

**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
August 27, 2020
Zoom Video Communication**

CALL TO ORDER

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

Commissioners in Attendance:

Chair Lori Barreras
Commissioner William Patmon
Commissioner Carolyn Peters

Absent:

Commissioner Madhu Singh

A quorum was present.

In Attendance via Zoom Video Communications:

Angela Phelps-White, 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 Enforcement 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 Director; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Civil Rights Section Chief, Ohio Attorney General's Office

APPROVAL OF MINUTES

MOTION by Commissioner Patmon to approve the July 30, 2020 minutes. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	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

Osama “Sam” E. Hassan v. Central Ohio Transit Authority

COL71(47431)10192019

22A-2020-00233F

*Split Determination: No Probable Cause on the basis of race, religion, national origin and issue of harassment; Probable Cause on the basis of retaliation and issue of harassment

Ray S. Ford v. State of Ohio, Department of Mental Health and Addiction Services

COLG1(47522)11252019

22A-2020-00602F

Mbalou Hunt v. Heartland of Westerville, Ohio, LLC

COL71(47561)12162019

22A-2020-00853C

Claudia Jane Cooper v. Little Miracles Montessori School, LTD.

TOLA2(40168)10112019

22A-2020-00115C

David Johnson v. Toledo Public Schools Board of Education

TOLA2(40173)10152019

22A-2020-00167C

Amy Pohlman V. Anne Grady Services

TOL72(40202)10302019

22A-2020-00339C

Terance Trammell v. Ontario Local School

AKR74(45677)01272020

22A-2020-01208C

Shconya Green v. Fuyao Glass America, Inc.

AKRB6(28334)10012019

22A-2020-00169C

Shawn Neubauer v. Marriott International, Inc. dba The Ritz-Carlton Hotel Company, LLC

CLEB4(45632)12262019

22A-2020-00948C

Barbara Churgovich v. Dollar Tree Stores, Inc.

CLEB4(45634)12312019

22A-2020-00961C

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

Natalie Celeste v. Winton Place Condominium Unit Owners Association
CLEH4(45682)11242019 AMENDED
05-20-7758-8
22A-2020-01214F

*Split Determination: Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities. No Probable Cause on the issue of discriminatory harassment and disparate treatment

Carline Curry v. City of Mansfield, Department of Public Works
CLE71(47537)12062019
22A-2020-00729C

Jordan Wortham v. Dayton Police Department
DAY76(28289)09102019
22A-2019-03464C

Amanda McGhee v. Mad River Local School District
DAYB6(28327)09302019
22A-2020-00146C

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

Temeka M. Higgins v. State of Ohio, Board of Tax Appeals
COL71(47544)12102019
22A-2020-00763C

*Split Determination: No Probable Cause – Dismiss on the basis of race and the issue(s) of discipline; harassment; and different terms and conditions of employment. No Probable Cause on the basis of retaliation and the issue of different terms and conditions of employment); Probable Cause On the basis of retaliation and the issue of discipline and the issue of harassment

Randall Fuller v. Toledo Firefighters Local No. 92 of the International Association of Firefighters
TOL72(40183)10182019
22A-2020-00235C

Sierra Adebisi v. Toledo Firefighters Local No. 92 of the International Association of Firefighters
TOL72(40185)10182019
22A-2020-00236C

Earl Murry v. Toledo Firefighters Local No. 92 of the International Association of Firefighters
TOL74(40119)09192019
22A-2019-03461C

Robert Mealy v. Franklin Arms Condominium Association and Joe Laberto
AKRH3(40491)11182019
05-20-7335-8
22A-2020-00562F

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

Brittany Griffin v. The Proctor & Gamble Company
CLE76(28511)12092019 AMENDED
22A-2020-00831C

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

Christina Brown v. Molina Healthcare of Ohio
COLB1(45080)04052017
22A-2017-02321C
Complaint No. 18-EMP-COL-27400

Bruce Davenport v. Eileen Wical
DAYH6(27400)07122019
22A-2018-03142F
05-18-2099-8
Complaint No. 19-HOU-DAY-27400

4. Authorize Attorney General To Initiate Action In Common Pleas Court – Submitted by the Attorney General's Office

Debra Saylor v. W-T Realty, Inc. et al; Brian Hemmer, Property Manager, Ross Park Apartments; Amanda LNU, Employee; Ross Park Apartments LLC
TOLH2(39574)09282018
05-19-3427-8
22A-2019-00524F
Complaint No. 19-HOU-TOL-39574

Lowell D. Hamrick v. Oakwood MHC LLC (Williams RV.Resort, LLC); Michelle Crabtree, Manager
TOLH2(39848)05062019
05-19-5189-8
22A-2019-02156F
Complaint No. 20-HOU-TOL-39848

Fair Housing Advocates Association v. Oakwood MHC LLC (Williams RV.Resort, LLC); Michelle Crabtree, Manager
TOLH2(39849)05062019
05-19-5229-8
22A-2019-2157F
Complaint No. 20-HOU-TOL-39849

Alexis Gonzalez v. Donald Dell, Trustee/Owner
TOLH2(39980)07182019
05-19-5950-8
22A-2019-02841F
Complaint No. 20-HOU-TOL-39980

Authorize Attorney General To Initiate Action In Common Pleas Court – Submitted by the Attorney General’s Office - Continued

Revina Revels v. Concord Square Apartments of Lebanon, LLC, dba Concord Square Apartments and Heather Anglin
CLEH6(27550)07232018
05-18-2948-8
22A-2019-00609F
Complaint No. 19-HOU-CLE-27550

5. Issue Formal Complaint

Twila Martin v. Dan Mason, Fair Board Director; Kurt Bohlen, President of the Washington County Fair Board; Debbie Tornes, Treasurer of the Washington County Fair Board; and the Washington County Agricultural and Mechanical Association
COLH1(47346)09222019
05-20-7199-8
22A-2019-03490F

Kimberly Pachis v. Jeff Piggot
AKRH3(40414)10052019AMENDED
05-20-8418-8
22A-2020-00084F

Heyam (Hannah) Hamdan v. Mark Burns, Burns Investments, Ltd., and Chervenic Realty, Inc. dba Keller Williams Chervenic Realty
AKRH3(40436)10212019AMENDED
05-20-7057-8
22A-2020-00259F

Tambry Kegley v. Clark State Community College
AKRE6(28332)09292019AMENDED
22A-2020-00151C

Ashley Reed v. Elyria Foundry
CLE74(45442)08292019
22A-2019-03393C

Bonita (Paige) Johnson v. Riyad Shamma & Mollie Jo Brewsaugh; Vicki Vox, Premier Property Manager; Joseph Kappes, President, Kenwood Greene Condominium Owner’s Association
DAYH6(28582)09092019 AMENDED
05-20-7435-8
22A-2020-01100F

* *Split decision: Probable Cause – Race*

6. Probable Cause – Schedule Conciliation – Authorize the Executive Director to Issue Formal Complaint if Conciliation Efforts Fail

Marlon Matthews, et al. v. Tatiana Zheludova
DAYH6(28614)09132019
05-20-6996-8
22A-2019-01281F

7. Probable Cause – Schedule Conciliation

Deirdre Mitchell-Wilkes v. JPMorgan Chase Bank, N.A.
COLB1(47614)01142020
22A-2020-01041C

Omar Mechkour v. Asian Buffet of Galloway, Inc.
COLG1(47628) 01242020
22A-2020-01101F

*Split Determination: Probable Cause on the basis of national origin and the issue of a difference in services; No Probable on the basis of religion and the issue of difference in service

Patricia L. Terry v. Stanley E. Ford, Owner/Manager
COLH1(47771)04082020 AMENDED
05-20-9098-8
22A-2020-01738F

*Split Determination: Probable Cause on the bases of disability and retaliation and on the issues of refusal to rent or deal; discriminate in the terms and conditions in the rental, occupancy, services, and facilities; deny reasonable accommodation; and threaten, intimidate, interfere, harass, or coerce from the full benefits of state and federal fair housing; No Probable Cause on the basis of race

Michelle Miller v. Kyoto Ka, LLC
TOL72(40191)10242019
22A-2020-00281C

Sammie L. Coleman, Jr. v. City of Toledo, Division of Streets, Bridges and Harbor
TOL72(40192)10242019
22A-2020-00282C

David Lee Bush v. Dunn Chevrolet Buick, Inc.
TOL72(40216)11062019
22A-2020-00425C

Sadie Mae Wilson III v. The University of Toledo Medical Center
TOL72(40244)11152019
22A-2020-00538C

Pamela Corcoran v. Newell Rubbermaid, Inc.
AKRB3(40510)12032019
22A-2020-00693C

Probable Cause – Schedule Conciliation - Continued

Jennifer Pepper v. Overlook Mutual Homes, Inc.

AKR76(28365)10112019

22A-2020-00304C

*Split Determination: Probable Cause on the basis of sex, issues of sexual harassment and hostile work environment; No Probable Cause on the basis of retaliation, issue of demotion

Jennifer Pepper v. Joshua Anderson, Manager of Overlook Mutual Homes, Inc.

AKR76(28384)10112019

22A-2020-00354C

*Split Determination: Probable Cause on the basis of sex, issues of sexual harassment and hostile work environment; No Probable Cause on the basis of retaliation, issue of demotion

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

Rosie Lawrence v. Akron Management Corp dba Firestone Country Club

AKR73(40412)10042019AMENDED

22A-2020-00082C

Kennis Bocook v. Jason Hines

DAYH6(28258)08222019

5-19-9222-8

22A-2019-03335F

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

Saffilla Allie v. Rebecca Luu, Leasing Consultant; Edwards Student Housing Management Company,

LLC c/o Bruce H. Burkholder, Registered Agent; Norwich Flats c/o Edwards Student Housing

Management, LLC; and Evelpis Properties, LLC c/o Lee D. Adamantidis, Registered Agent

COLH1(47857)06032020 AMENDED

05-20-0072-8

22A-2020-02092F

Haralambos Kouris v. ICAN, Inc. dba ICAN Garden Apartments, Inc. and ICAN Housing

AKRH3(40643)03032020

05-20-8520-8

22A-2020-01535F

Housing Research and Advocacy Center v. Madison Development Company and Elana Manor, LLC

CLEH4(45812)04202020

22A-2020-01873F

LaTonya Short v. Theresa Scruggs-Williams

DAYH6(28732)10082019

05-20-8391-8

22A-2020-01628F

Ratify Conciliation Agreement and Consent Order Prior to Final Determination

Heather Rayburn v. Woodbine Management Corporation, Belden Windsor Management and Dawn Shocky

ADRH3(40734)05192020
05-20-9359-8
22A-2020-02172F

Jason Walker v. MetrixLab US, Inc.

ADR76(28818)05202020
22A-2020-02148C

10. Withdrawal of Charge – With Settlement

Jennifer Holloman v. Board of Education of Toledo City School District

TOLB2(40232)11122019
22A-2020-00478C

Roger Pacheco v. Dow Jones & Company, Inc.

TOL72(40247)11182019
22A-2020-00543C

Dorsey Butler v. Lowe's Home Centers, LLC

AKRG3(40555)01062020
22A-2020-01073F

Cynthia Curley v. New Leaf Residential

AKR73(40680)04272020
22A-2020-01916C

Ashleigh McGuire v. Donnell Ford Lincoln of Salem, Inc.

AKR73(40771)07092020
22A-2020-02366C

Harry Kaplan v. U.S. Bank National Association

AKRE6(28508)12072019
22A-2020-00828F

Vernon Booker v. USF Holland, LLC

DAYB6(28425)11012019
22A-2020-00455C

Mark H. Morgan v. Abbott Laboratories

ADRA1(47724)03052020Amended
22A-2020-01551C

Withdrawal of Charge – With Settlement - Continued

Janee Ruffin-Owens v. KIPP Columbus
ADR71(47803)04292020
22A-2020-01919C

Heath Goolsby v. Columbus School for Girls
ADRA1(47832)05202020
22A-2020-02019C

Clinton Bryant v. Midwest All-Pro, LLC
ADRA1(47925)07022020Amended
22A-2020-02301C

Julie Frase v. Ernst Concrete
ADRA1(47972)07222020
22A-2020-02448C

Kisha Garrison v. Ernst Concrete
ADRA1(47973)07222020
22A-2020-02449C

Sarah Roytek v. ReTrans, A Kuehne & Nagle Company
ADRB2(40190)10222019
22A-2020-00280C

Jacob Laney v. Rim Kleen
ADR72(40537)06092020
22A-2020-02132C

Edward Smith v. Precision Steel Services, Inc.
ADRA2(40540)06102020
22A-2020-02192C

Matthew Ingle v. Faurecia Exhaust Systems, LLC
ADR72(40550)06192020
22A-2020-02228C

Linda Whitney v. Premier Operating Ohio, LLC
ADRA2(40551)06192020
22A-2020-02229C

Monique Hammonds v. Empowering People, Inc.
ADR73(40736)06102020
22A-2020-02200C

Withdrawal of Charge – With Settlement - Continued

David Tucholski v. Akron Metropolitan Housing Authority
ADRH3(40759)06292020
22A-2020-02355F

Briana Anderson v. Life Exchange Center
ADRE4(46724)02192020
22A-2020-01575F

Marvin Black v. Carrington Youth Academy
ADR74(45788)04032020
22A-2020-01797C

Jacquelyn Ingram v. Dr. Marc Friedman
ADRE4(45823)04262020
22A-2020-01901F

Lindsey Stanard v. The Fairmount Cocktail Bar, Inc.
ADR74(45840) 05122020
22A-2020-01985C

Sylvia Wells v. US Endoscopy
ADR74(45845)05192020
22A-2020-02044C

Diana Cooks v. Village of Bratenahl
ADR4(45901)07012020
22A-2020-02485C

11. Withdrawal of Charge – Grant

Ja'net Graham v. City of Dayton
AKRB6(28685)02132020
22A-2020-01555C

Brian Sawyer v. Independent Feeding Device, LLC
DAYB1(47612)01162020
22A-2020-01033C

Ashley Brown Garcia v. Horizon Science Academy Dayton Elementary
DAY76(28645)01292019
22A-2020-01378C

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

Barbara J. Grear v. Barnesville Hospital Association, Inc.
COL71(47642)01292020
22A-2020-01177C

Scott P. Stansley v. Custom Ecology of Ohio, Inc.
TOLA2(40171)10112019
22A-2020-00165C

Lina M. Gallego v. The Fremont Company
TOL72(40211)11052019
22A-2020-00419C

13. Withdrawal of Charge After a Finding of Probable Cause – Request for Notice of Right to Sue

Earl Murry, Ph.D. on behalf of African American Recruit/Trainee Fire Fighters v. Toledo Firefighters Local No. 92 of the International Association of Firefighters
TOL72(40119)09192019
22A-2019-03461C

Randall Fuller v. Toledo Firefighters Local No. 92 of the International Association of Firefighters
TOL72(40183)10182019
22A-2020-00235C

Sierra Adebisi v. Toledo Firefighters Local No. 92 of the International Association of Firefighters
TOL72(40185)10182019
22A-2020-00236C

14. Administrative Closure

Celeste McCrary-Aleman v. The Kroger Co.
COLA1(47984)07242020
22A-2020-02468C

Shawn L. Liggons v. General Motors LLC
TOL72(40534)06032020
22A-2020-02101C

Heights Community Congress v. CAPCO Enterprises Company and First Realty Property Management, LTD.
CLEH4(45688)01312020 AMENDED
05-20-8272-8
22A-2020-01220F

Administrative Closure - Continued

Jonathan Michael Widman v. Hinkley Lighting, Inc.
CLE74(45930)07232020
22A-2020-02613C

Robyn Kelly v. AERC, Remington Place Holdings LLC, Owner
DAYH6(28367)10/14/19
05-20-7550-8
22A-2020-00329F

15. No Jurisdiction – Dismiss (XNJ)

Judith Schneider v. National Church Residences and Stygler Village Senior Housing LP
COLH1(47697)01192020
05-20-8219-8
22A-2020-01435F

Kimberly Wendling v. IHOP
COLE1(47878)06152020
22A-2020-02206F

Sarah Bellis v. Fedex Ground
COLE1(47879)06152020
22A-2020-02207F

Nigel Bowman v. Mount Carmel Behavioral Health
COLE1(47882)06162020
22A-2020-02219F

Desiree Rose Carter v. Jennifer Ebright, Manager; Dietz Property Group c/o Seth Giersdorf, Vice President of Multifamily Management; Prescott Place Apartments c/o Dietz Property Group; and Prescott Place, LLC c/o National Registered Agents, Inc.
COLH1(47900)06192020
22A-2020-02263F

Halee Thornton v. FCA US LLC
TOLE2(40575)07132020
22A-2020-02387F

AirreAnna Moore v. The Village of St. Edward at Green
AKRE3(40596)02012020
22A-2020-01361F

Merrilu Texler v. HGG Twinsburg Residential, Ltd. dba Arbor Glen Apartments; I. & M.J. Gross Company dba Gross Residential; Kristen McClintock; Peggy Cannon and Temporary Manager (NU)
AKRH3(40740)06152020
22A-2020-02210F

No Jurisdiction – Dismiss (XNJ) – Continued

Stacie Gilmore v. Fair Bridge Inn
AKRG3(40784)07132020
22A-2020-02560F

Joanna Eves v. LMG Holdings, LLC dba #1 A Lifesafer, Inc.
AKRE6(28393)10212019
22A-2020-00378F

Malynda Howard v. Subway
CLEE4(45734)02282020 AMENDED
22A-2020-01587F

Phillip J. Blaising v. Johnny's Mattress & Furniture Superstore
CLEE4(45752)03102020
22A-2020-01792F

Devin Peck v. South Euclid Police Department
CLEG4(45753)03102020
22A-2020-01757F

Carlene Camino v. Mercedes A. Oz and IKOS Holdings, Inc.
CLEH4(45754)02042020
05-20-8407-8
22A-2020-01758F

Leslie Diaz v. Aldi (Ohio), Inc.
CLEE4(45758)03132020
22A-2020-01762F

Kyesha Pempton v. Amazon
CLEE4(45775)03262020
22A-2020-01781F

Kelvin Hawkins and Heather Allen v. Adam Corbe, Megan Corbe and Marcella Musat
CLEH4(45777)03162020
05-20-8564-8
22A-2020-01783F

Amanda Herr v. Avon Place
CLEE4(45778)03272020
22A-2020-01786F

Haley Hoff v. Ada Swann
CLEE4(45786)04022020
22A-2020-01795F

No Jurisdiction – Dismiss (XNJ) – Continued

Thomas Prosser v. Owner’s Management Company, St. Clair Place Cleveland, Ltd., and Debra Harvey
CLEH4(45798)04092020
05-20-8709-8
22A-2020-01807F

Haley C. Hoff v. Tack N More
CLEE4(45813)04172020
22A-2020-01874F

John Layton v. Scarlet Oaks Mobile Home Park, LLC, Michelle Carver and Daniel Sabelli Jr.
CLEH4(45838)05082020
22A-2020-01971F

Steven Stetzy v. Jamestown Village Apartments dba Jamestown Development and Richard Margolius
CLEH4(45842)03242020
05-20-9044-8
22A-2020-02041F

Jimmy Garay v. Ohio Guidestone
CLEE4(45858)05212020
22A-2020-02057F

Courtney Peters v. Startek
CLEE4(45869)05292020
22A-2020-02076F

Annette Craig v. Jason Clingan
CLEH4(45874)06052020
22A-2020-02174F

Operia Hill v. Just In Time Staffing/Camaco
CLEE4(45884)06152020
22A-2020-02208F

Amy Burnham v. Greg Woodburn
CLEH4(45897)06262020
22A-2020-02481F

Kathleen Curtis v. Mike Cook
CLEH4(45943)07282020
22A-2020-02626F

Ashley Travis v. Project Woman
CLEE6(28751)03172020
22A-2020-01718F

No Jurisdiction – Dismiss (XNJ) – Continued

Muna Abakar v. Civil Right Office
DAYG6(28379)10162019
22A-2020-00349F

Priscilla Harris v. Thoma & Sutton Eyeware
DAY76(28432)11082019
22A-2020-00606C

Patricia Mills v. Sterling Medical Associates, Inc.
DAYE6(28436)11082019
22A-2020-00609F

Charlette Cramblett v. MLS
DAYE6(28450)11142019
22A-2020-00626F

Ja-Nelle Gilliland v. PNC Bank
DAYF6(28457)11142019
22A-2019-00633F

Holly Defazio v. Oxford Realty
DAYH6(28493)12022019
22A-2020-00750F

Trenton Ray Barrett v. Miami County Metropolitan Housing Authority
DAYH6(28522)12122019
22A-2020-00886F

Sherry Y. Green v. McDonald's Restaurant
DAYE6(28538)12182019
22A-2020-01004F

Robert Crowder, Jr. v. DXC Technology Company
DAYG6(28542)12192019
22A-2020-01014F

Victor A. Holman v. Rath Baile LLC; Joel Dempsey; Limited Liability Corporation
DAYH6(28561)01062020
22A 2020 01079F

Corey Stanfield v. Lowes
DAYE6(28846) 06152020
22A-2020-02239F

16. No Jurisdiction – Dismiss

Sandra Queen v. Catholic Social Services
COL71(47992)07272020
22A-2020-02502C

Helen Montgomery v. Urban Mission Ministries, Inc.
AKRG3(40576)01172020
22A-2020-01265F

Jazmonet Minor v. Three J Homes
DAY76(28423)11012019 AMEMDED
22A-2020-00453C

17. No Probable Cause – Dismiss

Ester Wilson v. People to People, LLC
COLA1(47390)10042019
22A-2020-00070C

Andrea Shante McNeil v. The Huntington National Bank
COLK1(47428)10152019
22A-2020-00230F

Jennifer Sherburne v. Honda of America Manufacturing
COLB1(47434)10212019 AMENDED
22A-2020-00247C

Monica Peace v. United HealthCare Services, Inc.
COL71(47457)10302019Amended
22A-2020-00317C

Mary Lehner v. ADS Alliance Data Systems, Inc.
COLA1(47461)10312019
22A-2020-00333C

Ifeoma Ngene-Igwe v. The Trinity Group at HER and Matthew Long, Owner
COLH1(47471)11012019 AMENDED
05-20-7059-8
22A-2020-00373F

Steven M. Younger v. Barrett and Stokely Management, LLC d/b/a Traditions at Slate Ridge
COL71(47479)11082019
22A-2020-00456C

No Probable Cause – Dismiss - Continued

Steven M. Younger v. Barrett and Stokely Management, LLC d/b/a Muirwood Village Apartments
COL71(47480)11082019
22A-2020-00457C

Laurie Sigloch v. Felbry College, School of Nursing
COLB1(47492)11132019
22A-2020-00507C

Steve Jotevski on behalf of Petar Jotevski v. Franklin County Board of Commissioners, Public Facilities
Management
COLA1(47505)11192019
22A-2020-00529C

Jay Carte v. The Pain Management Clinic
COLG1(47507)11182019 AMENDED
22A-2020-00527F

Zhanna Konstantinova v. Vintage Restaurant Promotions, Inc.
COLE1(47519)11252019
22A-2020-00599F

Eliyah Yisrael v. Taco Bell
COL71(47539)12092019
22A-2020-00746C

Rodney Dewitt, Jr. v. APCO Industries, Inc.
COLB1(47548)12102019
22A-2020-00771C

Donald D. Knox v. ARC Industries
COL71(47549)12102019 AMENDED
22A-2020-00772C

Charles A. Knight v. Rock Construction dba West Bexley Apartments
COL71(47554)12162019
22A-2020-00821C

Mary J. Owens v. Showe Management Corporation and Riverlodge II, LLC dba Riverlodge Apartments
COLH1(47555)12172019
05-20-765-8
22A-2020-00822F

Edward H. Ondatto v. Blissful Corporation/Comfort Inn
COL71(47563)12202019 AMENDED
22A-2020-00855C

No Probable Cause – Dismiss - Continued

Mary J. Owens v. Showe Management Corporation and Riverlodge II, LLC dba Riverlodge Apartments
COLH1(47601)01132020
22A-2020-01001F

Debra Heimberger v. National Church Residences
COLH1(47605)01142020
22A-2020-01008F

Stacy Kilpatrick v. Scott Witting, Owner and Langley Realty Company
COLH1(47626)01232020
05-20-8059-8
22A-2020-01084F

Omar Mechkour v. Asian Buffet of Galloway, Inc.
COLG1(47628) 01242020
22A-2020-01101F

*Split Determination: Probable Cause on the basis of national origin and the issue of a difference in services; No Probable on the basis of religion and the issue of difference in service

Galina Blanken v. Columbus Arthritis Center
COLA1(47653)02042020 AMENDED
22A-2020-01231C

Antwonnie L. Simon v. First Drive Logistics, Inc.
COL71(47688)02192020
22A-2020-01387C

Keith Wilson v. State of Ohio, Public Utilities Commission of Ohio (PUCO)
COLB1(47737)03172020 AMENDED
22A-2020-01625C

Irenna Fisher v. Scotland Yard Condominium Association, Ondina Maranhao, and Susan Hoelscher
COLH1(47745)03202020
05-20-8698-8
22A-2020-01650F

Zena Jones v. Faith Mission
COLB1(47755) 03262020 AMENDED
22A-2020-01662C

Patricia L. Terry v. Stanley E. Ford, Owner/Manager
COLH1(47771)04082020 AMENDED
05-20-9098-8
22A-2020-01738F

*Split Determination: No Probable Cause on the basis of race; Probable Cause on the bases of disability and retaliation and on the issues of refusal to rent or deal; discriminate in the terms and conditions in the rental, occupancy, services, and facilities; deny reasonable accommodation; and threaten, intimidate, interfere, harass, or coerce from the full benefits of state and federal fair housing

No Probable Cause – Dismiss - Continued

Bonita Moore v. Stephanie Michel, Meg Michel Realty; and Red Diamond Restoration, LLC c/o Z&H Services, Inc.

COLH1(47824)03242020 AMENDED

05-20-9059-8

22A-2020-01993F

Casey Winston-Jones v. SurgeForce, LLC

COL71(47846)05262020

22A-2020-02039C

Candice Love v. Sergio DeLeon-Garcia, Owner

TOLH2(40209)11042019

05-20-7556-8

22A-2020-00412F

Jeremy Copeland v. Grayhawk Leasing, LLC Pepsico Beverages North America

TOLB2(40212)11052019

22A-2020-00421C

Brandy McCreary v. Res-Care Ohio, Inc.

TOL72(40221)11072019

22A-2020-00450C

Mary Srougi v. Owens State Community College-Toledo Campus

TOLA2(40222)11072019

22A-2020-00451C

Mary Srougi v. Owens Faculty Association, American Federation of Teachers, Local 4670

TOLA2(40223)11072019

22A-2020-00452C

Catrell Lawson v. Southgate Woods Apartments aka Southgate Woods 2011 L.L.C.

TOLH2(40224)11082019

05-20-7398-8

22A-2020-00470F

Ranada Johnson v. Partners in Home Care, LLC

TOL72(40227)11122019

22A-2020-00472C

Dwanya Sharpe v. Cardinal Services, Inc.

TOLB2(40229)11122019

22A-2020-00475C

No Probable Cause – Dismiss - Continued

Dwanya Sharpe v. United Parcel Service, Inc.
TOLB2(40230)11122019
22A-2020-00476C

Unique L. McCadney v. The PNC Financial Services Group, Inc.
TOLG2(40234)11132019
22A-2020-00480F

Unique L. McCadney vs. FieldWorks, LLC, District of Columbia
TOL72(40236)11132019
22A-2020-00482C

Anna Craig v. Unison Health; Ide I Apartments; Karen Lehmkuhl; Shadow Lane Properties LLC
TOLH2(40241)11132019
05-20-7696-8
22A-2020-00487F

Stacy Heilman v. American Red Cross Blood Services, Western Lake Erie Region
TOLB2(40242)11132019
22A-2020-00505C

Tonette Thomas v. City of Toledo Department of Public Utilities
TOL72(40243)11142019
22A-2020-00537C

Robert Lomas v. A Renewed Mind
TOL72(40250)11182019
22A-2020-00546C

Terrence Curl v. Supplemental Staffing
TOL72(40251)11182019
22A-2020-00554C

Terrence Curl v. Toledo Shredding, LLC
TOL72(40252)11182019
22A-2020-00557C

Holly Marie Lutz v. The Lincolnshire Board of Trustees; Joe Axe, Board Member; Mike Robinson,
Board Member; Mary Rohr, Board Member; Marcy Bowman, Board Member
TOLH2(40254)11182019
22A-2020-00560F

John Hobbs, III v. Ohio State Cosmetology and Barber Board
TOL72(40257)11212019
22A-2020-00565C

No Probable Cause – Dismiss - Continued

Michael Claud v. Person Centered Services, Inc.
TOLB2(40258)11212019
22A-2020-00567C

Janice Hughes v. Syncreon. US Inc.
TOLA2(40259)11212019
22A-2020-00568C

Andrea Cutway v. State of Ohio, Department of Youth Services
TOL72(40261)11222019
22A-2020-00579C

Darnell Smith v. Bottling Group, LLC dba Pepsi Beverages Company
TOL72(40265)11222019
22A-2020-00583C

Jaynell Beeker v. Gibsonburg Health, LLC dba Windsor Lane Health Care
TOLB2(40266)11252019 AMENDED
22A-2020-00586C

Michele Youngblood v. Credit Adjustments, Inc.
TOLA2(40269)11252019
22A-2020-00587C

Laurence Mitchell v. J. Schoen Enterprises, Inc. dba Cleaner & Dryer Restoration & Construction
TOLA2(40271)11252019
22A-2020-00589C

Tiffany Wyse v. International Union, United Automobile, Aerospace & Agricultural Implement
Workers of America-UAW Local 12
TOL72(40306)11132019
22A-2020-00804C

Tiffany Wyse v. FCA US LLC
TOL72(40307)11132019
22A-2020-00805C

Henry V. Curry v. Bon Secours Mercy Health dba Mercy College of Ohio
TOL72(40334)12262019
22A-2020-00874C

No Probable Cause – Dismiss - Continued

Juan Gadson Jr. v. Oregon Lodging TPS LLC dba TownePlace Suites by Marriott Toledo/Oregon
TOL72(40409)02102020
22A-2020-01301C

Joanna Eves v. LMG Holdings Ohio, Inc. (LMG Holdings, Inc.) dba LifeSafer, Inc.
TOLA6(28456)11162019 AMENDED
22A-2020-00632C

Mitchell D. Johnson v. Tecta America Zero Company LLC
TOL76(28472)11202019 AMENDED
22A-2020-00650C

Tabitha Coil v. Trinity Health System
AKRB3(40533)12172019
22A-2020-00848C

Karen Curliss v. Millennia Housing Management Ltd., Summit Ridge Management, Miranda Munn, and
Chapel Hill Towers Holdings, LLC
AKRH3(40553)01062020
05-20-7756-8
22A-2020-01070F

Tawana Jackson v. IBH Internal Brotherhood
AKR73(40598)02032020
22A-2020-01423C

Robert Sadler v. The Akron Porcelain & Plastics Co.
AKR73(40614)02122020
22A-2020-01444C

Tawana Jackson v. IBH Internal Brotherhood
AKR73(40615)02122020
22A-2020-01446C

Deloris Anderson v. Trellebog Sealing Profiles US, Inc.
AKR73(40628)02212020
22A-2020-01517C

Catheryn Glenn v. Brian Christopher Campbell and Conduit Properties LLC
AKRH3(40660)03162020
05-20-8820-8
22A-2020-01834F

Alayla Bond v. State of Ohio, Department of Mental Health and Addiction Services
AKR73(40662)03242020
22A-2020-01836C

No Probable Cause – Dismiss - Continued

Amir Higgy v. Cisco Systems, Inc.

AKR73(40687)05042020

22A-2020-01930C

Tatiana Morgan v. Caston & Main Brewery, L.L.C.

AKR73(40699)05122020

22A-2020-01970C

Lynn Lamance v. United Foods

AKRG1(47364)09262019

22A-2019-03570F

Lynn Lamance v. Food Mart

AKRG1(47365)09262019

22A-2019-03571F

Lynn Lamance v. Main Tire

AKRG1(47366)09262019

22A-2019-03572F

Lynn Lamance v. Main Mart

AKRG1(47367)09262019

22A-2019-03573F

Lynn Lamance v. Minute Mart

AKRG1(47368)09262019

22A-2019-03574F

Lynn Lamance v. Dayton Super Duper, Inc.

AKRG1(47369)09262019

22A-2019-03575F

Lynn Lamance v. DJ Auto Repair

AKRG1(47370)09262019

22A-2019-03576F

Denise Haskamp v. Kroger G.O. LLC

AKRA6(28355)10072019 AMENDED

22A-2020-00221C

David Brubaker v. Emerson Climate Technologies, Inc.

AKRB6(28361)10092019

22A-2020-00227C

No Probable Cause – Dismiss - Continued

Jennifer Pepper v. Overlook Mutual Homes, Inc.

AKR76(28365)10112019

22A-2020-00304C

*Split Determination: No Probable Cause on the basis of retaliation, issue of demotion; Probable Cause on the basis of sex, issues of sexual harassment and hostile work environment

Elliott Gregory v. Choices in Community Living, Inc.

AKR76(28375)10112019

22A-2020-00346C

Jennifer Pepper v. Joshua Anderson, Manager of Overlook Mutual Homes, Inc.

AKR76(28384)10112019

22A-2020-00354C

*Split Determination: No Probable Cause on the basis of retaliation, issue of demotion; Probable Cause on the basis of sex, issues of sexual harassment and hostile work environment

Chiquita Huddleston v. Gem City Nursing and Rehab

AKR76(28421)10302019AMENDED

22A-2020-00437C

Jeff Damasiewicz v. Cintas Corporation

AKRA6(28424)11012019AMENDED

22A-2020-00454C

Ronel Frost v. Club Evolution

AKRE6(28426)11052019

22A-2020-00458F

Rebecca Benston v. CareSource Management Services LLC

AKRA6(28441)11072019

22A-2020-00617C

Jennifer M. Hall v. YWCA Dayton

AKRA6(28447)11152019

22A-2020-00623C

Patricia White v. Dayton Public Schools

AKRA6(28451)11142019AMENDED

22A-2020-00627C

Stephanie D. Lee v. State of Ohio, Department of Rehabilitation and Correction

AKR76(28455)11182019

22A-2020-00631C

No Probable Cause – Dismiss - Continued

Matthew Q. Vactor, SR. v. Urbana City School District Board of Education
AKR76(28473)11202019AMENDED
22A-2020-00657C

Shawnda Houston v. Kindred Hospitals East, LLC dba Kindred Hospital Dayton
AKR76(28495)12042019AMENDED
22A-2020-00752C

Aughnae Waggoner v. Shoe Show Incorporated
AKR76(28543)12192019
22A-2020-01015C

Stephanie D. Lee v. State of Ohio, Department of Rehabilitation and Correction
AKR76(28593)01162020
22A-2020-01251C

Raynard Hollingsworth v. Bob Evans Family Restaurant
AKRG6(28711)02282020
22A-2020-01668F

Fair Housing Advocates Association v. Medina Metropolitan Housing Authority, Southwick Manor
Apartments LLC and New Brunswick Apartments, L.P.
CLEH4(40623)02202020 AMENDED
05-20-8278-8
22A-2020-01512F

Casey Newmeyer v. Case Western Reserve University
CLE74(45605)12062019
22A-2020-00782C

Kate Elizabeth Nagel v. Apple, Inc.
CLEB4(45619)12172019
22A-2020-00933C

Gary E. Smith v. Kenneth Wolford
CLEH4(45635)01012020
05-20-8298-8
22A-2020-00962F

Gabrielle Jackson v. RelateCare, LLC
CLE74(45650)01092020
22A-2020-01125C

No Probable Cause – Dismiss - Continued

Sheila Foster v. Medina Metropolitan Housing Authority, Southwick Manor Apartments LLC and New Brunswick Apartments, L.P.

CLEH4(45652)01132020

05-20-8241-8

22A-2020-01132F

Suliman Amawi v. Propark Mobility

CLE74(45655)01142020

22A-2020-01152C

Rachel Peters v. Cuyahoga Metropolitan Housing Authority, Dean Bratsch, Cuyahoga Metropolitan Housing Authority Police Department, Tamara Washington, Amanda Melhman, Kimberly Holt, Vince Zimora & Valerie Gromofosky

CLEH4(45656)01102020

05-20-8782-8

22A-2020-01135F

Joseph Parkin v. City of Euclid

CLEB4(45660)01162020

22A-2020-01164C

Gerald Butler v. Emerson Inc. dba Ridge Tool Company

CLEB4(45674)01272020

22A-2020-01205C

Isiah Seals v. Fisher Auto Parts, Inc.

CLE74(45675)01242020

22A-2020-01206C

DeLandra Jackson v. Cleveland Chocolate Bar, LLC

CLE74(45694)02032020 AMENDED

22A-2020-01321C

Adelbert Bush v. RET3 Job Corp Inc,

CLEE4(45698)02062020

22A-2020-01326F

Ernesta Bartuskaite v. AVI Food Systems, Inc.

CLE74(45700)02102020

22A-2020-01328C

Brooke Cowgill v. PetalSweet Cleaning, LLC

CLEE4(45701)02072020

22A-2020-01329F

No Probable Cause – Dismiss - Continued

William Porch Jr. v. Casual Male Store, LLC dba DXL
CLE74(45710)02192020
22A-2020-01490C

Jonathan M. Moore v. Flow Polymers, LLC
CLEA4(45714)02192020
22A-2020-01561C

Alexandria Fourqurean v. The Lobster Pot Restaurant, Co.
CLE74(45715)02202020
22A-2020-01566C

Kimberly Ann Kimble-Smith v. County of Erie, Health Department
CLEA4(45736)-03022020
22A-2020-01589C

Andrew Stone v. Lowe's Home Centers, LLC
CLEB4(45739)01172020
532-2019-02656C

Ederica Abramson v. City of East Cleveland, Police Department
CLE74(45785)04022020
22A-2020-01794C

Joyce Calhoun v. MetroHealth System
CLEG4(45810)04152020
22A-2020-01855F

Lisa Gore v. Moen Incorporated
CLEB4(45826)04272020
22A-2020-01911C

Kathleen Lesiak v. The Cleveland Clinic Foundation
CLEG4(45855)05262020
22A-2020-02054F

Sonya Wood v. Geauga Metropolitan Housing Authority, Kelly Rosipko, Wayne Mansfield and Robin D. Neff
CLEH4(45867)05292020
05-20-9367-8
22A-2020-02073F

John K. Kestner v. Greater Cleveland Regional Transit Authority
CLEG4(45870)05292020
22A-2020-02077F

No Probable Cause – Dismiss - Continued

Fatrina Marlene Nicholson v. Ashley and Lee Hall
CLEH4(45890)06222020
05-20-9663-8
22A-2020-02474F

Matthew Downing v. Faurecia Exhaust Systems, LLC
CLEB2(40327)12232019
22A-2020-00866C

Richard DiDomenico v. The Montefiore Home
CLE73(40577)01222020 AMENDED
22A-2020-01184C

Teresa Beth Taylor v. LexisNexis
CLE76(28474)11212019
22A-2020-00658C

Adam George v. Barbeque Integrated, Inc. dba Smokey Bones
CLEB6(28496)12042019 AMENDED
22A-2020-00753C

Gabriel Gudorf v. Barbeque Integrated, Inc. dba Smokey Bones
CLE76(28497)12042019 AMENDED
22A-2020-00754C

Carlye Ashmore v. State of Ohio, Department of Transportation
CLEA6(28570)01082020
22A-2020-01186C

Dannetta Ivery v. Carriage Inn of Trotwood, Inc. dba Shiloh Springs Care Center
CLEA6(28647)01302020
22A-2020-01419C

Charles Glebe v. Towne Properties Asset Management Company
CLE76(28741)03122020
22A-2020-01706C

Jonathan Reid v. GED Integrated Solutions, Inc.
CLE76(28735)03112020
22A-2020-01624C

Michaela Humphrey v. Premier Health
DAY76(28340)10032019
22A-2020-00178C

No Probable Cause – Dismiss - Continued

Jordan Wortham v. Dayton Police Department
DAY76(28362)10102019
22A-2020-00229C

Elise Davis v. Rachel Lewitt; Harry A. Finkelman, Inc.
DAYH6(28615)10212019
05-20-7776-8
22A-2020-01282F

Vanessa McQueen v. Excel Development Co. Inc.
DAYH6(28415)10292019
05-20-8623-8
22A-2019-00429F

Kyle Peavley v. PNC Bank
DAYB6(28418)10292019
22A-2020-00434C

Billy J. Ledford v. Greater Dayton Premier Management
DAYH6(28399)10242019
05-20-8624-8
22A-2020-00383F

Michael Gilbert v. Clark County Public Library
DAYG6(28431)11072019
22A-2020-00605F

Stephen Albert Poronsky v. AT&T
DAY76(28444)11082019
22A-2020-00620C

John Steven Olds v. Captor Corporation
DAY76(28482)11252019
22A-2020-00662C

Destiny Williams v. Crocs, Inc.
DAY76(28503)12062019
22A-2019-00801C

Destiny Williams v. Adecco USA Inc.
DAY76(28504)12062019
22A-2020-00824C

No Probable Cause – Dismiss - Continued

Rodney E. Jackson v. Highland Heights County Department of Jobs and Family Services
DAYG6(28507)12092019
22A-2020-00827F

Tiffany Thomas v. GE Healthcare
DAY76(28568)01092020
22A-2020-01046C

Mark Hall v. Scioto County Board of Commissions and Scioto County Dog Warden
DAYG6(28618)01222019 AMENDED
22A-2020-01291F

Katina Davis v. Cincinnati Public Schools
DAY76(28640)01292020
22A-2020-01247C

De’Jamarie (De’Ja) Shepard v. Springdale, Inc. dba The Home at Taylor’s Pointe
DAY76(28646)01302020
22A-2020-01249C

MOTION by Commissioner Patmon to approve the August 27, 2020 Confirmation Agenda. Second by Chair Barreras.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

STAFF BRIEFING

The Director of Compliance informed those present that the notice requirements set forth in the Ohio Administrative Code Section 4112-1-04 had been complied with.

The Compliance Department, with the executive director’s approval, requested the following cases be removed from the July 30th meeting minutes:

No Jurisdiction – Dismiss (XNJ)

Elias Provitt v. Sinclair Community College
DAYE6(28530)12182019
22A-2020-00979F

Sherry Yvette Green v. JAMS Productions Corporations, Inc.
DAYE6(28536)12182019
22A-2020-00983F

The cases were closed in March 2020 and were inadvertently resubmitted for the July 30th agenda.

MOTION by Commissioner Patmon to remove the foregoing cases from the agenda. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

The following case was inadvertently listed with a recommendation of No Probable Cause - Dismiss. The actual recommendation is No Jurisdiction - Dismiss.

Patricia Mills v. Sterling Medical Associates, Inc.
DAYE6(28436)11082019
22A-2020-00609F

MOTION by Commissioner Patmon to find No Jurisdiction – Dismiss in the foregoing case. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

The following case were removed from the agenda due to lack of a quorum:

Ron Johnson and SEMM Foundation v. The City of Whitehall, Parks and Recreation Department
COLG1(47701)02262020
22A-2020-01476F

M. Jill Tummler-MacKenzie v. State of Ohio, Industrial Commission
DAYA6(28551)12312019
22A-2020-01080C

MOTION by Commissioner Peters to remove the foregoing cases from the agenda. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

HEARING OF APPEARANCE CASES

Appearance 1

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

Keefe L. Spicer, Sr. v. Bob Marshall Enterprises, Inc. dba Eastland Towing
COLB1(47407)10072019
22A-2020-00121C

MOTION by Commissioner Peters to reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 2

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

Matthew Hudson v. Cincinnati Arts Association
DAY76(28564)01072020
22A-2020-01108C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 3

Commissioners' Agenda - Week 4, Page 3, Item II-B

Karen Aluma v. City of Cleveland, Department of Public Health
CLEA4(45463)09102019
22A-2019-03499C

MOTION by Commissioner Peters to reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation; Authorize the Executive Director to Issue a Formal Complaint if Conciliation Efforts Fail. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 4

Commissioners' Agenda - Week 4, Page 2, Item II-A

Ibrahim Sammour v. Black Horse Carriers Inc.
CLE74(45495)09262019
22A-2020-00056C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda - Week 4, Page 3, Item II-A

Ken Rice v. Ventra Sandusky, LLC
CLE74(40142)10012019
22A-2020-00011C

MOTION by Commissioner Peters to remand the foregoing case for further investigation to interview employees Richard Scheel, Lisa Rankin, Amanda Tucker and Andrew McMurry; to obtain Respondent's policy; and to obtain Andrew McMurry's complaint against Richard Scheel. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

MOTION by Commissioner Peters to go back to public session. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 6

Commissioners' Agenda - Week 4, Page 3, Item II-A

Jordan Wortham v. City of Dayton, Police Department
DAY76(28289)09102019
22A-2019-03464C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Jessica Gerst v. State of Ohio, Department of Transportation
COLB1(47433)10212019 AMENDED
22A-2020-00246C

MOTION by Commissioner Peters to adopt the staff finding in the foregoing captioned case on the Commissioners' Agenda for Week 1. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 2

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Shaneka Summers v. Duško Naumov and Marble Properties, LLC
COLH1(47418)10152019 AMENDED
05-20-6935-8
22A-2020-00171F

Shaneka Summers v. Duško Naumov and Marble Properties, LLC
COLH1(47762)03302020
05-20-6935-8
22A-2020-01683F

2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Shaneka Summers v. Duško Naumov
COLE1(47419)10152019
22A-2020-00173F

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Mariah Francis v. Astro Shapes LLC
AKR73(40416)10072019
22A-2020-00086C

Manual Jackson v. Astro Shapes LLC
AKR73(40417)10072019
22A-2020-00087C

Shawn Fero v. Taylor Steel, Inc.
AKRB3(40430)10162019
22A-2020-0253C

Bonita Johnson v. Riyad Shamma & Mollie Jo Brewsaugh;
Vicki Vox, Premier Property Manager; Joseph Kappes, President,
Kenwood Greene Condominium Owner's Association
DAYH6(28582)09092019
05-20-7435-8
22A-2020-01100F

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Della Ramsey v. FedEx Ground Package System, Inc.
AKR74(45481)09202019
22A-2019-03511C

Dwight McKnight v. ERICO International Corporation
CLE74(45542)10242019
22A-2020-00308C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Carolyn Peters	YES

Motion carried.

Report from the Chief Legal Counsel

August has been a momentous month.

Also, with an upcoming Presidential election, we recognize August is National Women's Suffrage Month. We celebrate the 100th Anniversary of the ratification of 19th Amendment, which was passed on June 4, 1919 but not ratified until August 8, 1920 with an effective date of August 26, 1920. The 19th Amendment provides:

“[t]he right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.”

Hats off to Susan B. Anthony and our fellow sisters who were leaders in ensuring women throughout America have the right to vote. But, did you know a few facts about this movement:

- We all know President Trump pardoned Susan B. Anthony for her conviction in 1872 for violating a state law that prohibited women from voting, but she was not tried in a state court. Instead she was tried in federal courts for violating the [Enforcement Act of 1870](#), which made it a federal crime to vote in congressional elections if the voter was not qualified to vote under state law.
- There were 14 other females arrested, but Susan B. Anthony was the only female tried.
- In 1908, a national women's suffrage convention was held at the Mississippi Governor's Mansion, but the state of Mississippi did not ratify the 19th Amendment until 1984.
- The deciding vote cast to ratify the 19th Amendment in Tennessee was cast by 24 year old Republican from East Tennessee, the youngest member of the state legislature, Harry Burns. Rep. Burns wore the typical red rose pin on his lapel that morning, indicative of his prior anti-suffrage stance. However, unbeknownst to his fellow legislators, he clutched his mother's yellow rose pin in his hand when he barely audibly cast his “aye” vote. And why did he change his mind?
 - o He did so at the urging of his mother “Hurrah, and vote for suffrage! Don't keep them in doubt. I notice some of the speeches against. They were bitter. I have been watching to see how you stood, but have not noticed anything yet.” Imploring her son to “be a good boy and help Mrs. Catt put the ‘rat’ in ratification.”Rep. Burns had to flee to the 3rd floor attic of the statehouse to avoid the angry anti-suffrage mob, which had gathered. He camped out there until the crowd dispersed.
- President Woodrow Wilson changed his stance and signed the Bill into law because of women's active participation in WWI.
- Finally, the suffrage movement led to a new fashion trend! Women traded their floor length dresses and hoop skirts and donned new knee length skirts and bloomers for the first time!

Finally, I'd like to also celebrate a few females in the agency. First, I wish a happy belated to my direct reports: Judia Brown (Aug. 12th) and Denise Johnson (August 25th)

Report from the Ohio Attorney General's Office

The Civil Rights Section is working remotely until further notice. Remembrance of Kenosha

Report from Executive Director

General Agency Overview

- Region Inventory
 - Statistics
 - Total Case Inventory:

• Regions:	1,513
• Cleveland	201
• Columbus	370
• Akron	241
• Toledo	314
• Dayton/Cincinnati	387

❖ **Hearings Unit Inventory.**

- Total Hearings Case Inventory: 106 cases (no recent update)

❖ **COVID-19 Inventory.**

- There have been approximately 127 cases filed where COVID is alleged or implicated.

❖ **AG Litigation Inventory.**

- No update at this time.

❖ **Agency Overview.**

- **Returning to the Workplace Environment.** We received a message from Governor DeWine which indicated that “the vast majority of teleworking state employees should continue to do so until at least January 4, 2021.” The Governor’s team is still working on plans for our safe return to the workplace environment. Please note that we will not return in “mass.” It will be a gradual return with the proper protocols and personal property equipment in place (ppe).
- **Workplace Safety Protocol.** To ensure the safety of those who go to the office occasionally, safety procedures have been developed and distributed to staff. (see Attachment A).
- **Training/Workshop Library/Bank.** We are creating a bank/library of all trainings, presentations, and workshops performed by members of the Commission. This will ensure uniform messaging and equip staff with the tools to accommodate training requests.

- **Combined Charitable Campaign.** The State Combined Charitable Campaign kicked off yesterday. Aman Mehra and Dennis Chipps, are our coordinators. They sent an email to the staff on August 21, 2020. The campaign runs from August 26th to October 9, 2020. You can make your donations on line to the charity of your choice. If you have questions or difficulties making your donations, please contact Aman or Dennis.

Fiscal

- The July FY2021 Finance Summary sent separately in the email.

Human Resources

- **ePerformance Training.** The second session of the ePerformance training was on August 11th. So at this point, all those who supervise others should have received this training.
- **Embracing Diversity and Inclusion.** Just like the Customer Focus Competency, this has been included as a Competency on the ePerformance. In this competency, our employees will be evaluated on “displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others. Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment. Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.”

Compliance

- **Inclusive Listening: Pushing through our Biases.** This is training that opened on August 10th and can be accessed through Ohio Learn website. There are two modules of this training. One module is for supervisors and the second module is for staff. Each module will take approximately 48 minutes to complete. This training is mandatory and should be completed no later than November 7, 2020. Upon completion, please notify Darlene Newbern and Judia Brown.
- **Ethics Training** to be completed by November 30th. There are many of you who have not completed your ethics training. Please be mindful that the deadline is November 30th and we are already at the end of August. Time is passing by quickly so please complete this very important training.

Outreach/Education/Training

- **HEMS Training.** The staff attended a training regarding HEMS. This training was hosted by HUD and it was well attended by the Commission’s staff.

- **Speaker and Training Requests.** We have had several requests for training and speakers on Fair Housing issues as well as Civil Rights laws and updates. Several members of staff have already agreed to accommodate these requests.

Legislative

- No Legislative update

Regional Operations/Activities

- **Meditation Sessions.** Aman Mehra, Columbus Regional Director, has guided three meditation sessions for the Commission. Anyone within the agency is welcomed to attend. The sessions are held every Monday at 12:00 noon and they last no more than 30 minutes. Those who have attended stated that Aman does a great job guiding us in our meditation. It allows you thirty minutes of quiet and stillness which will help us get through the challenges of our work day with calm and focus.
- **Toledo Region.** Toledo is currently having an “Easy Summer Recipe” contest. Whichever recipe is tried by the most staff is the winning recipe.
- **Akron.** Bradley Dunn and Ricky Boggs conducted housing training and Bradley conducted training on Service Animals, Animal Assistants, and Assistance Animals for the Ohio State Bar Association.
- **Cleveland and Dayton/Cincinnati Regions.** Staff continues to work hard while overcoming technical challenges as well as those inherent challenges from teleworking.
- **Loss of Loved-Ones.** A couple of members of our staff have experienced the loss of a loved one. I want them to know that we offer our condolences and that our thoughts are with them.

Kudos Korner

- Tony Corona facilitated a \$25,000 CACO for Werner v Morris Furniture, a SET case.
- Mediator Vicki Burns received thanks for her efforts in mediating a case to resolution. She was praised for her professionalism in getting the parties to reach an agreement.
- Mary Turocy stepped in and took on the duties and responsibilities of another position in addition to the duties she was already performing. Mary has always offered to help whenever she saw the need, but this was a daunting endeavor and she stepped into the role with enthusiasm. Mary’s dedication has proven to be invaluable. I commend her for her work, which is greatly appreciated.

Remarks

The Commissioners thanked the staff for their hard work.

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 Carolyn Peters	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 2:54PM.

* * *



Commissioner