

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

January 31, 2013

Rhodes Office Tower Lobby Hearing Room
Columbus, Ohio

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:30 a.m.

Commissioners Present:

Chairman Leonard Hubert
Commissioner Rashmi Yajnik
Commissioner Tom Roberts
Commissioner Stephanie Mercado **arrived at 9:35*
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; Aman Mehra, Columbus Regional Director; Vera Boggs, Cleveland Regional Director; Ronnell Tomlinson, Director of Housing; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Pat Dull, 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 January 10, 2013 minutes. Seconded by Commissioner Patmon.

The Commissioners voted as follows:

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

Motion carried.

Commissioner Mercado arrived at 9:35 a.m.

CONFIRMATION OF STAFF FINDINGS

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

Karen S. Blichington v. Westar V, Inc.
COL71(39292)03282012
22A-2012-01799C

Sharon L. Edwards v. Accelerated Benefits
COLA1(39624)08082012
22A-2013-00284C

Ralph Leon Harvey Sr. v. New-To-You Thrift Store
COLA1(39770)10092012
22A-2013-00519C

Mandy Dezeree Hardiman v. Airtron Heating and Cooling
COL71(39803)10232012
22A-2013-00789C

Donna Banks v. The Residenz at Sylvania et al; Jasmine Belser, Community Manager;
Miller Valentine Group; Mike Vandelger, District Manager; Sylvania Senior Residence
an Ohio LLC; Sylvania Senior Residence
TOLH2(35347)05222012 AMENDED
05-12-0857-8
22A-2012-02419F

Rebecca M. Hartman v. Stark County District Library
AKR73(36315)03302012
22A-2012-01766C

Duane Hayes v. Mr. Bult's, Inc.
AKR73(36543)09072012
22A-2012-03041C

Chondra J. Hunter v. J. H. Routh Packing Company
CLE74(41670)08092012
22A-2012-02778C

Veleta L. Jenkins v. Edvantages, Inc. dba Trotwood Preparatory & Fitness Academy
DAY76(22841)03212012
22A-2012-01956C

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

Meguille Snead v. Laxmi Hotel Associates, Inc., dba Days Inn Dayton
DAYG6(22959)05212012
22A-2013-00069F

Miles L. Davis, Sr. v. City of Cincinnati-Public Safety, Fire Division
DAY76(23130)08092010
22A-2012-02795C

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

Housing Research & Advocacy Center v. Mayflower Condominium Association
CLEH4(41444)03052012
05-12-1007-8
22A-2012-01668F

3. Complainant's Request for Reconsideration – Deny – Insufficient Information

Floyd Issac Ellis, Sr. v. City of Youngstown Mayor's Office
AKRG3(36421)06042012
22A-2012-02363F

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

Housing Research & Advocacy Center v. Steve Caleris
CLEH4(41359)12182011
22A-2012-00979F
Complaint No. 12-HOU-CLE-41359

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

Jose Losoya v. Toledo Molding & Die, Inc.
TOLB2(34221)12032010
22A-2011-00668C
Complaint No. 11-EMP-TOL-34221

Withdrawal of Charge with Settlement; Dismiss Formal Complaint – Submitted by the Attorney General’s Office (Cont’d)

Veronica Penner v. Bank of America Corporation
CLE74(40471)08052010
22A-2011-00337C
Complaint No. 11-EMP-CLE-40471

Samantha Scheffler v. Bank of America Corporation
CLE74(40474)08062010
22A-2011-00338C
Complaint No. 11-EMP-CLE-40474

Melinda Smith v. VITAS Innovative Hospice Care
DAY76(22087)03232012
22A-2011-02750C
Complaint No. 12-EMP-DAY-22087

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

Cynthia Rivers v. Progressive Rehab Center, Inc.
DAYE6(22147)04192011
22A-2011-02404F
Complaint No. 11-EMP-DAY-22147

7. Probable Cause – Schedule Conciliation

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36318)04022012
22A-2012-01769F

Jody Smith v. Quaker Run Apartments, et.al.
DAYH4(41460)03202012
05-12-0607-8
22A-2012-01840F

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

Catherine Y. Adams v. Dayton Public Schools
DAY76(22785)02212012
22A-2012-01605C

9. Issue Formal Complaint

Lainey Westbrooks v. East Cleveland Public Library
CLE74(41464)03282012
22A-2012-01843C

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

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

Daryl Davis v. Sinclair Community College
DAY76(22836)03162012
22A-2012-01629C

Gretchen Marie Heinrich, et al. v. First Financial Bank, David Zussman, Donna Nicholson, Ed Hensley, Mickey Mulvaney
DAYH6(23282)10052012
22A-2013-00764F

Brittany Lowe v. Doug Day, Owner, Day Estates Apartments
DAYH6(23391)12112012
05-13-0184-8
22A-2013-01046F

Denise D. Wooten v. Weinland Park Development, LLC; Lee Gray, Manager; and the NRP Group, LLC
ADRH1(39855)11072012
05-13-0114-8
22A-2013-00472F

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

Ms. Robin Howard v. Central Ohio Urology Group, Inc.

ADRB1(39868)11142012

22A-2013-00685C

Gloria J. Yeager v. City of Streetsboro

ADRA3(36496)08072012

22A-2012-02624C

Tri-County Independent Living Center, Inc. v. Leslie Hopkins, Summa Health Systems,
Stephen Colecchi and Dr. Patrick Janovick

ADRH3(36533)09052012

22A-2012-03032F

Fair Housing Contact Service, Inc. v. Sharon Berg

ADRH3(36669)12172012

05-13-0246-8

22A-2013-01168F

Brandi Jean Whitesel v. Stoney Creek Ashland, LLC

ADR74(41820)12182012

22A-2013-01122C

Dellene L. Scott v. Wonderful World of Kids

ADR76(23379)12032012

22A-2013-00778C

Wonder Ross v. Sulzer Friction Systems (US) Inc.

ADR76(23386)12112012

22A-2013-01041C

Dennis Stepter v. Community Action Commission of Fayette County

ADR76(23411)12202012

22A-2013-01095C

Miami Valley Fair Housing Center, Inc. v. Stephen R. & Cathy Ackley

ADRH6(23414)12202012

05-13-0352-8

22A-2013-01186F

11. Withdrawal of Charge – With Settlement

Sean A. Cunningham v. State of Ohio, Casino Control Commission
COLB1(39633)08132012
22A-2013-00269C

Stewart Detty v. Autumn Haze LTD.
COLH1(39796)09282012
05-12-1503-8
22A-2013-00154F

Dawn M. Hampton v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35150)03282012
22A-2012-01565C

Althea Coleman v. Toledo Vascular Institute, Inc.
TOLA2(35240)05162012
22A-2012-01988C

June M. Krukowski v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35389)08012012
22A-2012-02572C

Corinne Janssen v. Promedica Health System, Inc. dba The Autism Early Learning
Center
TOL72(35401)08082012
22A-2012-02625C

Matthew Striff v. Tireman Auto Service Centers, LTD.
TOLB2(35535)10112012
22A-2013-00082C

Lucinda Gehrke v. Mercy St. Vincent Medical Center
TOLB2(35680)12212012
22A-2013-01059C

Jerry Triplett v. Annin & Co., Inc.
AKRB1(39566)07182012
22A-2012-02534C

Craig J. Henderson v. Economy Produce, Inc.
AKR74(41593)06152012
22A-2012-02253C

Withdrawal of Charge – With Settlement (Cont'd)

Josephine M. Qualiana v. Hawthorne Valley Country Club, LLC
CLE74(41650)07242012
22A-2012-02539C

Natalie Busch v. Market Research Services, Inc.
DAY76(22883)04132012
22A-2012-01975C

Megan Cushman-Bostick v. Tri-County Regional Jail
DAY76(22906)04242012
22A-2013-00654C

Jack E. Rensing v. McClure Transport, LLC
DAYB6(22986)06042012 AMENDED
22A-2012-02930C

Anthony Higgins v. Rumpke Transportation Co., LLC
DAYB6(23102)07262012
22A-2013-01034C

Rikki Ferguson Tipton v. H.E.Y. Graphics, Inc.
DAYE6(23285)10092012
22A-2013-00234F

Kia Moton v. Laboratory Corporation of America dba Labcorp Patient Service Center
DAYG6(23313)10222012
22A-2013-00309F

Monique Diderich v. Shawnee State University
DAYB6(39838)11052012
22A-2013-00634C

Tim Williams v. Klaben Chrysler Jeep Dodge, Inc.
ADR73(36628)11192012
22A-2013-00573C

Judy Antonio v. Marc Glassman, Inc. dba Marc's Sagamore Grocery Store
ADRG4(41719)09192012
22A-2012-03144F

Withdrawal of Charge – With Settlement (Cont'd)

Dana Johnson v. Orbis Corporation
ADR76(23351)11132012
22A-2013-00670C

12. Withdrawal of Charge - Grant

Crystal J. Miller v. Ann Taylor, Inc. dba Ann Taylor Factory Store
COLG1(39690)08292012
22A-2013-01253F

Kymerly L. Jacobs v. Omar E. Canelon
COLH1(39752)09262012
05-12-1480-8
22A-2012-03192F

Victoria Overcomer v. Ohio Hospital for Psychiatry, LLC
COL71(39957)12272012
22A-2013-01078C

Patricia Garrett v. The University of Toledo
TOLA2(35285)06072012
22A-2012-02205C

Hugh Q. Riley v. Libbey Glass Inc.
TOL72(35331)06282012 AMENDED
22A-2012-02324C

Patricia Garrett v. The University of Toledo
TOLA2(35400)08072012
22A-2012-02610C

Patricia Garrett v. The University of Toledo
TOLB2(35472)09112012
22A-2012-03026C

Michael D. Foxhuber v. Custom Deco, LLC
TOLB2(35490) 09192012
22A-2012-03137C

Withdrawal of Charge – Grant (Cont'd)

Pearl M. Patterson v. St. Charles Mercy Hospital
TOLA2(35540)10172012
22A-2013-00156C

Kendra I. Smith v. Sterling Jewelers, Inc.
AKR73(36347)04182012
22A-2012-01898C

Gabrielle Tyree v. County of Summit, Fiscal Office
AKR73(36502)08102012
22A-2012-02714C

Elizabeth A. Whelpdale v. Newport Marketing LLC
ADRG3(36639)12052012
22A-2013-00811F

Margaret Knigga-Daugherty v. Newport Marketing LLC
ADRG6(23399)12132012
22A-2013-01080F

13. Failure to Cooperate - Dismiss

Michael & Laura Wiatrowski et al v. Maurer Service Center, Inc. et al; James A. Maurer,
President/Statutory Agent
TOLH2(35458)08262012
05-12-1352-8
22A-2012-03006F

Tyrece Smith & Cassandra Combs v. Country Brooke Apartments
DAYH6(22791)02222012
05-12-0469-8
22A-2013-00227F

Sydney Mollett v. Marty McNeil
DAYH6(22792)02222012
05-12-0491-8
22A-2013-00228F

14. Administrative Closure

Jessica Dogan v. The Columbus Urban League
COL71(39433)05222012
22A-2013-01027C

Crystal J. Miller v. Ann Taylor Factory Store
COLG1(39764)10042012
22A-2013-00928F

Manal A. Gergis v. University of Toledo Medical Center
TOLA2(35365)07182012
22A-2012-02476C

15. No Probable Cause - Dismiss

Olivia Ane Abagye v. Crown Point Care Center
COL71(39235)03122012
22A-2012-01647C

Nnandi Ibe v. North Central Mental Health Services, Inc.
COLA1(39240)03132012
22A-2012-01654C

Carol L. Harper v. City of Grandview Heights/Division of Police
COLB1(39245)03122012
22A-2012-01648C

Christina Burke v. Delaware County Sheriff's Office
COL71(39251)03152012
22A-2012-01704C

Jane Glendale v. Mars Petcare, Inc.
COL71(39259)03212012
22A-2012-01781C

James C. Walker v. Heritage Day Health Center, Inc.
COLA1(39272)03272012
22A-2012-01787C

Ruth C. Ealy v. Greyhound Lines, Inc.
COL71(39276)03272012
22A-2012-01789C

No Probable Cause – Dismiss (Cont'd)

Marvin D. Wesley v. East of Chicago
COLE1(39285)03232012
22A-2012-01810F

Rashad Pitts v. Delaware County Sheriff's Office
COL71(39287)03282012
22A-2012-01797C

John George v. Groveport Madison School District
COLB1(39293)0382012
22A-2012-01813C

Lakesa N. Green v. GAP, Inc. Direct
COL71(39300)04032012
22A-2012-01817C

Leon D. Murphy v. City of Columbus, Division of Fire
COLA1(39313)04042012
22A-2012-01872C

Janet Harris v. Advance Auto Parts
COL71(39334)04172012
22A-2012-02024C

Arlester Andrews v. American Electric Power
COLA1(39336)04182012
22A-2012-02026C

Commissioner Patmon recused himself from the above case (39336).

Kathleen Martin v. State of Ohio, Ohio Department of Job and Family Services
COL71(39340)04182012
22A-2012-02029C

Larry John King v. Solutions Staffing
COL71(39351)04232012
22A-2012-02062C

Karen S. Gardner v. Wal-Mart Stores East, L.P.
COLB1(39360)04242012
22A-2012-02063C

No Probable Cause – Dismiss (Cont'd)

Patricia Lynn Sorrenson v. Management & Training Corporation dba North Central
Correctional Facility
COLB1(39362)04242012
22A-2012-02087C

Mark J. Savage v. Mills Realty and Management Co.
COLH1(39371)04262012
05-12-0729-8
22A-2012-01991F

Sheila K. Mitchell v. ADS Alliance Data Systems, Inc.
COLA1(39375)05012012
22A-2012-02113C

Jeffrey N. Bundy v. Doctor's Hospital
COLB1(39384)05012012
22A-2012-02122C

Linda White v. Alliance Data
COL71(39389)05032012
22A-2012-02125C

Celeste A. Clark v. Alliance Data
COL71(39392)05032012
22A-2012-02131C

Tiffany K. Littlemeyer v. Claires
COL71(39421)05152012
22A-2013-01016C

Jerome S. Dillard v. O'Reilly Auto Parts Stores, Inc. dba O'Reilly Auto Parts
COLB1(39446)05252012
22A-2013-01025C

Tessa Johnson v. Taco Bell
COLB1(39469)06122012
22A-2012-02615C

Bruce Green v. CVS Pharmacy
COLA1(39503)06262012
22A-2012-02648C

No Probable Cause – Dismiss (Cont'd)

Angela M. Rohm v. Associated Estates Realty Corporation dba St. Andrews at Little Turtle
COLH1(39506)06212012
05-12-1040-8
22A-2012-02994F

Shanda Mathis v. Wedgewood Village 2010, LLC & Independent Management Services dba Wedgewood Village Apartments
COLH1(39511)06072012
05-12-0961-8
22A-2012-02989F

Roberta C. Johnson v. Columbus Colony Housing, Inc.
COLH1(39521)06292012
05-12-1094-8
22A-2012-02987F

Raimonda Braddock v. Columbus Housing Partnership, Inc.
COLH1(39534)06282012
05-12-1092-8
22A-2012-02986F

Ernest R. Stokes v. Columbus Metropolitan Housing Authority dba Marion Square
COLH1(39537)07062012
05-12-1104-8
22A-2012-02984F

Tina Roum v. Staffmark Holdings, Inc
COL71(39590)07312012
22A-2012-02736C

Shanetelle Trimble v. Mount Carmel East Hospital
COL71(39614)08072012
22A-2013-00363C

Commissioner Patmon recused himself from the above case (39614).

Karim Aziz Smith v. FedEx Ground
COL71(39649)08212012
22A-2013-00130C

Craig E. Williams v. Staffmark
COL71(39689)09052012
22A-2013-00884C

No Probable Cause – Dismiss (Cont'd)

Connie Kilgore v. Petsmart, Inc.
COLB1(39699)09062012
22A-2013-00872C

Rhoda Bowman v. Kare-A-Lot Child Care Center, Inc.
COL71(39792)10162012
22A-2013-00910C

Tumani Kanteh v. TS Tech USA Corporation
COLB1(39835)10312012
22A-2013-00512C

L.T. Battle v. Jones Law Group, LLC
COL71(39887)11282012
22A-2013-00839C

Shawna Giddens v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35124)03162012
22A-2012-01452C

Natalie Dominique v. Johnson Controls, Inc.
TOL72(35129)3192012
22A-2012-01487C

Steven Boyd v. State of Ohio, Department of Transportation
TOL72(35130)03192012
22A-2012-01488C

Timothy Munson v. Kuka Toledo Production Operations, LLC
TOLB2(35132)03192012
22A-2012-01491C

Dawn M. Schaber-Goa v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35136)03212012
22A-2012-01495C

Lindy L. Matthews v. Bob Evans Farms, Inc.
TOLB2(35144)03262012
22A-2012-01515C

No Probable Cause – Dismiss (Cont'd)

Krista Nye v. Dental Reflections, Daniel R. Whittaker, DMD, Inc. dba Family Dental
Care of Napoleon, Inc.
TOLA2(35148)03282012
22A-2012-01553C

Willena Lareea Banks v. HVM L.L.C. dba Extended Stay Hotels
TOL72(35149)03282012
22A-2012-01555C

Veronica Sue Rohm v. Mestek, Inc. dba American Warming and Ventilating
TOLB2(35156)03292012
22A-2012-01589C

Valerie D. McCampbell v. Owens State Community College
TOLB2(35158)03302012
22A-2012-01592C

Senthilkumar Muthusamy v. Bowling Green State University
TOLB2(35169)04052012
22A-2012-01649C

David L. Albert, Jr. v. Andy Frain Services, Inc.
TOL72(35176)04112012
22A-2012-01713C

Curtis L. Turner v. Cloverleaf Cold Storage Co.
TOL72(35178)04112012
22A-2012-01715C

Isaac M. Starks v. Lakefront Lines, Inc.
TOLA2(35222)05092012
22A-2012-01937C

Donald Gozdowski v. YWCA of Greater Toledo Housing, LLC
TOL72(35265)05292012
22A-2012-02157C

Donald Gozdowski v. Community Properties of Ohio Management Services, LLC
TOL72(35266)05292012
22A-2012-02158C

No Probable Cause – Dismiss (Cont'd)

Princeton Williams v. The Kroger Co.
TOL72(35271)05302012
22A-2012-02163C

Irene Elizondo v. United Collections Bureau, Inc.
TOL72(35348)07112012
22A-2012-02409C

Constance Brock v. ProMedica Health System, Inc.
TOL72(35504)09272012
22A-2012-03193C

Barbara L. Belville v. Kingston Care Center of Sylvania, LLC
TOLB2(35579)11082012
22A-2013-00429C

Henry R. Hartford v. Thomas M. Wernert Center
TOL72(35635)12032012
22A-2013-00770C

Eugene Isaac v. United Association of Plumber, Steamfitters, and Service Mechanics,
Local Union No. 50
TOL72(35663)12132012
22A-2013-00954C

Thomas and Deborah Parker v. EMC Mortgage Company; JPMorgan Chase
TOLH3(36338)04112012
22A-2012-01919F

Thomas and Deborah Parker v. CSE Federal Credit Union
TOLH3(36406)05182012
05-12-1429-8
22A-2013-00208F

Sherjewel Clark v. Signature Health, Inc.
TOL74(41424)02282012
22A-2012-01323C

Sherjewel Clark v. Signature Health, Inc.
TOL74(41455)03222012
22A-2012-01529C

No Probable Cause – Dismiss (Cont'd)

Andrew Lawson v. OS Restaurant Services, Inc. dba Carrabba's
AKR73(36323)04042012
22A-2012-01777C

Louis A. Tagliaferro v. At&t Mobility Services, LLC
AKRA3(36389)05102012
22A-2013-00121C

Ramzi H. Ksouri v. Aquilex Hydrochem LLC
AKR73(36404)05182012
22A-2012-03030C

Jenifer W. Terry v. Milton Township, Mahoning County, Ohio
AKR73(36481)07272012
22A-2012-02555C

Robert L. Ambrose v. Metro Regional Transit Authority
AKRG3(36495)08072012
22A-2012-02623F

Cecelia G. Danzy v. City of Canal Fulton
AKR73(36497)08082012
22A-2012-02639C

James E. Duplain v. Parksite, Inc.
AKRB3(36528)08292012
22A-2012-02935C

Harold Lucas v. Twinsburg City School District Board of Education
AKRA3(36530)09042012
22A-2012-03024C

Elizabeth Jackson v. Integrity Concepts, LLC, Inc. dba Servicemaster Elite Janitorial
Services
AKRB1(39319)04102012
22A-2012-02071C

Tari L. Stewart v. The W. W. Williams Company
AKR71(39386)05022012
22A-2013-00140C

No Probable Cause – Dismiss (Cont'd)

Anthony Milan, Jr. v. Kimble Recycling & Disposal, Inc. dba J & J Refuse
AKR74(41584)06082012 AMENDED
22A-2012-02231C

Mark D. Banks v. Century Federal Credit Union
AKR74(41613)06282012
22A-2012-02318C

Kenneth J. Elkins v. Miller and Mapco Hi Tech Fab, LLC
AKRB4(41619)07052012
22A-2012-02426C

Ronald D. Apple v. Monarch Investment & Management Group, LLC
AKRA4(41623)07062012
22A-2012-02432

Dashon T. Alford v. Dakota LLC dba Fire Food and Drink
CLE74(41625)07102012
22A-2012-02434C

Kimberely E. Pellegrino v. Raphael's School of Beauty Culture, Inc.
AKRB4(41643)07202012
22A-2012-02509C

Lashone Burnett v. Walter M. Drake III, Hazel J. Drake
CLEH4(41555)05092012
05-12-0810-8
22A-2013-00202F

Anthony Manns v. Murtis Taylor Human Services System
CLEB4(41677)08142012
22A-2012-02774C

Terrell Harris v. Five Points Family Foods
CLEG4(41707)09062012
22A-2012-02963F

Robert D. Soucy v. PCC Airfoils, LLC
CLEB4(41745)10152012
22A-2013-00206C

No Probable Cause – Dismiss (Cont'd)

Michelle L. White v. Raneri, LLC dba Mandi's Playhouse
CLEE4(41752)10182012
22A-2013-00256F

Stacy Woods v. Nick Wilson, et al.
DAYH6(22832)03142012
05-12-1173-8
22A-2013-00347F

Jennifer L. Jones v. PNC Mortgage
DAYA6(22847)03232012
22A-2013-01030C

William Cargill III v. Enterprise Rent-a-Car
DAYG6(22871)04062012
22A-2012-01962F

Christeria L. Hilton v. US Bank
DAY76(22872)04062012
22A-2012-01963C

James V. Barone v. Beavercreek Township
DAY76(22915)05012012
22A-2012-02766C

Yelena Lippke v. Sinclair Community College
DAYK6(22933)05072012
22A-2012-03138F

Sue C. Dawes v. Kettering Health Network Credit Union
DAYA6(22947)05162012
22A-2013-00053C

Willie Wright v. C4 Connections LLC dba Nfuse Direct
DAY76(22948)05162012
22A-2012-02872C

Major Wright, Jr. v. Chan Ho Enterprises
DAYE6(22954)05182012
22A-2012-02900F

No Probable Cause – Dismiss (Cont'd)

William D. Sandlin v. The Villages of Wildwood, et al.
DAYH6(22955)05182012
05-12-1292-8
22A-2013-00199F

Willie L. Clark v. Springwood Apartments, et al.
DAYH6(22960)05212012
05-12-1000-8
22A-2012-00222F

Cahonna Dawson v. Ohio Medical Career Center
DAY76(22968)05252012
22A-2013-00097C

April L. Hubbard v. OHNH EMP, LLC dba Burlington House
DAY76(22988)06052012
22A-2012-02343C

Andre T. White v. CRGE Cincinnati, LLC dba Toby Keith's I Love This Bar & Grill
DAY76(23016)06202012
22A-2012-02700C

Tina Oakley-McFarland v. OHNH EMP, LLC (BLC2) dba Burlington House
DAY76(23129)08092012
22A-2012-02794C

Brenna E. Gillum v. Cincinnati Children's Hospital Medical Center
DAY76(23139)08162012
22A-2012-03053C

David L. Wellborn v. RockTenn Services, Inc.
DAYB6(23150)08212012
22A-2012-03056C

Charlene C. Pegg v. RockTenn Services, Inc.
DAYB6(23163)08232012
22A-2012-03066C

Natasha Matthews v. UC Health dba Drake Center
DAY76(23166)08232012
22A-2012-03069C

No Probable Cause – Dismiss (Cont'd)

Thomas Sisson v. US Inspection Services, Inc. dba Acuren Inspection, Inc.

DAY76(23175)08272012

22A-2012-03075C

Raymond Carr v. RockTenn Services, Inc.

DAYA6(23178)08282012

22A-2012-03077C

Lloyd Dixon v. Catholic Health Partners dba Springfield Regional Medical Center

DAYG6(23179)08282012

22A-2012-03079F

Lakisha Griffin v. OHNH EMP, LLC (BLC2) dba Burlington House

DAY76(23186)08302012

22A-2012-03082C

Lawrence E. Bailey v. Motel 6 / Studio 6

DAY76(23197)09042012

22A-2013-00102C

Lakisha Griffin v. OHNH EMP, LLC (BLC2) dba Burlington House

DAY76(23198)09042012

22A-2013-00076C

Rodney Cunningham v. August Groh & Sons

DAY76(23235)09172012

22A-2013-00104C

Tammy Sackett v. Greenville Federal

DAYA6(23309)03302012

22A-2013-00334C

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.

The Compliance Department, with the Executive Director's approval, requests that the caption on the following case be corrected on Week 3:

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

Deborah Charity v. GMAC Mortgage LLC
AKRH3 (35551) 01122011
22A 2011 01939F
Complaint No. 11-HOU-AKR-35551

Commissioner Patmon moved to adopt the change to the recommendation. Seconded by Commissioner Patmon.

The Commissioners voted as follows:

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

Motion carried.

APPEARANCES

1. No Probable Cause - Dismiss

Shronna Thomas v. Chase BankCard Services, Inc.
AKrB1 (39294) 03292012 AMENDED
22A 2012 01891C

Courtney Calhoun, Reconsideration Supervisor, 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 denied her reasonable accommodation and threatened to terminate her disability.

Commissioner Mercado 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.

2. No Probable Cause - Dismiss

Linda Eberhart v. UC Health / University Hospital, Inc.
DAY76 (22767) 02092012
22A 2012 01548C

Norman Gibson, Dayton Regional Director, 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 discharged her on the basis of race, black (African American).

Commissioner Patmon recused himself from the above Appearance case (22767).

Commissioner Mercado moved to adopt the Regional recommendation and adopt the Reversal from Probable Cause to No Probable Cause finding in the above case.

Motion failed.

Commissioner Roberts moved to reject the Regional recommendation and find Probable Cause in the above case. Seconded by Commissioner Yajnik.

The Commissioners voted as follows:

| | |
|---|----------------|
| Chairman Leonard Hubert | NO |
| Commissioner Rashmi Yajnik | YES |
| Commissioner Tom Roberts | YES |
| Commissioner Stephanie Mercado | NO |
| Commissioner William Patmon, III | RECUSED |

Motion tied.

The finding will remain Reverse Probable Cause to No Probable Cause – Dismiss.

Week 3 was voted on first.

COMMISSIONER AGENDA

Agenda for Week 3

1. No Probable Cause – Dismiss

Ralph Leon Harvey, Sr. v. Athens County Foster Parent Assn. dba
New-To-You Thrift Shoppe
COLA1 (39770) 10092012
22A 2013 00519C

2. Remedy is Moot; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Tracy Lynn Callender v. All About Recovery Collections, LLC
COLE1 (34186) 02162007
22A 2007 03369F
Complaint No. 07-EMP-COL-34186

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

Deborah Charity v. GMAC Mortgage LLC
AKRH3(35551)01122011
22A-2011-01939F
Complaint No. 11-HOU-AKR-35551

4. **CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENDATION RELATING TO AWARD OF ATTORNEY'S FEES**

Administrative Law Judge Recommends Award of Attorney's Fees

Housing Research & Advocacy Center v. Ronald J. Culkar
CLE H4101705 (36577) 102805
22A 2006 14245F
Complaint No. 10102

Cynthia Dembicki v. Ronald J. Culkar
CLE H4101005 (36589) 110305
22A-2006-14247F
Complaint No. 10103

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

5. **Special Discussion Item**

Self-Initiation to Investigate Unlawful Discriminatory Practice—Pursuant to Ohio Revised Code Section 4112.02(E)(1) & 4112.02(E)(2), the Ohio Civil Rights Commission authorizes an investigation of an alleged unlawful discriminatory employment practice committed by Family Dollar Stores of Ohio, Inc.

Commissioner Roberts moved to go into Executive Session for the purpose of discussing pending matters. 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.

The Attorney General's office was not in attendance at the Executive Session.

Commissioner Patmon moved to return to regular session. 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 Mercado moved to remand this case back to the Administrative Law Judge for further review to address the reduction of fees in the Administrative Law Judge's Report and Recommendation Relating to Award of Attorney Fees in the case of Theresa Geder v. Brion R. Baith (30778) from the Week 3 agenda until the March meeting. Seconded by Commissioner Patmon.

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 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.

Commissioner Patmon moved to take a short recess. 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.

Commissioner Roberts moved to return to regular session. 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

Agenda for Week 1

1. Respondent's Request – Deny

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

2. No Probable Cause – Dismiss

Rita Perkins v. United Way of Greater Toledo
TOLA2 (35120) 03152010 AMENDED
22A 2012 01442C

Rita Perkins v. United Way of Greater Toledo
TOLA2 (35238) 05152012
22A 2012 01985C

No Probable Cause – Dismiss (Cont'd)

Rita Perkins v. United Way of Greater Toledo
TOLA2 (35346) 07112012
22A 2012 02405C

Ronald Smith v. State of Ohio, Department of Natural Resources
AKR71 (39208) 02292012
22A 2012 01313C

Jennifer Bidlack v. J.C. Penney Corporation, Inc.
TOL72 (35224) 05092012
22A 2012 01939C

Carolyn Jackson v. City of Cincinnati, Public Works, TROD
DAYA6 (23025) 06252012
22A 2012 02507C

2. No Jurisdiction – Dismiss

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

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

Doris Turner v. Canton City School District Board of Education
AKRA3 (36322) 04022012
22A 2012 01776C

Curtis Matthews v. Rumpke Transportation Company, LLC
DAY76 (22881) 04122012
22A 2012 01950C

2. NO JURISDICTION – DISMISS

Lydia Janell Hines v. United Insurance Company of America
CLEE4 (41830) 01082013
22A 2012 001148F

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

Pat Dull presented the following information to Commissioners:

- Pat Dull said that Lori Anthony is doing well.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton stated that the next meeting will be held at Ohio State University at 10:00 a.m. OSU will be providing a bus for transportation from the Rhodes Tower.
- Director Payton and Keith McNeil assisted the Columbus Bar Association in hosting its first annual Martin Luther King, Jr. Civil Rights Symposium in Columbus on January 30, 2013. Director Payton served as a moderator in a discussion of Senate Bill No. 383 with Columbus attorneys Fred Gittes and Charlie Warner. Commissioner Patmon attended the afternoon session.
- Director Payton stated The Akron Beacon Journal recently published an article regarding the attempted burial of a Black woman in an all white cemetery in 1962. Although the Black Family was refused a burial spot in the Akron cemetery, the OCRC ruled the cemetery was a place of public accommodation open to all persons regardless of race. The ruling was issued early in OCRC's history.

COMMISSIONER COMMENTS

- **Commissioner Patmon remarked that he was impressed to see the Columbus Bar Association doing the MLK Memorial Civil Rights Symposium. He stated he thinks we are doing an excellent job and the public acknowledgment was well received. Commissioner Patmon expressed his appreciation to be a member of the Board.**

Commissioner Roberts moved to adjourn the public meeting. 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.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:04 p.m.

* * *

Commissioner

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton stated that the next meeting will be held at Ohio State University at 10:00 a.m. OSU will be providing a bus for transportation from the Rhodes Tower.
- Director Payton and Keith McNeil assisted the Columbus Bar Association in hosting its first annual Martin Luther King, Jr. Civil Rights Symposium in Columbus on January 30, 2013. Director Payton served as a moderator in a discussion of Senate Bill No. 383 with Columbus attorneys Fred Gittes and Charlie Warner. Commissioner Patmon attended the afternoon session.
- Director Payton stated The Akron Beacon Journal recently published an article regarding the attempted burial of a Black woman in an all white cemetery in 1962. Although the Black Family was refused a burial spot in the Akron cemetery, the OCRC ruled the cemetery was a place of public accommodation open to all persons regardless of race. The ruling was issued early in OCRC's history.

COMMISSIONER COMMENTS

- Commissioner Patmon remarked that he was impressed to see the Columbus Bar Association doing the MLK Memorial Civil Rights Symposium. He stated he thinks we are doing an excellent job and the public acknowledgment was well received. Commissioner Patmon expressed his appreciation to be a member of the Board.

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

The Commissioners voted as follows:

| | |
|----------------------------------|-----|
| Chairman Leonard Hubert | YES |
| Commissioner Rashmi Yajuik | 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 1:04 p.m.

* * *



Commissioner