



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

**April 4, 2019
Administrative 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, Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Deborah Heater, Dayton Regional Supervisor; Beyan Asoba, Reconsideration Supervisor. Also in attendance: Sharon Tassie, Assistant Chief – Civil Rights Section, Ohio Attorney General’s Office.

Chair Barreras welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Singh to approve the March 14, 2019 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.

MOTION by Commissioner Peters to go into executive session to discuss settlement terms for matters pertaining to litigation by the Attorney General's office. 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.

MOTION by Commissioner Singh to return from executive session 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.

CONFIRMATION OF STAFF FINDINGS

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

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

*Commissioner Patmon recused himself from participation in this case

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

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

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

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

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

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

2. Withdrawal of Request for Reconsideration – Reinstate No Probable Cause - Dismiss

Glenn Laws v. State of Ohio, Department of Veterans Services,
Georgetown Veterans Home
DAYA6(27350)06282018
22A-2018-02761C

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

Roger Evans v. Day Air Credit Union
DAYF6(27755)01142019
22A-2019-01030F

4. Complainant's Request for Reconsideration - Deny – Insufficient Information

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

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

Kenneth Bellinger v. TimkenSteel Corporation
AKRB3(39331)01022018
22A-2018-00969C
Complaint No. 18-EMP-AKR-39331

Jacqueline Townsley v. ProNails Salon & Spa
DAYG6(26728)09212017
22A-2017-03781F
Complaint No. 18-PUB-DAY-26728

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

Judy Steele v. CW Restaurant Enterprises LLC, Boyd Warner and Tim Cordle
DAYA6(27277)06012018
22A-2018-02475C
Complaint No. 19-EMP-DAY-27277

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

Tommy L. Adams v. United Parcel Service, Inc.
TOL72(37914)07252016
22A-2016-02356C
Complaint No. 17-EMP-TOL-37914

Tommy L. Adams v. United Parcel Service, Inc.
TOL72(38004)09122016
22A-2016-02756C
Complaint No. 17-EMP-TOL-38004

Paula Bennett v. United Parcel Service, Inc.
TOLA2(37919)07262016
22A-2016-02383C
Complaint No. 17-EMP-TOL-37919

Paula Bennett v. United Parcel Service, Inc.
TOLA2(38626)08022017
22A-2017-03242C
Complaint No. 18-EMP-TOL-38626

Lora Blanton v. United Parcel Service, Inc.
TOL72(37941)08042016
22A-2016-02486C
Complaint No. 17-EMP-TOL-37941

Pamela D. Camper v. United Parcel Service, Inc.
TOL72(37966)08222016
22A-2016-02638C
Complaint No. 17-EMP-TOL-37966

Pamela Camper v. United Parcel Service, Inc.
TOLA2(38585)07102017
22A-2017-03039C
Complaint No. 18-EMP-TOL-38585

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

Pamela Camper v. United Parcel Service, Inc.
TOLA2(38697)09082017
22A-2017-03603C
Complaint No. 18-EMP-TOL-38697

Kimberly Collins-Stewart v. United Parcel Service, Inc.
TOL72(38103)11012016
22A-2017-00269C
Complaint No. 17-EMP-TOL-38103

Eldridge Edgecombe, Jr. v. United Parcel Service, Inc.
TOL72(38086)10262016
22A-2017-00236C
Complaint No. 17-EMP-TOL-38086

Melvina Flowers v. United Parcel Service, Inc.
TOL72(38059)10122016
22A-2017-00048C
Complaint No. 17-EMP-TOL-38059

Willie Fontaine v. United Parcel Service, Inc.
TOL72(37956)08102016
22A-2016-02516C
Complaint No. 17-EMP-TOL-37956

Willie Fontaine v. United Parcel Service, Inc.
TOLA2(38244)01182017
22A-2017-00991C
Complaint No. 18-EMP-TOL-38244

Donnell Haskins v. United Parcel Service, Inc.
TOL72(38144)11212016
22A-2017-00523C
Complaint No. 17-EMP-TOL-38144

Antonio L. Lino v. United Parcel Service, Inc.
TOL72(37975)08252016
22A-2016-02666C
Complaint No. 17-EMP-TOL-37975

Perry Loggins III v. United Parcel Service, Inc.
TOL72 (38156) 11282016
22A-2017-00556C
Complaint No. 17-EMP-TOL-38156

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

George Moorer v. United Parcel Service, Inc.
TOL72(37979)08262016
22A-2016-02670C
Complaint No. 17-EMP-TOL-37979

Allen Peace v. United Parcel Service, Inc.
TOL72(38157)11282016
22A-2017-00557C
Complaint No. 17-EMP-TOL-38157

Dewayne Spears v. United Parcel Service, Inc.
TOL72(37918)07252016
22-2016-02382C
Complaint No. 17-EMP-TOL-37918

Dewayne Spears v. United Parcel Service, Inc.
TOL72(38018)09162016
22A-2016-02846C
Complaint No. 17-EMP-TOL-38018

Douglas V. Stephens v. United Parcel Service, Inc.
TOLA2(38023)09192016
22A-2016-02897C
Complaint No. 17-EMP-TOL-38023

Keith L. Wiggins v. United Parcel Service, Inc.
TOL72(37940)08052016
22A-2016-02485C
Complaint No. 17-EMP-TOL-37940

Anton Williams v. United Parcel Service, Inc.
TOL72(37909)07212016
22A-2016-02324C
Complaint No. 17-EMP-TOL-37909

Anton Williams v. United Parcel Service, Inc.
TOL72(38022)09192016
22A-2016-02895C
Complaint No. 17-EMP-TOL-38022

Ricki Woodard v. United Parcel Service, Inc.
TOL72(37943)08082016
22A-2016-02490C
Complaint No. 17-EMP-TOL-37943

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

Ricki Woodard v. United Parcel Service, Inc.
TOL72(38028)09212016
22A-2016-02898C
Complaint No. 17-EMP-TOL-38028

Malissa Harmon v. Honeywell Intelligrated
DAYA6(26741)09272017
22A-2017-03871C
Complaint No. 18-EMP-DAY-26741

7. Issue Formal Complaint

Sara Hedrick v. OhioHealth Corporation dba Riverside Methodist Hospital
COLG1(46018)04132018
22A-2018-019181F

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

Lisa Carkin v. Hoover Garden Apartments, LTD
COLH1(46174)04172018 AMENDED
05-18-1252-8
22A-2018-02591F

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

*Split Determination: 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, and 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

Richard Lee Kubiak v. General Motors LLC
AKRB3(39579)05212018
22A-2018-02384C

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

Issue Formal Complaint - Continued

Gilbert Abercrombie v. 4Lamm, LLC dba Fitness Zone
CLEG4(44862)09182018
22A-2018-03625F

Miami Valley Fair Housing Center, Inc. v. Simply Management; Residenz, LLC, Owner
DAYH6(27142)04052018
05-18-2202-8
22A-2018-09198F

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

8. Probable Cause – Schedule Conciliation

Robin Dennis v. Plaza Garden Apartments, LLC; Divergent Property Management, LLC; Betty Burley;
and Kenneth Patterson
COLH1(46125)05222018 AMENDED
05-18-2336-8
22A-2018-02391F

*Split Determination: Probable Cause on the basis of disability and the issues of refusal to negotiate for rental; made statements indicating a limitation, preference and discrimination and otherwise made housing accommodations unavailable; and on the basis of familial status and the issue of using any form of application containing questions concerning familial status only.

Juan Díaz Jr. v. Ryder Truck Rental, Inc.
COL71(46209)06262018
22A-2018-02721C

*Split Determination: Probable Cause on the basis of ancestry on the issue of termination only.

Harold G. Lora v. State of Ohio, Department of Transportation
COL71(46239)07082018Amended
22A-2018-02834C

Theresa Seifer v. Diocese of Youngstown
AKR73(39672)07242018
22A-2018-03036C

*Split Determination: Probable Cause on the basis of retaliation and on the issue of termination; No Probable Cause on the basis of sexual harassment, hostile work environment and verbal warning

Chris Lauderdale v. NVR Building Products
DAY76(27206)05032018
22A-2018-02147C

*Split Determination: Probable Cause on the basis of race/issue of employee recruitment and hostile work environment; Probable Cause on the basis of retaliation/issue of termination; No Probable Cause on the basis of race/issue of termination.

Probable Cause – Schedule Conciliation - Continued

Patti J. Wagner v. Paul C. Ladd, Post 1148 Veterans of Foreign Wars, Incorporated
TOLE2(39300)06062018
22A 2018-02581F

*Split Determination: Probable Cause on the basis of sex/female issue of harassment and on the basis of retaliation/issue of termination; No Probable Cause on the basis of disability/issues of harassment and termination.

Ameenah Horn v. Toledo Building Services Co.
TOL72(39322)06182018
22A-2018-02758C

Maryam Chertmanova v. Dayton Children's Hospital
DAY76(27246)05222018
22A-2018-02368C

9. Probable Cause – Schedule Conciliation; Authorize Executive Director to Issue Formal Complaint if Conciliation Fails

Tina Adams v. Directed Pathways LLC; Rey LNU, Property Manager, et al.
DAYH6(27352)06132018
22A-2018-02738F

H.O.M.E v. Directed Pathways LLC; Rey LNU, Property Manager, et al.
DAYH6(27353)06142018
22A-2018-02740F

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

TyRell Jordan v. Heathergate Club Apartments; Heathergate Park Place LLC
An Ohio LLC; Jessica LNU, Manager Heathergate Apartments
TOLH2(39223)05182018
05-18-1866-8
22A-2018-02441F

Housing Research & Advocacy Center v. Forest City Residential Management, Ltd and F.C. Parmatown
Associates, LLC
CLH4(44915)10152018
22A-2019-00232F

Kristina Loss v. Carl & Mary Kathryn McGillivray
CLEH4(45000)11282018
05-19-3560-8
22A-2019-00629F

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

Housing Research & Advocacy Center v. Geis Residential Management, LLC and 3007 Clinton Avenue, LLC

CLEH4(45101)02062019

22A-2019-01263F

Housing Research & Advocacy Center v. French Creek Holdings, LLC dba The Preserve at French Creek

CLEH4(45017)12122018

22A-2019-00727F

Caleb Johnson v. Peregrine Health Services, Inc. dba Heatherdowns Rehab & Residential

ADRB2(39672)02042019

22A-2019-01246C

Tammye T. Hardin v. Millennia Housing Management, Ltd., Apple Crest Investment LLC and Jacqueline Hedrick

ADRH3(39953)12142018 AMENDED

22A-2019-00803F

05-19-4274-8

Donna Pryor v. GE Lighting Special Pack, Inc.

ADRA3(39902)11142018

22A-2019-00431C

Toya Herndon v. Visiting Physicians Association

ADR76(27727)12232018 AMENDED

22A-2019-00922C

Vern J. Wheeler v. Mahle

ADRA6(27782)01242019

22A-2019-01303C

Savone Hagans v. Capabilities, Inc.

ADR76(27836)02122019

22A-2019-01439C

Wayne Small v. Papa Johns

ADRG6(27837)02122019

22A-2019-01440F

Tinia Coles v. School Outfitters LLC

ADRB6(27841)02142019

22A-2019-01397C

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

Michael Anderson v. State of Ohio, Department of Rehabilitation and Correction
COL71(46765)01292019 AMENDED
22A-2019-01135C

Raymond Wilson v. Bridgestone APM Company
TOL72(39244)05302018
22A-2018-02513C

Dayzhanique Sutton v. Fort Wayne LLC dba Vito's Pizza
TOLB2(39318)06232018
22A-2018-02767C

Jeffrey Brown v. Mercy Health System, Inc. Bon Secours
TOLB2(39624)12282018
22A-2019-00841C

Jeffrey Brown v. Towne Park
TOLB2(39625)12282018
22A-2019-00842C

Carlton Jacobs v. Millennia Housing Management, Ltd., Morning Star Tower Ltd., and Terri Peterson
CLEH4(44932)10222018
05-19-3764-8
22A-2019-00254F

Larae Dean v. 810 Sycamore Partners LLC
DAYA6(27590)10232018
22A-2019-00239C

Kyle H. Sharp v. OhioHealth Corporation
ADR7A1(46758)01242019
22A-2019-01098C

Mary O. Bennett and Bruce K Bennett v. Fifth Third Bank; Fifth Third Mortgage Company
ADRH2(39457)09122018 AMENDED
05-18-3626-8
22A-2018-03609F

Daniel Ebert and Andria Dorsten Ebert v. Fifth Third Bank; Fifth Third Mortgage Company
ADRH2(39506)09092018
05-18-3103-8
22A-2019-00184F

James Cole v. Auto Systems Centers, Inc.
ADR72(39658)01222019
22A-2019-01156C

Withdrawal of Charge – With Settlement - Continued

Cheryl Holmes v. Hilltop Energy, Inc. and D.W. Dickey and Son, Inc.
ADRA3(39895)11072018
22A-2019-00402C

Nathaniel Posey v. Accurate Staffing, Inc.
ADR73(40004)01252019
22A-2019-01128C

Novella Sullivan v. RHM Real Estate, Wendy and Tom Evans, Wandy (LNU), Joe (LNU) John (LNU)
and New Supervisor
ADRH4(44974)11192018
22A-2019-00529F

Jacob Perry v. ABM
ADR74(45061)01142019 AMENDED
22A-2019-01011C

Leah Lomax v. Chez Francois
ADR74(45065)01152019
22A-2019-01056C

12. Withdrawal of Charge - Grant

Julia Ruth v. State of Ohio, Department of Administrative Services
COL71(46793)11112018 AMENDED
22A-2019-00420C

*Commissioner Patmon recused himself from participation in this case

Karen Kuhr v. Arbor Woods Condominium Owner's Association, Inc. and Out of Towne Properties,
Ltd.
ADRH6(27657)11192018
05-19-3509-8
22A-2019-00722F

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

Jillion Merricle v. Destination Maternity Corporation
TOL72(39330)06262018
22A-2018-02782C

14. Administrative Closure

Brett Ervin v. TekSystems, Inc.
CLEB4(45104)02102019
22A-2019-01323C

15. No Jurisdiction – Dismiss (XNJ)

Tracy Meyer v. Family Dollar
COLE1(46414)09062018
22A-2018-03461F

John Pettit v. Trisha Brown
COLH1(46766)01292019
22A-2019-01136F

Kenneth A. Mullins v. Community Housing Network
COLE1(46472)10012018
22A-2019-00028F

Lucky Henderson v. Mr. Tire
COLE1(46798)02132019
22A-2019-01284F

McClelland Gillenwater v. Shasta Beverages, Inc.
COLE1(46683)12242018
22A-2018-00807F

FNU Smith v. Joe Joe
COLE1(46740)01222019
22A-2019-01052F

Julia George v. Morgan Stanley
COLE1(46745)01232019
22A-2019-01068F

Lauren Malone v. Express Scripts
COLE1(46746)01242019
22A-2019-01071F

Kenneth E. Ratleff v. Hatfield Volkswagen (Sonic Automotive)
COLE1(46772)01312019
22A-2019-01173F

Reginal Copeland v. Hirschvogel
COLE1(46782)12252018
22A-2019-01215F

Kimberly Barrett v. Primrose School of Downtown
COLE1(46786)02082019
22A-2019-01255F

No Jurisdiction – Dismiss (XNJ) - Continued

Tyler Trivette v. Pieco, Inc. dba Superior Trim
TOLE2(39717)03042019
22A-2019-01580F

Samuel Davis v. Country Court
AKRE3(39959)12192018
22A-2019-00889F

Angel Neri v. County of Trumbull, Juvenile Court
AKRG3(39961)12192018
22A-2019-00891F

Aubraney Gaffney v. Jefferson Metropolitan Housing Authority
AKRE3(39963)12202018
22A-2019-00892F

Darlene Miles v. Conduent Business Services, LLC
AKRE3(39978)01042019
22A-2019-00957F

Bernadette Jabour v. Ohio Hospital Based Physicians
AKRE3(39995)01172019
22A-2019-01049F

Megan Shepherd v. Dominion East Ohio Gas
AKRE3(40028)01132019
22A-2019-01202F

Shannon Norman v. Fox Meadows Country Club
CLEE4(45062)01142019
22A-2019-01012F

Shannon Norman v. Fox Meadow Country Club
CLEE4(45063)01142019
22A-2019-01013F

Jessikka Carlton v. Marc Glassman Inc. dba Marc's of Solon
CLEE4(45074)01222019
22A-2019-01111F

Kenneth Angstrom v. Intellipak, Ltd.
CLEE4(45075)01222019
22A-2019-01112F

No Jurisdiction – Dismiss (XNJ) - Continued

Darien Hamilton v. Highland Springs
CLEE4(45076) 01222019
22A-2019-01113F

Megan Chasar v. Independent Claims Adjuster
CLEE4(45087)01282019
22A-2019-01187C

JuQuita George v. Euclid Apartments
CLEH4(45105)02112019
22A-2019-01324F

Dalton F. Christy
DAYE6(27279)06012018
22A-2018-02477F

Ronda Stump v. Communicare Health Services
DAYE6(27282)06012018
22A-2018-02484F

16. No Jurisdiction – Dismiss

Mollie Galano v. Denison University
COLB1(46723)01112019
22A-2019-00989C

Arthur Stokes v. The Toledo Edison Company
TOL72(39228)05222018
22A-2018-02429C

**Split Recommendation: No Probable Cause on the basis of race/issue of discipline and termination; No Jurisdiction on the basis of race/noose, higher placement and discipline/dented exhaust.*

Dannie Young III v. City of Toledo, Division of Streets, Bridges and Harbor
TOL72(39332)06282018
22A-2018-02791C

**Split Recommendation: No Jurisdiction on the basis of race and retaliation on the issues of discipline and denial of compensatory time and being submitted for a drug test; No Probable Cause on the basis of race and retaliation on the issues of Notice of Hearing and forced to resign.*

Patrick Hill v. Direction Home Akron Canton Area Agency on Aging
AKR73(39973)01032019
22A-2019-00946C

Cecelia Pearl Shorter v. State of Ohio, Civil Rights Commission
AKRB3(40062)01232019
22A-2019-01408F

No Jurisdiction – Dismiss - Continued

Darlene Mayl v. Beaver Creek Elderly/Stone Manor Apartments
CLEH6(27749)01082019
22A-2019-01025F

Kenneth A. Vanek v. Hinckley Township Police Department
CLEG3(40080)0226219
22A-2019-01472F

Kenneth A. Vanek v. Hinckley Township Police Department
CLEG4(45129)02262019
22A-2019-01495F

Geoffrey Reddens v. City of Centerville
DAYA6(27280)06012018
22A-2018-02487C

Charles Cutter v. Asics America Corporation
DAYA6(27744)01082019
22A-2019-01017C

17. No Probable Cause – Dismiss

Kamora Staten v. Beauty Express Salons, Inc. dba
The Salon at Macy's at Easton Town Ct.
COL71(46066)05022018
22A-2018-02120C

Crystal Murphy v. State of Ohio, Department of Rehabilitation and Correction,
Franklin Medical Center
COL71(46070)05032018
22A-2018-02127C

Jessica Parks v. Ohio Oral and Maxillofacial Surgery Dr. Olejko
COLB1(46071)05032018 AMENDED
22A-2018-02135F

Twila Martin v. State of Ohio, Department of Rehabilitation and Correction
COL71(46100)05142018
22A-2018-02251C

Geraldine Winfield v. State of Ohio, Department of Taxation
COLA1(46106 05152018
22A-2018-02274C

No Probable Cause – Dismiss - Continued

Jeffery Phillips v. UniFirst Corporation
COLA1(46117)05212018
22A-2018-02327C

Tarleshia Holmes v. Centene Management Company LLC
COL71(46132)05252018 AMENDED
22A-2018-02417C

Jackie Shirley v. Wal-Mart Stores East, LP
COLA1(46148)06042018 AMENDED
22A-2018-02491C

Leah Porter v. Franklin County Child Support Enforcement Agency
COL71(46156)06072018
22A-2018-02516C

Matthew Fisher v. Ruscilli Construction Co. Inc.
COL71(46173)06142018
22A-2018-02589C

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

Tara Tucker v. City of Columbus, Department of Public Health
COL71(46339)08082018 AMENDED
22A-2018-03144C

Derar Alhelo v. Kimberly Market
COLB1(46361)08172018 AMENDED
22A-2018-03214C

José Vílchez v. Ryder Truck Rental, Inc.
COL71(46368)05022018
22A-2018-02112C

Magdy S. Abdelgawad v. The Ohio State University, Office of Student Life
COL71(46403)09042018
22A-2018-03429C

*Commissioner Patmon recused himself from participation in this case

No Probable Cause – Dismiss - Continued

Deborah Talabere v. SUN Behavioral
COL71(46109)05162018 AMENDED
22A-2018-02303C

Jason Michael Cox v. Marietta Motors, LLC
COLB1(46116)05162018
22A-2018-02323C

Robin Dennis v. Plaza Garden Apartments, LLC; Divergent Property Management, LLC; Betty Burley;
and Kenneth Patterson
COLH1(46125)05222018 AMENDED
05-18-2336-8
22A-2018-02391F

*Split Determination: No Probable Cause on the issues of deny a reasonable accommodation; deny a reasonable modification; and discriminate in financing only

Elvis Takafor v. Ohio Hospital for Psychiatry, LLC
COL71(46134)05292018
22A-2018-02420C

Taundra Barney v. Sun Behavioral Columbus
COLA1(46138)05312018
22A-2018-02460C

Danny Evans v. Arby's
COL71(46144)06012018
22A-2018-02476C

Craige Perry v. Easton Mall - Security
COLG1(46151)06052018
22A-2018-02494F

Nathaniel Rufus Lee Jenkins v. Arby's
COL71(46154)06062018
22A-2018-02476C

Nathaniel Rufus Lee Jenkins v. Arby's
COL71(46167)06112018
22A-2018-02561C

Juan Díaz Jr. v. Ryder Truck Rental, Inc.
COL71(46209)06262018
22A-2018-02721C

*Split Determination: No Probable Cause on the basis of ancestry on the issue of different terms and conditions of employment only.

No Probable Cause – Dismiss - Continued

Andrew Kinyanjui v. LaborMax Staffing
COL71(46261)07142018 AMENDED
22A-2018-02911C

Sherry Daniels v. Brookview Citation, LLLC/Citation Club Apartments, Antoinette Seals, Property Manager, and Cindy Whitney, Assistant Property Manager
COLH1(46271)07092018 AMENDED
22A-2018-02940F

Melinda Lowery v. Protech Northland Heating & Cooling Co. Inc.
COL71(46272)07202018
22A-2018-02941C

Ruhi Khan v. Tina Ballinger, Property Manager of Arbors of Dublin Apartments
COLH1(46391)08282018
22A-2018-03354F

Jimeara Young v. OCSiAI, LLC
COL71(46446)09182018 AMENDED
22A-2018-03593C

Tammy Monroe v. #1 Top Notch Cleaning, LLC
COLB1(46480)10042018
22A-2019-00050C

Janet Leigh Cassidy v. RDP Food Service, LTD.
COL71(46486)10012018
22A-2019-00066C

Ta’Naya Williams v. Fiserv
COL71(46522)10182018
22A-2019-00177C

Albertha Morlu v. New Story of Ohio, LLC
COL71(46626)11282018
22A-2019-00513C

Tamra Lanette Hairston v. State of Ohio, Department of Rehabilitation and Correction, Franklin Medical Center
COL71(46509)10152018 AMENDED
22A-2019-00132C

Marie A. Johnson v. Central Ohio Transit Authority (COTA) - COTA Mainstream and First Transit, Inc.
COLG1(46643)12052018
22A-2019-00603F

No Probable Cause – Dismiss - Continued

Roberta Booth v. National Church Residences c/o David Kayuha, Vice President of Human Resources;
Ohio Region Senior Citizens Housing Corp; and Restoration Plaza Apartments
COLH1(46658)12112018
05-19-3868-8
22A-2019-00701F

Gerardo DeLeon v. Goodwill Columbus
COL71(46684)12262018
22A-2019-00808C

Hannah Cotton v. State of Ohio, Department of Rehabilitation and Correction
COL71(46738)01222019
22A-2019-01046C

Bethany Heilman Powell v. State of Ohio, Department of Rehabilitation and Correction
COL71(46739)01252019
22A-2019-01051C

Arthur Stokes v. The Toledo Edison Company
TOL72(39228)05222018
22A-2018-02429C

*Split Determination: No Probable Cause on the basis of race/issue of discipline and termination; No Jurisdiction on the basis of race/noose, higher placement and discipline/dented exhaust.

Patti J. Wagner v. Paul C. Ladd, Post 1148 Veterans of Foreign Wars, Incorporated
TOLE2(39300)06062018
22A 2018-02581F

*Split Determination: Probable Cause on the basis of sex/female issue of harassment and on the basis of retaliation/issue of termination; No Probable Cause on the basis of disability/issues of harassment and termination.

Ashley M. Stewart v. Life Style Staffing
TOLA2(39302)06132018
22A-2018-02609C

William Baum v. RMH Franchise Corporation dba Applebee's
TOLB2(39314)06142018
22A-2018-02638C

Lance Miller v. Seneca Millwork, Inc.
TOL72(39316)06152018 AMENDED
22A-2018-02670C

Eric S. Nicely v. Fifth Third Bank
TOLB2(39323)06182018
22A-2018-02752C

No Probable Cause – Dismiss - Continued

Sherronda Harvill v. Syncreon America Inc.
TOL72(39324)06182018
22A-2018-02751C

Alicia Beasaw v. Blue Line Business, LLC dba White Tower Restaurant
TOLB2(39326)06222018
22A-2018-02747C

Kara Lanier v. Woodbridge Foam Corporation dba The Woodbridge Group
TOL72(39328)06252018 AMENDED
22A-2018-02793C

Pavlo Bilyk v. Chase Brass and Copper Company, LLC
TOL72(39329)06252018
22A-2018-02778C

Dannie Young III v. City of Toledo, Division of Streets, Bridges and Harbor
TOL72(39332)06282018
22A-2018-02791C

*Split Recommendation: No Jurisdiction on the basis of race and retaliation on the issues of discipline and denial of compensatory time and being submitted for a drug test; No Probable Cause on the basis of race and retaliation on the issues of Notice of Hearing and forced to resign.

Mancel Rollins, III v. City of Toledo Department of Streets, Bridges, and Harbor
TOL72(39333)06292018
22A-2018-02792C

Myeesha Cavanaugh v. International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-UAW Local 12
TOL72(39335)06272018
22A-2018-02809C

Ryan Savage v. Webb Corporation dba Ampoint
TOL72(39334)06262018
22A-2018-02810C

Philip LaCourse v. International Brotherhood of Electrical Workers, Local 245
TOLB2(39336)07022018
22A-2018-02820C

James Callaghan v. City of Toledo, Department of Sewer and Drainage
TOLA2(39337)07022018
22A-2018-02822C

Nanette Kniffen v. TW Metals, LLC
TOL72(39338)07022018
22A-2018-02823C

No Probable Cause – Dismiss - Continued

Valerie Giovannucci v. Club Demonstration Services, Inc.
TOL72(39344)06272018 AMENDED
22A-2018-02847C

Nanette Kniffen v. TW Metals, LLC
TOL72(39360)07112018
22A-2018-02884C

Kenneth Umbs v. U-Store Sylvania, LLC dba Stop-N-Stor
TOLG2(39407)08132018
22A-2018-03207F

Stephanie Mefferd v. Johnson Controls Battery Group
TOL72(39488)10032018
22A-2019-00109C

Clyde Hawkins v. Mercy Health-St. Vincent Medical Center LLC
TOLG2(39567)11152018
22A-2019-00484F

Gary Crockett v. The Kroger Company
TOLG2(39572)11192018
22A-2019-00518F

Holly DeLucia v. Columbiana County Adult Probation Department
AKRB3(39620)06142018
22A-2018-02606C

Monique Beauvais v. University of Akron
AKR73(39640)07022018
22A-2018-02816C

Diana Sparkman v. Akron General Partners, Inc.
AKR73(39645)07052018
22A-2018-02855C

Bill Aloisi v. Morton Salt, Inc.
AKRB3(39668)07202018
22A-2018-03032C

Theresa Seifer v. Diocese of Youngstown
AKR73(39672)07242018
22A-2018-03036C

*Split Determination: No Probable Cause on the basis of sexual harassment, hostile work environment and verbal warning; Probable Cause on the basis of retaliation and on the issue of termination

No Probable Cause – Dismiss - Continued

John Marks, Jr. v. City of Warren, Water Pollution Control Department
AKRB3(39691)08062018
22A-2018-03281C

Amber and Daniel Andrews v. DeVille Apartments, East Canton Division, LLC
AKRH3(39726)08122018
05-18-3061-8
22A-2018-03268F

LaToya Johnson v. Akron Metropolitan Housing Authority, Stephanie Pence and Stephanie Sims
AKRH3(39819)10012018
05-19-3564-8
22A-2019-00026F

Charlissa Ghari v. Life Enriching Communities dba Twin Towers
AKR73(39830)08032018
473-2018-01447C

Kevin McDowell v. Orange Township, Fire Department
AKR71(46160)06072018
22A-2018-02537C

Geza J. Vamos v. Norfolk Southern Railway Company
CLEG4(44679)06082018
22A-2018-02548F

Geza J. Vamos v. Cleveland Commercial Railroad Company, LLC
CLEG4(44681)06082018
22A-2018-02551F

Geza J. Vamos v. Greater Cleveland Regional Transit Authority
CLEG4(44682)06082018
22A-2018-02553F

Geza J. Vamos v. National Railway Passenger Corporation dba Amtrak
CLEG4(44683)06082018
22A-2018-02554F

Sheryl Siegel v. Gary R. Brooks and James Brooks
CLEH4(44779)07312018
05-18-3847-8
22A-2018-03095F

Maureen Munera v. Village of Timberlake
CLEA4(45009)12102018
22A-2019-00746C

No Probable Cause – Dismiss - Continued

Anderson Pope v. Mental Health Services for Homeless Persons, Inc. dba Frontline Services
CLE74(45010)12022018
22A-2019-00749C

Michelle Wheeler v. Cuyahoga Metropolitan Housing Authority and P. Childs
CLEH4(45011)12112018
05-19-4287-8
22A-2019-00725F

Ramona Kindell v. Beautiful Kids Academy Child Care, Inc.
CLEE4(45068)01172019
22A-2019-01060F

Mayl Umbayemake v. United Way of Greater Cleveland
CLE74(445079)01232019
22A-2019-01117C

Edward Thompson v. VFW Post 387 Edgewater
CLEG4(45083)01242019
22A-2019-01121F

Thelma Smith v. Fidelity Mortgage, Inc.
AKR73(39679)06182018
473-2018-01342

Lorenzo Law, Jr. v. City of Cincinnati, Police Department
AKR73(39681)06112018
473-2018-00910

Kevin Fitch v. Family Dollar Stores, Inc.
AKR73(39689)08032018
22A-2018-03062C

Phil Watkins, Jr. v. Oriana House, Inc.
AKRM3(39701)08092018
22A-2018-03157C

Kelly Monegan v. FCA US LLC dba Fiat Chrysler Automobiles
AKRB3(39703)08092018
22A-2018-03159C

Doug Mayer v. Township of Boston
AKRA3(39749)08242018
22A-2018-03367C

No Probable Cause – Dismiss - Continued

Steven Staniford v. State of Ohio, Department of Rehabilitation and Correction, Trumbull Correctional Institution

AKRB3(39777)09062018

22A-2018-03468C

Patricia Wheeler v. Kenny-Obayashi V, A Joint Venture

AKR73(39799)09062018

22A-2018-03598C

Lee Harris v. Teamsters Local Union No. 293

AKRB3(39803)09202018

22A-2018-03660C

Lee Harris v. Coca-Cola Consolidated, Inc.

AKRB3(39804)09202018

22A-2018-03662C

Terri Kirkpatrick v. City of Cortland, Police Department

AKRG3(39858)10162018

22A-2019-00173F

Robert Neill v. City of Youngstown, Civil Service Administration

AKRA3(39913)11212018 AMENDED

22A-2019-00497C

Robert Neill v. Jonathan Huff

AKRE3(39929)11262018

22A-2019-00641F

Kelly Monegan v. FCA US LLC dba Fiat Chrysler Automobiles

AKRB3(39934)12072018

22A-2019-00655C

Kelly Monegan v. United Automobile, Aerospace & Agricultural Implement Workers of America UAW dba UAW Local 573, Region 2B

AKRB3(39935)12072018

22A-2019-00656C

Lona Lynn Plett v. Constellation Schools; Westside Community School of the Arts

CLEB4(40025)01292019

22A-2019-01170C

Geza J. Vamos v. CSX Transportation, Inc.

CLEG4(44680)06082018

22A-2018-02549F

No Probable Cause – Dismiss - Continued

Sandra Echols v. Discount Drug Mart, Inc.
CLEA4(44784)08012018
22A-2018-03105C

Sonji Boyd v. Northeast Ohio Neighborhood Health Services, Inc. dba NEON
CLEB4(44865)09182018
22A-2018-03628C

Felicia Bivins v. Cuyahoga County Sheriff's Department
CLEB4(44917)10132018
22A-2019-00246C

Robert Martin v. Houghton International Inc. dba Wallover Oil Company Inc.
CLEB4(44953)11022018
22A-2019-00359C

Robert Martin v. Teamsters Local Union No. 507
CLEB4(44954)11022018
22A-2019-00361C

Jordan Johnson v. City of Lyndhurst
CLEG4(44976)11152018
22A-2019-00468F

Donyelle Ponius v. Checkers Drive-In Restaurants, Inc. dba Rally's
CLE74(44984)11262018
22A-2019-00534C

John McCallister v. Latex Construction Company
CLEB4(44992)12032018
22A-2019-00614C

William Porter v. Shaker Heights City School District
CLE74(44995)12042018
22A-2019-00620C

Tracy Bell v. The Salvation Army
CLEB4(44998)12052018
22A-2019-00627C

Joe Chapman, Jr. v. Sysco Cleveland, Inc.
CLE74(45012)12112018
22A-2019-00726C

No Probable Cause – Dismiss - Continued

Joey George v. Goodwill Industries of Greater Cleveland and East Central Ohio, Inc.
CLEB4(45035)12242018
22A-2019-00873C

Azia Curry v. The MetroHealth System
CLEB4(45042)01032019
22A-2019-00903C

Mark Narius v. Parma City School District
CLEB4(45046)01052019
22A-2019-00927C

Geoffrey Matthews v. Crown Services, Inc.
CLE74(45050)01092019
22A-2019-01000C

Julius K. Nuriddin v. Adrienne Page and Cuyahoga Metropolitan Housing Authority
CLEH4(45073)01222019
22A-2019-01110F

Julius K. Nuriddin v. Adrienne Page and Cuyahoga Metropolitan Housing Authority
CLEH4(45085)01252019
22A-2019-01123F

Julius K. Nuriddin v. Adrienne Page and Cuyahoga Metropolitan Housing Authority
CLEH4(45088)01282019
22A-2019-01188F

Joseph Mckeney v. Gabriel Performance Products, LLC
CLE73(39806)09202018
22A-2018-03666C

Sharon Johnson v. Advanced-Poly-Packaging, Inc.
CLE73(39869)10262018
22A-2019-00251C

Meredith Hill Gruelle v. Hill, Barth & King, LLC dba HBK CPA's & Consultants
CLEB3(39896)11082018
22A-2019-00409C

Mickey Collins v. ILPEA Industries, Inc. dba OEM/Miller
CLEB3(39911)11192018
22A-2019-00500C

No Probable Cause – Dismiss - Continued

Nichole Graham v. Phillips Pet Food & Supplies, Inc.
CLE73(39947)12142018
22A-2019-00776C

Valerie Giovannucci v. Club Demonstration Services, Inc.
TOLB2(39246)06012018
22A-2018-02515C

Catherine Ida Trame v. Dana Incorporated
TOL72(39307)06122018
22A-2018-02622C

Myeesha Cavanaugh v. FCA US, LLC
TOL72(39331)06272018
22A-2018-02790C

Douglas Jacobs v. Bryan City Schools
TOLB2(39373)07192018
22A-2018-02989C

Chris Lauderdale v. NVR Building Product Inc.
DAY76(27206)05032018
22A-2018-02147C

*Split Determination: Probable Cause on the basis of race/issue of employee recruitment and hostile working environment;
Probable Cause on the basis of retaliation/issue of termination; No Probable Cause on the basis of race/issue of termination.

Erica Patterson v. Sunrise Senior Living Services, Inc.
DAY76(27243)05212018
22A-2018-02321C

Loren Jarrail Smith v. L Brands, Inc.
DAY76(27247)05222018
22A-2018-02387C

LaBonnie Harris v. Landings of Huber Heights fna Lane Park
DAYB6(27252)05232018
22A-2018-02398C

Nikki James v. Cheryl LNU; KMG Prestige
DAYH6(27256)05232018; AMENDED
22A-2018-02400F
HUD Number: Pending

No Probable Cause – Dismiss - Continued

Debra Robinson v. Aramark
DAY76(27269)05302018
22A-2018-02438C

Wilbur Rutledge v. Enterprise
DAYB6(27270)05302018
22A-2018-02440C

Gerren Oliver v. Extended Hearts, LLC
DAYB6(27278)06012018
22A-2018-02474C

Richard Di Domenico v. Communicare
DAY76(27281)06012018
22A-2018-02482C

Thomas E. Manning v. Absolute Electrical Contractors, LLC
DAYB6(27286)06022018
22A-2018-02495C

David Nesbitt v. Community Behavioral Health
DAYH6(27287)06022018
05-18-4548-8
22A-2018-02497F

Mark Robbers v. H & H Glass
DAY76(27288)06042018
22A-2018-02498C

Monet Mitchell v. Axxess Financial Services, Inc. d/b/a Check 'n Go
DAYB6(27292)06052018
22A-2018-02506C

Deloris Reese v. Ford Motor Company
DAY76(27301)06072018
22A-2018-02533C

Lawrence Watts v. All Service Plastic Molding Company
DAYB6(27303)06062018
22A-2018-02534C

Lawrence Watts v. All Service Plastic Molding Company
DAYB6(27304)06062018
22A-2018-02535C

No Probable Cause – Dismiss - Continued

Dennis S. Young v. I Supply Co.
DAYA6(27306)06112018
22A-2018-02542C

Linda Kyle v. I Supply Co.
DAYA6(27307)06112018
22A-2018-02555C

Gloria J. Rose v. Cincinnati Insurance Company et al.
DAYG4(44685)06112018
22A-2018-02559F

Paulette R. Rutledge v. Montgomery County Board of Commissioners, et al.
DAYA6(27316)06132018
22A-2018-02588C

Tara Waywood v. Danny R. Bourne; Equity Trust Co., et al.
DAYH6(27321)05242018
22A-2018-02596F

Melinda Myers v. Production Paint Finishers, Inc.
DAYA6(27326)06152018
22A-2018-02611C

Kenneth Pouncey v. New Prospect Baptist Church
DAYB6(27337)06212018
22A-2018-02699C

Gary Washington v. Trio Healthcare
DAY76(27346)06262018
22A-2018-02710C

Jimmy J. Nagel v. ContiTech USA, Inc.
DAYA6(27347)06262018
22A-2018-02718C

Cherie Halstead v. The Salvation Army
DAYA6(27451)08152018
22A-2018-03285C

Celeste Rone-Moss v. Dan Beard Council, Inc., Boy Scouts of America
DAY76(27465)08232018
22A-2018-03330C

No Probable Cause – Dismiss - Continued

Lisa Ragland v. State of Ohio, Department of Rehabilitation and Correction, Ross Correctional Institution

DAYB6(27503)09122018

22A-2018-03538C

Michael Hicks v. PNK (Ohio) LLC dba Belterra Park Gaming

DAY76(27537)10012018

22A-2019-00229C

Frances Matre v. UC Health

DAYA6(27577)10172018

22A-2019-00238C

Kimberly Key v. Cincinnati Children’s Hospital Medical Center

DAYB6(27544)10032018

22A-2019-00233C

MOTION by Commissioner Patmon to approve the April 4, 2019 Confirmation Agenda. Second by Commissioner Peters.

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

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 to have the following appearance cases deleted from the Commissioners' agenda:

Week 1, Page 1, Items 1-A

Glenn Laws v. State of Ohio, Department of Veterans Services, Georgetown Veterans Home
DAYA6(27350)06282018
22A-2018-02761C

*The charging party wished to withdraw the request for reconsideration and appearance.

Week 2, Page 1, Item 1-A

Christopher Anderson v. Migdal 1 LLC dba Hyundai of Bedford
CLEG4(44719)06252018
22A-2018-02768F

Davon Lacey v. Migdal 1 LLC dba Hyundai of Bedford
CLEG4(44720)06252018
22A-2018-02769F

*The parties reached a resolution in this matter.

Week 3, Page 1, Items 1-A

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

*This case was rescheduled for the April 25, 2019 Commission meeting.

MOTION by Commissioner Patmon to approve the staff briefing, remove the aforementioned case from the agenda. 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 Compliance Department, with the Executive Director's approval, also requested to delete the following case from the Confirmation agenda:

Issue Formal Complaint

Lisa Carkin v. Hoover Garden Apartments, LTD
COLH1(46174)04172018 AMENDED
05-18-1252-8
22A-2018-02591F

*The case was placed on the agenda in error. The formal complaint was issued on January 31, 2019.

MOTION by Commissioner Peters to approve the staff briefing, remove the aforementioned case from the agenda. 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 CASES

Appearance 1

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

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

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 Peters to reinstate the previous finding of No Probable Cause - Dismiss.
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 2

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

Recommendation Upon Reconsideration: Uphold Probable Cause Determination

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, and on the basis of race, sex, and retaliation/issue of demotion

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	NO
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 3

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Dennis Bogard v. North Coast Container Corporation
CLE74(44733)07032018
22A-2018-02798C

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 No Probable Cause determination. 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 4

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

Recommendation Upon Reconsideration: No Probable Cause Determination

LaToya Stephens v TriState Educational Systems dba Ohio Business College
DAYB6(27359)07052018
22A-2018-02808C

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

MOTION by Commissioner Singh to REVERSE the previous No Probable Cause determination to Probable Cause – Schedule Conciliation. 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.

Appearance 5

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

Recommendation Upon Reconsideration: No Probable Cause Dismiss

Jasmine Suber v. The Columbus Urban League
COLB1(46126)05232018
22A-2018-02387C

*Commissioner Juan Cespedes presided as Chair for this case.

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

MOTION by Commissioner Peters to reinstate the previous No Probable Cause determination. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	RECUSE
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

1. Findings Upon Reconsideration: No Probable Cause – Dismiss

Debra Cooley v. Columbus Park Apartments; Towne Properties
Asset Management Company; Avnet III, LLC; India Taylor, Kelly
Givens; and Brett Huffman
COLH1(46202)06252018
05-18-2117-8
22A-2018-02698F

MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned case on the Commissioners' Agenda for Week 1. 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 2

There were no remaining cases on the Week 2 agenda.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

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

2. Findings Upon Reconsideration: Reinstate No Probable Cause - Dismiss

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

MOTION by Commissioner Cespedes to adopt the staff findings in the foregoing captioned cases 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

No report given.

Report from the Chief Legal Counsel

Two Olentangy Liberty High School employees, one a teacher and the other an aide, were placed on administrative leave yesterday because of their offensive posts on social media. The teacher posted a picture of legislators of color, primarily Muslim females, and commented, "we are being taken over from within." The aide commented on a post of a transgendered couple expecting a baby and said it was a case of "mental illness." Not only do these comments reflect a trend of intolerance and bias, it demonstrates the interplay between a public employer attempting to remedy an employment situation with the First Amendment rights of public employees to express themselves on their private social media, particularly in a unionized environment where employees have rights to concerted activity.

Report from Executive Director

The OCRC provided budget testimony before the Higher Education Subcommittee in the House of Representatives. The subcommittee was attentive and asked several questions about the agency's concern regarding an anticipated cash shortfall in Fiscal Year 2021. The Conference Committee ultimately approved payment of the cash shortfall. Thanks to Chair Barreras and Commissioner Cespedes for attending numerous meetings and the budget hearing. Thanks also to the executive staff, with special mention of Mary Turocy and Dale Olinger, for their hard work and input on the budget.

Remarks

The Commissioners acknowledged Director Payton for doing an excellent job on the budget testimony. They also acknowledged Mary Turocy for her work leading up to the budget testimony. Commissioner Peters received positive feedback from her family and friends who attended the Commission Meeting at Wright State University.

MOTION by Commissioner Patmon 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 3:08PM.

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Commissioner