



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
November 19, 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; 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 Patmon to approve the October 22, 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 November 5, 2020 minutes. 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.

CONFIRMATION OF STAFF FINDINGS

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

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

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

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

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

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

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

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

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

Barry Wright v. The Shire MHC LLC; Eric T. Wertzbaugher, Owner; Eugene Hieber, Manager/Maintenance; Jennifer Hieber, Manager/Maintenance
TOLH2(40278)12022019 AMENDED
05-20-7678-8
22A-2020-00671F

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

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

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
AKRH3(40645)03042020
05-20-8988-8
22A-2020-01601F

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

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

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

Tasia Abel v. Bandit Choppers LLC
COLE1(46995)05022019
22A-2019-02113F
Complaint No. 20-EMP-COL-46995

Josiah Washington v. Lazer Spot, Inc.
COL71(47210)07302019
22A-2019-02969C
Complaint No. 20-EMP-COL-47210

Mariah Francis v. Astro Shapes LLC
AKR73(40416)10072019
22A-2020-00086C
Complaint No. 20-EMP-AKR-40416

Manuel Jackson v. Astro Shapes LLC
AKR73(40417)10072019
22A-2020-00087C
Complaint No. 20-EMP-AKR-40417

Tina Adams v. Directed Pathways, LLC, et al.
DAYH6(27352)06142019
22A-2018-02738F
05-18-1807-8
Complaint No. 19-HOU-DAY-27352

Housing Opportunities Made Equal v. Directed Pathways, LLC, et al.
DAYH6(27353)06142019
22A-2018-02740F
05-18-1829-8
Complaint No. 19-HOU-DAY-27353

5. Res Judicata/Collateral Estoppel; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Malcolm Tanksley v. Franklin County Juvenile & Domestic Court
COL71(45286)06162017
22A-2017-02725C
Complaint No. 18-EMP-COL-45286

6. Issue Formal Complaint

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

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

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

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

7. Probable Cause – Schedule Conciliation

Christopher Gomez v. Oak Grove Mobile Home Park; Playador Enterprises, LLC; Gene Hieber, Park Manager; Jennifer Hieber, Park Manager
TOLH2(40428)02072020
05-20-8263-8
22A-2020-01398F

Fair Housing Advocates Association v. Perry Township, Perry Township Board of Trustees, and Perry Township Zoning of Appeals
AKRH3(40649)03062020
05-20-8999-8
22A-2020-01605F

LaQuisha Smith v. State of Ohio, Department of Mental Health and Addiction Services
CLE74(45745)03052020
22A-2020-01750C

*Split Determination: Probable Cause on the basis of sex/issues of harassment and sexual harassment, No Probable Cause on the basis of sex, disability and retaliation/issues of reasonable accommodation and termination

Maxine Williams v. Son of Sam, LLC and Brian Clemente
CLEH4(45793)04072020
05-20-8863-8
22A-2020-01802F

Housing Research and Advocacy Center v. Son of Sam, LLC and Brian Clemente
CLEH4(45822)04242020
05-20-9638-8
22A-2020-01900F

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

Ella Walton v. Steve Biggs, Steven Ogden and Michael Biggs
DAYH6(28521)12132019 AMENDED
05-20-8575-8
22A-2020-00885F

Sonya Fowler v. Sterlev Partnership
ADRH3(40717)06012020
05-20-0278-8
22A-2020-02145F

Toya Wallace v. Eyewear 20/20
ADR74(45913)07132020 AMENDED
22A-2020-02535C

James Hammons v. CHSI CommuniCare
ADRB4(45963)08132020
22A-2020-02751C

Cassey Kyle v. Schulte Farm
ADRA6(28989)08312020
22A-2020-02928C

9. Independent Settlement – Close

James Pugh v. Meijer Stores Limited Partnership
TOLB2(40418)02132020
22A-2020-01344C

10. Withdrawal of Charge – With Settlement

Meka Rafiq v. State of Ohio, Department of Job and Family Services
COL71(47752)03242020 AMENDED
22A-2020-01659C

*Commissioner Patmon recused himself from participation in this case

Tiffany Causey v. Quantum Health
COL71(48203)10192020
22A-2021-00114C

Bonita D. Bonds v. City of Toledo, Department of Neighborhoods
TOL72(40353)01062020
22A-2020-00960C

Tamiko V. Powell v. Shively Brothers, Inc.
TOL72(40355)01072020
22A-2020-00986C

Withdrawal of Charge – With Settlement - Continued

Dionca Bryant v. Pilkington North America, Inc.
TOL72(40416)02122020
22A-2020-01342C

Gerald L. McKibben v. AAA Club Alliance Inc.
TOLA2(40552)06222020
22A-2020-02234C

Sally Knight v. The Salvation Army
AKRB3(40612)02072020
22A-2020-01442C

Howard C. Bailey v. Northeast Ohio Natural Gas Corp.
ADRA1(48138)09222020
22A-2020-03033C

Tiffany Braden v. Lafferty Law Office
ADRE1(47887)06232020
22A-2020-02240F

Liezl Figurasin v. Hikma Pharmaceuticals
ADRB1(48063)08262020Amended
22A-2020-02854C

Terrance A. Harden v. Environmental Pest Management, Inc.
ADRB1(48075)09012020
22A-2020-02867C

Valerie Prinez v. Marriott Fairfield Inn
ADRG1(48078)09012020
22A-2020-02871F

Michelle Murphy v. Heartland at ProMedica Flower Hospital Campus
ADR72(40589)07202020 AMENDED
22A-2020-02442C

Michelle Murphy v. HCR Manorcare, Inc.
ADRB2(40675)09212020
22A-2020-03025C

Mekhi Lindsey-Smith v. Marc Glassman, Inc. dba Marc's
ADR73(40825)08052020
22A-2020-02700C

Withdrawal of Charge – With Settlement - Continued

Tangeria Ford v. Gardner Pie Company
ADRA3(40842)08122020
22A-2020-02745C

Tyler Emley v. Stark County Community Action
ADR73(40851)08172020
22A-2020-02778C

Michael Papa v. Mike Bass Ford
ADRB4(45797)04082020
22A-2020-01806C

Amber Dellinger v. Abalar Fast Foods, Inc. dba KFC
ADRB4(45887)062020
22A-2020-02471C

Meagan Chasar v. KeyBank
ADRG4(45914)07112020
22A-2020-02536F

Reginald McKay v. Enterprise Rent A Car
ADRB4(45920)07162020
22A-2020-02542C

Lianna Davis v. Odin Properties, Grandview Pointe Apartments, Angela Koncz and Dennis McCloskey
ADRH4(45936)07252020
05-20-0063-8
22A-2020-02620F

Roger Sherman v. Cask 307 LLC
ADRG4(45980)08272020
22A-2020-02883F

Sharon Matty v. Pinnacle Home Care
ADRB4(45998)09062020
22A-2020-02991C

11. Withdrawal of Charge – Grant

Seth Gussow v. Fowl and Fodder Downtown, LLC
TOLG2(40421)02182020
22A-2020-01391F

Withdrawal of Charge – Grant - Continued

Dulcie Hoskins v. McCarthy, Burgess & Wolff
CLE74(46018)09272020
22A-2021-00072C

Lisa Tagliaferri v. Wachter Kurant LLC
ADRB4(45894)06242020
22A-2020-02478C

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

Heather Curtis v. SF IV Toledo Hotel, LLC
TOL72(40387)01242020 AMENDED
22A-2020-01119C

Latasha Jones v. SF IV Toledo Hotel, Inc.
TOL72(40375)01212020
22A-2020-01064C

Julie K. Bach v. SF IV Toledo Hotel, LLC
TOL72(40376)01212020
22A-2020-01065C

Sharon Bolinger v. SF IV Toledo Hotel, LLC
TOLA2(40398)01302020
22A-2020-01200C

Heather Curtis v. SF IV Toledo Hotel, LLC
TOL72(40407)02042020
22A-2020-01236C

Daniel Arce v. Transco Railway Products Inc.
TOL72(40415)02122020
22A-2020-01341C

Marissa Boyd v. DJ Manufacturing
DAY76(28586)01132020
22A-2020-01199C

13. Administrative Closure

Glenita Kenney v. FCA US LLC
TOLB2(40659)09102020
22A-2020-02959C

Administrative Closure - Continued

Glenita Kenney v. FCA US LLC
TOLB2(40660)09102020
22A-2020-02960C

Johnny Lemar Ricks v. The University of Toledo
TOL72(40669)09142020
22A-2020-03006C

Anthony E. Davis v. City of Cleveland
CLEB4(45672)01232020
22A-2020-01182C

Ralph Hughes v. Cuyahoga County
CLE74(45940)07272020
22A-2020-02623C

Deneno Christopher v. Compass Group dba Morrison Community Living
DAY76(29000)09012020
22A-2020-02942C

14. No Jurisdiction – Dismiss (XNJ)

Robert E. Smith v. Comenity Bank
COLF1(47651)02032020
22A-2020-01226F

Antoine Smith v. Cintas Corporation
COL71(47684)02142020 AMENDED
22A-2020-01383C

Nancy Smith v. Bethany Sobers, National Church Residences, and Stygler Village Senior Housing
Limited Partnership
COLH1(47777)04092020
05-20-8781-8
22A-2020-01819F

Colin Stidams v. Ashley for Bridgestone Apartments
COLH1(47825)02272020
05-20-9047-8
22A-2020-01994F

Delonda Jackson v. AT&T
COLG1(47883)06182020
22A-2020-02223F

No Jurisdiction – Dismiss (XNJ) – Continued

Cheyenne Weekley (Tristan Weekley) v. Belmont County Animal Rescue League
COLE1(47936)07072020
22A-2020-02322F

Aaron Jeremias v. Kennel Club USA
COLK1(47991) 07272020
22A-2020-02501F

Kinyanjui Samuel v. First Community Village
COLE1(48036)08132020
22A-2020-02736F

Jennifer Brown v. Hannon Electric Company
COLE1(48051)08202020
22A-2020-02813F

Elsie M. Myers v. Westgate Village Mobile Home Park; Vancouver Management, Inc.
TOLH2(40502)05132020
05-20-9819-8
22A-2020-01979F

Carl Stevens v. Menard, Inc.
TOLG2(40504)05162020
22A-2020-02005F

Diane M. Seeburger v. Diane Ankney; Waterside Sylvania Homeowners' Association, Inc.; Gulfstream Development LTD.
TOLH2(40549)06182020
22A-2020-02227F

Lauren McCallum v. FCA US LLC
TOLB2(40609)08012020
22A-2020-02558C

Terry M. Ramsey v. Professional Transportation, Inc.
TOLE2(40630)08192020
22A-2020-02803F

Melissa Harris v. Walmart Inc.
TOLE2(40631)08202020
22A-2020-02805F

Marvin L. Parms v. Kohl's, Inc. of Wisconsin (Kohl's, Inc.)
TOLF3(40657)03152020
22A-2020-01832F

No Jurisdiction – Dismiss (XNJ) – Continued

Marvin L. Parmis v. Parmis
TOLF3(40658)03152020
22A-2020-01830F

Aimen Minhas v. T-Mobile
AKR73(40654)03112020
22A-2020-01818C

Jeremiah Birden-Weems v. Spicer Rentals and Rick Angheld
AKRH3(40667)03302020
22A-2020-01842F

Michelle Esperanza Mermaid/Latoya Lee v. Copley Fairlawn City Schools/Brian Poe
AKRK3(40695)05072020
22A-2020-01954F

Shirelle Tucker v. Dollar General
AKR73(40705)05212020
22A-2020-02109F

Mejel Jefferys v. Windsong Healthcare Group, LLC dba Windsong Care Center
AKRE3(40706)05232020
22A-2020-02110C

Kara Farkas v. City of Stow
AKRE3(40724)06042020
22A-2020-02159F

James M. Neal, Sr. v. Judah Braude, Mayflower Manor Apartments Ohio LP dba Mayflower Manor and
Capital Realty Group
AKRH3(40729)06092020
22A-2020-02167F

Thomas Phillips v. Hoodz of Northeast Ohio
AKRE3(40743)06162020
22A-2020-02316F

David Carpenter v. Kyra Turner, National Church Residences and Cogency Global Inc.
AKRH3(40766)07062020
22A-2020-02362F

Mineshkumar Brahmhatt v. Motto Mortgage Driven, L.L.C.
AKRE3(40839)08102020
22A-2020-02714F

No Jurisdiction – Dismiss (XNJ) – Continued

Suzanne Webster v. Christopher Corns
AKRH3(40869)08312020
22A-2020-03097F

Corey Minor-Smith v. Stark Metropolitan Housing Authority
AKRE3(40886)09202020
22A-2020-03117F

Hueyli Li v. University of Akron
CLEE4(40907)10012020
22A-2021-00297F

Charles Coulter v. Menards Sandusky
CLEG4(45837)05082020
22A-2020-01972F

Kristen Scott v. CCH Healthcare Twilight Gardens
CLEE4(45859)05212020
22A-2020-02058F

BrenDa Davis v. Richland County Transit
CLEG4(45934)07242020
22A-2020-02618F

Rose Mullet v. Capital One
CLEF4(45941)07282020
22A-2020-02624F

Mark Pichler v. Dollar General
CLEG4(45960)08122020
22A-2020-02748F

David Benyo v. CK Corporation dba Subway
CLEE4(45962)08132020
22A-2020-02750F

Tina Jenkins v. TMD, Inc. dba TMD Wek North, LLC
CLEE4(45969)08172020
22A-2020-02787F

Pam Rhodes v. KV Market LLC
CLEE4(45973)08202020
22A-2020-02808F

No Jurisdiction – Dismiss (XNJ) – Continued

ShaRhea Wise v. Enterprise Rent-A-Car
CLEE4(45979)08302020
22A-2020-02882F

Christine Carder v. The Provident Companies
CLEH4(45996)09062020
22A-2020-02988F

Shannon Kuhn v. Graf Properties
CLEH4(45997)09062020
22A-2020-02990F

Jane Quade v. Cleveland Clinic Office of Corporate Compliance
CLEE4(46006)09142020
22A-2020-02998F

Ursula Mcintosh v. Burger King
DAYE6(28563)01062020
22A-2020-01107F

Tia Wagner v. Assurance Health
DAYE6(28607)01202020
22A-2020-01263F

Stanley Wells v. ABX AIR Inc.
DAYE6(28716)02282020
22A-2020-01672F

15. No Jurisdiction – Dismiss

Ishay Ferguson v. Penske Truck Rental
COL71(48045)08182020
22A-2020-02800C AMENDED

Carmen Chukes v. City Logan-Police Department, Mayor's
COLG1(48050)08232020
22A-2020-02812F

Floyd Busby v. Census 2020
COL71(48115)09162020
22A-2020-02978C

Sherry L. Golden v. JRP Restaurant Group, Inc. dba Pizza Hut
TOLA2(40411)02112020
22A-2020-01337C

No Jurisdiction – Dismiss - Continued

Rochelle Monroe v. United States Postal Service
AKR73(40876)09132020
22A-2020-03106C

Trasheena Perkins v. South Euclid Municipal Court
AKRG3(40894)09092020
22A-2020-03124F

Essence Driscoll v. Geauga County Court of Common Pleas
CLEG4(45878)06092020
22A-2020-02181F

DeLeon Durden v. Recovery Resources
CLEG4(45950)08042020
22A-2020-02633F

Nicholas Mitchell v. Sotero Health LLC
CLE74(45983)08272020
22A-2020-02886C

Crystal Underwood v. City of Warrensville Heights
CLEG4(46033)10022020
22A-2021-00177F

16. Unable to Locate - Dismiss

Linda Cook v. Rose Portland, Leasing Agent for Napoleon Apartments
COLH1(47577)01022020
05-20-7736-8
22A-2020-00917F

17. No Probable Cause – Dismiss

Andrea Bell v. Walgreens Boot Alliance dba Walgreen Co.
COLA1(47583)01032020
22A-2020-00954C

Lezley Neal v. Anheuser Busch, LLC
COL71(47590)01042020
22A-2020-00969C

Elizabeth Carver v. Federal Mogul/Tenneco
COLB1(47635)01242020
22A-2020-01114C AMENDED

No Probable Cause – Dismiss - Continued

James Edward Simpson Jr. v. State of Ohio, Department of Public Safety
COLB1(47665)02112020
22A-2020-01310C

Kelly Mabra v. State of Ohio, Public Utilities Commission of Ohio
COLA1(47666)02102020 AMENDED
22A-2020-01311C

JaPaul Harper v. Calgon Carbon Corporation
COL71(47667)02112020
22A-2020-01312C

Tay Jennings v. Tommy's Pizza
COLG1(47687)02182020
22A-2020-01386F

Jeff Scarbro v. Whirlpool Corporation
COLA1(47691)02202020 AMENDED
22A-2020-01390C

Bai Benson v. State of Ohio, Department of Youth Services
COL71(47693)02242020
22A-2020-01404C

Amelia Walker v. T & R Properties, Inc., Sunset Ridge Associates, L.P., and Bev Andrews, Leasing Agent
COLH1(47722)02112020
05-20-8342-8
22A-2020-01536FF

Juana Smith v. S R Cleaners, LLC, dba Ross Cleaners
COL71(47748)03232020
22A-2020-01649C AMENDED

Tyler Depp v. Nicole Nicewicz, Property Manager, 5812 Investment Group LLC, and Eden of Reynoldsburg Apartments
COLH1(47816)05122020
05-20-9158-8
22A-2020-01975F

Desiree Rose Carter v. Jennifer Ebright, Community Director; Dietz Property Group c/o Seth Giersdorf, Vice President of Multifamily Management; and Prescott Place Apartments c/o Dietz Property Group
COLH1(47859)06042020 AMENDED
05-20-0073-8
22A-2020-02097F

No Probable Cause – Dismiss - Continued

Jody Perry v. BMW Financial Services NA, LLC
COLB1(47868)06082020
22A-2020-02122C AMENDED

Joshua Avery v. Jennifer Ebright, Community Director; 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(47901)06192020 AMENDED
05-20-0074-8
22A-2020-02270F

Celeste Alcorn v. Office Max
COLG1(48012)08042020
22A-2020-02572F

Jacquelyn Romer v. Salon Lofts, LLC
COLG1(48021)08062020
22A-2020-02602F

Tyeshia Clinton v. Optimas OE Solutions, LLC
COL71(48048)08182020 AMENDED
22A-2020-02806C

Dr. Hassan Ahmed v. Life Time Fitness, Inc.
COLG1(48122)09212020
22A-2020-02985F

Judy Coe v. Staples Contract and Commercial, LLC
COL76(28577)01102020
22A-2020-01042C

Derrick D. Blassingame v. Katie Sadka, LLC FKA Empowering Columbus, LLC
COLG6(29056)09252020
22A-2021-00015F

Derrick D. Blassingame v. Katie Sadka, LLC FKA Empowering Columbus, LLC
COLG6(29057)09252020
22A-2021-00016F

Tamara A. Anton v. Parker Steel Company
TOL72(40374)01172020
22A-2020-01039C

No Probable Cause – Dismiss - Continued

Britny A. Jones v. City of Toledo, Fire and Rescue Department
TOLG2(40377)01212020
22A-2020-01066F

Linda J. Hanefeld v. Defiance Dental Group, LLC
TOLA2(40386)01242020
22A-2020-01110C

Dorothy D. Tyler v. Alpha Towers, LLC c/o Cogency Global, Inc.; KMG Prestige, Inc. c/o Corporation
Services Co.; Attorney Jeremy Levy
TOLH2(40408)02072020
05-20-8639-8
22A-2020-01300F

Christian Coons v. Bowling Green State University
TOL72(40410)02102020 AMENDED
22A-2020-01302C

Raafat Zaki v. The Synod of the Covenant, Presbyterian Church (U.S.A.)
TOL72(40412)02102020 AMENDED
22A-2020-01338C

Alphanso Edwards v. Benchmark National Corporation
TOL72(40417)02122020
22A-2020-01343C

Emmanuel Shoulders v. Lucas Urban Holdings LLC dba Ashland Manor Apartments; Robin Warshauer,
Regional Property Supervisor; Fourmidable South, LLC, Property Management Company
TOLH2(40446)01212020
05-20-8358-8
22A-2020-01475F

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

Tina Wilson v. Encore Cleaners, LLC
AKR73(40600)02032020
22A-2020-01425C

Lisa Wilson v. Encore Cleaners, LLC
AKR73(40601)02032020
22A-2020-01426C

No Probable Cause – Dismiss - Continued

LaDonna Jaekin Kastor v. First Bank of Ohio
AKRG3(40609)02062020
22A-2020-01433F

Kenya Jones v. Star Extruded Shapes, Inc.
AKR73(40617)02112020
22A-2020-01450C

Vincent Newman v. East Manufacturing Corporation
AKRB3(40619)02122020
22A-2020-01453C

Trisha D. Schoonover v. Fluent & Associates, LLC
AKRB3(40630)02212020
22A-2020-01520C

Kathryn Beaver v. The Calcutta Volunteer Fire Department
AKRA3(40641)02282020
22A-2020-01533C

Sidney Glover, Jr. v. State of Ohio, County of Mahoning, City of Youngstown School District
AKR73(40650)03102020
22A-2020-01606C

Lorraine Federovitch v. DelliQuadri Trucking & Supply, Inc.
AKR73(40410)05282020
22A-2020-02114C

Nicholas Lawrence Abramson v. Village of Mount Eaton, Police Department
AKR73(40714)05312020
22A-2020-02143C

Salim Najeeullah v. AIM Transportation Services
AKR73(40737)06112020
22A-2020-02201C

Yolanda Ford v. Dollar Tree Stores, Inc.
AKR73(40749)06242020
22A-2020-02347C

Veldo Funwie v. Viaquest, Inc.
AKR73(40859)08242020
22A-2020-02836C

No Probable Cause – Dismiss - Continued

Mario Vasquez v. Platinum Courier Inc.

AKRA3(40888)09202020

22A-2020-03119C

Trasheena Perkins v. University Hospitals Bedford Medical Center

AKRG4(45804)04132020

22A-2020-01813F

Trasheena Perkins v. University Hospitals Cleveland Medical Center

AKRG4(45841)05132020

22A-2020-01986F

Laquada R. Casey v. Aylin Six Angel's Care, Inc.

AKR76(28731)03102020

22A-2020-01696C

LaQuisha Smith v. State of Ohio, Department of Mental Health and Addiction Services

CLE74(45745)03052020

22A-2020-01750C

*Split Determination: Probable Cause on the basis of sex/issues of harassment and sexual harassment, No Probable Cause on the basis of sex, disability and retaliation/issues of reasonable accommodation and termination

Louis Donald Marino v. Graphite Sales, Inc.

CLEB4(45755)03122020

22A-2020-01759C

Tabatha Jackson v. Robert Collett, Michelle Fenn, Re/Max Trinity and Thomas Hoogerbrugge

CLEH4(45817)04212020

05-20-9461-8

22A-2020-01880F

Ronald Garr v. Linking Employment, Abilities and Potential (LEAP)

CLEK4(45942)07282020

22A-2020-02625F

Leslie M. Swoope v. City of Mansfield

CLE74(45977)08262020

22A-2020-02842C

Kara Yost v. Cassano's, Inc.

CLE76(28740)03122020

22A-2020-01703C

Tyeast Quick v. Mt. Healthy City Schools

DAY76(28562)01062020

22A-2020-01104C

No Probable Cause – Dismiss - Continued

Atsuko Lynch v. American Showa, Inc.
DAYA6(28569)01082020
22A-2020-01131C

Jocie Williams v. Allen County Jobs and Family Services
DAYB6(28571)01082020
22A-2020-01187C

James Steed v. UDF
DAYG6(28574)01092020
22A-2020-01191F

Stephanie Felton v. Lion Group, Inc.
DAY76(28580)01132020
22A-2020-01194C

Clarissa Sampson v. Dayton Metro Library
DAY76(28583)01142020
22A-2020-01196C

Jill Guthrie v. People Ready-Beechmont
DAY76(28603)01172020
22A-2020-01381C

Myrna Stephenson v. Live Rhonda Works
DAY76(28629)01232020
22A-2020-01298C

Betty J. Mullen v. Central Connections
DAYG6(28635)01282020
22A-2020-01374F

Lisa Young v. Cincinnati Metropolitan Housing Authority
DAYH6(28675)12302019
05-20-8063-8
22A-2019-01416F

Andrew Williams v. Department of Motor Vehicles
DAYG6(28683)02112020
22A-2020-01553C

Patricia Burns v. Aim Media
DAYA6(28684)02122020
22A-2020-01554C

No Probable Cause – Dismiss - Continued

Michael Schoborg v. Napier Truck Driver Training
DAYB6(28702)02252020
22A-2020-01538C

Talesha Cargile v. Dominion Liquid Technologies, LLC
DAYB6(28739)03122020
22A-2020-01702C

MOTION by Commissioner Patmon to approve the November 19, 2020 Confirmation Agenda. Second by Commissioner Peters.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES – with noted recusals
Commissioner Madhu Singh	YES
Commissioner 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, requests that the following appearance case be withdrawn from today’s agenda:

Week 1, Page 1, Item 1-A

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

MOTION by Commissioner Patmon to grant the withdrawal of charge in the foregoing case. 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.

HEARING OF APPEARANCE CASES

Appearance 1

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

Nayda Olmo-Carmona v. Zidian Manufacturing, Inc.
AKRA3(40532)12172019
22A-2020-00847C

MOTION by Commissioner Singh 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 4, Page 2, Item II-A

Shawn Neubauer v. Marriott International, Inc. dba The Ritz-Carlton Hotel Company, LLC
CLEB4(45632)12262019
22A-2020-00948C

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 - Week 4, Page 1, Item I-A

Josue Robles Revera v. MPDS Memphis, Ltd. dba Emerald
Overlook Apartments and Windsor Realty and Management, Inc.
CLEH4(45681)12122019
22A-2020-01213F

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

Motion carried.

MOTION by Commissioner Peters to take a brief recess. 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.

MOTION by Commissioner Patmon to go back to public session. 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 4

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

Stephen C. Troupe v. FCA US LLC
TOL72(40281)12022019
22A-2020-00674

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 5

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

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

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

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Singh 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 Patmon to go back to public session. 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 6

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

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

MOTION by Commissioner Singh uphold the previous 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 7

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

Marlon Matthews v. Tatiana Zheludova
DAYH6(28614)09132019
22A-2019-01281F

MOTION by Commissioner Patmon to uphold the previous 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 8

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

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

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.

Commissioners' Agenda for Week 1

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

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

Brittanny Griffin v. The Proctor and Gamble Company
CLE76(28511)12092019
22A-2020-00831C

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

Kelly Spehar v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB4(45591)12012019
22A-2020-00736C

*Commissioner Peters recused herself from participation in this case

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

MOTION by Commissioner Peters to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. 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 3

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

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

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Leonard Price v. Merchants Security
DAYB6(28272)08292019
22A-2019-03384C

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Tiffany Vanwasshenova v. Don Lalinsky
AKRH3(40541)12222019
22A-2020-00897F

Donna Beth Feldman v. Cleveland Heights -University Heights
City School District
CLEB4(45617)12152019 AMENDED
22A-2020-00929C

3. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Reverend Pamela Pinkney Butts v. Gray Media Group, Inc. dba WOIO Cleveland 19
CLEG4(45600)12062019
22A-2020-00776F

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

1. Probable Cause Determination – Schedule Conciliation

Dreyon Wynn v. City of Cleveland, Department of Public Health
CLE74(45630)12242019
22A-2020-00946C

Stephanie Noel Moore v. City of Cleveland, Department of Public Health
CLE74(45670)01222020
22A-2020-01180C

Karen Aluma v. City of Cleveland, Department of Public Health
CLE74(45678)01272020
22A-2020-01209C

Dreyon Wynn v. City of Cleveland, Department of Public Health
CLE74(45833)05052020
22A-2020-01945C

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

Report from Executive Director

Executive Director Angela Phelps-White rested on her written report and gave kudos to the following employees:

- ❖ **Rebecca “Kathy” Haley-Ross**, after devoting 44 years and 2 months to the Ohio Civil Rights Commission, has decided that it is time to retire. OCRC has been the beneficiary of her many years of dedication. She is now embarking upon a new journey in her life and we wish her all the best.
- ❖ **Sonya Steele**, a Mediator in the Columbus Office, received a debt of gratitude for her “efforts and professionalism” in mediating a case “to a successful conclusion.” She was praised for her “realistic and easy to understand approach to resolving disputes,” which was “both effective and honest.”

Remarks

The Commissioners presented Kathy Ross with a proclamation and thanked her for her years of service to the OCRC and the state of Ohio.

MOTION by Commissioner Peters to adjourn the public meeting. 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.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 3:35PM.

* * *



Commissioner