

**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
October 22, 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 Madhu Singh; Commissioner Carolyn Peters

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; Representatives for the Ohio Attorney General’s Office were also present.

APPROVAL OF MINUTES

MOTION by Commissioner Peters to approve the October 8, 2020 minutes. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Peters to approve the September 24, 2020 minutes. Second by Commissioner Singh.

Roll Call Vote:

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

Shronna Thomas v. The Tamarkin Company dba Giant Eagle, Inc.
COLB1(47530)12022019 AMENDED
22A-2020-00666C

Edward Sachs v. State of Ohio, Department of Health
COLA1(47608)01152020
22A-2020-01016C

Ron Johnson and SEMM Foundation v. The City of Whitehall, Park and Recreation Department
COLG1(47701)02262020
22A-2020-01476F
*Commissioner Patmon recused himself from participation in this case

Jessica Gerst v. State of Ohio, Department of Transportation
COL71(47750)03232020 AMENDED
22A-2020-01651C

Alexandria Woods v. Amy Rundio, Property Manager; Park Terrace Apartments Ohio, LLC aka Park Terrace Apartments Ohio LLC
TOLH2(40288)12052019
05-20-7898-8
22A-2020-00723F

Tori R. Josey v. Addison Heights Health and Rehabilitation Center, LLC
TOL72(40335)12272019
22A-2020-00875C

Vincent Shivers v. Youngstown City School
AKRA3(40575)01212020
22A-2020-01264C

Jessica Travis v. Summit County Public Health
AKR73(40676)04142020
22A-2020-01851C

Amanda McKibben v. Dayton Children's Hospital
DAYB6(28463)11192019
22A-2020-00636C

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

Theolis Butler v. Virginia Marti, Inc. dba North Coast College
CLEK4(45883)06142020
22A-2020-02198F

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

Serrina Yvonne Jackson v. City of Columbus Division of Fire
COL71(47481)11052019
22A-2020-00462C

Teresa Hartman v. Honda of America, Mfg.
COLB6(28464)11182019
22A-2020-00555C

*Split Determination: Probable Cause on the basis of disability and issue of failure to accommodate and discharge Charging Party; No Probable Cause on the basis of age and issue of discharge

Fayrouz Ashakih v. Tarik Raed, LLC All County NEO Property Management and Roy Guy
CLEH4(45742)02072020
05-20-8320-8
22A-2020-01594F

*Split Determination: Probable Cause on the basis of disability; No Probable Cause on the basis of race/color and retaliation

Cynthia Koons v. James A. Rhodes State College
CLEA2(40356)01082020
22A-2020-00987C

Robert Wolf v. Amazon Air Gateway
DAYB6(28414)10292019
22A-2020-00420C

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

John Anthony Sherrod v. PeopleReady
COL71(47512)11212019
22A-2020-00535C

Bernadette D. McIntosh v. NFI Interactive Logistics, LLC
TOL72(40328)12232019 AMENDED
22A-2020-00867C

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

Sarah Shelley v. Ollah Combs, et al.
TOLH2(39972)07122019
05-19-5912-8
22A-2019-02751F
Complaint No. 20-HOU-TOL-39972

Fair Housing Advocates Association v. Ollah Combs, et al.
TOLH6(27691)12072018
05-19-4476-8
22A-2019-00845F
Complaint No. 19-HOU-TOL-27961

Fair Housing Advocates Association v. Boulevard at Green, LLC, et al
AKRH3(40058)02192019
05-19-4672-8
22A-2019-01377F
Complaint No. 20-HOU-AKR-40058

Fair Housing Contact Service, Inc. v. Premier Development, LLC, et al
AKRH3(40224)06072019
22A-2019-02467F
Complaint No. 20-HOU-AKR-40224

Fair Housing Advocates Association v. Boulevard at Green, LLC, et al
AKRH3(40301)07252019
05-19-4672-8
22A-2019-03041F
Complaint No. 20-HOU-AKR-40301

5. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Debra Saylor v. Ross Park Apartments, et. al.,
TOLH2(39574)09282018
05-19-3427-8
22A-2019-00524F
Complaint No. 19-HOU-TOL-39574

Lowell Hamrick v. Oakwood MHC LLC
TOLH2(39848)05062019
5-19-5229-8
22A-2019-02156F
Complaint No. 20-HOU-TOL-39848

Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General’s Office - Continued

Fair Housing Advocates Association v. Oakwood MHC LLC
TOLH2(39849)05062019
5-19-5229-8
22A-2019-02157F
Complaint No. 20-HOU-TOL-39849

Alexis C. Gonzalez v. Donald A. Dell
TOLH2(39980)07182019
22A-2019-02841F
Complaint No. 20-HOU-TOL-39980

6. Issue Formal Complaint

Serrina Yvonne Jackson v. City of Columbus, Division of Fire
COL71(47481)11052019
22A-2020-00462C

Teresa Hartman v. Honda of America, Mfg.
COLB6(28464)11182019
22A-2020-00555C

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

Josue Robles Revera v. MPDS Memphis, Ltd. And Emerald Overlook Apartments
CLEH4(45681)12122019
05-20-7500-8
22A-2020-01213F

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

7. Probable Cause – Schedule Conciliation

Denise Jamison v. Franklin Park Taco LLC dba Taco Bell
TOL72(40295)12102019
22A-2020-00761C

Anderson Fletcher v. Cracker Barrel Old Country Store, Inc.
TOL72(40322)12182019 AMENDED
22A-2020-00861C

Walter Jenkins, Jr. v. ProMedica Health System, Inc. dba ProMedica Flower Hospital
TOL72(40341)12302019
22A-2020-00881C

Patricia Milligan v. Roseanna Huston, Fair Housing 504 Coordinator; Woda Cooper Companies, Inc.;
Paigelynn Place, LLC; Terry Earhart, Regional Vice President
TOLH2(40369)01162020
05-20-8544-8
22A-2020-01032F

Vincent Newman v. East Manufacturing Corporation
AKRB3(40558)01092020
22A-2020-01076C

*Split Determination: Probable Cause on the basis of race and on the issue of harassment; No Probable Cause on the basis of disability and on the issue of harassment

Fair Housing Advocates Association v. RLJ Management Co. Inc., Melissa Hall and Kenmore Place
Apartments
AKRH3(40629)02192020
05-20-8264-8
22A-2020-01519F

William Alexander v. RLJ Management Co. Inc., and Melissa Hall
AKRB3(40645)03042020
05-20-8988-8
22A-2020-01601F

Deborah Webb v. Summit County Children Services
AKRB3(40811)07292020
22A-2020-02663C

Jennifer Pepper v. Overlook Mutual Homes, Inc.
AKR76(28520)12312019
22A-2020-00951C

Tommy R. Stewart v. Giant Eagle, Inc.
CLEG4(45705)02122020
22A-2020-01367F

8. Probable Cause – Schedule Conciliation: Authorize the Executive Director to Issue a Formal Complain if Conciliation Efforts Fail

Sade Waller v. 21234 Madison Road LLC; Richard E. Sexton PhD; Krienik Properties LLC
DAYH6(28636)11052019
05-20-7499-8
22A-2020-01288F

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

Robert Wolf v. Amazon Air Gateway
DAYB6(28414)10292019
22A-2020-00420C

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

Kimberly Martin v. VIP Realty, Inc. c/o Aubrey L. Hinely, Registered Agent; Christine Migone, Agent for VIP Realty, Inc.; and Sean Hinely, Property Manager for VIP Realty, Inc.
ADRH1(47789)04222020
22A-2020-01885F

Blake Gonzales v. Mary Ellen Gardner, Regional Property Manager, Madonna Homes; KMG Prestige, Inc; Jessica Murdock, Former Property Manager
ADRH2(40287)12052019
05-20-7501-8
22A-2020-00722F

Sherelle Foster v. Lakewoods II 2006 L.L.C.; Lakewoods III 2009 L.L.C.; Bryan O’Neil, Management; Angela Smith, Property Manager; The Carswell Group, Inc. dba Independent Management Services
ADRH2(40474)03202020 AMENDED
05-20-9661-8
22A-2020-01635F

Alyssa Cowan v. Dublin c/o Paddock Owner, Ltd., Registered Agent; and Lifestyle Communities, Ltd. c/o Corporation Services Company, Registered Agent
COLH1(48033)08132020 AMENDED
05-20-0198-8
22A-2020-02732F

11. Withdrawal of Charge – With Settlement

John W. Harris v. Superior Production LLC dba Superior Die Tool and Machine Company
COL71(47960)07162020
22A-2020-02409F

Andrew Brown v. Citi Cards
COLF1(48039)08142020
22A-2020-02753F

Withdrawal of Charge – With Settlement - Continued

Thomas Springer v. Inspire Brand dba Arby's
CLEG4(45970)08192020
22A-2020-02788F

Geria Wright v. Kforce Corporate Headquarters
ADRA1(47876)06132020 AMENDED
22A-2020-02196C

Regina Frazier v. John Ross, Owner/Manager
ADRH1(48047)08192020
22A-2020-02804F

Barbara Voss on behalf of Laurence Voss v. Ridgewood Senior Villas; Holly Watts, Manager; Shelly LNU, Manager; Betsy Weller, Manager; Bucyrus Senior Housing Partners, Ltd.
ADRH2(40587)07202020 AMENDED
05-20-9976-8
22A-2020-02440F

Suzanne Recker v. University of Findlay
ADR72(40611)07212020
22A-2020-02562C

Jamie A. Sanchez v. Ramm Fence Systems, Inc.
ADRM2(40618)08102020
22A-2020-02723F

Phyllis Simpson v. Midwest First Star Inc. dba Hardees
ADR73(40767)07062020
22A-2020-02363C

Gina Bertelli v. Buehler's Fresh Foods
ADR73(40774)07072020
22A-2020-02369C

Qizhou M. Yao v. GE Aviation
ADR76(28800)05082020
22A-2020-01995C

12. Withdrawal of Charge – Grant

Debbie A. Brinkley v. Thomas M. Wernert Center
TOLA2(40373)01172020
22A-2020-01038C

Withdrawal of Charge – Grant - Continued

Wesley E. Hoodlet v. Sizzling Caesars LLC and Loyal Sizzling Platter LLC dba Little Caesars #581
ADRG1(48011)08042020
22A-2020-02571F

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

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

14. Administrative Closure

Lester L. Reynolds v. The Kroger Co.
COLG1(47963)07162020
22A-2020-02412F

Split Determination: No Jurisdiction regarding the investigation of the previously closed charge number (47754); Administrative Closure regarding duplicate allegations of charge (47754).

Christopher M. Balsley v. Amazon
COLB3(40882)09172020
22A-2020-03022C

Jordan Wortham v. Dayton Police Department
AKR76(28575)01102020
22A-2020-01192C

Tamara Sobolewski v. Ford Motor Company
CLE74(45803)04122020
22A-2020-01812C

Sade Waller v. Michael Krienik
DAYH6(28416)10282019
22A-2020-00430F

Erin McAfee v. Cassandra Patterson
DAYE6(28501)12052019
22A-2020-00798F

15. No Jurisdiction – Dismiss (XNJ)

Tomorrow Kosal v. Deb Davis-Graham, Manager; and Olde Town Realty c/o Deb Davis-Graham,
Agent
COLH1(47805)04302020
22A-2020-01922F

No Jurisdiction – Dismiss (XNJ) – Continued

Howard González v. Veronica Jones, Community Manager for Community Housing Network; and Community Housing Network, Inc. c/o Jennifer Sharma, Chief Operating Officer
COLH1(47845)05232020
22A-2020-02038F

Dacia Pittman v. Adecco/Colgate
COLE1(47913)06262020
22A-2020-02284F

DeJuan Colson v. Schrock Enterprises/Reliable Handyman Service
COLE1(48035)08132020
22A-2020-02735F

Larry Leyland v. TASC of Northwest Ohio, Inc.
TOLE2(40500)05112020
22A-2020-01977F

Kris F. Robinson v. Glenwood Village Apartments; Jessica Murdock, Manager; Glenwood Village Limited Partnership; Wallick Communities
TOLH2(40542)06102020
05-20-9962-8
22A-2020-02194F

Steve Whalen v. Lucas County Board of Developmental Disabilities
TOLE2(40594)07232020
22A-2020-02513F

Kaitlin Carnahan v. Ohio Living Holdings dba Ohio Living Hospice—Greater Toledo
TOLE2(40645)09012020
22A-2020-02874F

Autumn Porter v. Stark County Metropolitan Housing Authority
AKRH3(40721)06032020
22A-2020-02152F

Meighan Tackett v. AIY Properties
AKRE3(40797)07172020
22A-2020-02646F

Staci Liddle v. Heritage of Hudson (Foundation Health)
AKRE3(40830)08042020
22A-2020-02705F

Gene New, Jr. v. Valley Personnel
CLEE4(45763)03192020
22A-2020-01770F

No Jurisdiction – Dismiss (XNJ) – Continued

Amber Hernandez v. Menards, Inc.
CLEG4(45787)04032020
22A-2020-01796F

Brian Leonard v. Bedrock Detroit
CLEG4(45799)04092020
22A-2020-01808F

Rachel Peters v. Cuyahoga Metropolitan Housing Authority and Quarrytown Apartments
CLEH4(45830)04302020
22A-2020-01925F

Essence Driscoll v. Geauga County Court of Common Pleas
CLEG4(45857)05222020
22A-2020-02056F

Kei Yanamayu v. Claire's
CLEG4(45915)07132020
22A-2020-02537F

Elizabeth Semidei v. Community Housing Solutions; Roger Carney
CLEE4(45917)07132020
22A-2020-02539F

Dennis Fuldauer v. Jasbir Randhawa
CLEH4(45990)08272020
05-20-0135-8
22A-2020-02893F

Patrice Ervin v. Cleveland Clinic, Office of Corporate Compliance
CLEE4(46008)09142020
22A-2020-03000F

Sheri Benton v. Cleveland Clinic Office of Corporate Compliance
CLEE4(46009)09142020
22A-2020-03001F

Sierra Huffman v. Landlord (Dwight Nathaniel and Xiaoqu Yu)
CLEH4(46011)09172020
22A-2020-03003F

Mia Clark v. United States Postal Service
CLEE4(46014)09212020
22A-2021-00014F

No Jurisdiction – Dismiss (XNJ) – Continued

Christopher Wells v. The Kroger Company
DAYE6(28440)11072019
22A-2020-00618F

Robert Crowder, Jr. v. U-Haul Moving & Storage of Harrison Township
DAYG6(28516)12102019
22A-2020-00899F

Sherry Yvette Green v. Anton's Taxi
DAYG6(28534)12182019
22A-2020-00981F

Sherry Yvette Green v. JAMS Production Corporations, Inc.; YESU, 2001
DAYE6(28537)12182019
22A-2020-00984F

Sherry Yvette Green v. United Theological Seminary
DAYE6(28540)12182019
22A-2020-01006F

Venita Ruth Thomas v. Storypoint Senior Living
DAYE6(28549)12242019
22A-2020-01023F

Relius Frison v. Eastway Behavioral Healthcare
DAYE6(28694)02142020
22A-2020-01630F

Deborah Wallace v. Tony Contadino, Landlord
DAYH6(28726)03052020
22A-2020-01692F

Lori Brothers v. Larry Johnson, Owner
DAYH6(28834)06082020
22A-2020-02188F

Adriyel Stokes v. Sugar Creek Packing
DAYE6(28845)06122020
22A-2020-02238F

Traci Kochendorfer v. Shadowcreek Condo Board Association Members; Apple Property
Management; Judi Meir, Bob Alspach; Jim Sasabrino
DAYH6(28853)06212020
22A-2020-02257F

No Jurisdiction – Dismiss (XNJ) – Continued

Carlos Freeling v. Crane Pumps & Systems, Inc.
DAYE6(28882)07052020
22A-2020-02420F

Leslie Ann Hunt v. St. Vincent DePaul Shelter
DAYH6(28922)07252020
22A-2020-02583F

Leslie Ann Hunt v. St. Vincent DePaul Shelter for Women
DAYH6(28948)08042020
22A-2020-02725F

Sherry Green v. All Landlords, Owners of Any Property Commercial
DAYH6(28953)08092020
22A-2020-02757F

Patricia Striefel v. Matthew Tallarigo, Owner
DAYH6(28985)08242020
22A-2020-02918F

16. No Jurisdiction – Dismiss

Paula Davis v. Southwest Licking Local School District
COLG1(47800)04282020
22A-2020-01905F

John Sherred v. Ohio Civil Rights Code Enforcement
COLG1(47959)07162020
22A-2020-02408F

Lester L. Reynolds v. The Kroger Co.
COLG1(47963)07162020
22A-2020-02412F

Split Determination: No Jurisdiction regarding the investigation of the previously closed charge number (47754); Administrative Closure regarding duplicate allegations of charge (47754).

John Anthony Sherred v. Community Housing Network, Inc. c/o LM Counsel Statutory Agent; State of Ohio, Department of Agriculture; and Franklin County Public Health
COLH1(48024)08092020 AMENDED
22A-2020-02687F

*Split Determination: No Jurisdiction (Y-1) dismiss against Respondents State of Ohio, Department of Agriculture and Franklin County Public Health as Respondents do not provide “housing accommodations”; No Probable Cause (M-3) dismiss against Respondent Community Housing Network, Inc. due to considerations of race, color, sex, disability, national origin, ancestry, religion, familial status, marital status, and retaliation; specifically by refusing to rent or deal; by denying reasonable accommodation; and by advertising in a discriminatory way

Debra Aranda v. United States Census Bureau
TOLA2(40641)08262020
22A-2020-02849C

No Jurisdiction – Dismiss - Continued

Jaymes Gaddis v. Warren City Police Department
AKRG3(40681)04272020
22A-2020-01917F

Heather McNally v. Cleveland State University
AKRA4(45893)06242020
22A-2020-02477C

Kimberly Brown v. Atlantic Realty Investment Group
CLEE4(45891)06232020
22A-2020-02475F

17. Unable to Locate - Dismiss

Autumn Porter v. Stark County Metropolitan Housing Authority
AKRH3(40721)06032020
22A-2020-02152F

Meighan Tackett v. AIY Properties
AKRE3(40797)07172020
22A-2020-02646F

Staci Liddle v. Heritage of Hudson (Foundation Health)
AKRE3(40830)08042020
22A-2020-02705F

18. No Probable Cause – Dismiss

Khurram Shamsi v. Georgia-Pacific Chemicals, LLC
COL71(47557)12182019
22A-2020-00830C

Charles Middendorf v. Koorsen Fire & Security
COLB1(47579)01012020
22A-2020-00922C

Natalie Armentrout v. State of Ohio, Department of Rehabilitation and Correction
COL71(47580)01012020
22A-2020-00923C AMENDED

LaShawn Davis v. Converse Electric, Inc.
COL71(47587)01062020
22A-2020-00974C

No Probable Cause – Dismiss - Continued

Jaqueline Wilson v. Merit Dental Westerville
COLB1(47593)01082020
22A-2020-00985C AMENDED

Veronica Moss v. OSU Physicians, Inc.
COLB1(47600)01132020
22A-2020-01000C

Jerrod Reece v. Mennel Milling Company
COL71(47607)01152020
22A-2020-01012C

Sarah Larrick v. Southeastern Ohio Regional Medical Center
COLB1(47621)01212020
22A-2020-01054C AMENDED

Nicole Davis v. Levy Restaurants
COL71(47633)01242020
22A-2020-01112C

Susan Barger v. Career and Technology Education Centers of Licking County Board of Education
COL71(47644)01292020 AMENDED
22A-2020-01189C

Amanda Jimenez v. AED Enterprises, Inc. d/b/a Dewey's Pizza
COLB1(47646)01312020
22A-2020-01201C

Imran Malik v. Centrury Link
COL71(47648)01312020
22A-2020-01203C

Ashley Caplinger v. Rizzk Lodging, LLC
COLB1(47676)02212020
22A-2020-01352C

Lester Reynolds v. White Castle Management Company
COLG1(47735)03152020
22A-2020-01620F

Peter Cherevas v. Muskingum County Commissioners' Office c/o Jim Porter, County Commissioner;
Don Madden, Water Department Manager for the Muskingum County Water Department; and
Muskingum County Utilities Office
COLH1(47781)04202020
22A-2020-01860F

No Probable Cause – Dismiss - Continued

Monique Davis v. New Post Woods Townhomes LP dba Post Woods Apartments, Bridgette Stewart, Nicole Conner, and Burlington Capital Properties Ohio, LLC
COLH1(47787)04212020
22A-2020-01870F

Richard Moore v. United Dairy, Inc.
COLB1(47828)05222020 AMENDED
22A-2020-02032C

Terry Hartman v. Ribbon Box Cakery, LLC
COLG1(47866)06082020 AMENDED
22A-2020-02120F

JaVonne M. Williams v. State of Ohio, Office of Budget and Management
COL71(47867)06082020
22A-2020-02121C

John Anthony Sherred v. Community Housing Network, Inc. c/o LM Counsel Statutory Agent; State of Ohio, Department of Agriculture; and Franklin County Public Health
COLH1(48024)08092020 AMENDED
22A-2020-02687F

*Split Determination: No Jurisdiction (Y-1) dismiss against Respondents State of Ohio, Department of Agriculture and Franklin County Public Health as Respondents do not provide "housing accommodations"; No Probable Cause (M-3) dismiss against Respondent Community Housing Network, Inc. due to considerations of race, color, sex, disability, national origin, ancestry, religion, familial status, marital status, and retaliation; specifically by refusing to rent or deal; by denying reasonable accommodation; and by advertising in a discriminatory way

Tashayla Sims v. Charter Senior Living, LLC
TOL72(40303)12132019
22A-2020-00808C

Angela Dewberry v. Charter Senior Living, LLC
TOL72(40325)12202019
22A-2020-00864C

Terrance Moore v. Andy Frain Services, Inc.
TOLB2(40326)12212019 AMENDED
22A-2020-00865C

Brianne Sears v. Kohl's, Inc. of Wisconsin dba Kohl's, Inc.
TOL72(40349)01022020
22A-2020-00956C

Michael Dia v. Compass Group USA, Inc. dba Eurest Services
TOL72(40354)01062020
22A-2020-00964C

No Probable Cause – Dismiss - Continued

Judy F. Covey v. Per Mar Security Services Corp.
TOLA2(40360)01082020
22A-2020-00990C

Jarvetta D. Barnes v. FCA US LLC
TOLB2(40365)01142020
22A-2020-01028C

Janae' Jones v. AK Tube LLC
TOL72(40366)01142020
22A-2020-01029C

Rhonda Walton v. Aramark Services, Inc.
TOL72(40367)01152020
22A-2020-01030C

Jacqueline Mars v. Dana Incorporated
TOLB2(40368)01152020
22A-2020-01031C

De'Ann S. Egbai v. ADS Partners, LLC dba 360 Care
TOL72(40370)01162020 AMENDED
22A-2020-01035C

Tericka Mallett v. Hollywood Casino Toledo
TOLB2(40372)01172020
22A-2020-01037C

Daniel Vargas v. Board of the Metropolitan Park District of the Toledo Area
TOL72(40395)01292020
22A-2020-01170C

Marla Y. Farmer v. Manpower Incorporated of Toledo
TOLA2(40484)04132020
22A-2020-01766C

Betty Pealer v. New Directions: The Domestic Abuse Shelter of Knox County
AKRE3(40548)01022020
22A-2020-01056F

Vincent Newman v. East Manufacturing Corporation
AKRB3(40558)01092020
22A-2020-01076C

*Split Determination: No Probable Cause on the basis of disability and on the issue of harassment; Probable Cause on the basis of race and on the issue of harassment

No Probable Cause – Dismiss - Continued

Alexander Canja v. Children’s Hospital Medical Center of Akron
AKRB3(40644)03052020
22A-2020-01595C

Latonya L. Keys v. Akron Metropolitan Housing Authority
AKR73(40661)03182020
22A-2020-01835C

Ederica Abramson v. Village of Beach City Police Department
AKRB3(40685)05012020 AMENDED
22A-2020-01928C

Ederica Abramson v. Village of Beach City Police Department
AKR73(40689)05052020
22A-2020-01948C

Robert Anderson v. Cole Valley Motor Company, Ltd.
AKR73(40703)05192020
22A-2020-02107C

Tanya Rich v. Merryweather Management Inc. dba Merryweather Real Estate, Seville Apartment
Company, LLC and Mac Drive, LLC
AKRH3(40745)06162020
05-20-9785-8
22A-2020-02319F

Shelly Stackhouse v. The Wooster Brush Company
AKR73(40775)07072020
22A-2020-02370C

Marcus Coston v. Crossroads Management Realty Co.
AKRH3(40866)08282020
05-20-0270-8
22A-2020-03092F

David Harris v. City of Cincinnati, Fire Department
AKR76(28622)01272020
22A-2020-01241C

David Harris v. City of Cincinnati, Civil Service Commission
AKR76(28623)01272020
22A-2020-01242C

Raffel Prophett v. City of Cincinnati, Fire Department
AKR76(28627)01272020 AMENDED
22A-2020-01245C

No Probable Cause – Dismiss - Continued

Joseph Glisson v. City of Cincinnati, Fire Department
AKR76(28620)01272020
22A-2020-01239C

Joseph Glisson v. Civil Service Commission
AKR76(28621)01272020
22A-2020-01240C

Janos Roper v. City of Cincinnati, Fire Department
AKR76(28625)01272020
22A-2020-01243C

Janos Roper v. City of Cincinnati, Civil Service Commission
AKR76(28626)01272020
22A-2020-01244C

Kimberly Oleska v. Bianchi USA, Inc.
CLE74(45699)02052020
22A-2020-01327C

Tommy R. Stewart v. Security Hut, Inc.
CLEG4(45706)02122020
22A-2020-01368F

Keith A. Headen v. Swagelok Manufacturing Company, LLC
CLEA4(45729)02242020
22A-2020-01580C

Jacqueline Strnad Gage v. Cuyahoga Community College
CLEK4(45756)03112020
22A-2020-01760F

Errion Tyree v. Dolgen Midwest, LLC dba Dollar General
CLEG4(45760)03152020
22A-2020-01764F

Nerissa Hall v. Ohio Living Communities
CLE74 (45880)06102020
22A-2020-02184C

Beverly Tweedy v. Community Action Against Addiction
CLE74(45882)06112020
22A-2020-02197C

No Probable Cause – Dismiss - Continued

Therese Kutz v. Brookdale Senior Living Inc. dba Brookdale Westlake Village
CLE74(45905)03202020
22A-2020-02488C

Samantha Carter v. Janus Hotel Management Services, LLC dba Candlewood Suites
CLEG4(45927)07212020
22A-2020-02610F

Rhonda D. Carter-Ford v. Sinclair Community College
DAYA6(28524)12162019
22A-2020-00971C

Sharee Williams v. University of Dayton
DAY76(28532)12202020
22A-2020-00980C

Joel Gevedon v. Apple
DAYG6(28544)12192019
22A-2020-01017F

Erin McAfee v. Kappa Kappa Delta
DAY76(28550)12282019
22A-2020-01079C

Samuel Joseph Bucalo v. Teamsters Local Union No. 100
DAYA6(28554)12302019 AMENDED
22A-2020-01083C

Samuel Joseph Bucalo v. Teamsters Local Union No. 100
DAYA6(28555)12302019
22A-2020-01085C

Samuel Joseph Bucalo v. Teamsters Local Union No. 100
DAYA6(28556)12302019
22A-2020-01092C

Maurice Bell Jr. v. Bobbi Gill; Woda Cooper Companies; Grace Meadows Apartments
DAYH6(28827)06032020
05-20-0319-8
22A-2020-02173F

Kimberly Ann Reid v. PNC
DAY71(47559)12182019
22A-2020-00835C

No Probable Cause – Dismiss - Continued

Pamela Hudgins v. Jeff Wyler Fairfield
DAYG1(47776)04152020
22A-2020-01784F

MOTION by Commissioner Peters to approve the October 22, 2020 Confirmation Agenda. Second by Commissioner Patmon.

Roll Call Vote:

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

HEARING OF APPEARANCE CASES

Appearance 1

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

Charles Hackett v. The Center for Families and Children dba El Barrio Workforce Development Center
CLEA4(45569)11132019
22A-2020-00698C

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 Madhu Singh	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 2

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

Mohamed Ali v. Stratosphere Quality, LLC
COL71(47551)12132019
22A-2020-00802C

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

Roll Call Vote:

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

Motion carried.

Appearance 3

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

Teresa Hartman v. Honda of America, Mfg.
COLB6(28464)11182019
22A-2020-00555C

MOTION by Commissioner Patmon to reverse the previous Probable Cause determination to No Probable Cause - Dismiss. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Appearance 4

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

Presley Reed v. Penske Truck Leasing Co., L. P.
AKR76(28475)11182019
22A-2020-00659C

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

Roll Call Vote:

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

Motion carried.

Appearance 5

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

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

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

Roll Call Vote:

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

Motion carried.

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

Roll Call Vote:

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

Motion carried.

Appearance 6

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

Myra Davenport v. Next Generation Hospitality, LL dba Staybridge Suites Canton
AKR73(40484)11182019
22A-2020-00549C

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

Roll Call Vote:

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

Motion carried.

Appearance 7

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

Nicole Ashely Williams v. Jared Pollick
CLE74(45835)11122019
22A-2020-01973F

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 Singh.

Roll Call Vote:

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

Motion carried.

Appearance 8

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

Nicole Ashley Williams v. Third Street Family Health Services, Susan Baker, Brian Crum, Susan Dill, James Dolan, Karen Freeman, Jason Lawrence, Dr. Marissa Miller, Carol Payton, Pam Siegenthaler, Melissa Tommelleo, Avita Health Systems, Dale Saylor & Associates, CPA, Snyder Funeral Homes, The Dairy Belle, Mechanics Bank, Urban Minority Alcoholism & Drug Abuse Outreach Program, and Weldon, Huston & Keyser, LLP
CLE74(45564)11122019 AMENDED
22A-2020-00467C

MOTION by Commissioner Singh 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 Peters.

Roll Call Vote:

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

Motion carried.

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

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Singh to go back to public session. Second by Chair Barreras.

Roll Call Vote:

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

Motion carried.

Appearance 9

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

Rolanda Lloyd v. Greater Cleveland Regional Transit Authority
CLE74(45566)11122019
22A-2020-00682C

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

Roll Call Vote:

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

Motion carried.

Appearance 10

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

Andrew Stone v. Lowe's Home Centers, LLC
CLEB(45577)11192019
22A-2020-00556C

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 Madhu Singh	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 1

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Mbalou Hunt v. Heartland of Westerville, Ohio, LLC
COL71(47561)12162019
22A-2020-00853C

MOTION by Commissioner Patmon 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 Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

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

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Casey Winston-Jones v. SurgeForce, LLC
COL71(47846)05262020
22A-2020-02039C

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 Madhu Singh	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 4
Page 1 of 2

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Sherry and Terry Mitchell v. Dianna Geise
DAYH6(28611)11132019 AMENDED
05-20-7617-8
22A-2020-01278F

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Rakeesha Johnson v. State of Ohio, Bureau of Workers' Compensation
COL71(47740)03192020
22A-2020-01642C

Jeremy Copeland v. Grayhawk Leasing, LLC dba Pepsico Beverages North America
TOLB2(40212)11052019
22A-2020-00421C

Jennifer Makris v. State of Ohio, Highway Patrol
AKR73(40504)11262019
22A-2020-00687C

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

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

Amanda McKibben v. Dayton Children's Hospital
DAYB6(28463)11192019
22A-2020-00636C

Destiny Williams v. Crocs, Inc. dba Crocs Distribution Center
DAY76(28503)12062019
22A-2020-00801C

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

Commissioners' Agenda for Week 4
Page 2 of 2

3. Consideration of Administrative Law Judge's Report and Recommendation of Dismissal Order; Complainant's Statement of Objections; Respondent's Response Thereto;

Heather Fugate v. Abbott Laboratories dba Abbott Nutrition
Complaint No. 18-EMP-DAY-26521

MOTION by Commissioner Patmon to adopt the administrative law judge's report and recommendation of dismissal order and reject the complainant's statement of objections. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

4. Consideration of Administrative Law Judge's Report and Recommendation of Dismissal Order

Jessica Walker v. Ohio National Financial Services, Inc.
Complaint No. 18-EMP-DAY-26923

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

Roll Call Vote:

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

Motion carried.

**HONORING THE SERVICE AND LEGACY OF
Dennis Chipps**

WHEREAS, Dennis Chipps served the State of Ohio for more than thirty years, including nearly twenty years with the Ohio Civil Rights Commission; and

WHEREAS, Dennis Chipps fulfilled his duties and responsibilities in an impartial manner as an Investigator, Supervisor, and Constituent Affairs Officer for the Ohio Civil Rights Commission, bringing his experience from his other careers, including as a civil rights investigator in the State of Delaware; and

WHEREAS, Dennis Chipps demonstrated devotion and unconditional love to his friends and family throughout his life; and

WHEREAS, Dennis Chipps was an excellent colleague and friend to the employees of the Ohio Civil Rights Commission, sharing his irreverent and irrepressible sense of humor with all; and

WHEREAS, Dennis Chipps was trusted coordinator the office lottery pool, using his keen strategy and positive attitude to keep his coworkers hopeful; and

WHEREAS, Dennis Chipps was a voracious reader and film lover, quick to remember the perfect quote or story line to elicit a laugh or a tear on any occasion; and

WHEREAS, Dennis Chipps will have a lasting positive impact on his community and the citizens of Ohio and will live on in the treasured memories of those who knew him; and

THEREFORE BE IT PROCLAIMED, on this twenty-second day of October in the year two- thousand and twenty, the Ohio Civil Rights Commission presents this recognition and appreciation for Dennis Chipps

Report from Executive Director

Executive Director Angela Phelps-White gave kudos to the following employees:

- ❖ **Jhncie Kanney.** Jhncie was praised for her work with EEOC coding Targeted Equitable Relief (TER) benefits in IMS. Jhncie was praised for a “job well done.”
- ❖ **Dianne Benaugh.** (Dayton/Cincinnati Region) facilitated a \$25,000 CACO.
- ❖ **Beyan Asoba.** Beyan, in addition to his daily tasks, agreed to fill a void within the Commission by assuming additional tasks to assist in continuing the work of the Commission.
- ❖ **Desmon Martin.** Desmon has demonstrated that he is an excellent Ambassador for the Commission in its relationship with the EEOC. Desmon is our goodwill with the EEOC and they have remarked how much they “enjoy working with Desmon.”
- ❖ **Ronnell Tomlinson.** Ronnell has demonstrated that he is an excellent Ambassador for the Commission in its relationship with HUD. Ronnell has developed a very strong and reliable relationship, from which, the Commission benefits greatly.

Remarks

The Commissioners commended the staff on their hard work.

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

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 6:40PM.

* * *



Commissioner