



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

**January 10, 2019
Lobby Hearing Room
Rhodes State Office Tower
Columbus, Ohio**

CALL TO ORDER

Chair Lori Barreras called the meeting to order at 9:30 a.m.

Commissioners Present:

Chair Lori Barreras
Commissioner William Patmon
Commissioner Madhu Singh
Commissioner Juan Cespedes
Commissioner Carolyn Peters

A quorum was present.

OCRC Staff Present:

G. Michael Payton, Executive Director; Darlene Newbern, Director of Operations; Stephanie Bostos Demers, Chief Legal Counsel; Mary Turocy, Director of Public Affairs and Civic Engagement; Desmon Martin, Director of Enforcement and Compliance; Ronnell Tomlinson, Director of Housing and Alternative Dispute Resolution; Aman Mehra, Columbus Regional Director; Inder Levesque, Acting Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Kathy Haley-Ross, Acting Dayton Regional Supervisor; Beyan Asoba, Reconsideration Supervisor. Also in attendance: Lori Anthony, Chief – Civil Rights Section, Ohio Attorney General’s Office.

Chair Barreras welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Cespedes to approve the December 13, 2018 minutes. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Kelly Mabra v. Public Utilities Commission of Ohio
COL71(46228)07012018 AMENDED
22A-2018-02766C

Ralph H. Whitlow v. Netcare Corporation
COL71(46237)07092018
22A-2018-02831C

Michael Brown v. Akron Paint & Varnish, Inc.
AKR73(39465)03142018
22A-2018-01646C

Andrea Sealey v. Plus One Communications, LLC
AKR73(39500)04062018
22A-2018-01882C

Andrea Sealey v. Plus One Communications, LLC
AKR73(39533)04262018
22A-2018-02140C

Matthew Smucker v. County of Wayne, Commissioners
AKR73(39542)05042018
22A-2018-02273C

Andrea Campbell v. Martin Properties aka R & S Properties & Investments LLC and Richard Martin
AKRH3(39628)06052018
05-18-1725-8
22A-2018-02728F

Lars St. John v. Cuyahoga County Personnel Review Commission
CLE74(44872)09242018
22A-2018-03649C

Brandi Richardson v. A&D Home Health Professionals
DAYB6(27042)02202018
22A-2018-01415C

2. Complainant's Request for Reconsideration – Vacate Original No Jurisdiction Finding and Grant for Further Review

Marvin Parns v. City of Tallmadge
AKRG3(39439)03012018
22A-2018-01503F

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

Theresa Snider v. Marcia Moore, Owner
COLH1(46039)04202018 AMENDED
05-18-1643-8
22A-2018-01978F

*Split Determination: Probable Cause on the basis of disability on the issue of discrimination in the terms and conditions in the occupancy and services relating to maintenance/repair requests and non-refund of security deposit; No Probable Cause on the basis of disability on the issue of disparate rent increase

Lisa Carkin v. Hoover Garden Apartments, LTD c/o Roger C. Wing, Registered Agent; and Missy Snedeker-Wile, Manager
COLH1(46174)04172018 AMENDED
05-18-1252-8
22A-2018-02591F

Kenneth Brewer v. United Automobile, Aerospace & Agricultural Implement Workers of America – UAW Local 14
TOLB2(39025)02132018
22A-2018-01330C

*Split Determination: Probable Cause on the issue of accommodation on the basis of disability; No Probable Cause on the issue of termination on the basis of disability

Willie Mitchell v. U-Haul Co. of Massachusetts and Ohio, Inc.
dba U-Haul Co. of Northwestern Ohio
TOL72(39035)02202018 AMENDED
22A-2018-01389C

*Split Determination: Probable Cause on the issue of harassment on the basis of race; No Probable Cause on the issue of termination on the basis of race/retaliation, on the issue of harassment based on retaliation

Donna Moore-James v. IET, Inc.
TOLB2(39038)02212018
22A-2018-01400C

*Split Determination: Probable Cause on the issue of termination, on the basis of race/retaliation, Probable Cause on the issue of terms and conditions, differential treatment of applicants on the basis of race and national origin upon discovery; No Probable Cause on the issue of termination, on the basis of disability and age, No Probable Cause on the issue of terms and conditions, making missed time and requesting time of via intranet based on the basis of race, disability, age and retaliation

Jasmaine Barry, Marcus Penn v. Roy and Tamara Jackson, Owner
TOLH2(39069)03092018
05-18-1218-8
22A-2018-01556F

*Split Determination: Probable Cause on the issue of denial of reasonable accommodation, terms and conditions in service/facilities, threatened, intimidation, interference and harassment on the basis of disability; No Probable Cause on the issue of denial of reasonable accommodation, terms and conditions in service/facilities, threatened, intimidation, interference and harassment on the basis of familial status

Kenneth McKenzie v. Pilot Travel Centers LLC dba Pilot Flying J's
AKR73(39419)02152018
22A-2018-01362C

Respondent's Request for Reconsideration – Grant for Further Review - Continued

Nicholas Ackerman v. Variety Wholesalers, Inc. dba Roses
AKRB3(39515)04162018
22A-2018-01949C

Alisha Lange v. BND Rentals dba Vandalia Rental
DAY76(27077)03092018
22A-2018-01654C

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

Sharonda King v. Borrer Senior Living, LLC
COL71(45857)02092018 AMENDED
22A-2018-01270C

Lanisha Miller v. State of Ohio, Department of Youth Services
COL71(46180)06182018 AMENDED
22A-2018-02625C

Victor Gozion, Jr. v. KeyBank National Association dba Key Private Bank
CLEF4(44722)06272018
22A-2018-02771F

Chyrie Howard v. Tri Health/Hospice of Cincinnati, Inc.
DAY76(27312)06122018
22A-2018-02570C

5. Probable Cause - Schedule Conciliation

Robin Pickell v. Albert Bray, Owner
COLH1(46168)06122018
05-18-1843-8
22A-2018-02578F

Sanad Almadhagi v. JP Morgan Chase
DAY76(27049)02262018
22A-2018-01484C

Miami Valley Fair Housing Center, Inc. v. Richard "Dick" L. Wuebker, Sr., et al.
DAYH6(27060)03022018
05-18-3622-8
22A-2018-01600F

Probable Cause – Schedule Conciliation – Continued

Tiffany Feltner v. Richard “Dick” L. Wuebker, Sr., et al.
DAYH6(27061)03022018
22A-2018-01601F

6. Issue Formal Complaint

India Springs v. Toledo School for the Arts
TOL72(39000)01312018
22A-2018-01153C

Donna Sargent v. Equity Management, LLC, Vince Larney, and V.T. Larney Ltd.
AKRH3(39402)01302018
05-18-0569-8
22A-2018-01271F

Fair Housing Resource Center v. Hans Richter and Hans Richter, Trustee
CLEH4(44701) 03082018 AMENDED
05-18-1427-8
22A-2018-02643F

Laura Coomer v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB1(46038)04232018
22A-2018-01985C

*Commissioner Peters recused herself from participation in this case

Judy Steele v. CW Enterprises
DAYA6(27277)06012018
22A-2018-02475C AMENDED

Lynn LaMance v. Peoples Market
DAYG6(27003)02052018
22A-2018-01251F

11. Ratify Conciliation Agreement and Consent Order Prior to Final Determination

Ruth Nunes v. Xing Wanda Inc. dba Ruby Thai Kitchen Southpark LLC
CLEE4(44908)10102018
22A-2019-00143F

Ashley Majeed v. CSG Enterprises LLC; Skyridge & Northcrest Apartments
DAYH6(27608)10252018
05-19-3268-8
22A-2019-00647F

Ratify Conciliation Agreement and Consent Order Prior to Final Determination - Continued

Montoya Boykin v. Opportunity Parish Ecumenical Neighborhood Ministry dba Open M
ADRB3(39763)08302018
22A-2018-03462F

Charles Torres v. Ohio Mult-County Development Corporation
ADRH3(39873)10272018
22A-2019-00262F

Fair Housing Advocates Association v. Summit Management Services and Steve Newman
ADRH3(39892)11062018
05-19-3562-8
22A-2019-00399F

Hubert Clayton v. TL Worldwide Transportation, Inc. dba Thomas Limousine
ADR73(39905)11162018
22A-2019-00491C

Melinda Davis v. Thrive Behavior Health System
ADRB4(44907)10072018
22A-2019-00141C

Candi Johnson v. RMS Investment Group, LLC
ADR74(44934)10222018
22A-2019-00277C

Emmett Carter, Jr. v. Pioneer College Caterers, Inc.
ADRB6(27563)10152018
22A-2019-00224C

Dawn Cleere v. Lee Brumbaugh
DAYH6(27088)03142018
05-18-1212-8
22A-2018-01645F

12. Withdrawal of Charge – With Settlement

Nathan Oiler v. Diversified Conveyors Inc.
COLB1(45891)02232018 AMENDED
22A-2018-01429C

Kelly Crawford v. The Ohio State University - College of Education and Human Ecology
COL71(46002)04102018
22A-2018-01870C

*Commissioner Patmon recused himself from participation in this case

Withdrawal of Charge – With Settlement - Continued

Audra Wilson v. Lucas County Board of Commissioners
TOL72(39101)03282018
22A-2018-01752C

Wendy Fassoulas v. Equity Management
AKR73(39617)06112018
22A-2018-02866F

Aaron Posey, Sr. v. Kettering Adventist Healthcare dba Soin Medical Center
AKR73(39684)05292018
473-2018-01066C

Naida Tanner-Oliver v. ASW Global, LLC
AKRB3(39845)10092018
22A-2019-00122C

Destry Brooks v. Board of Education for the Akron City Schools, Transportation Department
AKR73(39927)12052018
22A-2019-00593C

Anthony Cochran v. City of Mansfield Codes & Permits Department and Gaylord “J.R.” Rice
CLEH4(44575)04112018
22A-2018-01884F

Jerrie D. Boyd v. The Bank of New York Mellon, Bayview Loan Servicing, LLC, and John Haynes
CLEH4(44600)04302018
05-18-2318-8
22A-2018-02359F

Shanice Johnson v. Columbus City Schools, Morse Road Bus Compound
ADR71(46399)08312018
22A-2018-03417C

Lillian Jackson v. Catholic Diocese of Columbus
ADRA1(46511)10172018
22A-2019-00159C

Marquis Drawhorn v. TCG Continuum, LLC
ADR71(46518)10182018
22A-2019-00167C

Lynette Turner v. Monarch Investment Group/Creekside at Taylor Square; Alyson Hartman, Leasing Agent; Jayce Cook, Leasing Agent; and Aaron Carter, Leasing Agent
COLH1(46531)10232018
22A-2019-00204F

Withdrawal of Charge – With Settlement - Continued

Maurece Brown v. Lowe’s Home Centers, LLC – Store #0265
ADR71(46559)10312018
22A-2019-00302C

Jonathan Christon v. Cooper’s Hawk Columbus, LLC dba Cooper’s Hawk Winery and Restaurant
ADRB1(46573)11052018
22A-2019-00342C

Marcia Rosemond v. Hollywood Casino Toledo
ADRA2(39543)10302018
22A-2019-00376C

Christine Glenn v. Trumbull County
ADRB3(39728)08142018
22A-2018-03270C

Joseph Charlton v. Decko Products, Inc.
ADR74(44959)11062018
22A-2019-00449C

Tanya Warley Fitzgerald v. HMC Love-N-Learn
ADRE4(44962)11082018
22A-2019-00452F

Jasmine Leanett Conner v. Ride Right, LLC
DAY76(27266)05292018
22A-2018-02421C

13. Withdrawal of Charge - Grant

Jerry Lathon v. City of Toledo, Department of Sewer and Drainage
TOL72(39058)03072018
22A-2018-01537C

William J. Silas v. City of Toledo, Department of Water Reclamation
TOL72(39085)03222018
22A-2018-01685C

Jerry Lathon v. City of Toledo, Department of Sewer and Drainage
TOL72(39111)03292018
22A-2018-01768C

14. Withdrawal of Charge – Request for Notice of Right to Sue

Julia Clark v. ProMedica Health System, Inc.
TOLA2(39052)03012018
22A-2018-01489C

David Sanders v. City of Toledo, Department of Sewer and Drainage
TOL72(39061)03082018
22A-2018-01543C

Kathleen R. Pitzen v. Mercy Health System PHO, Inc.
TOLA2(39110)03292018
22A-2018-01767C

Mario Loya v. Target Corporation dba Target Store # T 0622
TOLA2(39357)07112018 AMENDED
22A-2018-02883C

15. No Jurisdiction - Dismiss

Lester L. Reynolds v. Kroger Pharmacy
COLG1(46048)04242018 AMENDED
22A-2018-02003F

Sharon Hill v. The University of Toledo
TOLK2(39082)03192018
22A-2018-01675F

Therese L.F. Elder v. Village of Mingo Junction, Village of Mingo Junction Police Department,
Attorney Cerryn Cottrell-Marshall and Deborah Mannarino
AKRH1(46359)08162018
05-18-3216-8
22A-2018-03205F

*Split Determination: No Jurisdiction as to Respondents Village of Mingo Junction Police Department, Attorney Cerryn Cottrell-Marshall and Deborah Mannarino; No Probable Cause as to Respondent Village of Mingo Junction

Henry Provitt v. City of Warren, Police Department
AKRG3(39437)03012018
22A-2018-01500F

Minister Ronald D. Garr v. Social Security Administration
CLEG4(45014)12112018
22A-2019-00752F

Minister Ronald D. Garr v. City of Cleveland Heights
CLEG4(45034)12232018
22A-2019-00822F

16. No Jurisdiction – Dismiss (XNJ)

Summer Spears v. Mount Sterling Place
COLE1(46467)09262018
22A-2018-03673F

Jessie Thompson v. Mount Sterling Place
COLE1(46468)09262018
22A-2018-03674F

Champale Richardson v. JC Penney
COLE1(46512)10162018
22A-2019-00160F

Nathan Mann v. Steak ‘n Shake
COLE1(46529)10222018
22A-2019-00202F

Christina Glover v. Opportunities for Ohioans with Disabilities
COLE1(46540)10242018
22A-2019-00217F

*Commissioner Peters recused herself from participation in this case

Jonathan Penn v. State of Ohio, Department of Rehabilitation and Correction, Madison Correctional Institution
COLE1(46556)10292018
22A-2019-00284F

Maria S. Gilcrease v. Gwynnie Bee
COLE1(46557)10292018
22A-2019-00285F

Mario Nieves v. Molina Healthcare
COLE1(46597)11132018
22A-2019-00424F

Shawn Sanders v. Pizza Hut
COLE1(46611)11202018
22A-2019-00489F

Sarah Hall v. Crawford County Job and Family Services
TOLE2(39438)09052018
22A-2018-03474F

No Jurisdiction – Dismiss (XNJ) - Continued

Alice Smith v. Commodore Perry Apartments
TOLE2(39501)10102018
22A-2019-00156F

Alice Smith v. Commodore Perry Apartments
TOLE2(39503)10112018
22A-2019-00158F

Paul Manning v. Maumee Assembly & Stamping, LLC
TOLE2(39521)10212018
22A-2019-00281F

Kristin Meek v. Brandywine Country Club, Inc.
TOLE2(39529)10242018
22A-2019-00301F

Charline Minter v. All Around Children
AKRE3(39813)09272018
22A-2019-00001C

Stephanie Crider v. DHL Express (USA), Inc.
AKRE3(39835)10022018
22A-2019-00057F

Gary Weber v. Staff Right Personnel Services LLC
AKRE3(39839)10042018
22A-2019-00074F

Brandace Spears v. Quest Diagnostics
AKRE3(39849)10112018
22A-2019-00126F

TyAsia Jones v. Akron Children's Hospital
AKRE3(39856)10152018
22A-2019-00171F

Ashley Baird v. Trumbull-Mahoning Medical Group, Inc.
AKRE3(39857)10152018
22A-2019-00172F

Traneece Johnson v. RDH Fairlawn LLC dba Residence Inn by Marriott
AKRG3(39860)10172018
22A-2019-00178F

No Jurisdiction – Dismiss (XNJ) - Continued

Glossie Barron v. Social Security Administration/PASS Program
AKRK3(39865)10222018
22A-2019-00206F

Tyrone Ross v. Zion Contracting & Tree Service, Inc. dba Zion Tree Service
CLEE4(44923)10162018
22A-2019-00266F

Thomas Allgood v. Autozone
CLEE4(44925)10172018
22A-2019-00267F

Prosperity Beulah v. Vitamin Corporation
CLEG4(44939)10242018
22A-2019-00326F

Lynteisha Hampton v. VIP Nails of Sandusky
CLEE4(44950)11012018
22A-2019-00356F

Charity Armstrong v. State of Ohio, Department of Transportation
CLEE4(45031)12202018
22A-2019-00820F

Reginald Anderson v. City of Cleveland, Division of EMS
CLEE4(44938)10232018
22A-2019-00294F

Daniel Amber v. Safeguard Properties
CLEE4(44944)10262018
22A-2019-00327F

Vicki Barrett v. Le Chaperon Rouge
CLEE4(44951)11012018
22A-2019-00357F

Anthony Mobley v. The Wright Patterson Club
DAYE6(27067)03062018
22A-2018-01526F

Angela Hageman v. Water street Apartments; Crawford Hoying
DAYH6(27094)03152018
22A-2018-01649F

No Jurisdiction – Dismiss (XNJ) - Continued

Ricky Hill v. Gorilla Glue
DAYE6(27098)03182018
22A-2018-01652F

Karl Carter v. Mercer County Schools
DAYG6(27160)04112018
22A-2018-02015F

Rashell Clay v. Fiesta Holdings formerly known as The Twins Group
DAYE6(27314)06082018
22A-2018-02585F

Amanda Clark v. City of Wellston
DAYE6(27402)07202018
22A-2018-03351F

Justin Michael Sorg v. The Schaefer Group
DAYE6(27411)07262018
22A-2018-03353F

Jacqueline Gaines v. Maple Knoll Communities, Inc.
DAYE6(27426)08012018
22A-2018-03534F

Jeffrey Trick v. Aullwood Audubon
DAYE6(27433)08062018
22A-2018-03365F

Abdelaziz Azougay v. Cheesecake Factory
DAYE6(27443)08092018
22A-2018-03364F

Samantha L. Ryan v. Amerimed, Inc.,
DAYE6(27446)08112018
22A-2018-03378F

Sarah Lund v. Pies and Pints Liberty Center
DAYE6(27457)08142018
22A-2018-03388F

Teresa King v. UGN
DAYE6(27511)09172018
22A-2018-03586F

No Jurisdiction – Dismiss (XNJ) - Continued

Tiffany Layman v. Pizza Hut
DAYE6(27559)10052018
22A-2019-00565F

Stacia Lyle v. Surge Staffing, LLC
DAYE6(27573)10152018
22A-2019-00566F

Gina Lott v. North College Hill City Schools
DAYE6(27607)10292018
22A-2019-00683F

Roderick D. Garrett v. Debra Allen, SSI Payee
DAYE6(27630)11032018
22A-2019-00693F

Roderick D. Garrett v. Shawn Martin, Shawntelle Martin, Lakeisha (LNU)
DAYE6(27661)11132018
22A-2019-00733F

Roderick D. Garrett v. PNC Bank
DAYE6(27662)11132018
22A-2019-00731F

17. Administrative Closure

Ann Leal v. FCA US LLC
TOL72(39419)08202018 AMENDED
22A-2018-03301C

John F. Klenk v. National Association of Letter Carriers of the United States of America
TOLA2(39472)09272018
22A-2019-00035C

Kristina Loss v. Carl McGillivray and Mary McGillivray
CLEH4(44906)10052018
22A-2019-00140F

Michael Ruzicho v. COSTCO Wholesale
CLE74(45024)12162018
22A-2019-00817F

18. No Probable Cause – Dismiss

Brian Harris v. JP Morgan Chase
COLB1(45914)03092018
22A-2018-01564C

Duane Nicholson v. City of Columbus, Division of Police
COL71(45919)03122018
22A-2018-01571C

Mark Moore v. THK Manufacturing of America, Inc.
COLB1(45933)03162018 AMENDED
22A-2018-01633C

Clarence Holbrook v. Riverside Methodist Hospital
COLG1(45947)03222018 AMENDED
22A-2018-01687F

David Rodenbeck v. Modis
COLB1(45989)04052018
22A-2018-01826C

David Rodenbeck v. Nationwide Insurance
COL71(45990)04052018
22A-2018-01840C

David Rodenbeck v. K Force, Inc.
COLB1(45991)04052018
22A-2018-01829C

Peter Serbo Kpan, Jr. v. State of Ohio, Bureau of Workers' Compensation
COL71(46043)04232018 AMENDED
22A-2018-01988C

*Commissioner Patmon recused himself from participation in this case

Christina Hubbard v. Breck's Paving, Inc.
COL71(46044)04242018 AMENDED
22A-2018-02041C

Joshua M. Casey v. Abercrombie & Fitch Store, Inc.
COL71(46074)05042018
22A-2018-02145C

JonPaul Calloway v. Safelite Group, Inc.
COL71(46181)06192018 AMENDED
22A-2018-02642C

No Probable Cause – Dismiss - Continued

Kathy Carthron v. The Commons at Waters Edge, LLC c/o Angel Poynter, Registered Agent; and
Cordoba Real Estate Group, LLC c/o Poynter Law Firm, LLC, Registered Agent
COLH1(46195)06252018
22A-2018-02691F

Kayla Shoemaker v. Central Ohio Primary Care Physicians, Inc.
COL71(46267)08062018 AMENDED
22A-2018-03116C

Brittini Stewart v. Safelite Group, Inc. dba Safelite AutoGlass
COL71(46376)08212018
22A-2018-03253C

Teresa A. Priest v. Stokes Holdings, Inc. Foundation Health
COL71(46431)09122018 AMENDED
22A-2018-03540C

Corey Fields v Aerotek Staffing
COL71(46533)10242018
22A-2019-00211C

Cherry Newton v. Right at Home, LLC
TOL72(39077)03152018
22A-2018-01627C

Carmencita Pratt v. Right at Home, LLC
TOL72(39078)03152018
22A-2018-01628C

Steven Walker v. HM Solutions, Inc.
TOL72(39080)03162018
22A-2018-01630C

Derrick M. Murray v. Long Way Home, LLC
TOLE2(39089)03252018
22A-2018-01709F

Steven Pritchett-Allen v. Libbey Glass Inc
TOL72(39090)03262018
22A-2018-01710C

Carmen Duerson v. Toledo Area Regional Transit Authority
TOLB2(39092)03262018
22A-2018-01712C

No Probable Cause – Dismiss - Continued

Richard Frederick v. Smithfield Foods, Inc.
TOLB2(39096)03272018
22A-2018-01729C

Paul Manning v. Detroit Manufacturing Systems Toledo and Non-Automotive LLC
TOL72(39106)03282018 AMENDED
22A-2018-01763C

Horace Oates v. Mercy Health-St. Vincent Medical Center LLC
TOL72(39117)04032018 AMENDED
22A-2018-01833C

Horace Oates v. Mercy Health-St. Vincent Medical Center LLC
TOL72(39209)05172018
22A-2018-02342C

Mikal James v. Accessible Home Services, Inc.
AKR73(39422)02202018
22A-2018-01387C

Jamie Lynch v. Aetna Building Maintenance, Inc. dba Aetna Integrated Services
AKR73(39471)03152018AMENDED
22A-2018-01672C

Sandra Faris v. GreenStar Cooperative, Inc.
AKR73(39484)03282018
22A-2018-01805C

Tracy Cunningham v. 381, LLC dba McDonald's Restaurant
AKRA3(39494)04042018
22A-2018-01825C

Keren Childers v. The University of Akron
AKR73(39514)04132018
22A-2018-01948C

Sue Lamb v. Saint-Gobain Performance Plastics Corporation
AKR73(39526)04252018
22A-2018-02056C

Louis Tozzi v. Mercy Medical Center Home Health & Hospice, LLC
AKRG3(39538)05012018
22A-2018-02266F

No Probable Cause – Dismiss - Continued

Thalis Floyd v. Resco Products, Inc.

AKR73(39589)05252018

22A-2018-02507C

Stephanie Swain v. Green Village Skilled Nursing & Rehabilitation, Ltd.

AKR73(39610)06072018

22A-2018-02714C

Rosalind Henderson v. Canton City School District

AKR73(39624)06192018

22A-2018-02725C

Joe Johnson v. Minnesota Limited, LLC

AKR73(39631)06202018

22A-2018-02803C

William Durflinger v. AS America, Inc. dba American Standard Brands

AKRA3(39646)07052018

22A-2018-02857C

Corey Payne v. Jacki Apati and Akron Metropolitan Housing Authority

AKRH3(39659)07172018

05-18-2302-8

22A-2017-02935F

Tiffany Lewis v. The United Way of Youngstown and the Mahoning Valley

AKR73(39660)07172018

22A-2018-02937C

LaSaara Bibbs v. Target Corporation

AKRB3(39670)07242018

22A-2018-03034C

Corey Payne v. Akron Metropolitan Housing Authority

AKRH3(39673)07202018

05-18-2302-8

22A-2018-03026F

Sarah Bradbury v. Sugar Creek Packing Co.

AKRB3(39680)05172018

473-2018-01159C

Andrea Beckman v. Naomi Litton and Kevin Litton

AKRH3(39706)08092018

22A-2018-03162F

No Probable Cause – Dismiss - Continued

Patricia Thompson v. K&D Management, LLC, Bill Worden and Marge Gaffney
AKRH3(39780)09172018
05-18-2817-8
22A-2018-03471F

Leah Dutch v. Koinonia Homes, Inc.
AKR73(39795)09172018
22A-2018-03575C

Jamie Lynch v. Aetna Building Maintenance, Inc. dba Aetna Integrated Services
AKR73(39801)09182018
22A-2018-03657C

Moksha Hodge v. U.S. Bank, N.A.
AKR73(39831)06252018
473-2018-01050C

Traneece Johnson v. RDH Fairlawn, LLC dba Residence Inn by Marriott
AKRG3(39843)10072018
22A-2019-00119F

Therese L.F. Elder v. Village of Mingo Junction, Village of Mingo Junction Police Department,
Attorney Cerryn Cottrell-Marshall and Deborah Mannarino
AKRH1(46359)08162018
05-18-3216-8
22A-2018-03205F

*Split Determination: No Probable Cause as to Respondent Village of Mingo Junction; No Jurisdiction as to Respondents Village of Mingo Junction Police Department, Attorney Cerryn Cottrell-Marshall and Deborah Mannarino

Kimberly L. Bailey v. Lucas County Sheriff's Office
TOL72(39059)0307218
22A-2018-01538C

Tiffany Carroll v. Mobis North America, LLC
TOLB2(39062)03082018 AMENDED
22A-2018-01544C

Adrian Traynum v. Mobis North America, LLC
TOLB2(39063)03082018 AMENDED
22A-2018-01545C

Estella De La Cruz v. Dana Incorporated
TOLB2(39064)03092018
22A-2018-01550C

No Probable Cause – Dismiss - Continued

Wayne M. Cook v. Sylvania City School District Board of Education
TOLA2(39065)03092018
22A-2018-01551C

Linda S. Cook v. Sylvania City School District Board of Education
TOLA2(39070)03122018 AMENDED
22A-2018-01620C

Sharon Hill v. The University of Toledo
TOLB2(39081)03182018
22A-2018-01674C

Sharon Hill v. The University of Toledo
TOLG2(39083)03212018
22A-2018-01676F

Kyungmi Roka v. Walgreen Co.
TOL72(39086)03232018
22A-2018-01691C

Tara Hayes v. Mercy Health St. Vincent Medical Center
TOL72(39091)03262018
22A-2018-01711C

Samuel W. Thomas v. City of Toledo, Department of Public Utilities
TOLA2(39093)03262018
22A-2018-01713C

Anthony Glover, Jr. v. Johns Manville
TOL72(39095)03262018
22A-2018-01715C

Brandae Dunston v. Little Generation Day Care, LLC
TOL72(39097)03272018
22A-2018-01730C

Reginald Arrington, Jr. v. Credit Adjustments, Inc.
TOL72(39099)03272018
22A-2018-01735C

Danyale Johnson v. Sandalwood Apartments of Toledo, Inc.; Sandalwood Apartments; Charlene Rittner,
Property Manager
TOLH2(39100)03272018
05-18-1391-8
22A-2018-01751F

No Probable Cause – Dismiss - Continued

Vincent M. Davis v. State of Ohio, Office of the Adjutant General
TOLA2(39108)03292018
22A-2018-01765C

Canei Tidwell v. City of Toledo, Department of Police Operations
TOL72(39115)04022018
22A-2018-01828C

Debora A. Young v. Libbey Glass Inc.
TOLB2(39118)04042018
22A-2018-01834C

Mariah Giddens v. The University of Toledo Medical Center
TOL72(39121)04042018
22A-2018-01837C

Henry Brenneman v. Pioneer Forge, Division of Power & Sons, LLC
TOLB2(39122)04052018 AMENDED
22A-2018-01838C

Shannon R. Hogan v. Cincinnati Bell Technology Solutions Inc.
TOLB2(39248)03232018
473-2018-00830C

Angela Lumpkin v. Lorain Metropolitan Housing Authority, Debbie Carter and Elva Rivera
CLEH4(44579)04132018
22A-2018-01923F

Robert Russo v. Lorain Metropolitan Housing Authority, Debbie Carter and Julia Davila
CLEH4(44580)04132018
22A-2018-01924F

John Kestner v. Ideal Mobile Home Park, Inc., Robin Davis and Carol Zipp
CLEH4(44706)06142018
22A-2018-02655F

Anthony Srnick v. Precision Production, Inc.
CLE74(44750)07162018
22A-2018-02949C

Thomas D. Costello v. The PNC Financial Services Group, Inc. dba PNC Bank, National Association
CLEA4(44835)08302018
22A-2018-03433C

No Probable Cause – Dismiss - Continued

Michael Ruzicho v. COSTCO Wholesale Corporation
CLE74(44882)09262018
22A-2019-00010C

Sara Benasutti v. KS Energy Services, LLC
CLE74(44890)08222018
473-2018-01646C

Wendy Mascoline v. Michael Devis
CLEH4(44605)04242018
05-18-2298-8
22A-2018-02192F

Margaret (Peggy) Roth v. LSC Communications US, LLC
CLEA4(44610)04242018
22A-2018-02156C

Raymond Greene v. City Yellow Cab Co.
CLEG3(39651)07112018
22A-2018-02931F

Saleema Warith v. Lenore Fletcher
CLEH4(44628)04172018
05-18-1255-8
22A-2018-02223F

Janice Fox v. Jennings Operating, LLC dba Jennings Center for Older Adults
CLEB3(39811)09272018
22A-2018-03684C

Jaryl Griffon v. City of Cleveland
CLE74(44832)08292018
22A-2018-03406C

Catherine Bayless v. Prelude2cinema, Inc.
CLEE4(44721)06252018
22A-2018-02770F

Curtis Harris v. Concentra Health Services, Inc. dba Concentra Urgent Care-Downtown Cleveland
CLEG4(44819)08222018
22A-2018-03323F

Heather Coles v. Ashland Parenting Plus
CLEB4(44823)08232018
22A-2018-03336C

No Probable Cause – Dismiss - Continued

Michael Ruzicho v. COSTCO Wholesale Corporation
CLE74(44881)09262018
22A-2019-00006C

Sylvester Ntiamoah v. The Wornick Company
CLE74(44887)09122018
473-2018-01702C

Maime Wade v. Mantua Manufacturing Company
CLEA4(44893)10012018
22A-2019-00038C

Michael Ruzicho v. COSTCO Wholesale Corporation
CLE74(44901)10042018
22A-2019-00076C

Michael Ruzicho v. COSTCO Wholesale Corporation
CLE74(44935)10222018
22A-2019-00278C

Jacques Howard v. Flash Global Logistics dba System Design Advantage, LLC
CLEB1(46000)04102018
22A-2018-01867C

Adrienne Bryant v. OhioHealth Corporation
CLE71(46264)07172018
22A-2018-02915C

Vivian Pitman v. Menard, Inc.
DAY71(46155)06072018
22A-2018-02511C

Cynthia Powers v Nikki Carr
DAYH6(27046)02232018 AMENDED
22A-2018-01434F

Curtis Jackson v. Dayton-Phoenix Group, Inc.
DAY76(27055)02282018
22A-2018-01499C

Frederick Smith v. Samuel White
DAYH6(27069)03072018
22A-2016-01618F

No Probable Cause – Dismiss - Continued

Kenneth Duane Ellison v. C & W Services
DAY76(27070)03072018
22A-2018-01619C

James Harper v. Byers Car Rentals LLC dba Hertz Car Rentals
DAYG6(27075)03082018
22A-2018-01581F

Della Orbas v. Concord Hospitality Enterprises Company dba Marriott
DAYA6(27083)03122018
22A-2018-01653C

Vivian Kaye Clay v. Ford Motor-Lima Engine Plant
DAYA6(27092)03152018
22A-2018-01670C

Adriel Peterson v. Bobby Arties, Property Manager; Mercy Siena Springs
DAYH6(27104) 03022018
22A-2018-1684F

Kimberly Ferguson v. Cincinnati Metropolitan Housing Authority, et al.
DAYH6(27119)03022018
05-18-0834-8
22A-2018-01778F

Sarah Shackelford v. Pat Baker, Property Manager; FNU Jindal; ASAJ, LLC
DAYH6(27122)03012018
05-18-0830-8
22A-2018-01781F

Michele Anthony v. Aldi Inc.
DAYB6(27156)04102018
22A-2018-01982C

Shirley Pagan v. Montgomery County Family Services
DAYA6(27137)04032018
22A-2018-02014C

David T. Roseman Sr. v. Dayton Public Schools Board of Education
DAYA6(27138) 04032018
22A-2018-02025C

Charles King, Jr. v. Huntington Court
DAY76(27146)04092018
22A-2018-02009C

No Probable Cause – Dismiss - Continued

Terrence Rennick v. G4S Secure Solutions (USA) Inc.
DAYB6(27194)04302018
22A-2018-02125C

Justin Craig v. Goodwill Easter Seals Miami Valley
DAYB6(27200)05012018
22A-2018-02104C

Tammy Butler v. Good Samaritan North
DAY76(27235)05162018
22A-2018-02280C

Pamela Jean Bell v. Ohio Valley Goodwill Industries
DAY76(27236)05152018
22A-2018-02300C

Ian Cantwell v. Baymont Inn & Suites
DAYB6(27271)05292018
22A-2018-02432C

LaToya Stephens v. TriState Educational Systems
DAYB6(27359)07052018
22A-2018-02808C

Laura Lokai v. Springfield Urology, LLC dba Urology Specialists of Ohio
DAY76(27492)09062018
22A-2018-03510C

Janisa Wimberly v. Kettering Medical Center
DAY76(27566)10102018 AMENDED
22A-2019-00289C

MOTION by Commissioner Cespedes to approve the January 10, 2019 Confirmation Agenda. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES – with noted recusals
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES – with noted recusals

Motion carried.

STAFF BRIEFING

The Compliance Director reported that the Commission had complied with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04. The Compliance Department, with the executive director's approval, requested that the following case be removed from the agenda as Upon Reconsideration – No Probable Cause – Dismiss and grant a Withdrawal of Charge:

Week 4, Page 1, Item IIA

Pamela Shields v. CareSource
DAYB6(26958)
22A-2018-00961C

The charging party, on the advice of her attorney, requested a withdrawal of charge to pursue a Notice of Right to Sue to file the matter in federal court.

MOTION by Commissioner Peters to approve the staff briefing and grant a Withdrawal of Charge in the aforementioned case. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

APPEARANCE CASES

Appearance 1

Commissioners' Agenda - Week 2, Page 1, Item II-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Kimesha L. Williams v. City of Toledo, Division of Facility and Fleet Operation
TOL72(39003)02022018
22A-2018-01198C

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Probable Cause determination. Both parties were present to discuss the case.

**MOTION by Commissioner Patmon to reinstate the previous finding of No Probable Cause - Dismiss.
Second by Commissioner Cespedes.**

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 2

Commissioners' Agenda - Week 4, Page 1, Item I-A

Recommendation Upon Reconsideration: Uphold Probable Cause Determination

India Springs v. Toledo School for the Arts
TOL72(39000)01312018
22A-2018-01153C

Upon review of the application for reconsideration in this matter, staff recommended the Commission uphold the previous Probable Cause determination. Both parties were present to discuss the case.

MOTION by Commissioner Patmon to uphold the previous Probable Cause determination. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

MOTION by Commissioner Patmon to take a recess. Second by Commissioner Barreras.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

MOTION by Commissioner Cespedes to return to public session. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 3

Commissioners' Agenda - Week 4, Page 2, Item I-B

Recommendation Upon Reconsideration: No Jurisdiction - Dismiss

Lesia Kilgo v. New Hillwood I Associates, LLC dba Collison
Apartments, The Abel-Bishop & Clarke Realty Co. and Deshawn Partridge
AKRH3(39662)07242018
22A-2018-02980F

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Jurisdiction determination. Both parties were present to discuss the case.

MOTION by Commissioner Patmon to reinstate the previous No Jurisdiction determination. Second by Commissioner Cespedes.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 4

Commissioners' Agenda - Week 4, Page 2, Item I-B

Recommendation Upon Reconsideration: No Jurisdiction - Dismiss

Fair Housing Advocates Association, Inc. v. New Hillwood I Associates, LLC dba Collison Apartments,
The Abel-Bishop & Clarke Realty Co. and Deshawn Partridge
AKRH3(39664)07242018
22A-2018-02982F

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Jurisdiction determination. Both parties were present to discuss the case.

MOTION by Commissioner Patmon to reinstate the previous No Jurisdiction determination. Second by Commissioner Cespedes.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 5

Commissioners' Agenda - Week 1, Page 1, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Natasia Davenport v. Sharon Glen Apartments; Shawna S. Brooks
COLH1(45877)02162018
22A-2018-01384F

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Probable Cause determination. Both parties were present to discuss the case.

**MOTION by Commissioner Cespedes to reinstate the previous finding of No Probable Cause - Dismiss.
Second by Commissioner Peters.**

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 1

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Nahla Abwini, Salma, Ahamad, Sarah, Zaina Queider v. WODA Group; Vicky Jordan, Virginia Druschel, Mary "Katie" Alig; WODA Group, Paigelynn Place Apartments
TOLH2(39009)02062018
22A-2018-01232F

2. Findings Upon Reconsideration: No Probable Cause – Dismiss

Ben Troyer v. Exel, Inc. dba DHL Supply Chain (USA)
AKR73(39616)06112018
22A-2018-03360C

Antoine T. Colbert v. City of Toledo
CLE72(39150)04232018
22A-2018-02071C

Lauren Stoop v. Parma City School District Board of Education
CLEB4(44649)05222018
22A-2018-02324C

3. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Bill Aloisi v. Clampeco
CLE74(44765)07202018
22A-2018-03016C

MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Wendi Diaz-Morales v. Highland Springs, LLC
CLE74(44792)08072018
22A-2018-03115C

2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Marvin Parmis v. City of Tallmadge
AKRG3(39439)03012018
22A-2018-01503F

MOTION by Commissioner Peters to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 3. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Ralph H. Whitlow v. Netcare Corporation
COL71(46237)07092018
22A-2018-02831C

Jose' S. Rodriguez v. T. Marzetti Company
COL71(46368)08212018
22A-2018-03243C

Dashalahn Brown v Kettering Health Network dba Kettering Medical Center
DAY76(27383)07172018
22A-2018-03006C

2. Consideration of Administrative Law Judge's Report and Recommendation; Administrative Law Judge Recommends Attorney Fees - Adopt

Zachariah Grigsby and Danielle DeCarlo v. Debbie Ratliff
COLH1(44252)05162016
05-16-4949-8
22A-2016-01888F
Complaint No. 16-HOU-COL-44252

MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 4. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office, offered to conduct a legal update training for the Commissioners. Chair Barreras accepted the offer and directed staff to schedule time, date and location information.

Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers reported that all staff and Commissioners had completed the annual ethics training requirement. She also introduced the new paralegal, Kim Kipp. Kim comes to the OCRC from the Ohio Attorney General's Office, Taxation Section. She served the Attorney General's Office for 18 years of experience serving the Attorney General's Office.

Report from Executive Director

Director Payton welcomed Kim Kipp to the OCRC. Brad Dunn arranged for the OCRC to partner with the Columbus Bar Association to host the premiere of the movie "On the Basis of Sex: at the Drexel Theatre in Bexley, Ohio. The movie is about the life of United State Supreme Court Justice Ruth Bader Ginsberg. Brad provided a short presentation on the history of sex discrimination prior to the viewing.

Remarks

The Commissioners wished everyone a happy and healthy new year. Commissioner Peters congratulated Darlene on the recent CNN interview regarding the General Motors cases. Commission Patmon encouraged everyone to see the I, Too, Sing exhibition. Happy Birthday song and wishes for Commissioner Patmon.

MOTION by Commissioner Singh to adjourn the public meeting. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 2:11PM.

* * *



Commissioner