



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

March 14, 2019

**Wright State University
Student Union – Endeavor Room
Dayton, Ohio**

CALL TO ORDER

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

Commissioners Roll Call:

Chair Lori Barreras - Present

Commissioner William Patmon - Present

Commissioner Madhu Singh - Present

Commissioner Juan Cespedes – Did Not Participate

Commissioner Carolyn Peters - Present

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; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Deborah Heater, 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. She thanked Wright State University for hosting the OCRC and also thanked the students and faculty for their attendance. She gave special recognition to Dr. J. Michael Bernstein, JD for his on-going support of the OCRC. She also acknowledged Nycia Lattimer, Assistant Director of the Bolinga Black Cultural Resource Center, for her hard work in coordinating the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Peters to approve the February 21, 2019 minutes. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	DID NOT PARTICIPATE
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

Jamie White v. New Life Properties of Ohio, LLC; Melissa Evans; New Life Property Management, LLC; Paigelynn Guzmán, Resident Manager; and Jenny Rosengren, Director of Human Resources
COLH1(46311)08012018 AMENDED
05-18-2460-8
22A-2018-03056F

Phyllis Sonnenberg v. Capital Square Hotel LLC dba
Holiday Inn downtown Capital Square
COLA1(46535)10242018
22A-2019-00213C

Keely Jones v. County of Summit, Department of Job & Family Services
AKRA3(39724)08142018
22A-2018-03266C

Jeanine Conway v. Thomas Woods and Norway Apartments LLC
CLEH4(44662)05252018
05-18-2777-8
22A-2018-02486F

Lisa M. Brady v. Alliance Group Agency, Inc.
CLEE4(44699)05222018
22A-2018-01248F

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

Verna Cheers v. Northwest State Community College
TOL72(39126)04102018
22A-2018-01872C

*Split Recommendation: Probable cause on the basis of race and retaliation/issue of termination, denied position; No Probable Cause on the basis of sex/issue of termination, denied position, on the basis of race, sex, and retaliation, issue of demotion.

J. Matthew Krull v. The University of Toledo
TOLB2(39136)04162018
22A-2018-01959C

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

Kristen Anderson and Olivia Anderson v. ReMax Preferred Associates Property Management; Cindi Kurtz, Director of Property Management; Erin Osstifin, Remax Preferred Associate
TOLH2(39213)05172018
05-18-2129-8
22A-2018-02346F

Matthew Smucker v. Wayne County Commissioners Office
AKR73(39574)05162018
22A-2018-02381C

Jason Hamby v. Village of Yellow Springs
DAY76(27151)04092018 AMENDED
22A-2018-01997C

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

Floyd Ellis, Sr. v. WFMJ Television, Inc.
AKRG3(39981)01062019
22A-2019-00961F

Floyd Ellis, Sr. v. State of Ohio, Lottery Commission
AKRG3(39988)01102019
22A-2019-00988F

Katrina Robinson v. Cleveland State University
AKRB3(44711)06182018
22A-2018-02664C

Margie Black v. Premier Energy Services, LLC
DAY76(27468)08272018
22A-2018-03541C

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

Fair Housing Advocation Association v. Madison Development Co., LLC, et al.
CLEH4(44254)10062017AMENDED
05-18-1544-8
22A-2018-00146F
Complaint No. 18-HOU-CLE-44254

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

Fair Housing Advocates Association v. The Enclave Unit Owner’s Association, et al.
COLH1(45395)07272017
05-17-8835-8
22A-2017-03178F
Complaint No. 18-HOU-COL-45395

Kaitlynn Heer v. Elena Mircae & IGM Associates
COLH1(45369)07172017
05-17-8834-8
22A-2017-03082F
Complaint No. 18-HOU-COL-45369

Kaitlynn Heer v. The Enclave Unit Owner’s Association, et al.
COLH1(45401)07172017
05-17-9279-8
22A-2017-03208F
Complaint No. 18-HOU-COL-45401

Fair Housing Advocates Association v. Elena Mircae & IGM Associates
COLH1(45433)07172017
05-17-8834-8
22A-2017-03082F
Complaint No. 18-HOU-COL-45433

Keith Jones v. AK Tube, LLC
TOL72(38620)07312017
22A-2017-03238C
Complaint No. 18-EMP-TOL-38620

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

Kaitlynn Heer v. Elena Mircea & IGM Associates
COLH1(45369)07172017
05-17-8834-8
22A-2017-03082F
Complaint No. 18-HOU-COL-45369
(resolving Complainant’s interest only)

Fair Housing Advocates Association v. The Enclave Unit Owners’ Association, et al.
COLH1(45395)07272017
05-17-8835-8
22A-2017-03178F
Complaint No. 18-HOU-COL-45395
(resolving Complainant’s interest only)

**Withdrawal of Charge; Dismiss Formal Complaint – Submitted by the Attorney General’s Office
- Continued**

Kaitlynn Heer v. The Enclave Unit Owners’ Association, et al.
COLH1(45401)07172017
05-17-9279-8
22A-2017-03208F
Complaint No. 18-HOU-COL-45401
(resolving Complainant’s interest only)

Fair Housing Advocates Association v. Elena Mircea & IGM Associates
COLH1(45433)08092018
05-17-9278-8
22A-2017-03386F
Complaint No. 18-HOU-COL-45433
(resolving Complainant’s interest only)

6. Withdrawal of Charge – Request a Right to Sue; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Laura Coomer v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB1(46038)04232018
22A-2018-01985C
Complaint No. 19-EMP-COL-46038
*Commissioner Peters recused herself from participation in this matter

7. Issue Formal Complaint

Geoffrey Coccia v. State of Ohio, Department of Transportation
AKRB3(39498)04052018
22A-2018-01879C

Lars St. John v. Lakewood Municipal Court
CLEG4(44563)03302018
22A-2018-01845F

8. Probable Cause – Schedule Conciliation

Sara Hedrick v. OhioHealth Corporation dba Riverside Methodist Hospital
COLG1(46018)04132018 AMENDED
22A-2018-01918F

Probable Cause – Schedule Conciliation - Continued

Lelonnie Williamson-Brown v. Faurecia Exhaust Systems, LLC
TOL72(39253)06072018
22A-2018-02571C

Natalie Ludy v. Cristina I. Burcica
TOLH2(39408)08132018
05-18-3069-8
22A-2018-03209F

*Commissioner Barreras recused herself from participation in this matter

Christen Klocko v. Haven of Rest Ministries, Incorporated
AKRH3(39573)05032018
05-18-2073-8
22A-2018-02306F

Fair Housing Advocates Association v. Haven of Rest Ministries, Incorporated
AKRH3(39621)06152018
05-18-2074-8
22A-2018-02722F

Carla Shaw v. Youngstown Area Jewish Federation dba Heritage Manor
AKR73(39629)06202018
22A-2018-02796C

*Split Determination: Probable Cause on the issue regarding termination; No Probable Cause on the issue regarding rehire

Rhonda Perkins v. Kettering Medical Center
DAY76(27218)05082018
22A-2018-02210C

Kimberly Mason v. Clark County Sheriff's Office
DAY76(27250)0522201
22A-2018-02393C

Lemar Davis v. Dollar Tree
DAY76(27272)05312018
22A-2018-02463C

Michelle Clements-Pitstick v. Greene Township, Ohio, Hustead Emergency Services
DAY76(27274)05312018
22A-2018-02466C

Amelia Rodriguez v. N&E Learning, LLC dba Primrose School of Columbus Downtown
DAYB1(46145)06042018
22A-2018-02485C

9. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause

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

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

Bilal James Sabir v. Extended Stay America
COLH1(46594)11122018 AMENDED
05-19-3896-8
22A-2019-00421F

Anik Buckley v. Baker-Riverview, LLC; Baker Rental Company, LLC c/o Samuel M. Baker, Registered Agent; and Edgardo Soto
COLH1(46666)12122018
05-19-3748-8
22A-2019-00767F

Sarah Gartin v. The College of Wooster and Laura Neill
AKRH3(39738)07302018
05-18-2322-8
22A-2018-03280F

Todd Brown v. Andrew Heilman and Betsy Heilman
CLEH4(44729)06262018
05-18-2319-8
22A-2018-02774F

Darryl Williams v. Rubber City Arches, LLC dba McDonald's
CLEG4(44840)08282018
22A-2018-03438F

Kerry Webster v. Maple Park Partners Limited, Vanguard Property Management Limited, and Molly Burson
CLEH4(45067)01162019
05-19-4153-8
22A-2019-01058F

John Taylor v. Greenwich Apartments; Wayne Mizer, Property Manager
ADRH2(39557)11062018
05-19-3913-8
22A-2019-00443F

Franklin Ford v.Carolynn King and Tennis King
ADRH3(39957)12182018
22A-2019-00787F

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

Patrick Arch v. Cleveland Metroparks
ADR74(45022)12142018
22A-2019-00729C

Fayrouz Ashakih v. Realty Trust Service, LLC, Andrew Morris and Tarik Raed, LLC
ADRH4(45112)02142019
05-19-4279-8
22A-2019-01338F

Tanya Pancorvo v. Cedar Village
ADRB6(27795)01292019
22A-2019-01200C

12. Withdrawal of Charge – With Settlement

Aaron Lofton v. Rent-a-Center East, Inc.
TOLA2(39221)05182018 AMENDED
22A-2018-02353C

Theresa Mikolajczyk v. ProMedica Toledo Hospital
TOLB2(39254)06072018
22A-2018-02573C

Marla Y. Cole v. AllianceOne Receivables Management dba Alliance One, LTD
TOLA2(39454)09142018 AMENDED
22A-2018-03606C

Katherine Williams v. State of Ohio, Department of Mental Health and Addiction Services
ADR71(46682)12202018
22A-2019-00799C

Teeka Jenkins v. Wendy's
ADRB1(46755)01252019
22A-2019-01102C

Arthur Lee Henry v. Autoneum North America
ADRB2(39510)10162018
22A-2019-00188C

Daryll Blair, Jr. v. City of Toledo Streets, Bridges and Harbor Department
ADR72(39514)10172018
22A-2019-00193C

Withdrawal of Charge – With Settlement - Continued

Jill Hofbauer v. Tian Xiu Chen dba Ocean Garden Buffet Alexis, Inc.
ADRG2(39618)12262018
22A-2019-00830F

Patrick S. Bails v. HCR ManorCare, Inc.
ADRB2(39622)12282018
22A-2019-00835C

Darius Taylor v. Ply Gem/Great Lake Windows
ADR72(39641)01142019
22A-2019-01078C

Jimmy Daniels v. Lincoln Electric
ADRA4(44994)12042018;
22A-2019-00617C

Alecia Clinard v. SPEE-D-METALS, Inc.
ADR74(45021)12132018
22A-2019-00759C

Stanley Smith v. Clark Rubber & Plastic Company
ADR74(45051)01092019
22A-2019-01003C

Alecia Clinard v. SPEE-D-METALS, Inc.
ADR74(45084)01242019
22A-2019-01122C

13. Withdrawal of Charge - Grant

Jon Hanson v. Winding Creek Owners Association, Inc., Eric Boerger, Timothy Hill, and Felicia Hence,
Board Members
COLH1(46592)11122018 AMENDED
22A-2019-00419F

Christine Taylor Parrish v. Pedcore Investments, DBA Lyons Gate Apartments
DAY H6 (27242) 05182018
22A-2018-02315F

Roger D. Beisner v. Darke County YMCA
DAYG6(27364)07092018
22A-2018-02833F

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

Thomas Chapman v. The Bellevue Manufacturing Company
TOLB2(39198)05112018
22A-2018-02238C

Lamonte Hobbs v. Lucas County Sheriff's Office
TOL72(39242)05252018
22A-2018-02458C

Kelli Piccoli v. Family Dollar Stores of Ohio, Inc.
AKR73(39704)08092018
22A-2018-03160C

Amy E. Day v. The University of Akron
CLEK4(39990)01112019
22A-2019-01014F

Alexis Rodriguez v. Steak and Shake
CLE74(45056)01122019
22A-2019-01007C

Narkita S. Foster v. Home Depot U.S.A., Inc.
CLE74(45132)02262019
22A-2019-01498C

Cherretta Taylor v. Capital Residential Properties LLC
DAYH6(27203)05022018
22A-2018-02117F

15. Administrative Closure

Fair Housing Advocates Association, Inc. v. New Hillwood I Associates, LLC, The Abel-Bishop & Clarke Realty Co. dba ABC Management and Deshawn Partridge
AKRH3(39663)07242018
05-18-2418-8
22A-2018-02981F

16. No Jurisdiction – Dismiss (XNJ)

Belinda Ngok v. Ciox Health
COLE1(44616)11212018
22A-2019-00503F

Alissa Birkhimer v. City of Reynoldsburg
COLE1(46627)11282018
22A-2019-00516F

Roda Jama v. DNO Produce Inc.
COLE1(46664)12172018
22A-2019-00741F

Jared Hively v. Wasserstrom
COLE1(46667)12172018
22A-2019-00748F

Cheryl Henry v. State of Ohio, Department of Public Safety
COLE1(46701)01032019
22A-2019-00895F

Robby Stephens v. The Ohio State University
COLE1(46724)01112019
22A-2019-00990F

*Commissioner Patmon recused himself from participation in this matter

Kevin Wright v. Harbor Castings, Inc.
AKRE3(39942)12112018
22A-2019-00802F

Alijah Muhammad v. Popeyes Louisiana Kitchen, Inc.
AKRE3(39954)12122018
22A-2019-00787F

Michelle Esperanza Mermaid v. State of Ohio, Non-Consensual DNA Theft
AKRG3(39960)12192018
22A-2019-00890F

Patience Davis v. Access, Inc.
AKRE3(39983)12182018
22A-2019-00983F

Theodore Rubin v. Akron Public School
AKRE3(39999)01212019
22A-2019-01057F

No Jurisdiction – Dismiss (XNJ) - Continued

Cipri Ramsey v. Battered Women’s Shelter of Summit & Medina Counties
AKRH3(40053)02132019
22A-2019-01372F

Charisse Bowers v. American Spring Wire Corporation
CLEE4(45015)12112018
22A-2019-00753F

Michael Eugene Jackson v. City of Cleveland, Department of Building and Housing, Rhonda Derrett
and Cleveland Municipal Court
CLEH4(45064)12312018
22A-2019-01064F

China Ferguson v. Anthony J. Stanley and Howard Woods
CLEH6(27620)10292018
05-19-3301-8
22A-2019-00690F

Crystal Austin v. Lowes Home Center
DAYE6(27265)05262018
22A-2018-02419F

Haely Studebaker v. Lofts at Willow Creek, et al.
DAYH6(27324)06052018
22A-2018-02603F
05-18-1724-8

Jennifer Anderson v. State of Ohio, Department of Taxation
DAYE6(27735)12282018
22A-2019-00932F

17. No Jurisdiction – Dismiss

Henry Provitt v. Warren Municipal Court
AKRG3(40039)02072019
22A-2019-01236F

Gabor Smith v. The University of Akron
CLEK3(39809)09262018
22A-2018-03682F

18. No Probable Cause – Dismiss

Tiffany Myers v. Columbus Police Department
COL71(46013)04132018
22A-2018-01904C

Brenda Watkins v. City of Columbus, Parks & Recreation
COL71(46019)04162018
22A-2018-01921C

Rita Schmitz v. Columbus Police Department
COLB1(46027)04172018
22A-2018-01941C

Michael Dayton v. Kohl's Department Store #1085
COLB1(46059)05012018
22A-2018-02098C

Keri Bibler v. Haugland Therapy Services
COL71(46078)05042018 AMENDED
22A-2018-02167C

Dwight Wilson v. IQOR
COLA1(46079)05042018
22A-2018-02169C

William Gibson v. The Ohio State University, Department of Public Safety
COL71(46083)05072018 AMENDED
22A-2018-02185C

*Commissioner Patmon recused himself from participation in this matter

Kyara Godwin v. State of Ohio, Department of Rehabilitation and Correction/FCM
COL71(46090)05102018 AMENDED
22A-2018-02216C

Margo Canady-Johnson v. State of Ohio, Department of Job and Family Services
COLB1(46118)05212018
22A-2018-02328C

*Commission Patmon recused himself from participation in this matter

Dwight Wilson v. IQOR
COL71(46186)06202018
22A-2018-026675C

Duke During v. Groveport Madison School District
COL71(46201)06252018
22A-2018-02697C

No Probable Cause – Dismiss - Continued

Diebied-Shawne Reid v. Quest Software, Inc.
COL71(46363)08202018 AMENDED
22A-2018-03235C

Manley L. DeShong v. Aqua Ohio, Inc.
COL71(46369)08212018
22A-2018-03245C

Rachel Komisarz-Baugh v. The Ohio University
COL71(46384) 08242018
22A-2018-03318C

Mr. Shelley F. Doughty v. Monro Muffler Brake, Inc.
COL71(46405)08312018 AMENDED
22A-2018-03440C

Rochelle Marie Estrada v. Woda Group-Wheatland Crossing Senior Apartments
COLH1(46456)09242018
22A-2018-03632F

Marvol G. Washington v. State of Ohio, Department of Rehabilitation and Correction
COL71(46462)09252018
22A-2018-03656C

Logan Bryant v. Weltman, Weinberg & Reis Co., LPA
COL71(46521)10182018 AMENDED
22A-2018-00176C

Elizabeth Omameh v. State of Ohio, Department of Rehabilitation and Correction
COL71(46541)10262018
22A-2019-00236C

Chad Johnson v. Honda of America Mfg., Inc.
COL71(46565)11022018
22A-2019-00336C

Kesha Woodley v. Holiday Inn/Burger Theory
COL71(46580)11072018 AMENDED
22A-2019-00403C

Cornelius Casimire v. WideOpenWest Ohio, LLC
COL71(46581)11072018 AMENDED
22A-2019-00404C

Filibel Nkengfac v. New Story of Ohio, LLC
COL71(46625)11282018
22A-2019-00514C

No Probable Cause – Dismiss - Continued

Sherelle Dulaney v. The Columbus Urban League
COL71(46673)12192018
22A-2018-00783C

Jessica Smith v. State of Ohio, Department of Rehabilitation and Correction
COL71(46693)01032019
22A-2019-00881C

Nicole Bolin v. State of Ohio, Department of Rehabilitation and Correction
COL71(46695)01032019
22A-2019-00883C

Jane Wanjiku Pearson v. Bank of America
COL71(46699)01032019
22A-2019-00898C

Valerie Hedrick v. Uptown Arts Apartments; KMG Prestige Management; Adriane Fleig, Property
Manager
TOLH2(39188)05042018
05-18-1750-8
22A-2018-02166F

David Villarreal v. City of Toledo, Forestry Department
TOL72(39191)05082018
22A-2018-02230C

Jonathon Williams v. Barbeque Integrated, Inc. d.b.a. Smokey Bones
TOL72(39196)05102018
22A-2018-02236C

Melissa Lambert v. Tina Varwig, Owner
TOLH2(39214)05172018
05-18-1844-8
22A-2018-02347F

Charlie Williams v. Werner Trucking, CO. (Werner Enterprises, Inc.)
TOL72(39227)05222018
22A-2018-02423C

Sharon Thomas v. Senior Homes of Findlay LLC; Donna Burkart, Manager, Senior Homes of Findlay,
LLC; Erick Waller, Principal President, NRP Management LLC; NRP Management LLC
TOLH2(39229)05232018
22A-2018-02445F

No Probable Cause – Dismiss - Continued

Zachary Johnson v. Toledo Refining Company LLC
TOLB2(39230)05232018
22A-2018-02433C

Tonia Wallace v. Credit Adjustments, Inc.
TOL72(39231)05232018 AMENDED
22A-2018-02447C

Lenora Ellison v. Kelly Services, Inc.
TOLA2(39232)05232018
22A-2018-02448C

Latina Tolbert v. Johnson Controls Battery Group, Inc.
TOL72(39233)05232018
22A-2018-02449C

Latina Tolbert v. ITS Technologies, Inc.
TOL72(39234)05232018
22A-2018-02450C

Latina Tolbert v. First Solar, Inc.
TOL72(39235)05232018
22A-2018-02451C

Rashawnda Lomas v. Campbell Soup Supply Company, L.L.C.
TOL72(39236)05232018 AMENDED
22A-2018-02452C

Abenaah N. Hill v. The University of Toledo
TOLG2(39237)05232018
22A-2018-02453F

Cheryl Brown v. ProMedica Health System, Inc.
TOL72(39238)05242018 AMENDED
22A-2018-02454C

Anita Garcia v. Beach House dba Leading Families Home
TOLB2(39241)05252018
22A-2018-02457C

Butch “Joe” Brown v. Autoneum North America, Inc.
TOL72(39245)05302018
22A-2018-02514C

No Probable Cause – Dismiss - Continued

Janice Napier v. FCA US LLC
TOLA2(39255)06072018
22A-2018-02574C

Sherita Evans v. Goodwill Industries of Northwest Ohio, Inc.
TOL72(39256)06082018
22A-2018-02575C

Robert H. DeMoss v. GT Technologies, Inc.
TOLB2(39259)06062018
22A-2018-02579C

Taylor Cunningham v. R.E.A.C.H. Academy
TOL72(39301)06082018 AMENDED
22A-2018-02584C

James Cooks v. Ann Arbor Railroad, Inc.
TOL72(39303)06112018
22A-2018-02612C

Todd Gardner v. Conteh Home Services LLC
TOL72(39320)06202018 AMENDED
22A-2018-02750C

Rashawnda Lomas v. United Food & Commercial Workers Union, Local 75
TOL72(39351)07102018
22A-2018-02874C

DeVaughn Wynn v. DS Services of America, Inc.
AKR73(39590)05252018
22A-2018-02521C

Carla Shaw v. Youngstown Area Jewish Federation dba Heritage Manor
AKR73(39629)06202018
22A-2018-02796C

*Split Determination: No Probable Cause on the issue regarding rehire; Probable Cause on the issue regarding termination

DeVaughn Wynn v. DS Services of America, Inc.
AKR73(39635)06282018
22A-2018-02806C

Amy Davis v. Columbiana Metropolitan Housing Authority
AKR73(39656)07152018
22A-2018-02923C

No Probable Cause – Dismiss - Continued

Demetria Johnson v. Brookdale Senior Living, Inc.
AKR73(39661)07172018
22A-2018-03019C

Angela West-Cooper Gidden v. Home Depot U.S.A., Inc.
AKRA3(39678)07302018
22A-2018-03057C

Erika Snell v. Sycamore Community School District Board of Education, Sycamore High School
AKR73(39685)05292018
473-2018-01221

Shelby Berdella v. Tri-County Hematology & Oncology Associates, Inc.
AKR73(39693)08062018
22A-2018-03135C

Geneva Parker v. Canton City School District
AKR73(39696)08072018
22A-2018-03138C

Fred McCall v. GOJO, Inc.
AKRA3(39702)08092018
22A-2018-03158C

Charisse Thomas-Burney v. Adaptive Driving Alliance LLC
AKRE3(39715)08102018
22A-2018-03255F

Suzanne Kitzmiller v. Northcoast Medical Training Academy
AKRB3(39721)08132018
22A-2018-03262C

Sara Ison v. Chipotle Mexican Grill, Inc.
AKR73(39736)08202018
22A-2018-03278C

Decharae Key v. American Hospitality Group, Inc. dba Cambria Hotel & Suites Akron-Canton Airport
AKR73(39745)08222018
22A-2018-03505C

Walter Broughton v. Brandy Lovett and Akron Metropolitan Housing Authority
AKRH3(39752)08232018
05-18-2776-8
22A-2018-03370F

No Probable Cause – Dismiss - Continued

Daniel Barnett v. RWJ Corp.
AKRB3(39784)09042018
22A-2018-03491C

William Eady v. GTM Service, Inc. dba Parts Pro Automotive Warehouse
AKR73(39847)10102018
22A-2019-00124C

Albert Millini, Jr. v. St. Luke Lutheran Home for the Aging
AKR73(39851)10122018
22A-2018-00128C

Brandy Lee v. Roberts Insurance Professionals, Inc. dba GEICO Insurance Agency, Inc.
AKRB3(39878)10302018
22A-2019-00311C

Jessica Marks v. Family Dollar Stores of Ohio, Inc.
AKR73(39735)08172018
22A-2018-03277C

Ida Morris v. Brittany Bergeron, PNC Bank, National Association and Amber Litaker
AKRH3(39739)08212018 AMENDED
05-18-2721-8
22A-2018-03381F

LaToya Johnson v. Joseph Kaczmarek and Katlyn Barlow
AKRH3(39818)10012018
05-19-3519-8
22A-2019-00025F

Tawana Jackson v. Pastoral Counseling Service of Summit County, Inc. dba Red Oak Behavioral Health
AKR73(39864)10232018
22A-2019-00205C

Nevan Collins v. Capstone Real Estate Investments, LLC dba University Oaks Apartments
AKR73(39889)11052018
22A-2019-00396C

Rick Rackley v. Tahoma Rubber & Plastics, Inc.
AKR73(39948)12142018
22A-2019-00777C

Rosalie King v. AT&T Mobility Services LLC
AKR71(46410)09062018
22A-2018-03452C

No Probable Cause – Dismiss - Continued

Rosalie King v. AT&T Mobility Services LLC
AKR71(46188)06202018 AMENDED
22A-2018-02669C

Ella Williams v. Kingsbury Tower I, LTD., Millennia Housing Management, LTD. and Stephanie Bolden
CLEH4(44689)06122018
05-18-2100-8
22A-2018-02610F

Arleen Walker v. Cuyahoga Metropolitan Housing Authority and Kelly Brown
CLEH4(44704)06182018
05-18-3299-8
22A-2018-02652F

Crystal Hawkins v. Famicos Foundation ND, L.P. and Cassandra White
CLEH4(44724)06202018
05-18-1885-8
22A-2018-02784F

Shannon Hancock v. Sheila Caruso
CLEH4(44725)06142018
05-18-1827-8
22A-2018-02780F

Alicia Verbic v. Coastal Taco, LLC
CLE74(44763)07202018
22A-2018-03013C

David Gulley v. Cleveland Metropolitan School District
CLE74(44773)07262018
22A-2018-03046C

Jasmine Garrett v. Oriana House, Inc.
CLE74(44850)09062018
22A-2018-03485C

Kristie Donelson v. Ashland Public Library
CLEB4(44856)08302018
22A-2018-03556C

Brook Jackson v. Beau Townsend Ford Lincoln, Inc.
CLE74(44886)09172018
473-2018-01773

No Probable Cause – Dismiss - Continued

David D. Dawson v. Ohio CVS Stores, LLC
CLEG4(44892)09282018
22A-2019-00012F

Adam Oudomlith v. Avery Dennison Corporation
CLE74(44926)10172018
22A-2019-00268C

Rasheema Husain v. Maple Heights City Hall
CLE74(44927)10172018
22A-2019-00269C

James Harris v. Pentair Ashland Foundry
CLEA4(44972)11142018
22A-2019-00457C

Darren Brown v. MQ Automation
CLEB4(44980)09182018
475-2018-01796

Samantha Hall v. Olson Homecare, LLC dba Visiting Angels
CLE74(44986)11282018
22A-2019-00557C

Steve Balint v. Clean Group, LLC
CLEE4(44991)11302018
22A-2019-00561F

Minister Ronald Darrel Garr v. The Legal Aid Society of Cleveland
CLEG4(45013)12112018
22A-2019-00751F

Camille Fitzpatrick v. Sage Client 468, LLC dba The Westin Cleveland Downtown
CLE74(45026)12172018
22A-2019-00812C

Debra Copeland v. The Board of Park Commissioners of the Cleveland Metropolitan Park District dba
Cleveland Metroparks Zoo
CLEA4(45052)01102019
22A-2019-01001C

Gary Estes v. Jay Industries, Inc.
CLEB1(46646)12072018
22A-2019-00622C

No Probable Cause – Dismiss - Continued

Eugenia Robinson v. Big Lots Stores, Inc.
CLEB3(39842)10052018
22A-2019-00118C

Jimmie Jones v. Jo-Ann Stores, LLC
CLE73(39852)10122018 AMENDED
22A-2019-00130C

Michael Heekin v. Falcon Trace Condominium Assoc., et al.
DAY H6 (27153) 04112018
22A-2018-02004F

Ronald L. Scott v. Hobart Brothers LLC
DAYA6(27168)04162018
22A-2018-02061C

Tracy Thomas v. Lima Memorial Joint Operating Company d/b/a Lima Memorial Health System
DAY76(27195)04302018
22A-2018-02066C

Lori H. Engel v. EW SNF, LLC d/b/a Eaglewood Care Center
DAYA6(27207)05042018
22A-2018-02152C

Jessica M. Llewellyn v. Immediadent
DAYE6(27211)05042018
22A-2018-02180F

Karen Bryant v. Speedway LLC
DAYB6(27219)05092018
22A-2018-02211C

Tina Louise Silvers v. Premier Health
DAYA6(27224)05112018
22A-2018-02228C

Felicia Davis v. Caresource
DAYB6(27225)05112018
22A-2018-02240C

Anita Caserta v. Walmart
DAY76(27226)05112018
22A-2018-02241C

No Probable Cause – Dismiss - Continued

Dorian Jones v. Everybody Fitness
DAYG6(27228)05122018
22A-2018-02243F

Jennifer Williams v. Lancaster Bingo Co.
DAY76(27233)05162018
22A-2018-02272C

Chelsea Wilcox v. Bob Evans Restaurants, LLC
DAY76(27234)05152018
22A-2018-02276C

Lisa Brown v. Taco Bell
DAY76(27241)05172018
22A-2018-02313C

Tamar Cobb v. Konecranes
DAY76(27248)05212018
22A-2018-02375FC

Eddie Richmond v. Tom Leonard, Mayor of Ripley; Ripley Village Council, et al.
DAYH6(27251)05232018
22A-2018-02396F

Kevin Goins v. Mercedes Benz
DAYG6(27255)05232018
22A-2018-02399F

Leon Rozier v. Infinity Car Dealership
DAY76(27259)05252018
22A-2018-02467C

Kinra King v. Goodwill Easter Seals Miami Valley
DAYB6(27261)05252018
22A-2018-02415C

James Kimmell v. Buyers on Fire
DAY76(27267)05292018
22A-2018-02424C

Quince Sain-Dunham v. Greater Dayton Regional Transit Authority
DAYG6(27275)05312018
22A-2018-02472F

Angela Rivers v. Galen College of Nursing
DAY76(27276)05312018
22A-2018-02471C

No Probable Cause – Dismiss - Continued

Diana Burford v. Clark County Commission
DAY76(27293)06052018 AMENDED
22A-2018-02508C

Kelly A Ranard v. 7 West Auglaize, LLC dba J Maries Wood Fired Kitchen
DAYB1(46034)04192018
22A-2018-01953C

Michele Vance v. Graphic Packaging International, LLC
DAYB1(46207)06262018
22A-2018-02731C

Jennifer Reams v. Tallgrass Energy Partners
DAY72(39179)05012018
22A-2018-02154C

Joyce Evans v. Kettering Health Network
DAY76(27257)05242018
22A-2018-02411C

MOTION by Commissioner Singh to approve the March 14, 2019 Confirmation Agenda. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES – with noted recusal
Commissioner William W. Patmon, III	YES – with noted recusals
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	DID NOT PARTICIPATE
Commissioner Carolyn Peters	YES – with noted recusal

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 Director, with the Executive Director's approval, requested the following case be removed from the February 21, 2019 minutes and that the determination of No Probable Cause be vacated:

Carla Shaw v. Youngstown Area Jewish Federation dba Heritage Manor
AKR73(39629)06202018
22A-2018-02796C

This case had inadvertently been placed on the agenda as No Probable Cause – Dismiss.

MOTION by Commissioner Peters to approve the staff briefing, remove the aforementioned case from the February 21, 2019 minutes and vacate the No Probable Cause 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 CASES

Appearance 1

Commissioners' Agenda - Week 3, Page 1, Item I-A

Recommendation Upon Reconsideration: Uphold Probable Cause Determination

Geoffrey Coccia v. State of Ohio, Department of Transportation
AKRB3(39498)04052018
22A-2018-01879C

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 Singh to uphold the previous finding of Probable Cause. 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 1, Page 1, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

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

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 reverse the No Probable Cause determination to Probable Cause based on sex and retaliation regarding the issues of harassment and constructive discharge. 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 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.

MOTION by Commissioner Patmon to return to public session. 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 3

Commissioners' Agenda - Week 3, Page 1, Item II-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

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

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Probable Cause determination. The Respondent's Representative was present to discuss the case. The Charging Party was not present.

MOTION by Commissioner Patmon to reinstate the previous No 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.

Recommendation: Certification of a Bona Fide Occupational Qualification based on Religion - Grant

Echoing Hills Village, Inc. (23 Classifications)

- President/CEO
- Executive Vice President/CFO
- Vice President of Human Resources
- Director of Habilitation Services
- Regional Director – Residential Services
- Program Director
- Qualified Intellectual Disability Professional
- Direct Support Professional
- Ministry Chaplain
- Camp Administrator
- Camp Program Director
- Volunteer Outreach Coordinator/Secretary
- Camp Program Assistant
- Camp Nurse
- Cabin Leader/Counselor
- Regional Director of Adult Day and Vocational Services
- Regional Director of Human Resources
- Group Home Coordinators
- Development Project Coordinator
- Campus Director
- Class Coordinator
- Vice-President of Operations
- Regional Director of Marketing and Development

Upon review of the application for a bona fide occupational qualification based on religion, staff recommended the Commission grant the certification. The respondent’s representatives were present to discuss the case.

MOTION by Commissioner Patmon to grant the certification of a bona fide occupational qualification based on religion for the 23 classifications. 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 1

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Lars St. John v Lakewood Municipal Court

CLEG4(44563)03302018

22A-2018-01845F

*Split Recommendation: Uphold Probable Cause on the basis of religion; No Probable Cause on the basis of race and retaliation

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Lars St. John v Lakewood Municipal Court

CLEG4(44563)03302018

22A-2018-01845F

*Split Recommendation: No Probable Cause on the basis of race and retaliation; uphold Probable Cause on the basis of religion

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

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Mrinal Chakraborty v. Erin Roby, Mont Michel Apartments
DAYH6(27114)03262018
22A-2018-02017F

2. Findings Upon Reconsideration: Reverse No Probable Cause to Probable Cause – Schedule Conciliation

Cecelia Morris v. Payless ShoeSource, Inc.
DAY76(27110)03232018
22A-2018-02057C

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

3. Certification of a Bona Fide Occupational Qualification - Grant

InfoCision Management Corporation
• Christian Communicator

MOTION by Commissioner Cespedes to adopt the staff findings in the foregoing captioned case on the Commissioners' Agenda for Week 3. 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, talked about institutionalized gender discrimination in sports.

Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers thanked the students and faculty for their attendance. She reminded Commissioners of the impending May 15th Financial Disclosure Statements and asked the Commissioners to send an email upon completion. She advised Commissioners that HB 271 passed and will become effective March 20, 2019. This Bill amends 4112 and adds a new provision R.C. 4112.16 Notice of violation of accessibility law. This law, after much lobbying from the Commission, makes it optional for an aggrieved person to notify the owner, agent or other responsible party of a property of accessibility violations. If no notice is provided, an aggrieved person may still file a civil action but will be unable to seek attorney fees. The bill, as originally written, required mandatory notice. Even though this law is contained in R.C. Chapter 4112, the law specifically exempts charges filed with the OCRC and cases brought under fair housing laws, R.C. 4112.02(H), and therefore has no application to the agency.

Report from Executive Director

Executive Director G. Michael Payton began his report by thanking Wright State University, Dr. J. Michael Bernstein and Lycia Lattimer, assistant director of the Bolinga Center for their work in hosting the OCRC. He expressed appreciation for the long-standing partnership with the University and thanked the University, and specifically Dr. Bernstein, for the continued support as founder members of the Ohio Civil Rights Hall of Fame. Finally, Director Payton recognized friends of Commissioner Peters who were in attendance at the meeting.

The Commission acknowledged the presence of the Wright State University President, Cheryl Schrader, and thanked her for her support of the long-standing relationship between the Ohio Civil Rights Commission and Wright State University.

Remarks

The Commissioners expressed their appreciation to Wright State University for hosting the OCRC and thanked everyone for attending. They also commended Chair Barreras for her work as Chair.

MOTION by Commissioner Peters to adjourn the public meeting. 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.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:38PM.

* * *



Commissioner