



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
December 17, 2020
Zoom Video Communication**

Call to Order:

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

Commissioners in Attendance:

Lori Barreras, Chair
William Patmon, Commissioner
Madhu Singh, Commissioner
Carolyn Peters, Commissioner

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; William Baskin, Acting 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 Patmon to approve the November 19, 2020 minutes. 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.

CONFIRMATION OF STAFF FINDINGS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Fair Housing Advocations Association v. Cathy Blaney, et. al.
COLH1(47228)08062019
05-19-6095-8
22A-2019-03020F
Complaint No. 20-HOU-COL-47228

Jessica Ford v. Norwich Apartments II LP
TOLH2(39476)09212018
05-18-2949-8
22A-2019-00056F
Complaint No. 19-HOU-TOL-39476

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

Sarah Balogh v. Estate of Carol Currier, Jamie Currier, & Beverlie Currier
TOLH2(40040)08062019
05-19-6178-8
22A-2019-03023F
Complaint No. 20-HOU-TOL-40040

Holly Newman v. Northgate Ltd.
TOLH2(40069)08202019
05-19-6312-8
22A-2019-03153F
Complaint No. 20-HOU-TOL-40069

Tiffany Knisely v. Octavian Solomon
AKRH3(40561)01102020
05-20-7900-8
22A-2020-01147F
Complaint No. 20-HOU-AKR-40561

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

Serrina Yvonne Jackson v. City of Columbus
COL71(47481)11052019
22A-2020-00462C
Complaint No. 20-EMP-COL-47481

7. Authorize Attorney General to Initiate Action in Common Pleas Court – Submitted by the Attorney General’s Office

Diane Lewis v. Abundant Life Faith Fellowship
CLEH6(27616)09252018
22A-2019-00688F
05-19-3171-8
Complaint No. 19-HOU-CLE-27616

Kalaila Hardy v. Pepzee Realty of Ohio LLC
DAYH6(28000)04192019
22A-2019-02149F
05-19-7860-8
Complaint No. 20-HOU-DAY-28000

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

Miami Valley Fair Housing Center, Inc. v. Pepzee Realty of Ohio LLC
DAYH6(28001)04192019
22A-2019-02150F
05-19-7861-8
Complaint No. 20-HOU-DAY-28001

Estate of Jaclyn S. Koch v. Mark D. Lowe
DAYH6(28250)08192019
22A-2019-03331F
05-19-6560-8
Complaint No. 20-HOU-DAY-28250

Miami Valley Fair Housing Center, Inc. v. Mark D. Lowe
DAYH6(28251)08192019
22A-2019-03332F
05-19-6561-8
Complaint No. 20-HOU-DAY-28251

8. Issue Dismissal Order

Heather Marie Fugate v. Abbott Laboratories
DAY76(26521)06262017; 22A-2017-02916C
Complaint No. 18-EMP-DAY-26521

Jessica Walker v. Ohio National Financial Services, Inc.
DAYB612212017; 22A22A-2018-00899C
Complaint No. 18-EMP-DAY-26923

9. Issue Formal Complaint

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

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

Issue Formal Complaint - Continued

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

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

Allison M. Nawman v. Julie R. Glidden
DAYH6(28581)01132020
05-20-8060-8
22A-2020-01099F

10. Probable Cause – Schedule Conciliation

Beverly Birko v. Delaware County Sheriff's Office
COL71(47707)02272020
22A-2020-01482C

Colleen Birko v. Delaware County Sheriff's Office
COL71(47708)02272020
22A-2020-01483C

Pennie Gant v. Tammy Edelman, Regional Manager for National Church Residences; National Church Residences c/o Steven Bodkin, Senior Vice President and Chief Operating Officer of Senior Living and Affordable Housing; and Lisa Cooper, Community Manager for National Church Residences
COLH1(47865)06082020
05-20-9363-8
22A-2020-02119F

*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 benefit of state and federal fair housing law; No Probable Cause on the issue of deny reasonable modification only.

Tamara Ramon v. Devon Facility Management LLC
TOL72(40380)01222020
22A-2020-01069C

Tamara Ramon v. International Union, United Automobile, Aerospace, & Agricultural Implement Workers of America-UAW Local 211
TOL72(40381)01222020
22A-2020-01086C

Probable Cause – Schedule Conciliation - Continued

Fair Housing Contact Service, Inc. v. Freda Dickinson
AKRH3(40789)07202020
05-20-9913-8
22A-2020-02639F

Anthony Peck v. Arcelor Mittal Cleveland, LLC
CLE74(45717)02142020
22A-2020-01568C

*Split Determination: Probable Cause on the basis of race on the issue of harassment and different treatment; No Probable Cause on the basis of race, religion and retaliation on the issue of demotion

John Layton v. Scarlett Oaks Mobile Home Park, LLC, Michelle Carver and Daniel L. Sabelli Jr.
CLEH4(45764)03182020 AMENDED
05-20-8799-8
22A-2020-01771F

Tracee D. Hilton-Rorar v. Edward L. Gilbert, LLC
CLEB3(40693)05062020
22A-2020-01952C

Tracee D. Hilton-Rorar v. Edward L. Gilbert, LLC
CLEB3(40698)05082020
22A-2020-01969C

Kevin Richard Flynn v. University of Cincinnati
DAYG6(28619)01272020
22A-2020-01238F

Cheyene Yount v. Crown Packaging
DAY76(28630)01272020
22A-2020-01303C

11. Ratify Conciliation Agreement and Consent Order After A Finding of Probable Cause

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

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

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

Sherita Wilson v. Eden of Reynoldsburg, LLC and 5812 Investment Group, LLC
COLH1(47780)04172020
05-20-8985-8
22A-2020-01859F

Fair Housing Contact Service, Inc. v. Darice Angwin, Rowland Roderick and Janet Trout
AKRH3(40788)07202020
05-20-9912-8
22A-2020-02638F

Starr Arrington v. 444 Richmond Park Apartments LLC and RHM LLC
CLEH4(45961)08122020 AMENDED
22A-2020-02749F

Christine Wade v. Gary Grandee Jr.
CLEH4(46001)09092020
05-20-0440-8
22A-2020-02994F

Housing Research and Advocacy Center v. Sergiu Albu and Cristian Albu
CLEH4(46061)10232020
22A-2021-00382F

Jacqueline Romer v. Hand and Stone
ADRG1(48020)08062020
22A-2020-02601F

Anitra Taylor v. Crawford Station Housing Partners, LLC; Haley Watts, Crawford Station Apartments
Property Manager
ADRH2(40673)09172020 AMENDED
05-20-0496-8
22A-2020-03013F

Tricia Newsome v. Michael F. Enright & Bonnie L. Enright
ADRH3(40844)08182020
05-20-0454-8
22A-2020-02771F

Evelyn Ramirez v. Howard Hanna Real Estate Services, Aaron Powers, Christopher Johnson & Beatrice
A. Haas
ADRH4(45964)08132020
05-20-0535-8
22A-2020-02752F

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

Amanda Bowling v. Molly Maid
ADRB6(29011)09142020
22A-2020-03020C

13. Withdrawal of Charge – With Settlement

Josiah Washington v. Lazer Spot, Inc.
COL71(47741)03182020
22A-2020-01641C

Andreanell Beech v. Sedgwick Claims Management Services, Inc.
COLB1(47916)06292020
22A-2020-02286C

Myra Tuck v. Cracker Barrel Old Country Store, Inc.
TOLG2(40388)01262020
22A-2020-01137F

Dwanya Sharpe v. Vehtek Systems Inc.
TOLB2(40420)02132020
22A-2020-01346C

Wendy Limes v. Continental Secret Service Bureau, Inc.
TOL72(40422)02192020
22A-2020-01392C

William P. Deletti v. Piston Automotive LLC
TOLA2(40433)02242020
22A-2020-01462C

Ricky Davis v. Frankie Goes to Town, LLC dba Chevy's Place
TOLG2(40449)02282020
22A-2020-01486F

Trevor Liddell v. Sugar Steel Corporation
TOL72(40649)08312020
22A-2020-02880C

Trevor Liddell v. Sugar Steel Corporation
TOL72(40719)10152020
22A-2021-00142C

Nicholas Little v. D and S Painting Inc.
DAYB6(28661)02052020
22A-2020-01447C

Withdrawal of Charge – With Settlement - Continued

Nicholas Johnson v. JDM Packaging
DAYB6(28692)02192020
22A-2020-01565C

Wladimiro Villarroel v. Oxford International/Eurocentres San Diego
ADR71(47858)06042020
22A-2020-02093C

David F. Bonnett v. Fleetmaster Express, Incorporated
ADRB1(47926)07022020
22A-2020-02302C

Valerie Prinez v. Marriott Corporation and Brands Fairfield Inn
ADRG1(48077)09012020
22A-2020-02870F

Julie Krieg v. Appliance Center of Toledo
ADRA2(40577)07142020
22A-2020-02389C

Marlene Wharton-Brandt v. Rosary Care Center
ADR72(40694)10022020
22A-2021-00026C

Pamela Eberly v. Sisters of St. Francis
ADRA2(40712)10192020
22A-2021-00135C

Tonya Fox v. Portage Metropolitan Housing Authority
ADRH3(40820)08042020
05-20-0066-8
22A-2020-02695F

Sara Kwiecien v. Stark County Court of Common Pleas
ADRB3(40848)08152020
22A-2020-02775C

Billie L. Keener v. Patterson Specialty Services
ADR73(40850)08162020
22A-2020-02777C

Tonya Fox v. Portage Metropolitan Housing Authority
ADRH3(40854)08042020
05-20-0066-8
22A-2020-02781F

Withdrawal of Charge – With Settlement After a Finding of Probable Cause

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

14. Withdrawal of Charge – Grant

Jennifer L. Tyree v. Silver Springs Condominium Association Board c/o Link Real Estate Group; Leah Meadows, CMCA for Link Real Estate Group; Anita Kent, Board Member; Cindy Kollin, Board Member; Mary Ellen Shomber, Board Member; Noreen Shaw, Board Member; Ric Hill, Board President; Grace Feller, Board Member; Joanne Hardin, Board Member; and Mary Allee, Board Member
COLH1(48019)08032020
22A-2020-02600F

Mary K. Davis v. Homeport
COLH1(48218)10282020 AMENDED
22A-2021-00213F

Timothy Ferguson v. State of Ohio, Department of Public Safety-Ohio State Highway Patrol
COLG1(48222)10282020
22A-2021-00209F

Kathleen Kayes v. Miami County Public Transit
ADRG6(29036)09212020
22A-2020-03073F

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

Kristin L. Myler v. FCA US LLC
TOL72(40400)01302020
22A-2020-01222C

16. Administrative Closure

Mary K. Davis v. Michelle Roberts, Manager; Wallick Properties Midwest, LLC c/o Registered Agent Solutions, Inc.; Fieldstone Court c/o Wallick Communities; Fieldstone Court Homes, LLC c/o Bruce A. Luecke, Registered Agent; Chelsea Remali, Property Manager; and Whitney Cooperider, Regional Manager
COLH1(48217)10282020 AMENDED
22A-2021-00212F

Victoria Brunk v. Strong Home Realty, Inc. dba StrongHome Property Management Lucy Russi, Jessie (LNU) and Debbie (LNU)
AKRH3(40934)10192020
22A-2021-00266F

Administrative Closure - Continued

Darletta Logan v. Varunee Faii Sangganjanavanich
CLEK3(40948)11042020
22A-2021-00349F

Patricia A. McPherson v. Cleveland Range, LLC
CLEA4(45809)04152020
22A-2020-01854C

Steven Jones v. Captain D's
DAYE6(28641)01282020
22A-2020-01375F

17. No Jurisdiction – Dismiss (XNJ)

David Roland v. Lakeside Manufactured Home Community/Jones Real Estate and Kathleen Alexander
COLH1(47796)04242020
22A-2020-01893F

Dalton Williams v. US Yachiyo, Inc.
COLE1(47850)06012020
22A-2020-02080F

Teresa Geron v. Matrka Group Builders, LLC, Michael Matrka, Owner, and Williams Gate
Development
COLH1(47871)04142020
05-20-9308-8
22A-2020-02125F

London Polk v. Kemper House Worthington
COLE1(47880)06172020
22A-2020-02216F

Odette Jean McKnight 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(47905)06192020
22A-2020-02276F

John Sherred v. City of Whitehall, City Services Departments
COLG1(47951)07132020 AMENDED
22A-2020-02386F

Lamont Robinson v. Columbus Brau, LLC
COLE1(47962)07162020
22A-2020-02411F

No Jurisdiction – Dismiss (XNJ) – Continued

TaNesha Goodman v. Marylou Miller, Manager; Dietz Property Group c/o Seth Giersdorf, Vice President of Multifamily Management; and Elmwood Villas Holdings, LLC
COLH1(47967)07182020
22A-2020-02427F

Amanda Hawkins v. Anheuser Busch
COLE1(47977)07212020
22A-2020-02459F

Rolanda McMillian v. Skyview Townhomes, LLC c/o CT Corporation System, Registered Agent; and Kelly (Last Name Unknown), Manager
COLH1(47994)07272020
22A-2020-02504F

Andrea Sciplin v. State of Ohio, Department of Workforce Development
COLE1(47999)07292020
22A-2020-02547F

Donna Herring v. Laurel Walden Parks Rehabilitation
COLE1(48002)07312020
22A-2020-02550F

Sierra Hayes v. Riesbeck Food Markets, Inc. dba Riesbecks
COLE1(48003)07312020
22A-2020-02551F

Jhordan Golden v. Ohio State Schools of Cosmetology Corporation dba Salon Schools Group - Financial Aid and Administration Office
COLK1(48015)08052020
22A-2020-02591F

Jhordan Golden v. Ohio State Schools of Cosmetology Corporation dba The Spa School
COLK1(48016)08052020
22A-2020-02592F

Esther Bage v. The Huntington National Bank; and Sharon Baylor, Appraiser
COLH1(48041)08172020
22A-2020-02763F

Siri Streeter v. Smith's Food and Drug Centers, Inc.
COLG1(48058)08242020
22A-2020-02824F

Carolina Gómez v. Central Stang Properties, LLC; and New York Best Auto Body, LLC
COLH1(48060)08282020
22A-2020-02851F

No Jurisdiction – Dismiss (XNJ) – Continued

Laura Rodríguez-Mateos and Jorge Mateos-Reyes v. Central Appraisals, LLC c/o Dusty Barrows,
Registered Agent; and Dusty Barrows
COLH1(48071)08262020
05-20-0170-8
22A-2020-02862F

Luis Carrazco v. Jocey (LNU); and Perry Richard L TR
COLH1(48088)08292020
05-20-0215-8
22A-2020-02909F

Shannon Ashley v. Tee Jaye’s Country Place Restaurant
COLG1(48105)09122020
22A-2020-02956F

Teryn Loeb v. Miles Horton, Owner/Manager; and Horton Holdings, LLC c/o Miles A. Horton,
Registered Agent
COLH1(48141)09242020
22A-2020-03061F

Dana Smith v. Independent Management Services/Tami Keen Barlow
COLE1(48168)10062020
22A-2021-00029F

Mary Johnson v. Eden of Reynoldsburg, LLC c/o Corporation Service Company; and 5812 Investment
Group, LLC c/o Corporation Service Company
COLH1(48169)06232020
22A-2020-00030F

Michele Scimeca v. Safelite Solutions
COLE1(48190)10142020
22A-2021-00086F

Erica Branch v. Melissa Trago, Manager
COLH1(48201)10192020
22A-2020-00112F

Carl Stevens v. City of Holland, Department of Police
TOLG2(40503)05162020
22A-2020-02004F

Stephanie Sandy v. Family Dollar Stores of Ohio, Inc.
TOLE2(40507)05172020
22A-2020-02008F

No Jurisdiction – Dismiss (XNJ) – Continued

Nicole Bladel v. Continuing Healthcare of Toledo, LLC
TOLE2(40514)05212020
22A-2020-02028F

James Hernandez v. Detroit Manufacturing Systems Toledo and Non-Automotive, LLC
TOLE2(40525)06012020
22A-2020-02088F

Candice Bell v. The University of Toledo Medical Center
TOLE2(40545)06162020
22A-2020-02212F

Nikki Lareau v. Menard, Inc.
TOLG2(40554)06222020
22A-2020-02236F

Janet Brown v. Merit House, LLC
TOLE2(40556)06272020
22A-2020-02273F

Brian Fowler v. Norbert Siefer, Owner; Mary Kay Siefer, Owner
TOLH2(40596)07272020
05-20-9974-8
22A-2020-02519F

Leesannette M. Rivera Bonilla v. Krispy Kreme Doughnut Corporation
TOLE2(40599)07262020
22A-2020-02518C

Preston Lucas v. Johns Manville
TOLE2(40615)08052020
22A-2020-02598F

Stephanie Skaggs v. Avita Health System
TOLG2(40625)08142020
22A-2020-02764F

Victor Salazar v. Wal-Mart Stores East, LP
TOLE2(40633)08202020 AMENDED
22A-2020-02817F

No Jurisdiction – Dismiss (XNJ) – Continued

Ellen Hulihan v. Senior Homes of Findlay LLC; The NRP Group LLC
TOLH2(40662)09112020
05-20-0416-8
22A-2020-02963F

Kyrstin Glisson v. Buckeye Northwest Realty
TOLH2(40680)09242020
05-20-0794-8
22A-2020-03079F

Judith Hogan v. Sue Domanski, Property Manager; Flex Realty Property Management Inc.
TOLH2(40683)09252020
22A-2020-03082F

Jill Cooper v. Genacross Lutheran Services
TOLE2(40701)10032020
22A-2021-00044F

Kelly Myers v. Exel Inc. dba DHL Supply Chain (USA)
TOLE2(40703)10102020
22A-2021-00128F

Victoria Dykes v. Canton Regency
AKRE3(40677)04142020
22A-2020-01852F

Shirley Cross v. Laurels of Canton
AKRE3(40731)06092020
22A-2020-02169F

Noland Palmer v. Chris Fleisher
AKRH3(40849)08162020
22A-2020-02776F

Joey Murray and Kittie Willaman v. Wernecke Properties IV LLC
AKRH3(40867)06122020
05-20-0131-8
22A-2020-03093F

Karen Stewart-Shelton v. Ardmore, Inc.
AKRE3(40871)08312020
22A-2020-03100F

Ronald Smith v. Waldon Management Corp. and Newton Village Apartment Co.
AKRH3(40961)11162020
22A-2021-00350F

No Jurisdiction – Dismiss (XNJ) – Continued

Anna White v. Rivers Bend Urgent Care
AKRG6(29002)09012020
22A-2020-02944F

Kyle Roberson v. American Showa, Inc
AKRE6(29014)09122020
22A-2020-03041F

Donna Hawkins v. Nova Behavioral Health
AKRE6(29041)09192020
22A-2020-03089F

Marsha Thomas v. Captain Doug Noblet
CLEG4(45984)08272020
22A-2020-02887F

Michael Brown v. O.E. Meyer Corporation
CLEE4(46020)09302020
22A-2021-00075F

Tasha Moore v. Giant Eagle
CLEE4(46026)10042020
22A-2021-00179F

Stanley Baker v. Edge Landings Ltd., Cuyahoga Metropolitan Housing Authority, K&D Management
LLC and K&D Group LLC
CLEH4(46042)09172020
05-20-0615-8
22A-2021-00173F

Rev. Pamela Pinkney-Butts v. Greater Cleveland Regional Transit Authority
CLEG4(46077)10282020
22A-2021-00435F

Lyndsay Loyer v. James Wise
CLEH4(46096)11152020
22A-2021-00456F

Sandra Wagner v. Fox Hollow Apartments, Lori Tilton, Kim Lemming and The Millennia Companies
CLEH4(46130)12012020
22A-2021-00518F

Brittney Young v. Bud's One Stop
DAYE6(28610)01202020
22A-2020-01276F

No Jurisdiction – Dismiss (XNJ) – Continued

Pamela Staggs Wolf v. Vinebrook Homes of Dayton
DAYG6(28643)01282020
22A-2020-01377F

Deshah Little v. Butler Technology Career Development Schools
DAYK6(28658)02032020
22A-2020-01432F

Raheem Harrington v. Sunstates Security
DAYE6(28682)02102020
22A-2020-01552F

Wracquel A. Lowe v. Animal Friends Humane Society
DAYG6(28688)02132020
22A-2020-01557F

Karla Hernandez v. Chiapas Mexican Grill
DAYE6(28707)02252020
22A-2020-01657F

Brianna, Danae and Michael Virge v. Kettering Medical Center dba Sycamore Medical
DAYG6(28708)02252020
22A-2020-01658F

Darrell Williams v. H&L Market
DAYG6(28714)02282020
22A-2020-01670F

Halee Roberts v. Smellek, LLC; Schmates Home Rentals, LLC
DAYH6(28899)01092020
05-20-8683-8
22A-2020-02499F

18. No Jurisdiction – Dismiss

Maudie Grace v. Greater Columbus Growing Coalition
COLG1(47664)02112020
22A-2020-01308F

Brian Weaver v. Ohio Attorney General EEOC
COLG1(47945)07142020
22A-2020-02380F

John Sherred v. Action Pest Control, Inc.
COLG1(47955)07142020
22A-2020-02394F

No Jurisdiction – Dismiss - Continued

Marvin L. Parns v. Johanna Gooding, Investigator and The Ohio Civil Rights Commission
TOLG3(40927)10142020
22A-2021-00124F

Trasheena Perkins v. The United States Postal Service
AKRG3(40892)09092020
22A-2020-03122F

Ronda L. Roberts v. The United States Postal Service
AKRA3(40909)10012020
22A-2021-00158C

Carrie Carsterns v. Tyler Perry Studios c/o The Divorce Court
AKRG3(40930)10192020
22A-2021-00262F

Samuel Bucalo v. Teamsters Local 100
DAY76(28662)02052020
22A-2020-01449C

Samuel J Bucalo v. Netflix Productions, LLC
DAY76(28663)02052020
22A-2020-01452C

19. No Probable Cause – Dismiss

Polly Sue Henry v. TSMM Management, L.L.C. dba Primrose Retirement Community of Marion
COLB1(47657)02032020
22A-2020-01285C

Ella Liggins v. Extra Space Storage
COLG1(47670)02132020
22A-2020-01336F

Ernest Henry v. Ampex Brands of Columbus, Inc.
COL71(47686)02182020 AMENDED
22A-2020-01385C

Dawna Marie Edinbyrd v. Envoy Air, Inc.
COL71(47692)02212020
22A-2020-01400C

Ramayne Devers v. FitzSimmons Hospital Services
COL71(47695)02242020
22A-2020-01407C

No Probable Cause – Dismiss - Continued

Nicole DiCuccio v. Supreme Court of Ohio
COLB1(47704)02252020 AMENDED
22A-2020-01479C

Dawna Marie Edinbyrd v. Envoy Air, Inc.
COL71(47706)02242020
22A-2020-01481C

Tami Golliday v. Bexley School Board
COLB1(47709)02292020 AMENDED
22A-2020-01489C

Yasir Abdi Ali v. Amy Marzella Spiess, Ph.D. and Association for Psychotherapy, Inc.
COL71(47712)03042020
22A-2020-01501C

Yasir Abdi Ali v. City of Columbus, Division of Police
COL71(47713)03042020
22A-2020-01502C

Dr. Ivon L Roberson v. Brookdale Hospice
COLA1(47730)03122020
22A-2020-01615C

Saundra Edwards v. Genesis Hospital Barbara Satterfield
COLG1(47727)03092020
22A-2020-01585F

Hakija Hidic v. State of Ohio, Department of Public Safety
COLG1(47744)03192020
22A-2020-01645F

Miccau A. McClelland v. The Columbus Urban League
COL71(47765)03302020
22A-2020-01688C

Amy Wood v. Towne Properties Asset Management Company, Ltd. c/o Frederick J. Caspar, Registered Agent; Stephanie Martin, Property Manager; and Ashlee Sowell, Assistant Property Manager
COLH1(47831)05192020 AMENDED
22A-2020-02012F

No Probable Cause – Dismiss - Continued

Miccau A. McClelland v. The Columbus Urban League
COL71(47840)05212020
22A-2020-02033C

Miccau A. McClelland v. The Columbus Urban League
COL71(47841)05222020
22A-2020-02034C

Pennie Gant v. Tammy Edelman, Regional Manager for National Church Residences; National Church Residences c/o Steven Bodkin, Senior Vice President and Chief Operating Officer of Senior Living and Affordable Housing; and Lisa Cooper, Community Manager for National Church Residences
COLH1(47865)06082020
05-20-9363-8
22A-2020-02119F

*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 benefit of state and federal fair housing law; No Probable Cause on the issue of deny reasonable modification only

Kimberly Gentry-Westbrook v. Aveda Columbus Institute
COLA1(47885)06182020
22A-2020-02225C

Tamra L. Hairston v. State of Ohio, Department of Rehabilitation and Correction
COL71(47942)07092020
22A-2020-02343C

Tamra L. Hairston v. State of Ohio, Department of Rehabilitation and Correction
COL71(47909)06252020
22A-2020-02280C

Samuel Guess v. Ampex Brands of Columbus, Inc.
COL71(48073)09022020
22A-2020-02866C

Ali Khechen v. Pepsi Beverages Company
TOL72(40394)01282020
22A-2020-01169C

Shytrice Robinson v. Ryder Integrated Logistics, Inc.
TOL72(40404)02032020
22A-2020-01228C

Lauri L. Perry v. H.B. Magruder Memorial Hospital
TOLA2(40419)02132020
22A-2020-01345C

No Probable Cause – Dismiss - Continued

Kristina Fenicle v. Dunbar Mechanical, Inc.
TOL72(40423)02192020
22A-2020-01393C

Damarco Browning v. Impact Products, LLC
TOL72(40424)02202020
22A-2020-01394C

Damarco Browning v. Kelly Services, Inc.
TOL72(40425)02202020
22A-2020-01395C

Mary Lewis v. City of Toledo, Department of Public Utilities, Division of Water Distribution
TOL72(40429)02212020
22A-2020-01401C

Kathy Jernigan v. Sauder Manufacturing Co.
TOLA2(40431)02242020
22A-2020-01461C

Jazz B. Wright v. Mestek, Inc.
TOL72(40432)02242020
22A-2020-01459C

Lawrence I. Clark, Jr. v. Premium Quality Lighting, Inc.
TOLA2(40434)02242020
22A-2020-01463C

LeTrae Walker v. Frankie Goes to Town, LLC dba Chevy's Place
TOLG2(40450)02282020
22A-2020-01487F

Sonja Ankney v. Uni-Grip Inc.
TOL72(40452)02292020
22A-2020-01542C

Ashleigh Wade v. The University of Toledo
TOLB2(40460)03042020 AMENDED
22A-2020-01596C

Dale Biederman v. State of Ohio, Department of Rehabilitation and Correction
TOLA2(40465)03092020
22A-2020-01608C

No Probable Cause – Dismiss - Continued

Jeremy Deer v. RMH Franchise Corporation dba Applebee's
TOL72(40467)03112020
22A-2020-01610C

Judy Gleason and Curtis Never v. The Lakewoods Apartments; Independent Management Services
TOLH2(40468)03112020
22A-2020-01611F

Damian McCluney v. Bath & Body Works, LLC
TOLG2(40469)03112020
22A-2020-01612F

Jason Presnell v. Brondes Ford Maumee
TOLA2(40470)03122020
22A-2020-01621C

Cynthia Harris v. Lucas County Department of Job and Family Services
TOL72(40471)03132020
22A-2020-01622C

Michael Goodwin v. Hancock-Hardin-Wyandot-Putnam Community Action Commission
TOLG2(40472)03182020
22A-2020-01633F

Tierra Mason v. Amy Rundio, Property Manager; Park Terrace Apartments; Princeton Management
TOLH2(40478)03272020
05-20-1222-8
22A-2020-01682F

Talal Elkhatib v. State of Ohio, Department of Rehabilitation and Correction
TOL72(40505)05152020 AMENDED
22A-2020-02006C

Wendy Rafferty v. Richard Capeta and Capeta Enterprises, Ltd.
AKRH3(40627)02172020AMENDED
05-20-9580-8
22A-2020-01516F

Callie Garrett v. Wyant Woods Care Center
AKR73(40653)03112020
22A-2020-01817C

Linda Hackathorn v. CHC Addiction Services
AKRA3(40718)06032020
22A-2020-02146C

No Probable Cause – Dismiss - Continued

Jade Walker v. Akron Metropolitan Housing Authority
AKRH3(40739)06152020
05-20-9619-9
22A-2020-02209F

Linda Hackathorn v. CHC Addiction Services
AKR73(40752)06242020
22A-2020-02348C

Toya McDowell v. D'Angelo Catering, Inc.
AKR73(40758)06292020
22A-2020-02354C

Chalese Palmer v. Walmart
AKR73(40776)07082020
22A-2020-02371C

Edward Suber, III v. Tallmadge City School District Board of Education
AKRA3(40778)07092020
22A-2020-02373C

Nicole Rider v. The Child Garden LaGrange, Inc.
AKRG3(40793)07202020
22A-2020-02643F

Elijah Fletcher v. Siffron
AKR73(40795)07192020
22A-2020-02645C

Lavonne Hamilton v. Select Specialty Hospitals
AKRB3(40812)07302020
22A-2020-02664C

Larry Williams v. Youngstown City School District
AKR74(45767)03232020
22A-2020-01841C

Jonathan M. Moore, Sr. v. Just In Time Staffing, Inc.
CLEA4(45713)02192020
22A-2020-01560C

No Probable Cause – Dismiss - Continued

Anthony Peck v. Arcelor Mittal Cleveland, LLC

CLE74(45717)02142020

22A-2020-01568C

*Split Determination: Probable Cause on the basis of race on the issue of harassment and different treatment; No Probable Cause on the basis of race, religion and retaliation on the issue of demotion

Terrence Parham v. County of Cuyahoga

CLE74(45720)02162020

22A-2020-01571C

Charles Goodrum v. County of Cuyahoga

CLE74(45723)02192020

22A-2020-01574C

Susan Buhr v. eXp Realty, LLC

CLEA4(45776)03262020

22A-2020-01782C

Shirley Voska v. Ally Bank

CLEG4(45801)04092020

22A-2020-01810F

Elijah Finley v. City of Ontario, Police Department

CLE74(45831)05042020

22A-2020-01943C

Matt Siko v. Washington Prime Group, Inc.

CLEG4(45849)05182020

22A-2020-02048F

Lawrence Lee Hardy v. Postal Fleet Services, Inc.

CLE74(45851)05192020

22A-2020-02050C

Norah C. Sullivan v. I-X Convention Center

CLE74(45871)05312020

22A-2020-02078C

Eddie Cedeno-Rosario v. Cuyahoga County Board of Developmental Disabilities

CLE74(45875)06052020

22A-2020-02176C

Vicki Dachtler v. The MetroHealth System

CLEB4(45895)06252020

22A-2020-02479C

No Probable Cause – Dismiss - Continued

Joanna George v. University Hospitals of Cleveland
CLEB4(45952)08042020
22A-2020-02716C

Steven Robinson v. Frontline Services
CLEB4(45954)08042020 AMENDED
22A-2020-02718C

Darnell Jose Smith Jr. v. PCC Airfoils, LLC
CLE74(45975)08242020
22A-2020-02840C

Anderson Pope v. Frontline Services
CLE74(46000)09082020
22A-2020-02993C

Steven Robinson v. Frontline Services
CLEB4(46059)10222020
22A-2021-00420C

Jacquelyn Doblinger v. Fang “Tiffany” Wang and Walter Rainey
CLEH1(47749)03232020
05-20-8840-8
22A-2020-01648F

Althea Asadullah v. RTA
DAYG6(28584)01142020
22A-2020-01197F

Doug Chapman v. Atalian Global Services
DAYA6(28585)01142020
22A-2020-01198C

Rachel VanCleave v. Braun Industries, Inc.
DAYB6(28594)01142020 AMENDED
22A-2020-01252C

Bentley Cooks v. Ford Motor Company
DAY76(28600)01152020 AMENDED
22A-2020-01259C

Molly L. Martin v. Woodforest National Bank
DAY76(28606)01202020 AMENDED
22A-2020-01262C

No Probable Cause – Dismiss - Continued

MaChon Minnifield v. Dayton Children’s Hospital
DAY76(28608)01202020
22A-2020-01274C

Fredrick Lightfoot v. Mahle
DAY76(28624)01272020
22A-2020-01292C

Gina Johnson v. Montgomery County Job & Family Services
DAYA6(28631)01252020
22A-2020-01304C

Samantha Piast v. Milacron
DAY76(28632)01242020
22A-2020-01305C

Derrick D. Blassingame v. ProLink Healthcare, LLC
DAY76(28633)01272020AMENDED
22A-2020-01306C

Diane Carter v. Pediatrics of Lima
DAYA6(28634)01282020
22A-2020-01307C

Deneno Christopher v. Morrison Community Living
DAY76(28642)01282020 AMENDED
22A-2020-01376C

Sandra Collier v. Icon Clinical Research
DAYB6(28648)01302020 AMENDED
22A-2020-01420C

Voncillie Kasier v. Cincinnati Public Schools-Woodward High School
DAY76(28649)01312020
22A-2020-01421C

Terri Chambers v. Xavier University
DAY76(28651)01302020
22A-2020-01422C

Daniel T. Sizemore v. Tenneco Automotive Operating Company Inc.
DAYB6(28657)02042020
22A-2020-01431C

No Probable Cause – Dismiss - Continued

David Brennan v. Western and Southern Financial Group
DAYB6(28666)02052020
22A-2020-01457C

Megan Paige Mays v. State of Ohio, Department of Job and Family Services
DAYB6(28667)02052020
22A-2020-01458C

*Commissioner Patmon recused himself from participation in this case

Adrienne Marie Jones v. Jefferson Township, Montgomery County
DAYA6(28668)02052020
22A-2020-01460C

Rhonda Works v Hampton Inn Suites Dayton\Vandalia
DAY76(28673)02062020 AMENDED
22A-2020-01495C

Matthew Logan v. Oxford Healthcare Center
DAYG6(28674)02072020
22A-2020-01496F

Jessica Lorimer v. Digital Dental Group
DAYE6(28678)02112020
22A-2020-01498C

John Sherman v. Sam's Care
DAYB6(28686)02142020
22A-2020-01556C

Jessica Curvin v. Comfort Inn
DAY76(28689)02182020
22A-2020-01559C

Tinia Marie Coles v. The Christ Hospital
DAY76(28690)02182020
22A-2020-01563C

Robert Still v. Synergy Flavors
DAY76(28693)02192020
22A-2020-01629C

Jimmy Anderson v. LAJOY Group, Inc.
DAY76(28698)02242020
22A-2020-01638C

No Probable Cause – Dismiss - Continued

Sonja Washington v. Anthem
DAYB6(28699)02232020
22A-2020-01653C

Lynn Carrie LaMance v. H&L Market
DAYG6(28701)02242020
22A-2020-01654F

Brian Brewer v. Greater Dayton Regional Transit Authority
DAYB6(28703)02262020
22A-2020-01655C

Steven Jones v. Captain D’s, LLC
DAYB6(28715)02282020
22A-2020-01671C

Alise Wilson & Arthur Wilson Jr. v. First Financial Bank; Kori Brandhoff; Scott Clark
DAYH6(28725)02102020
05-20-8319-8
22A-2020-01691F

MOTION by Commissioner Singh to approve the December 17, 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.

HEARING OF APPEARANCE CASES

Appearance 1

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

Patricia Milligan v. Roseanna Huston, Fair Housing 504 Coordinator; Woda Cooper Companies, Inc.;
Paigelynn Place, LLC; Terry Earhart, Regional Vice President
TOLH2(40369)01162020
22A-2020-01033F

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 2

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

Sheila Foster v. Medina Metropolitan Housing Authority, Southwick
Manor Apartments LLC and Brunswick Apartments, L. P.
CLEH4(45652)01132020
05-20-8241-8
22A-2020-01132F

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	DID NOT PARTICIPATE
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 3

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

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

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 4

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

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

MOTION by Commissioner Singh 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.

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

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

Brian Leonard v. Bedrock Management Services LLC dba Bedrock Detroit
CLEG4(45626)12232019
22A-2020-00942

Barbara Churgovich v. Dollar Tree Stores, Inc.
CLEB4(45634)12312019
22A-2020-00961C

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Michael Broadus v. The Little Tikes Company

AKR73(40571)01162020

22A-2020-01157C

Kathleen Lesiak v. University Hospitals of Cleveland

CLEG4(45639)01072020

22A-2020-01106F

Alex Duncan v. Geauga County

CLEG4(45657)01102020

22A-2020-01136F

2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Carmen Chukes v. City of Logan, Police Department and Mayor's Office

COLG1(48050)08232020

22A-2020-02812F

Anthony Cochran v. City of Mansfield

CLEG4(45646)01072020

22A-2020-01121F

Pamela Pinkney Butts v. Cuyahoga County, Division of Children and Family Services

CLEG4(45653)01132020

22A-2020-01133F

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: No Probable Cause - Dismiss

Edward Sachs v. State of Ohio, Department of Health
COLH1(47771)04082020 AMENDED
05-20-9098-8
22A-2020-01738F

2. Certification for a Bona Fide Qualification Based on Sex

- State of Ohio, Department of Rehabilitation and Correction
 - 349 Correction Officer Posts (284 mail-only, 65 female-only) throughout 25 institutions

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

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

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

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

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

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

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

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

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

Sade Waller v. Michael Krienik
DAYH6(28636)11052019
05-20-7499-8
22A-2020-01288F

2. Administrative Law Judge's Report and Recommendation to Issue a Cease and Desist Order - Grant

McKayla Anderson v. Magna Properties LTD
Complaint No. 18-HOU-DAY-26907

MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Add-On 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.

Report from Executive Director

The OCRC should be proud of its role in some recent private filings and settlements against local municipalities.

- First, OCRC's Columbus Regional Office investigated the charges of two Black police officers, Karl Shaw and Eric Cornett, filed against the Columbus Police Department in 2015. I would be remiss if I did not credit the work of Investigator Andrew Seifert, Supervisor Angel Stone, Regional Director Aman Mehra, Regional Director Bradley Dunn (acting as the Reconsideration Supervisor) and the SET (Special Enforcement Taskforce).

Officer Shaw's charge stemmed from an incident that occurred in 2014 when he sought a position in the narcotics division after his unit was disbanded. The Sergeant in charge of the narcotics division had a history of racism, with Shaw being aware that he had a "negative attitude about 'black officers and African-Americans in general.'"

The same Sergeant allegedly made threats to Shaw's former partner, Charging Party Cornett, as well as to Officer Shaw's supervisor. Another Officer alleged that the Sergeant "used the N-word and the terms 'ape' and 'monkey' in reference to the Charging Parties and said that if something was not done 'about those two monkeys, he was going to take them out back and kill them.' The threats were so bad that Officer Cornett took a \$70,000 pay cut, sold his home for substantially under market value, and moved to South Carolina to take another job. Officer Cornett opted not to pursue his case.

After administrative Complaints were issued, the cases were referred to special counsel due to a conflict of the Ohio Attorney General's Office. Consequently, former AAG Duffy Jamison, took over as counsel of record, and when he took a position with the OCRC, the cases were transferred to attorney Dianne Einstein. Ultimately, Shaw, withdrew his case and filed in federal court. On, October 26, 2020, Columbus City Council approved the proposed settlement of Officer Shaw's case for \$425,000. Additionally, the City agreed to implement a significant policy change that any proven discriminatory action by a CPD employee will be considered critical misconduct and a terminable offense. Also, according to the Columbus Dispatch, as part of the settlement, Officer Shaw, who plans to retire in May, will also meet with Columbus Mayor Andrew Ginther to share his personal experiences of racism within the Department.

Mayor Ginther is quoted as saying, that, "Officer Shaw went through the proper internal channels when the incident occurred, but was still the victim of retaliation. An extensive Internal Affairs Bureau investigation gave the offending officer a written reprimand...This case represents the status quo and the past. It cannot represent our future and underscores the need for civilian oversight and independent investigations."

- Second, if you recall, the Toledo region, as guided by the SET, thoroughly investigated the charges of sex discrimination and retaliation of several female firefighters against the City of Toledo's Fire Department.
 - *Karen Marquardt v City of Toledo, Department of Fire and Rescue*, No TOL72(39474) 09282018, TOL72(39549)10132018 EMP/Sex and retaliation (demotion)

Charging Party alleged she was denied a promotion on the basis of sex and in retaliation for filing an internal complaint of harassment. She applied for the Chief position and had been the Acting Chief after former Chief

Santiago, retired. Charging Party filed a second charge because she was demoted on October 22, 2018. Capt. Martinez allegedly made comments he was ‘going to get her.’

- *Kari Gonzales v City of Toledo, Department of Fire and Rescue*, Nos. TOL72(38567) 06302017; TOL72(39490)10032018 EMP/Sex & Retaliation

Charging Party was a Lieutenant and Wellness Coordinator. In her first charge, she alleged she was denied a promotion due to sex. In her second charge, she alleged she was retaliated against and subjected to different terms and conditions and accused of fraud (Respondent cited her for a 2012 infraction with regard to a timesheet).

- *Sally Glombowski v. City of Toledo, Department of Fire and Rescue*, No TOL72(39611) 12192018 EMP/Sex and Age

Charging Party filed a charge on the bases of sex and age. Charging Party is a Battalion Chief. She was transferred from the Training Bureau to the Professional Standards Bureau. Charging Party claimed her supervisory duties were reduced, and a younger male Battalion Chief was promoted to her previous position in the Training Bureau. Charging Party was told by Chief Byrd to spend three days training the male. No arrangements were made for Charging Party to be trained in her new position.

Probable Cause was found in all cases. Complaints were issued, but then withdrawn. Those same female Charging Parties recently settled their claims with the City for \$100,000 to Lt. Kari Gonzalez, \$68,500 to Battalion Chief Karen Marquardt, and \$50,000 to Battalion Chief Sally Glombowski for a total resolution of \$218,500. Kudos to Investigators Sue Sekel, Melissa Erford, and Ellena Lee, Supervisor Bill Baskin, Regional Director Inder Levesque, and the SET team for the hard work and dedication on those charges.

- Finally, the Commission recently found Probable Cause on another firefighter case, this time against the City of Columbus.
 - *Serrina Yvonne Jackson v. City of Columbus, Fire Department*, No. COL71(47481) 11052019, Complaint No. 20-EMP-COL-47481 EMP/Sex

Charging Party, a Fire Cadet, alleged that Battalion Chief Joe Richards sexually harassed her. She claimed Chief Richards touched her breast, required her to remove her pants and requested oral and vaginal sex. Charging Party stated the conduct started in April 2019 shortly after she started, and continued through September 2019. Evidence indicated other females complained.

Conciliation failed, and a Complaint was recently issued. As of this meeting, Ms. Jackson is withdrawing her charge and pursuing remedies the Commission cannot award her in federal court. We will keep a close eye on this case as well. Kudos to Investigator Carol Scott, Supervisor Angel Stone, Regional Director, Aman Mehra, Recon Supervisor, Bradley Dunn and the SET team for their work on this case.

Report from Executive Director

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

- ❖ 2020 Holiday Meals Campaign. This is our opportunity to give collectively to the Mid-Ohio Foodbank. The focus will be on online donations. The Campaign will end on December 18, 2020. Stephanie Bostos Demers agreed to be the coordinator for the Holiday Meals Campaign and she sent a link to everyone so that those who are interested could make a donation. From the last report, the Commission has donated, to date, \$565.00.
- ❖ Holiday Family. Stephanie also agreed to coordinate the family adoption program for OCRC. On December 2, 2020, she sent an email to the executive team and the Commissioners informing us that the Directions for Youth was not hosting the adopting a family program. Stephanie then reached out to the Salvation Army regarding their Angel Tree Program and adopted a 10-12 year old boy and a 3-5 year old girl. She received donations to purchase items on their wish list.

Human Resources Update

- ❖ On November 20, 2020, Judia Brown, Human Resource Coordinator, resigned. She will be missed and we wish her well.
- ❖ On November 23, 2020, Johncie Kanney stepped up and agreed to do payroll for the agency. She worked the week and the day of Thanksgiving to ensure that we were all paid. Words cannot express the valuable service that she rendered. For that we are truly grateful for her sacrifice for the agency.
- ❖ On December 7th, Scott Marshall began his employment with the Commission as the Human Resource Manager. Scott has already proven to be a valuable addition to the Commission. He has the requisite skills and abilities to help move the Commission forward.

Kudos Korner

- ❖ Shollet Wise: Shollet, after being in the workforce for multiple years, came to the Commission, where she served approximately three years as a member of the support staff in the Dayton-Cincinnati region. Shollet served the Commission well and she too has decided to embark upon a new journey in her life and we wish her all the best.
- ❖ Tonielle Neal and Sara Aicholz: They are the support staff in the Toledo region. During the absence of their Regional Director, they jumped at the opportunity to voluntarily go into the office to offer whatever assistance they could to maintain continuity of the regions work.
- ❖ William Baskin: serves as the supervisor in the Toledo region and he has stepped into the role of the regional director and is successfully leading the region with confidence and commitment. He is doing an exceptional job.

- ❖ Naomi Hudson: is a member of the support staff in the Dayton/Cincinnati region. She has stepped and she voluntarily goes into the office to add additional support to the region in light of the departure of the Supervisor and the upcoming departure of the other support staff member.

Stephanie Bostos Demers: As our legal counsel, Stephanie has been instrumental in several cases insuring that the Commission comes to the proper recommendation and determination based upon the facts gathered during the investigation and the current status of the law.

Remarks

The Commissioners wished everyone a happy and safe holiday season. They also thanked the staff for their hard work.

MOTION by Commissioner Peters to adjourn the public meeting. 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.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:50AM.

* * *



Commissioner