



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

**October 24, 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; 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, Civil Rights Section Chief, Ohio Attorney General's Office.

Chair Barreras welcomed everyone to the meeting.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Peters to approve the September 26, 2019 minutes. Second by Commissioner Singh.**

**Roll Call Vote:**

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

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Andre Rashaun Vactor Sr. v. State of Ohio, Reformatory for Women  
COL71(46649)12032018  
22A-2019-00616C

Wendy Katherine Wyss v. JPMorgan Chase Bank, National Association  
COLA1(46736)01202019  
22A-2019-01044C

Debra Cooley v. Holy Family Soup Kitchen  
COLG1(46827)02212019  
22A-2019-01382F

Tasia Abel v. Bandit Choppers LLC  
COLE1(46995)05022019 AMENDED  
22A-2019-02113F

Ralph Whitlow v. DMG Rentals 14, LLC; Tammy Fiscus, Property Manager;  
and the Reserve at Capital Pointe  
COLH1(47026)05162019  
05-19-5154-8  
22A-2019-02778F

Lisa M. Brady v. The Alliance Group Agency, Inc.  
CLEE4(45082)01242019  
22A-2019-01120F

Michelle Clark v. Synchrony Financial  
DAY76(27752)01102019  
22A-2019-01027C

Paul Sohi, DDS v. Hamilton County, Board of County Commissioner  
DAY76(27806)02042019  
22A-2019-01210C

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

Raechel Peters v. Orange Township Fire Department  
COL71(46633)12032018  
22A-2019-00588C

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

Fair Housing Advocates Association v. Ollah Combs, Owner; Nancy Combs, Owner; Combs Properties  
TOLH6(27691)12072018 AMENDED  
05-19-4476-8  
22A-2019-00845F

Sarah Shelley v. Ollah Combs, Owner; Nancy Combs, Owner; Combs Properties  
TOLH2(39972)07122019  
05-19-5912-8  
22A-2019-02751F

Jaime Syvanych v. Franklin Arms Condominium Association, Joe Laberto, Mary Caspary and Sean Marenkovic  
AKRH3(40105)03112019  
05-19-4470-8  
22A-2019-01603F

\*Split Determination: Probable Cause on the basis of familial status and retaliation on the issue of harassment, coerce and terms and condition for Respondents Franklin Arms Condominium Association and Joe Laberto; No Probable Cause on the issue of harassment, coerce, and terms and conditions for Respondents Mary Caspary and Sean Marenkovic

Tim Jeffries for Vivian Jeffries v. Great Lakes Futsal, LLC  
AKRG3(40001)01232019  
22A-2019-01085F

Housing Research & Advocacy Center v. Giuseppina & Gaetano Campea and G.C. Real Estate, LLC  
CLEH4(45100)02062019  
22A-2019-01262F

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

Loretta M. Harrison v. Gateway Health & Wellness  
COL71(46759)01282019  
22A-2019-01106C

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

Juan Diaz, Jr. vs. Ryder Integrated Logistics, Inc.  
COL71(46209)06262018  
22A-2018-02721C  
Complaint No. 19-EMP-COL-46209

Justin M. Gere v. University of Toledo  
TOLB2(38759)10062017  
22A-2018-00092C  
Complaint No. 18-EMP-TOL-38579

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

Janet Oehlers v Meijer Stores, LP  
TOLB2(38929)12202017  
22A-2018-00815C  
Complaint No. 18-EMP-TOL-38929

**6. Withdrawal of Charge – Request A Letter of Rights to Sue; Dismiss Formal Complaint - Submitted by the Attorney General’s Office**

Margaret (Peggy) Roth v. LSC Communications US, LLC  
CLEA4(44610)04242018  
22A-2018-02156C  
Complaint No. 19-EMP-CLE-44610

Kimberly Wheeler v. Miami Valley Career Technology Center  
DAYA6(27605)10292018  
22A-2019-00288C  
Complaint No. 19-EMP-DAY-27605

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

Anthony Allen v United Parcel Service, Inc.  
TOL72(38104)11012016  
22A-2017-00270C  
Complaint No. 17-EMP-TOL-38104

**8. Common Pleas Court Election; Dismiss Formal Complaint - Submitted by the Attorney General’s Office**

Abwini, Nahla et al v. Paigelynn Place, LLC and WODA Cooper Companies, Inc.  
TOLH2(39009)02062018  
05-18-1204-8  
22A-2018-01232F  
Complaint No. 19-HOU-TOL-39009

Arlene Mena v. Joseph L. & Roseanna R.H. Ireland  
TOLH2(38478)05182017  
22A-2017-02383F  
Complaint No. 18-HOU-TOL-38478

**9. Issue Formal Complaint**

Maryse Dawson v. Joint Apprentice Committee of Plumbers & Pipefitters  
COL71(46590)11092018 AMENDED  
22A-2019-00417C

## **Issue Formal Complaint - Continued**

Sherrie L. Landis v. Community Investment Management Services, LLC; Circleville Housing Partners III, LLC; Chad Workman (former Maintenance Technician for Community Investment Management Services, LLC); Elizabeth Carter (former Community Investment Management Services, LLC); Angela Angleton, Community Investment Management Services, LLC  
COLH1(46603)11142018  
5-19-3624-8  
22A-2019-0046

Steven Phillips v. State of Ohio, Department of Rehabilitation and Correction  
TOLB2(39546)10312018  
22A-2019-00380C

Prisca Oline & Eric Rugendabanga v. Timothy B. Prinz  
AKRH3(39937)12072018  
05-19-4430-8  
22A-2019-00658F

Sydney Wilson v. Buckeye Community Sixteen, LP; Rolling Ridge Townhouses;  
Rollings Ridge Housing Partners, Inc.  
DAYH6(27698)12102018  
05-19-6315-8  
22A-2019-00853F

Anita C. Stevens v. harvest Properties & Pennswood Drive Apartments, LLC  
DAY76(27722)12132018  
22A-2019-00863C

### **10. Probable Cause – Schedule Conciliation**

Dipanjan Nag v. The Ohio State University  
COL71(46784)02082019  
22A-2019-01252C

\*Split Determination: Probable Cause on the basis of retaliation and the issue of termination only

\*Commissioner Patmon recused himself from participation in this case

Waseem Smidi v. SouthernCare, Inc.  
TOL72(39617)12262018  
22A-2019-00829C

Kechan J. Davis v. Hearthside Food Solutions, LLC  
TOL72(39639)01122019 AMENDED  
22A-2019-01047C

\*Split Determination: Probable Cause on the issue of harassment on the basis of race; No Probable Cause on the issues of discipline and failure to hire on the basis of race; on the issues of failure to hire and termination on the basis of retaliation

## **Probable Cause – Schedule Conciliation – Continued**

Walter R. Jenkins, Jr. v. ProMedica Health System, Inc. dba ProMedica Flower Hospital  
TOL72(39635)01102019  
22A-2019-00978C

\*Split Determination: Probable Cause on the issue of harassment on the bases of race and retaliation; No Probable Cause on the issues of discipline and docked pay on the bases of race and retaliation; on the issue of administrative leave on the basis of race

Kechan J. Davis v. Impact Employment Solutions, Inc.  
TOL72(39705)03012019  
22A-2019-01481C

\*Split Determination: Probable Cause on the issue of harassment on the basis of race; No Probable Cause on the issue of discipline on the basis of race; on the issue of termination on the basis of retaliation

Margaret Fries v. Ray E. Fankhauser, Manager Pinewood Apartments; TRKAY, LTD. c/o Ray E. Fankhauser, Registered Agent  
TOLH2(39742)02122019  
05-19-4450-8  
22A-2019-01634F

Fair Housing Resource Center v. Griffin Property Holdings, LLC and John D. Griffin  
CLEH4(45276) 02192019 ADMENDED  
05-19-5152-8  
22A-2019-02363F

Fair Housing Resource Center v. Griffin Property Holdings, LLC and John D. Griffin  
CLEH4(45359)02192019  
05-19-5852-8  
22A-2019-02756F

Donna Richmond v. Site Worx, LLC  
DAYA6(27750)01102019  
22A-2019-01016C

### **11. Probable Cause – Schedule Conciliation; Authorize the Executive Director to Issue Formal Complaint If Conciliation Efforts Fail**

Crystal Diaz v. SPLP LLC dba Hawthorne Suites by Wyndham  
DAYH6(28007)11152018  
05-19-4613-8  
22A-2019-02159C

Crystal Zimmerman v. City of Steubenville  
COLH1(46763)11082018  
05-19-4828-8  
22A-2019-01115F

\*Split Determination: Probable Cause based on Race; No Probable Cause based on Religion, Familial Status, and Disability

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

Tim Jeffries for Vivian Jeffries v. Great Lakes Futsal, LLC  
AKRG3(40001)01232019  
22A-2019-01085F

Tomika Woods v. Champion Personnel System, Inc.  
CLE74(44970)11132018  
22A-2019-00456C

\*Split Determination: Ratify Conciliation Agreement and Consent Order on the basis of age/issue of unlawful application question; No Probable Cause on the basis of race and sex/issue of pay and discharge

**13. Ratify Conciliation Agreement and Consent Order Prior to Final Determination**

Aziza Hunt v. Seager and Associates, Patty Morgan Seager,  
Donald Seager, and Michelle Carnes  
ADRH1(47245)08122019 AMENDED  
22A-2019-03059F

Roy Lee v. Arbor Landings LLC  
ADRH2(40068)08202019  
05-19-6258-8  
22A-2019-03150F

Tim Jeffries for Vivian Jeffries v. US Youth Futsal aka United States Youth Futsal  
AKRG3(40091)03052019  
22A-2019-01534F

Cheryl Gladhill v. Vesta Corporation and Star Holdings  
of Connecticut (Star Holdings LLC)  
AKRH3(40245)05122019 AMENDED  
05-19-5669-8  
22A-2019-02628F

Nancy Williams v. Waldon Management Corporation and Bart Dockry  
AKRH3(40354)06052019  
05-19-5733-8  
22A-2019-03303F

Stevie Brown v. Necco, Inc.  
DAY76(27700)12102018  
22A-2019-00855C

Fair Housing Advocates Association, Inc. v. Robert Doyle and Christalee Doyle  
ADRH3(40313)07312019  
05-19-6336-8  
22A-2019-03152F

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

Monet Mitchell v. Financial Services Centers of Ohio (Cashmax)  
ADR76(28165)07152019 AMENDED  
22A-2019-02917C

Miami Valley Fair Housing Center, Inc. v. Ashley Miller-Office Manager; Vetter Property Group, c/o Bud Vetter-Registered Agent; Southfield Village Apartments LLC, c/o Thomas A. Vetter, Registered Agent  
ADRH6(28195)07302019  
05-19-6566-8  
22A-2019-02982F

Jeffrey Johnson v. IUE-Local 755  
ADRA6(28254)08222019 AMENDED  
22A-2019-03356C

Miami Valley Fair Housing Center, Inc. v. Connie R. and James C. Frommel  
ADRH6(28305)09162019  
05-19-6818-8  
22A-2019-03558F

### **14. Withdrawal of Charge – With Settlement**

Jennifer Ellen Bell v. Thermo Fisher Scientific Inc.  
COL71(46967)04192019  
22A-2019-01987C

Joshua Younger v. Kroger - The Kroger Company  
COLG1(47102)06182019  
22A-2019-02542F

Allison Bowers v. Grief Care Ventures, LLC  
dba Schoedinger Funeral and Cremation Service  
COL 71 (47235) 08092019  
22A-2019-03049C

Allison Bowers v. Grief Care Ventures, LLC  
dba Schoedinger Funeral and Cremation Service  
COL71(47243)08122019  
22A-2019-03057C

Barry Wright v. Bennett Management Corp. dba Burger King  
TOL72(39626)01022019  
22A-2019-00948C

## **Withdrawal of Charge – With Settlement - Continued**

Christine E. Rasar v. Midwest Tape, LLC  
TOL72(39693)02222019  
22A-2019-01394C

Collin Rader v. Mercy Health-St. Vincent Medical Center LLC  
TOL72(39703)02272019  
22A-2019-01461C

James Sattler v. Aerotek, Inc.  
TOLA2(39757)03222019  
22A-2019-01670C

Unique L. McCadney v. Victoria's Secret Stores, LLC  
TOLG2(39835)04302019  
22A-2019-02098F

Karen Eccleston v. St. Joan of Arc School  
TOLA2(39850)05062019 AMENDED  
22A-2019-02158C

Heather Champion v. Harbor, Inc.  
TOLB2(39884)05172019 AMENDED  
22A-2019-02304C

Raynisha N. Thomas v. ADS Partners, LLC  
TOL72(40071)08202019  
22A-2019-03174C

D'Jovana Navarro v. Borrer Properties Real Estate, LLC  
ADR71(47087)06132019 AMENDED  
22A-2019-02495C

Batel Israel v. The Cheesecake Factory Restaurant, Inc.  
ADR71(47241)08122019  
22A-2019-03055C

Donovan Dameron v. Stingray Energy Services, LLC  
ADR71(46744)01232019  
22A-2019-0106C

David Lightner, II v. Continental Structural Plastics, Inc.  
ADR72(40080)08262019  
22A-2019-03271C

## **Withdrawal of Charge – With Settlement - Continued**

Amy Pettaway v. Lifecare Pharmacy Corp  
ADRA2(40095)09062019  
22A-2019-03343C

Dwayne Jackson v. CFC Management Company dba TGI Friday's, Inc.  
ADRA3(40299)07262019  
22A-2019-03040C

Anthony Curry v. Millwood, Inc.  
ADRA3(40315)07312019  
22A-2019-03159C

Robert Massucci Jr. v. Trumbull County Ohio  
ADRB3(40321)07272019  
22A-2019-03181C

Ebony D. Harris v. Hometown Care, LLC dba Community Caregivers of Cuyahoga Falls  
ADRB3(40329)08082019  
22A-2019-03192C

Theodora Taylor Cougras v. Mill Creek Insurance & Financial, LLC dba Mill Creek Allstate Insurance  
AKR73(40342)08212019  
22A-2019-03231C

Charisse McGee v. Evergreen Real Estate Services, LLC and Winton Carter LLC  
CLEH4(45229)04252019 AMENDED  
22A-2019-02076F

Sheila Reese v. Lake Ridge Apartments, LLC and Joel Mauer  
CLEH4(45255) 05092019  
05-19-5286-8  
22A-2019-02248F

Patricia Vairetta v. City of Parma, Paul W. Deichmann and Tom Weinreich  
CLEH4(45353)06212019  
05-19-5707-8  
22A-2019-02699F

John Needham v. Giant Eagle  
CLEB4(45365)07112019  
22A-2019-02772C

Sheila Reese v. Lake Ridge Apartments, LLC and Joel Mauer  
CLEH4(45424)08162019  
22A-2019-03254F

## **Withdrawal of Charge – With Settlement - Continued**

Elise Morgan v. Pentec Health Inc.  
DAY76(27988)04112019  
22A-2019-02061C

Nilichia Agee v. US Bank Home Mortgage Division  
DAY76(28159)07112019  
22A-2019-02860C

Regina Frazier v. GE Engine Services LLC  
DAYB6(28117)06202019  
22A-2019-02612C

Daniel Flores v. Orkin LLC  
DAY76(27980)04082019  
22A-2019-02054C

## **15. Withdrawal of Charge – Grant**

George Profitt Jr. v. The Fishel Company  
COL71(47122)06252019  
22A-2019-02626C

Terena Knipp v. Fishel Company  
COL 71 (47162) 07122019  
22A-2019-02739C

Kurtis Wallace v. XPO Logistics  
COL71(47272)08222019  
22A-2019-03223C

Josh Tuzzolo v. Southeast, Inc.  
COLG1(47277)08232019  
22A-2019-03241F

Eunice Hych v. Siffrin Inc.  
AKR73(40358)08302019  
22A-2019-03307C

Carole J. Irwin v. Centerville Senior Independent Living  
DAYH6(28177)07222019  
22A-2019-02928F

**16. Withdrawal of Charge – Request for Notice of Right to Sue**

Pamela J. Lewandowski v. Hollywood Casino Toledo  
TOLA2(39671)02042019  
22A-2019-01245C

Rebecca J. Cook v. Carranor Hunt & Polo Club  
TOLA2(39686)02142019  
22A-2019-01307C

Pamela J. Lewandowski v. Joint Council of the United Auto Workers and the United Steelworkers  
TOLA2(39707)02282019  
22A-2019-01491C

Don Liebrecht v. Mitec Powertrain Inc.  
TOL72(39745)03202019  
22A-2019-01640C

**17. Administrative Closure**

Christopher Prentice, II and Shaquana Prentice v. Jefferson Metropolitan Housing Authority and Joe Buchmelter, Director of Security  
COLH1(47166)07152019 AMENDED  
05-19-6215-8  
22A-2019-02759F

Gregory Price v. Lowes Home Improvement  
AKRG2(40114)09162019  
22A-2019-03469F

Nina Samuel v. The NRP Group LLC, Daniel Colvin,  
Cindy Miller and Canton Elderly, LLC  
AKRH3(40274)06182019  
22A-2019-02950F

Deborah Lowry v. The NRP Group LLC, Daniel Colvin,  
Cindy Miller and Canton Elderly, LLC  
AKRH3(40275)06182019  
22A-2019-02955F

Robert Claiborne v. The NRP Group LLC, Daniel Colvin,  
Cindy Miller and Canton Elderly, LLC  
AKRH3(40276)06182019  
22A-2019-02958F

Lily Williams v. The NRP Group LLC, Daniel Colvin,  
Cindy Miller and Canton Elderly, LLC  
AKRH3(40277)06182019  
22A-2019-02961F

## **Administrative Closure - Continued**

Mattie Lofton v. The NRP Group LLC, Daniel Colvin,  
Cindy Miller and Canton Elderly, LLC  
AKRH3(40278)06182019  
22A-2019-02963F

Larry Prince v. The NRP Group LLC, Daniel Colvin,  
Cindy Miller and Canton Elderly, LLC  
AKRH3(40279)06182019  
22A-2019-02964F

Jacqueline Bell v. Toledo Gaming Ventures, LLC dba Hollywood Casino Toledo  
CLE72(39814)04172019  
22A-2019-01947C

Kenneth Banks v. Trevor Gile  
CLEB4(45448)09012019  
22A-2019-03444C

Kenneth Banks v. Chuck Gile  
CLEB4(45449)09012019  
22A-2019-03445C

Kenneth Banks v. Chuck Kramer  
CLEB4(45450)09012019  
22A-2019-03446C

Kenneth Banks v. Kevin Kutschinski  
CLEB4(45451)09012019  
22A-2019-03447C

Taashell Dent v. Tremont Pointe Apartments  
CLEH4(45499)09272019  
22A-2020-00060F

### **18. No Jurisdiction – Dismiss (XNJ)**

Alyssa Hart and Jamie Hart v. George Michael, Landlord  
COLH1(46793)02082019  
05-19-4026-8  
22A-2019-01275F

Idris Alaka v. Jenard Hillane Rentals, LLC  
COLH1(47058)04252019  
05-19-5234-8  
22A-2019-02380F

**No Jurisdiction – Dismiss (XNJ) - Continued**

Tyya Scott v. Stonecrop Technologies  
COLE1(47073)06062019  
22A-2019-02444F

Carrie Gollo v. East Worthington Village Apartments c/o East Worthington, LLC  
COLH1(47154)07102019  
22A-2019-02717F

Rebecca Hansen v. The Salvation Army  
COLE1(47164)07122019  
22A-2019-02754F

Tabatha Powers v. Cambridge Place  
COLE1(47259)08152019  
22A-2019-03124F

Stacy Venable v. Vertiv Corporation  
COLE1(47275)08212019  
22A-2019-03225F

Harold L. Mitchell v. Ardent Communities c/o Ardent Property Management,  
Inc.\_COLH1(47284)08262019  
22A-2019-03263F

Elizabeth Cook v. Saks 5th Ave  
COLE1(47288)08272019  
22A-2019-03283F

Kendra Dowdy-Cornute v. Teleperformance (TPUSA)  
COLE1(47299)09032019  
22A-2019-03299F

Bryant Williams v. SecurAmerica LLC  
COLE1(47305)09052019  
22A-2019-03325F

Angela Hays v. Lakeside Sanctuary, LLC c/o Gloria Haffer, Registered Agent; Mindy Basinger; and  
Lakeside Sanctuary, LLC  
COLH1(47319)07172019  
22A-2019-03381F

Levi Gerner v. Crown Battery Manufacturing Company  
TOLE2(39668)02022019  
22A-2019-01241F

**No Jurisdiction – Dismiss (XNJ) – Continued**

Joshua Pearson v. Aerotek  
TOLE2(39670)02042019  
22A-2019-01244F

Cody Kessler v. Hancock County Sheriff's Office  
TOLE2(39970)07102019  
22A-2019-02722F

Cameron Funk v. Vito's Pizza Co.  
TOLE2(39991)07222019  
22A-2019-02869F

Julie Barrientes v. Toledo Day Nursery  
TOLE2(40033)08022019  
22A-2019-03007F

Marsha Belcher v. Jesse Haggemon, Owner  
TOLH2(40049)08122019  
22A-2019-03062F

Kamia Strong v. Renhill Group, Inc.  
TOLE2(40067)08192019  
22A-2019-03148F

Katrina Brumfield v. Youngstown State University  
AKRE3(40250)06272019  
22A-2019-02638F

Janeene Daniels v. Jason and Tammy Scherner  
AKRH3(40288)07222019  
22A-2019-02901F

Angela Weatherspoon v. Stark County District Library  
AKRG3(40320)07262019  
22A-2019-03180F

Audrey McClain v. State of Ohio, Department of Rehabilitation and Correction,  
Richland Correctional Institution  
CLEE4(45380)07222019  
22A-2019-03094F

Cameron Musgrave v. Costco Wholesale Corporation  
CLEE4(45381)07222019  
22A-2019-03095F

**No Jurisdiction – Dismiss (XNJ) - Continued**

Charity L. Armstrong v. State of Ohio, Department of Transportation, District 12  
CLEE4(45393)07282019  
22A-2019-03105F

Tyanna Robinson v. Chipolte Services, LLC  
CLEE4(45394)07292019  
22A-2019-03106F

Alexa Schmidt v. Sara Houze  
CLEH4(45401)07312019  
22A-2019-03110F

Toya Herndon v. Visiting Physicians Association  
DAYE6(27728)12232018  
22A-2019-00923F

Bunyararo Nelson v. Amanda Dickson; Faith Properties, LP; et al.  
DAYH6(27943)01042019  
22A-2019-01879F

**19. No Jurisdiction – Dismiss**

James E. Barnes II v. State of Ohio, Bureau of Criminal Investigation  
COLG1(46984)04262019 AMENDED  
22A-2019-02053F

Robert W. Johnson v. Nationwide Insurance Company  
COLG1(47066)06022019 AMENDED  
22A-2019-02392F

Robert W. Johnson v. Victoria Fire & Casualty Company  
COLG1(47067)06022019 AMENDED  
22A-2019-02393F

Suna Soares v. City of Columbus, Division of Police  
COLG1(47119)06222019 AMENDED  
22A-2019-02623F

Bruce Thomas v. County of Summit, Summit County Jail  
AKRG3(40349)08242019  
22A-2019-03278F

Leif Damstoft v. Warren Design & Build, LLC  
AKRE3(40362)08302019  
22A-2019-03311F

## **No Jurisdiction – Dismiss - Continued**

Derek Starks v. Harbor Castings, Inc.  
AKRE3(40378)09132019  
22A-2019-03427F

Lisa Haylett v. Flemming Insurance Group, LLC  
CLEE4(45277)05202019  
22A-2019-02356F

Emmanuel Stone v. State of Ohio, Development Services Agency  
CLEF4(45452)09042019  
22A-2019-03482F

Paul M. Manigo v. Key Bank  
CLEG4(45472)09172019  
22A-2020-00024F

Sherry Y. Green V. Midwest Acquisitions and others, et al.  
DAYH6(27825)02042019  
22A-2019-01224F

## **20. No Probable Cause – Dismiss**

Deborah Odle v. James Weygandt, Realtor, Jing Wang and Xin Rao, Owners  
COLH1(46662)12172018  
05-19-6743-8  
22A-2019-00734F

Deborah Odle, Mahmoud Darwish, Azizah Darwish, and Jamina Forde v. Roger Gorden, Owner  
COLH1(46663)12172018 AMENDED  
05-19-6739-8  
22A-2019-00735F

Jamina Forde v. James Weygandt, Realtor, Jing Wang and Xin Rao, Owners  
COLH1(46676)12202018 AMENDED  
05-19-6740-8  
22A-2019-00794F

Azizah Darwish v. James Weygandt, Realtor, Jing Wang and Xin Rao, Owners  
COLH1(46677)12202018 AMENDED  
05-19-6742-8  
22A-2019-00794F

Mahmoud Darwish v. James Weygandt, Realtor, Jing Wang and Xin Rao, Owners  
COLH1(46678)12202018 AMENDED  
05-19-6741-8  
22A-2019-00795F

**No Probable Cause – Dismiss - Continued**

Charmaine Marcum Stemple v. The Ohio State University, Wexner Medical Center  
COLB1(46713)01092019  
22A-2019-00960C

\*Commissioner Patmon recused himself from participation in this case

Antoinette S. Brown v. Kentucky Fried Chicken  
COLG1(46721)01102019 AMENDED  
22A-2019-00972F

David L. Moss, Jr. v. Ohio University  
COLK1(46725)01122019 AMENDED  
22A-2019-009991F

Maurice Worrell v. Amazon.com Services, Inc. dba Amazon Fulfillment Center  
COL71(46731)01162019  
22A-2019-01022C

Derrick Owens v. The Columbus Urban League  
COL71(46734)01212019 AMENDED  
22A-2019-01042C

Jennifer Shicks v. City of Columbus, Department of Public Safety  
COLB1(46770)02012019  
22A-2019-01174C

Dipanjan Nag v. The Ohio State University; and Ohio State Innovation Foundation  
COLH1(46784)02082019  
22A-2019-01252C

\*Split Determination: No Probable Cause on the bases of race and national origin/ancestry and on the issue of harassment for Respondent Ohio State University only; and on the bases of race, national origin, and retaliation, and the issues of termination and harassment for Respondent Ohio State Innovation Foundation only

\*Commissioner Patmon recused himself from participation in this case

Derrick Owens v. The Columbus Urban League  
COL 71 (46804) 02152019  
22A-2019-01306C

Maria De Araujo v. Ohio Health Work Health Grove City  
COLG1(46826)02202019  
22A-2019-01359F

Mario Gabriel v. Team Arcus  
COLB1(46833)02212019  
22A-2019-01380C

**No Probable Cause – Dismiss - Continued**

Pamela F. Mitchell v. Grove City Church of God  
COL71(46834)02212019 AMENDED  
22A-2019-01381F

Donna Herring v. Columbus City Schools, Linden STEM Academy  
COL71(46835)02202019 AMENDED  
22A-2019-01383C

Donna Herring v. Dan McCann, City of Columbus Code Enforcement  
COLG1(46836)02202019  
22A-2019-01384F

Tiffany Kessling v. The Ohio State University, College of Dentistry  
COL71(46856)02272019  
22A-2019-01487C

\*Commissioner Patmon recused himself from participation in this case

Tanisha Swan v. Coca-Cola Consolidated, Inc. (improperly identified as Coca-Cola Consolidated  
Bottling Company, Inc.)  
COL71(46858)03012019  
22A-2019-01489C

Helen Naluzze v. Honda of America Mfg., Inc.  
COL71(46879)03132019  
22A-2019-01596C

Belinda Crane v. Department of Youth Services, Circleville Juvenile Correction  
COLA1(46905)03252019 AMENDED  
22A-2019-01687C

Marquise Welch v. State of Ohio, Department of Taxation  
COL71(46912)03272019 AMENDED  
22A-2019-01723C

Marquise Welch v. State of Ohio, Department of Taxation  
COL71(46914)03282019  
22A-2019-01725C

Channing Hutchins v. The Kroger Great Lakes Regional Distribution Center  
COL71(46928)04032019  
22A-2019-01775C

Evelyn Manuel v. State of Ohio, Department Developmental Disabilities  
COL71(46954)04172019  
22A-2019-01945C

\*Commissioner Patmon recused himself from participation in this case

**No Probable Cause – Dismiss - Continued**

Aquellah Turner v. State of Ohio, Department Developmental Disabilities  
COL71(46955)04172019  
22A-2019-01946C

\*Commissioner Patmon recused himself from participation in this case

Zeeshan Pasha v. State of Ohio, Department of Medicaid  
COLA1(46969)04212019 AMENDED  
22A-2019-01989C

\*Commissioner Patmon recused himself from participation in this case

Cherno Biko v. Commons at Buckingham Housing LP; and Resa Downs, Manager  
COLH1(46977)03112019 AMENDED  
05-19-4852-8  
22A-2019-02035F

Andre Hill v. West Bank Enterprises, LLC  
COL71(46998)05022019 AMENDED  
22A-2019-02116F

Zeeshan Pasha v. State of Ohio, Department of Medicaid  
COLA1(47010)05082019 AMENDED  
22A-2019-02208C

\*Commissioner Patmon recused himself from participation in this case

Marshall M. Oliver v. White Castle System, Inc.  
COLB1(47003)05062019 AMENDED  
22A-2019-02162C

Ibrahim Jawara v. Nest Tenders Ltd. dba Two Men and a Truck  
COL71(47019)05112019 AMENDED  
22A-2019-02221C

Angela Davis v. City of Columbus, Division of Police  
COLG1(47020)05142019  
22A-2019-02234F

Dedra “Didi” Stephens v. Kate Brown, Manager; F&W Properties, Inc.; and Olde Towne East Restorations, LLC  
COLH1(47076)06102019  
05-19-5431-8  
22A-2019-02452F

Darryl Pannell v. Columbus City Schools  
COL71(47098)06172019  
22A-2019-02519C

**No Probable Cause – Dismiss - Continued**

Emir Dini v. Toyota Motor Company  
COLF1(47100)06102019  
22A-2019-02534F

Tara Jean Ferrell v. Asset Campus USA, LLC  
COL71(47123)06272019  
22A-2019-02629C

Chernoh Bahr v. Boren Brothers Waste Services  
COL71(47133)07022019  
22A-2019-02656C

Maurice Worrell v. Amazon.com Services, Inc. dba Amazon Fulfillment Center  
COL71(47141)07032019  
22A-2019-02664C

Quintana Jefferson v. Verizon Wireless Services, LLC and Cellco Partnership  
COLB1(47148)07082019  
22A-2019-02686C

Daryell T. Mitchell v. Galaxy Enterprises, Inc  
COL71(47251)08142019  
22A-2019-03075C

Daryell T. Mitchell v. Galaxy Enterprises, Inc  
COL71(47295)09032019  
22A-2019-03295C

Lolita Renee Jobe v. General Motors LLC  
TOL72(39593)12052018  
22A-2019-00598C

Walter R. Jenkins, Jr. v. ProMedica Health System, Inc. dba ProMedica Flower Hospital  
TOL72(39635)01102019  
22A-2019-00978C

\*Split Recommendation: Probable Cause on the issue of harassment on the bases of race and retaliation; No Probable Cause on the issues of discipline and docked pay on the bases of race and retaliation; on the issue of administrative leave on the basis of race

Betty Greggs v. Ottawa Landings Management; Janetta Stoiber, Owner; DMG Rentals; Jeremy Levy,  
Attorney for Ottawa Landings  
TOLH2(39636)01102019  
22A-2019-00979F

**No Probable Cause – Dismiss - Continued**

Kechan J. Davis v. Hearthside Food Solutions, LLC  
TOL72(39639)01122019 AMENDED  
22A-2019-01047C

\*Split Recommendation: Probable Cause on the issue of harassment on the basis of race; No Probable Cause on the issues of discipline and failure to hire on the basis of race; on the issues of failure to hire and termination on the basis of retaliation

Melissa Kidd v. Kraft Heinz Food Company  
TOL72(39653)01182019 AMENDED  
22A-2019-01149C

Angela Ateman v. General Motors LLC  
TOLB2(39661)01242019  
22A-2019-01159C

Joseph Coltrane v. Choice Services, Inc.  
TOL72(39665)02012019  
22A-2019-01182C

Matthew Chapman v. Lutheran Homes Society, Inc.  
TOL72(39666)02012019  
22A-2019-01183C

Ranada L. Johnson v. Partners in Home Care, LLC  
TOL72(39669)02042019  
22A-2019-01243C

Denise Earl v. Mercy Health – St. Vincent Medical Center LLC  
TOL72(39673)02042019  
22A-2019-01248C

Glenda Brown v. Schindler Elevator Corporation  
TOLB2(39675)02052019  
22A-2019-01250C

Sharon Hill v. Toledo Area Regional Transit Authority dba TARPS  
TOLG2(39678)02102019 AMENDED  
22A-2019-01271F

Mariah Washington v. Star Diner, LTD.  
TOL72(39681)02112019  
22A-2019-01274C

Suzanne Wobser v. Style Crest, Inc.  
TOL72(39688)02212019  
22A-2019-01361C

**No Probable Cause – Dismiss - Continued**

Mark Young v. FCA US LLC  
TOL72(39689)02212019  
22A-2019-01363C

Goldy Thompson v. The Electro Prime Group LLC  
TOL72(39690)02212019  
22A-2019-01364C

Goldy Thompson v. Adecco USA, Inc.  
TOL72(39691)02212019  
22A-2019-01365C

Goldy Thompson v. Syncreon America Inc.  
TOL72(39692)02212019  
22A-2019-01366C

Katecia Starks v. State of Ohio Department of Developmental Disabilities; Northwest Ohio  
Developmental Center  
TOL72(39696)02252019  
22A-2019-01432C

\*Commissioner Patmon recused himself from participation in this case

Janet Prescott v. W.S.O.S. Community Action Commission, Inc.  
TOLB2(39700)02232019  
22A-2019-01444C

Kathy Perry v. G. G. Marck & Associates, Inc.  
TOL72(39701)02252019 AMENDED  
22A-2019-01446C

Kechan J. Davis v. Impact Employment Solutions, Inc.  
TOL72(39705)03012019  
22A-2019-01481C

\*Split Determination: Probable Cause on the issue of harassment on the basis of race; No Probable Cause on the issue of discipline  
on the basis of race; on the issue of termination on the basis of retaliation

Tia Hightower v. T&N Executives, Inc. dba McDonald's  
TOLG2(39680)02112019  
22A-2019-01273F

Tvonna Knighten v. Mercy Health - St. Vincent Medical Center LLC  
TOL72(39712)01312019 AMENDED  
22A-2019-01522C

**No Probable Cause – Dismiss - Continued**

Deedre L. Williams v. General Motors LLC  
TOL72(39751)03212019  
22A-2019-01655C

James Silas v. Thyssenkrupp Supply Chain Services NA, Inc.  
TOL72(39772)04032019  
22A-2019-01774C

Sarah McGuire v. PK Management, LLC, SHP Property Management Corp.  
dba SHP Management Corp., Deandre White, Shirley Williams,  
Evangela Lett and AE Owner LLC  
AKRH3(39976)01032019 AMENDED  
05-19-4154-8  
22A-2019-00955F

Lyndsay Blakeman v. Declan Construction, Inc.  
AKRA3(39998)01212019  
22A-2019-01054C

Jessica Johana v. Edgepark Medical Supplies/Cardinal Health  
AKRB3(40072)02222019  
22A-2019-01445C

Sarah Karim v. Charter Communications, Inc. dba Spectrum  
AKRB3(40075)02222019  
22A-2019-01467C

Johnny Brown Jr. v. Pepsi-Cola Bottling Group, dba Pepsi Beverage Company  
AKR73(40085)03012019  
22A-2019-01523C

Rebekah Huron v. Blick Clinic, Inc. dba The Blick Center  
AKRB3(40117)03152019  
22A-2019-01635C

Kimberly Nelson v. Kno-Ho-Co-Ashland Community Action Commission  
AKRA3(40126)03252019  
22A-2019-01696C

Raycine Sperling v. Allstate Insurance Company  
AKR73(40129)03252019  
22A-2019-01700C

Charlene Perry v. Canterbury of Twinsburg  
AKR73(40133)03262019  
22A-2019-01730C

**No Probable Cause – Dismiss - Continued**

Charlene Glass v. Laurel Hill Development Company LLC  
AKRH3(40151)04122019  
05-19-5008-8  
22A-2019-01923F

Noah Daniels-Wilder v. Nexstar Broadcasting, Inc. dba WKBN-TV, WYFX-TV, WYTV-TV  
(Youngstown, OH)  
AKR73(40154)04162019  
22A-2019-01955C

Tony Burrus v. Canton City School District  
AKR74(45156)03102019  
22A-2019-01551C

Mash Goodman v. Summa Health System  
AKRA3(40159)04182019  
22A-2019-01984C

Charlene Perry v. Canterbury of Twinsburg  
AKR73(40161)04192019  
22A-2019-02010C

Eric Porosky v. The Crossing of Stone Creek Condominium Association and Don Patterson  
AKRH3(40168)04252019  
05-19-5088-8  
22A-2019-02036F

Kristin Melanson v. Eyemart Express, LLC  
AKR73(40291)07242019  
22A-2019-03028C

Edward Porter v. Jefferson Behavioral Health System  
AKRG3(40346)08232019  
22A-2019-03275F

Nero Harris v. Zepf Center  
CLE72(39794)04092019  
22A-2019-01887C

ShaRhea Wise v. Gastroenterology Specialists, Inc.  
CLEB2(39854)04242019  
22A-2019-02185C

## **No Probable Cause – Dismiss - Continued**

Tomika Woods v. Champion Personnel System, Inc.

CLE74(44970)11132018

22A-2020-00456C

\*Split Determination Recommendation: Ratify Conciliation Agreement and Consent Order on the basis of age/issue of unlawful application question, No Probable Cause on the basis of race and sex/issue of pay and discharge

Terry Robinson v. County of Cuyahoga

CLE74(45110)02132019

22A-2019-01329C

Marcia Parsons individually and on behalf of Marvin Thaddeus Parsons v. Four J's Management LLC,  
Joseph Mazzurco, Julie Mazzurco and JC Mazzurco

CLEH4(45116)02192019 AMENDED

05-19-4396-8

22A-2019-01348F

Joann Rush v. PK Management, LLC, Gates Mills Investors, LLC, and Henrietta Kelley

CLEH4(45139)03012019

05-19-4394-8

22A-2019-01505F

Frater Minister Ronald Darrel Garr v. Cuyahoga Metropolitan Housing Authority,  
Cathy Edgeron, Precious E. Jenkins and Clarence Betrum

CLEH4(45140)02282019

22A-2019-01506F

Ngezi Adigwe v. Ohio Guidestone

CLE74(45144)03042019

22A-2019-01510C

Justin A. Irby v. City of Cleveland

CLE74(45151)03072019

22A-2019-01608C

Marsha Ellen Thomas v. Zenko Properties Appleseed LLC, William Koontz,  
Jackie Schuster, Lee Board, Nicole Shobenfelt, Shannon Thompson, Deb Steele,  
and John R. Spon

CLEH4(45153)03022019

05-19-5708-8

22A-2019-01615F

Marsha Ellen Thomas v. Richland County Job and Family Services,  
Ohio Means Jobs Richland County

CLEG4(45155)03022019

22A-2019-01624F

**No Probable Cause – Dismiss - Continued**

Colette Ramey vv. State of Ohio, Department of Rehabilitation and Correction  
CLE74(45189)03302019  
22A-2019-01806C

Anthony and Kara Prevo v. A.O. & W. Realty Co., Ltd., AJ Funding, LLC  
dba AJ Management, and Peggy Waugh  
CLEH4(45257)02232019 AMENDED  
05-19-5078-8  
22A-2019-02250F

Denise Giran v. Animal Clinic Northview, Inc.  
CLEB4(45280)05212019  
22A-2019-02324C

Denise Johnston v. Source Providers, Inc.  
CLE74(45323)06132019  
22A-2019-02489C

Linda Jones v. Discount Drug Mart, Inc.  
CLEG4(45342)06282019  
22A-2019-02736F

Mark Spinazze v. Kennametal, Inc.  
CLEA4(45368)07122019  
22A-2019-02800C

Lander Hennessey v. St. Augustine Health Ministries  
CLEG4(45411)08082019  
22A-2019-03221F

Raymond Sims v. Midwest Terminal of Toledo International, Inc.  
CLE74(45429)08192019  
22A-2019-03256C

Geraldine Brooks v. Senior Living Resources, Inc.  
CLEG4(45484)09232019  
22A-2020-00036F

Jill Strong v. Catapult Staffing  
DAY76(27695)12102018  
22A-2019-00849C

James Craddock v. Pietra Naturale, Inc.  
DAY76(27733)12272018  
22A-2019-01019C

**No Probable Cause – Dismiss - Continued**

Kristen Whaley v. Duke and Duchess  
DAYB6(27745)01032019  
22A-2019-00944C

Stephanie Luckie v. Smoothie King  
DAY76(27746)01032019  
22A-2019-00945C

Niya Pierce v. Cargill  
DAY76(27753)01112019  
22A-2019-01028C

Dabreeca Osborn v. 1840 W. 3rd LLC d.b.a Future Home Care  
DAY76(27770)01222019  
22A-2019-01130C

Natasha Hufford v. 1840 W. 3rd LLC d.b.a. Future Home Care  
DAY76(27772)01222019  
22A-2019-01290C

Natasha Hufford v. Hearts on Call, Inc.; JP Management Group, Inc;  
Joy M. Patrick aka Joyce M. Patrick-Hubbard; Amber McCool  
DAY76(27773)01222019  
22A-2019-01294C

Robert Montazemi, M.D. v. Van Wert County Hospital  
DAY76(27774)01222019  
22A-2019-01299C

Rahim Spence v. WTS International, Inc.  
DAY76(27781)01252019  
22A-2019-01302C

Mohamed Hanafy v. Concord Hospitality/Marriott at University of Dayton  
DAYA6(27783)01252019  
22A-2019-01304C

Lisa McVay v. CWFF Child Development Center  
DAYB6(27801)01292019  
22A-2019-01320C

Amanda Wells v. 1840 W. 3rd LLC d.b.a. Future Home Care  
DAY76(27804)02012019  
22A-2019-01414C

**No Probable Cause – Dismiss - Continued**

Amanda Wells v. Hearts on Call; et al.

DAY76(27805)02012019

22A-2019-01415C

Shawn Bryce v. Xavier University

DAY76(27808)02042019

22A-2019-01212C

Robert Montazemi, M.D. v. Hospital Care Group, P.C.

DAYB6(27814)01222019

22A-2019-01419C

Jasvir Kaur v. Dollar Tree

DAYG6(27816)02052019

22A-2019-01422F

Antonio Booker v. Kelloggs

DAY76(27817)02062019

22A-2019-01424C

Ellen Paige Welsh v. Ford Motor Company and the United (UAW 863)

DAY76(27819)02012019

22A-2019-01225C

Martin Davis v. Aramak

DAY76(27823)02052019

22A-2019-01229C

Beverly Stevens v. Clark State Community College

DAY76(27824)02032019

22A-2019-01230C

Mary K. Early v. Dayton Public Schools

DAYA6(27826)02072019

22A-2019-01426C

Frances Pate v. Montgomery County Job and Family Services

DAYA6(27828)02072019

22A-2019-01427C

Amadou Sarre v. Pacific Manufacturing Ohio, Inc.

DAY76(27830)02082019

22A-2019-01429C

**No Probable Cause – Dismiss - Continued**

Herbert Lewis Black v. Cincinnati Children's Hospital Medical Center  
DAY76(27832)02112019  
22A-2019-01393C

Julie Szkarupa v. Taco Bell  
DAY76(27835)02082019  
22A-2019-01438C

Randy Faison v. North Dayton School of Discovery  
DAY76(27838)02082019  
22A-2019-01441C

JaVon Covington v. Klosterman Baking Company  
DAY76(27842)02142019  
22A-2019-01398C

Erica Curtis v. Fusian  
DAY76(27843)02142019  
22A-2019-01455C

Lawrence Shulz v. Mariner Wealth Advisors  
DAYA6(27849)02192019  
22A-2019-01463C

Michelle Schlager v. UC Health-West Chester Hospital  
DAY76(27853)02172019  
22A-2019-01465C

Richard Rhodes v. Norfolk Southern Railway Company  
DAY76(27861)02262019  
22A-2019-01514C

Valencia Benson v. The Kroger Co.  
DAYB6(27862)02262019  
22A-2019-01515C

Valencia Benson v. Staffmark Investment LLC  
DAYB6(27863)02262019  
22A-2019-01516C

Ryan Cooke v. Mane Inc.  
DAY76(27875)01232019  
22A-2019-01830C

**No Probable Cause – Dismiss - Continued**

William David Marcum v. Ashcraft Sand and Gravel  
DAYB6(27884)03062019  
22A-2019-01835C

Adefemi Giwa v. Valvoline LLC-West Chester  
DAY76(27910)03152019  
22A-2019-01904C

**MOTION by Commissioner Cespedes to approve the October 24, 2019 Confirmation Agenda. Second by Commissioner Singh.**

**Roll Call Vote:**

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

**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 charging parties in the following cases informed staff they will not be in attendance but wish to have the cases decided in their absence:

### Week 2, Page 2, Item I-A

Odesia Birden v. Pepzee Realty of Ohio LLC and 10<sup>th</sup> in Miamensburg LLC  
CLEH6(27619)10312018 AMENDED  
22A-2019-00331F

### Week 4, Page 1, Item II-A

Evan Booth v. Apptree, Inc.  
TOL72(39563)11082018  
22A-2019-00480C

**MOTION by Commissioner Patmon to go into executive session to discuss matters relating to pending litigation. Second by Commissioner Cespedes.**

#### **Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Patmon to go back to public session. Second by Commissioner Cespedes.**

#### **Roll Call Vote:**

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

**Motion carried.**

## HEARING OF APPEARANCE CASES

Appearance 1

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

John Woods v. PeopleReady, Inc.  
AKRB3(40102)03082019  
22A-2019-01582C

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Probable Cause determination. The Respondent 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 Cespedes.**

**Roll Call Vote:**

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

**Motion carried.**

**Appearance 2**

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Taron Cunningham v. The City of Youngstown  
AKR73(40013)01252019  
22A-2019-01147C

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 No Probable Cause determination. Second by Commissioner Peters.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Patmon to take a brief recess. Second by Commissioner Cespedes.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Cespedes to go back to public session. Second by Commissioner Peters.**

**Roll Call Vote:**

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

**Motion carried.**

Appearance 3

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

Recommendation Upon Reconsideration: Uphold Probable Cause Determination

Renita Washington v. Vivial, LLC  
DAYA6(27533)09262018  
22A-2018-03667C

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:**

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

Motion carried.

**Appearance 4**

Commissioners' Agenda - Week 3, Page 2, Item II-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Jivankumar Thombre v. Hospitality Staffing, Inc. dba Renaissance Hotel Toledo  
TOLA2(39555)11062018  
22A-2019-00440C

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 No Probable Cause determination.  
Second by Commissioner Peters.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Cespedes to take a lunch recess. Second by Commissioner Singh.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Patmon to go back to public session. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>DID NOT PARTICIPATE</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**

**Appearance 5**

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Karen Banks v. City of Garfield Heights  
CLE74(45152)03082019  
22A-2019-01609C

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 No Probable Cause determination. Second by Commissioner Cespedes.**

**Roll Call Vote:**

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

**Motion carried.**

**Appearance 6**

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Asegedech Kumnegere v. JP Morgan Chase  
COLB1(46608)11162018 AMENDED  
22A-2019-00470C

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 No Probable Cause determination.  
Second by Commissioner Patmon.**

**Roll Call Vote:**

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

**Motion carried.**

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

Recommendation Upon Reconsideration: Uphold Probable Cause Determination

Sherrie L. Landis v. Community Investment Management Services, LLC; Chad Workman; Elizabeth Carter; Circleville Housing Partners III, LLC, and Angela Angleton  
COLH1(46603)11142018; 05-19-3624-8  
22A-2019-00460F

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 Probable Cause determination. Second by Commissioner Peters.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Patmon to take a brief recess. Second by Commissioner Cespedes.**

**Roll Call Vote:**

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

**Motion carried.**

**MOTION by Commissioner Singh to go back to public session. Second by Commissioner Peters.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>DID NOT PARTICIPATE</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**

**Appearance 8**

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Liban Farah v. Starbucks Coffee Company (Starbucks Corporation)  
COLG1(46686)12272018  
22A-2019-00811F

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 No Probable Cause determination.  
Second by Commissioner Peters.**

**Roll Call Vote:**

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

**Motion carried.**

Appearance 9

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

John Anthony Shered v. Community Housing Network, Inc.; Doug Decker; Tashia Brown -  
McMullins; Tatiana Anchuk  
COLH1(46621)11272018  
05-19-3761-8  
22A-2019-00509F

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 No Probable Cause determination.  
Second by Commissioner Peters.**

**Roll Call Vote:**

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

**Motion carried.**

Appearance 10

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

John Anthony Shered v. Community Housing Network, Inc Doug Decker; Tashia Brown  
McMullin; Bonnie White; Mike McDonald; Kim Beacon; James Harris; and John (LNU)  
COLH1(46890)03202019  
05-19-3761-8  
22A-2019-01638F

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 No Probable Cause determination.  
Second by Commissioner Singh.**

**Roll Call Vote:**

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

**Motion carried.**

Appearance 11

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

John Anthony Shered v. Community Housing Network, Inc.;  
Cynthia Becton; Doug Decker; and Kim Beacon  
COLH1(47021)05142019  
05-19-3761-8  
22A-2019-02235F

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 No Probable Cause determination.  
Second by Commissioner Peters.**

**Roll Call Vote:**

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

**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: No Probable Cause - Dismiss

Jeanine Conway v. Thomas Woods and Norway Apartments LLC  
CLEH4(44982)11212018  
22A-2019-00532F

**MOTION by Commissioner Cespedes to adopt the staff finding in the foregoing captioned case 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: Uphold Probable Cause Determination

Eva Johnson v. Buckingham Coal Company, LLC  
COL71(46792)02122019  
22A-2019-01269C

Stacey Atkinson v. Buckingham Coal Company, LLC  
COL71(46812)02152019  
22A-2019-01334C

Brittany Blosser v. Buckingham Coal Company, LLC  
COL71(46813)02152019  
22A-2019-01335C

Courtney Harris v. Buckingham Coal Company, LLC  
COL71(46815)02152019  
22A-2019-01337C

Prisca Oline & Eric Rugendabanga v. Timothy B. Prinz  
AKRH3(39937)12072018  
05-19-4430-8  
22A-2019-00658F

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

Deymond K. Underwood v. Murphy Family Properties, LLC;  
Amy (Murphy) Spreitzer, Owner, Sarah Murphy  
TOLH2(39667)02012019 AMENDED  
22A-2019-01184F

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

#### Roll Call Vote:

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

**Motion carried.**

## Commissioners' Agenda for Week 4

### 1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Walter B. Allen, Jr. v. Wal-Mart Stores East, LP, Walmart Store #2063  
COLA1(46547)10262018  
22A-2019-00234C

Elise Jacobs v. Fairway Independent Mortgage Corporation,  
Christian Foote, Michael Issacs, and Krtistin Ponzio  
AKRH3(40130)01252019  
22A-2019-01701F

Robert Mitchell v. Fairway Independent Mortgage Corporation,  
Christian Foote, Michael Issacs, and Krtistin Ponzio  
AKRH3(40142)01252019  
22A-2019-01766F

### 2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Marvin Parmis v. State of Ohio, Civil Rights Commission  
TOLG3(39971)01032019  
22A-2019-01792F

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

#### Roll Call Vote:

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

**Motion carried.**

**Report from the Ohio Attorney General's Office**

No report given.

**Report from the Chief Legal Counsel**

No report given. Happy Birthday Bradley S. S. Dunn.

**Report from Executive Director**

Commissioner Carolyn Peters has been reappointed as Commissioner to the board of Opportunities for Ohioans with Disabilities (OOD).

**Remarks**

The Commissioners thanked the attendees and regional staff for their patience during the long meeting. A special thank you was given to Trooper Anthony Kovach for his time, effort and diligence. Commissioner Peters informed staff of her interview with OOD which was aired on a podcast at OODWorks.com (#4).

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

**Roll Call Vote:**

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

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 6:08PM.



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Commissioner