special Care Centre
AKR73(36221)02092012
22A-2012-01234C

Matthew L. Ford v. Gardens of Western Reserve, Inc.
AKR73(36226)02142012
22A-2012-01249C

Robert L. Johnson for Charlene Hill v. A.A.S. Service, Inc.
AKRG3(36256)03022012
22A-2012-01318F

Natalie Santa Maria v. Petermann Northeast, LLC
AKRB3(36270)03092012
22A-2012-01546C

Alvah Hayes v. Stark County Board of Developmental Disabilities
AKR73(36278)03122012
22A-2012-01554C

Cynthia Ann Fadeley v. Aim Leasing Company
AKRB3(36289)03152012
22A-2012-01572C

Frances Smalls v. Rock-Tenn Services, Inc.
AKRB3(36301)03202012
22A-2012-01724C

Patricia A. Schneider v. Multi-County Juvenile Attention System
AKRB3(36316)03302012
22A-2012-01767C

Cheryl Nash v. Akron General Health System
AKR73(36324)04042012
22A-2012-01778C

Vicky Chambers v. County of Summit, Children Services
AKR73(36327)04062012
22A-2012-01907C

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

Matthew L. Ford v. Gardens of Western Reserve, Inc.
AKR73(36331)04092012
22A-2012-01911C

Rhonda Owens v. H & M Rubber Company, Inc.
AKR73(36358)04242012
22A-2012-02067C

Alex Rakhkin v. Mitchell Plastics, Inc.
AKR73(36368)05012012
22A-2012-02174C

Emma Campbell v. The University of Akron
AKRA3(36373)05022012
22A-2012-02179C

Manda Pejic v. State of Ohio, Department of Developmental Disabilities
AKR73(36385)05082012
22A-2012-02811C

Cynthia Bronner v. Atrium Center, LLC
AKRA3(36388)05102012
22A-2012-02916C

Pamela Rice v. Multi-County Juvenile Attention System
AKR73(36394)05112012
22A-2012-02813C

Naomi Millien v. Communicare Health Services, Inc. dba Copley Health Center
AKR73(36399)05142012
22A-2012-02944C

Megan L. Stewart v. Doane Family Enterprises, LP dba McDonald's
AKR73(36402)05172012
22A-2012-02745C

Jeana J. Curry v. Dillard Tennessee Operating Limited Partnership dba Dillard's
AKR73(36439)06142012
22A-2012-02240C

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

Anthony E. Dixon v. Labor Ready Mid-Atlantic, Inc.
AKR73(36443)06212012
22A-2012-02281C

Chester A. Johnson v. Summit Facility Operations, LLC dba Summit Villa Care Center
AKRA3(36457)07052012 AMENDED
22A-2012-02379C

Jason P. Bueno v. Lou Restoration, Inc. dba Servpro West Akron
AKRB3(36477)07242012
22A-2012-02537C

Timothy Ratleff v. Hospitality Staffing Inc.
AKR71(39174)02092012
22A-2012-01245C

DaJuana N. Blackshear v. Columbus City Schools
AKRB1(39205)02282012
22A-2012-01310C

Liryc Patte v. Columbus City School District
AKR71(39359)04242012
22A-2012-02925C

Robert C. Miller v. CSX Transportation, Inc.
AKRB1(39381)05012012
22A-2012-02951C

Terri A. Mangum-Davis v. Robert Half Legal, a Division of Robert Half International, Inc.
AKR71(39408)05102012
22A-2012-02812C

Marvin Meeks v. Autoneum America Corporation
AKR72(35145)03272012
22A-2012-01564C

Leslie K. Ferguson v. Cleveland Heights – University Heights City School District Board of Education
AKR74(41432)03062012
22A-2012-01530C

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

Shunton L. Jacocks v. Y-S-F LLC dba Boost Mobile
AKR74(41483)04112012
22A-2012-02007C

Marsha C. Fraser v. NELDA LLC dba Denny's
AKR74(41528)05082012
22A-2012-02850C

Terri P. Honer v. Warrensville Heights City School District Board of Education
AKR74(41540)05142012
22A-2012-02846C

Kathryn Reynolds Maher v. County of Cuyahoga, Department of Public Safety and Justice Services
AKRA4(41541)05142012
22A-2012-02834C

Stephanie W. Turner v. KeyBank N.A.
AKR74(41542)05152012
22A-2012-02847C

Kendra M. Smithson v. Wal-Mart Stores East, LP
CLE74(41344)12222011
22A-2012-00964C

Danielle Brooks v. Nestle Prepared Foods Company
CLE74(41345)12232011
22A-2012-00965C

Theresa LeFlore v. Western Reserve Restaurant Management, Inc. dba Wendy's
CLE74(41348)12282011
22A-2012-00968C

Curtis Williams v. Indian Hills Healthcare Group, Inc.
CLE74(41363)12292011
22A-2012-00988C

Jewell L. Walker v. City of Cleveland, Department of Safety, Division of Police
CLEB4(41368)01092012
22A-2012-01055C

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

Crystal L. Cook v. River Road Restaurants, LLC dba IHOP
CLE74(41374)01132012
22A-2012-01061C

Louis Frazier v. Indian Hills Healthcare Group, Inc.
CLE74(41379)01202012
22A-2012-01333C

Stephen Yao v. Cleveland Sight Center
CLEB4(41390)01252012
22A-2012-01147C

Charles Digiorgi v. Bakery, Confectionary, Tobacco Workers and Grain Millers International Union, Local 19
CLEB4(41458)01232012
532-2012-00732C

Trina Relf v. TFS Facility Services Ohio, LLC
CLE74(41499)04202012
22A-2012-02043C

Debbie S. Ward v. Lutheran Home
CLE74(41518)05012012
22A-2012-02937C

Candice A. Ward v. Lutheran Home
CLE74(41519)05012012
22A-2012-02938C

Lori Jean Pazdernik v. Warrensville Development Center, MRDD
CLEH4(41534)05092012
22A-2011-02821F

Kendra M. Smithson v. Wal-Mart Stores East, LP
CLE74(41617)12222011
22A-2012-02337C

Paul E. Long v. Wilbert, Inc. dba Wilbert Plastic Services
CLE72(34991)12302011
22A-2012-00800C

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

Garland Reed v. The Ohio Bell Telephone Company
CLE73(36378)05032012
22A-2012-02729C

Ivan & Izidora Sosic v. Motor Vehicle Forensic Services, Inc.
CLEG6(22684)12192011
22A-2012-00954F

Cornelius Walker, Jr. v. Masonite Corporation
DAY76(22646)11292011
22A-2012-00789C

Cornelius Walker, Jr. v. Masonite Corporation
DAY76(22662)12072011
22A-2012-00860C

Terri L. Lane v. Community Blood Center / Community Tissue Services
DAY76(22742)01262012
22A-2012-01387C

Ishton Morton v. Wal-Mart Stores East, L.P.
DAY76(22763)02082012
22A-2012-01457C

Keith Campbell v. O'Reilly Automotive Stores, Inc. dba O'Reilly Auto
DAY76(22780)02162012
22A-2012-01602C

Erica P. Ward v. City of Cincinnati, Public Works, TROD
DAY76(22787)02212012
22A-2012-01468C

Margaret L. Cleckley v. JR Red's LLC dba Johnny Rockets of Ohio, Inc.
DAY76(22873)04092012
22A-2012-01926C

Mahogony Collier v. Thomas & King Inc. dba Applebees Restaurant
DAY76(22898)04232012
22A-2012-01930C

Kristi Sanders v. United Health Group
DAY76(22899)04232012
22A-2012-02914C

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

Tiffany Harrison v. State of Ohio, Department of Mental Health
DAY76(22925)05032012
22A-2012-02270C

Stephen C. Warren v. Kroger
DAY76(23000)06112012
22A-2012-02348C

Rene F. Castillo v. Peabody Landscape Group
DAY71(39058)12082011
22A-2012-00723C

Patrick Thomas Murphy v. American Township Board of Trustees
DAY71(39109)01112012
22A-2012-01401C

**12. Withdrawal of Request for Reconsideration – Revert to Original Finding of No Probable Cause - Dismiss**

Brenda Lee Murray v. Mag-nif, Inc.
CLEB4(41163)09062011 AMENDED
22A-2011-04050C

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

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **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**

   Farid Yousef v. Quanta Biodesign, Ltd.
   COLB1 (38870) 09132011
   22A 2011 04105C

Aman Mehra, Columbus Regional Director, Foday Kenneh, Supervisor and Anita Jackson, Investigator, recommended that Charging Party's request for reconsideration be denied. No new information was provided to warrant a change in the Region's original recommendation of No Probable Cause.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent terminated him due to a perceived disability. Respondent stated they did not discriminate against Charging Party.

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

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## COMMISSIONER AGENDA

### Agenda for Week 1

1. **No Probable Cause - Dismiss**

Sakina Jalil v. The Cleveland Clinic Foundation
CLE 74 (41216) 10032011
22A 2012 00171C

**Commissioner Patmon recused himself from the above case (41216).**

Ryan D. Kroft v. Weber Orthopedic, Inc.
CLE B4 (41442) 02202012
22A 2012 02334C

Adrianne Jackson v. Thorntons, Inc. dba Thornton Gas
DAY 76 (22860) 04032012
22A 2012 01828C

2. **NO JURISDICTION – DISMISS**

Marvin Stanley Dickman v. Ohio State Legislature, Office of Senator William Seitz
DAY G6 (23108) 07312012
22A 2012 02767F

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

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## Agenda for Week 2

1. **No Probable Cause - Dismiss**

Marvin Dickman v. Butler County Educational Service Center
DAY76 (22515) 10062011
22A 2012 00619C

Marvin Dickman v. Monroe Local School District
DAY76 (22516) 10062011
22A 2012 00633C

Marvin Dickman v. Lakota Local School District
DAY76 (22517) 10062011
22A 2012 00621C

2. **NO JURISDICTION – DISMISS**

Melissa McFadden v. Fraternal Order of Police Capital Lodge #9
COLG1 (39598) 07312012
22A 2012 02799F

Ljubin Kusakovski v. City of Massillon Building Department
AKRH3 (36346) 04182010
05-12-0996-8
22A 2012 01897F

Marvin Parms v. Kristen Scalise, Summit County Fiscal Office
AKRH3 (36473) 07232012
22A 2012 02500F

Sterling R. Edwards v. Denny's
CLEG4 (41675) 08132012
22A 2012 02783F

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

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

**Agenda for Week 3**

**1. No Probable Cause - Dismiss**

Carole Scott v. Jefferson Behavioral Health System
AKRB3 (36179) 01172012
22A 2012 01083C

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

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

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## ATTORNEY GENERAL'S REPORT

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

- Lori Anthony presented new pamphlets to the Commissioner's from the Attorney General's Office outlining updates.
- Lori informed Commissioners that training updates would continue every 2 meetings and requested suggestions for future training topics of discussion.

## EXECUTIVE DIRECTOR'S REPORT

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

- Director Payton commented the AG pamphlet was very good and was created by Pat Dull, Assistant Attorney General. The pamphlet contains some very good information.
- OCRC has three new interns, who are aspiring to be lawyers. Bridjette Brown, a recent graduate of the Case Western University School of Law, and send year Capital University School of Law student. Veronica Carman and Alexandra Hermann, Capital Law school students, have agreed to volunteer their energy to assist the OCRC while also attaining a better understanding of government operations and the practice of law.
- Our annual Celebrating Excellence staff outing was held on August 30, 2012 and was a very successful event. The following employees were recognized by their Regional Director for above and beyond service and commitment to our mission: Angel Stone (Columbus), Inder LeVesque (Toledo), Eddie Marcus (Cleveland), Rick Robinson (Akron), Veronica Bedinger (Cincinnati), Sonya Steele (Housing – Akron), and Eva Bess (Mediator – Cleveland). Employees who received the Director's Award of Excellence were: Kathy Haley-Ross (Dayton), Johncie Kanney (Central Office), and Assistant Attorney General, Pat Dull (Columbus). Several employees received certificates in recognition of service time with the state ranging from 5 years service to 35 years (Inder LeVesque). Keith McNeil won a cook-off contest for his delicious carrot cake. Director Payton commended Brandi Martin for overseeing and coordinating the entire event with the assistance of Johncie Kanney, Sandy Aukeman, Ramona Uter, Ron Morrision, Ta'Meka Brooks, Desmon Martin, Keith McNeil, AAG Duffy Jamieson and AAG Pat Dull.
- Director Payton reported that counsel for Respondent, George Parker, recently wrote a note of salutation to Ronnell Tomlinson and Martha Damm for outstanding performance in successfully mediating an employment dispute. The note articulates the many good aspects of using mediation to solve disputes.

## COMMISSIONERS COMMENTS

- Chairman Hubert commented on the nice work on the AG pamphlet. Chairman Hubert also commended staff on all of their hard work.

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

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 10:48 a.m.

* * *

Commissioner