



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
January 14, 2021
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 Peters to approve the December 17, 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

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

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

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

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

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

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

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

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

Waseem Smidi v. SouthernCare, Inc.
TOL72(39617)12226018
22A-2019-00829C
Complaint No. 20-EMP-TOL-39617

Waseem Smidi v. SouthernCare, Inc.
TOL72(39683)02136019
22A-2019-01279C
Complaint No. 20-EMP-TOL-39683

John D. Oakes v. HD Milton Associates and Hubert D. Milton
DAYH6(28040)05082019
22A-2019-02266F
05-19-8041-8
Complaint No. 20-HOU-DAY-28040

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

Timothy DeVaughn v. City of Dayton Fire Department
DAY76(27872)03012019
22A-2019-01718C
Complaint No. 20-EMP-DAY-27872

5. Issue Formal Complaint

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

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. RLJ Management Co. Inc., Melissa Hall, and Kenmore Place Apartments
AKRH3(40629)02192020
22A-2020-01519F

William Alexander v. RLJ Management Co. Inc. and Melissa Hall
AKRH3(40645)03042020
22A-2020-01601F

Issue Formal Complaint - Continued

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

Kevin Flynn v. University of Cincinnati
DAY76(28619)01272020
22A-2020-01238F

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

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

Angel L. Calhoun v. Central Park Place Apartments; Omar Bazy, Owner/Manager; Bazy Investment Group, LLC, Owner
TOLH2(40459)02102020 AMENDED
05-20-8343-8
22A-2020-01549F

7. Probable Cause – Schedule Conciliation

Matthew Phillips v. City of Warren, Ohio
AKRB3(40735)06102020
22A-2020-02199C

Andrea Beckman v. National Church Residences, Stoney Pointe Land, LLC dba Stoney Pointe Commons and Kyra Turner
AKRH1(47810)05062020
05-20-9939-8
22A-2020-01938F

Sheila Foster v. Cuyahoga Metropolitan Housing Authority
CLEH4(45853)05212020
05-20-9318-8
22A-2020-02052F

Probable Cause – Schedule Conciliation - Continued

Fair Housing Advocates Association v. Cuyahoga Metropolitan Housing Authority
CLEH4(45873)05292020
05-20-9424-8
22A-2020-02105F

Joyce M. Jenkins v. Chesterfield Services, Inc.
CLEB3(40761)06302020
22A-2020-02357C

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

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

LoQuasha Alexander v. Aylin Six Angel's Care
DAY76(28729)03102020
22A-2020-01695C

Vicki Linder v. Richard Jefferys; Mary Brinkman Jefferys;
The Reserve of Turpin Homeowners Association
DAYH6(28885)06162020
22A-2020-02426F

Carrie Gillespie v. Kaitlyn Gough, Dominion Property Manager; Theresa Reiterman, Dominion
Property Management
DAYH6(28936)08052020
22A-2020-02673F

8. Withdrawal of Charge with Settlement After A Finding of Probable Cause

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

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

Demond Bowen and Robin Greene v. Elmwood Villas Apartments c/o Ambre Meiter, Community
Director; and Dietz Property Group c/o Jennifer Gubiotti-Mantey, Regional Director
COLH1(48110)09142020 AMENDED
05-20-0799-8
22A-2020-02973F

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

Tamika Tripplett v. Colleen Stasik, RHM Real Estate Inc. dba RHM Real Estate Group and Alan Berger (TR)

CLEH4(45924)07222020 AMENDED
05-20-0086-8
22A-2020-02607F

Angela Ulmer v. Granada Gardens LTD. and AIY Properties, Inc.

CLEH4(45991)07312020
05-20-0134-8
22A-2020-02894F

Tyler Pressley v. Longsdorf Investments, LLC and Bauer Realty Management, LTD

CLEH4(45995)07062020 AMENDED
05-20-0210-8
22A-2020-02987F

Kizzy Henderson v. Heart & Home Property Management, Inc., c/o Robert Hewitt, Registered Agent; Michael Morgan, Owner/Property Manager; and Cheryl Morgan, Owner/Property Manager

ADRH1(48084)09082020
05-20-0271-8
22A-2020-02905F

Kimberly Hyde v. Aspen Management USA, LLC, Jami Stoner and Vicki McCord

ADRH3(40912)10022020
05-21-0755-8
22A-2021-00161F

Kimberly Hyde v. Aspen Management USA, LLC, Victoria Square LLC, Jami Stoner and Vicki McCord

ADRH3(40959)11162020
05-21-0755-8
22A-2021-00591F

Veronica McVey v. Simply Greek

ADR74(45947)07312020
22A-2020-02630C

Darlene Gibbs v. Angela Koncz, Odin Properties, LLC, and Grandview Pointe Apartments

ADRH4(45992)09012020
05-20-0400-8
22A-2020-02895F

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

Housing Research & Advocacy Center v. Angela Koncz, Odin Properties, LLC, and Grandview Pointe Apartments

ADRH4(45993)09012020

05-20-0414-8

22A-2020-02896F

Shade Greene v. Camila Bloch

ADRH4(46047)09072020

05-21-0576-8

22A-2021-00174F

Chelsea Williams v. The Home@Taylor's Pointe

ADR76(29123)11052020

22A-2021-00325C

10. Withdrawal of Charge – With Settlement

Denise Kaminski v. Wood County Committee on Aging

TOLB2(40530)06032020

22A-2020-02095C

Kourtney Kozal v. Speedway LLC

TOLB2(40531)06032020

22A-2020-02096C

Tamara Ramon v. Devon Facility Management LLC

TOLB2(40732)11032020

22A-2021-00233C

Judy E. Ray v. North Pointe Senior Apts; Cathy Hays, Manager; Springfield Churches of God Inc.

DAYH6(28760)03232020

05-20-9763-8

22A-2020-01726F

Andrew Lamoreaux v. Industrial Machining Services, Inc.

DAY76(28789)04292020

22A-2020-01956C

George Goldsworthy v. Diocesan Publications, Inc.

ADRB1(48198)10192020

22A-2021-00109C

Willetta Bush v. Heartland at Promedica

ADR72(40480)04042020

22A-2020-01725C

Withdrawal of Charge – With Settlement - Continued

Verna Chears v. Rosary Cathedral
ADRA2(40510)05192020
22A-2020-02014C

Tellus Hughes v. The McAlaer Group
ADR72(40619)08122020
22A-2020-02731C

Junesha Bush v. PLE Group
ADRB2(40656)09082020 AMENDED
22A-2020-02937C

Douglas Berry v. The Farmers & Merchants State Bank
ADRA2(40677)09212020
22A-2020-03026C

Alexandria Anisimova v. Toledo Tool and Die
ADRB2(40707)10142020
22A-2021-00132C

Alexandria Anisimova v. Express Employment Professionals
ADRB2(40739)11132020
22A-2021-00334C

Howard Clark v. Marathon Petroleum Logistics, LLC
ADRA3(40870)08312020
22A-2020-03098C

Marcus Davis v. Stark County Engineer
ADR73(40880)09162020
22A-2020-03110C

Kara Brown v. AJ Frazier Solutions, Inc
AKR73(40896)09242020
22A-2020-03126C

Roosevelt Birl, III v. Check Point Systems Alpha Theft Solutions
ADR73(40941)10292020
22A-2021-00274C

Sonia Kenouze v. Swissport International, Ltd.
ADR74(45955)08062020
22A-2020-02719C

Withdrawal of Charge – With Settlement - Continued

David Small v. Western Reserve Community Development
ADRH4(46002)09132020
05-20-0659-8
22A-2020-02995F

11. Withdrawal of Charge – Grant

Brenda A. Moore v. Volunteers of America dba Bethesda Care Center
TOL72(40495)04282020
22A-2020-01904C

Monica Rupp v. Mechanical Contractors Association of Northwestern Ohio, Inc.
TOL72(40754)11232020
22A-2021-00361C

Marius Lancaster v. Kate Stotts; Prokos Rentals; David C. Hight Jr.
DAYH6(28783)04172020
22A-2020- 01883F

Richard Francis v. Eagle Creek Nursing (Saber Healthcare)
DAYB6(28795)05052020
22A-2020-01962C

Colleen O’Callaghan v. Taylor Communications
DAYB6(28823)05282020
22A-2020-02157C

12. Administrative Closure

Linda Meehleder v. New Home Development Company Inc.; Caren Bauer, Property Manager; Recovery Services of Northwest Ohio, Inc.
TOLH2(40681)09242020 AMENDED
22A-2020-03080F

Hema Kasisomayajula v. Elon Property Management Company L.L.C.; Sherri Stevenson, District Manager, Elon Property Management Company L.L.C.; Tara Bailey, Property Manager, Meldon Place Apartments of Toledo, LLC; Meldon Place Apartments of Toledo, LLC
TOLH2(40705)08222020
05-21-0596-8
22A-2021-00130F

Marcus Paris v. Findlay Police Department and Hancock County
TOLG2(40741)11102020
22A-2021-00336F

Administrative Closure - Continued

Ann Johnson v. Modern Manpower, LLC
AKR73(40747)06182020
22A-2020-02345C

Nyonna Washington v. Securitas USA
DAY76(28844)06132020 AMENDED
22A-2020-02237C

13. No Jurisdiction – Dismiss (XNJ)

Krista Palmer v. Pizza Hut
COLE1(47799) 04272020
22A-2020-01903F

Anjane Wilson v. United Dairy Farmers
COLE1(47826)05172020
22A-2020-01999F

Mohammad Rizvi v. Westmoor Apartments of Toledo, LLC
TOLH2(40690)09302020
22A-2021-00022F

Amy Davis v. Cumulus Media Inc.
TOLE2(40696)10052020
22A-2021-00038F

Royann D. Johnson v. Unison Behavioral Health Group, Inc.
TOLE2(40725)10272020
22A-2021-00226F

Monique Multari v. Globe Restaurant, LLC
AKRE3(40711)05282020
22A-2020-02128F

Sarah Starr v. Don Lalinsky
AKRE3(40768)07062020
22A-2020-02364F

Ebonie Williams v. Akron Children's Hospital
AKRE3(40891)09232020
22A-2020-03121F

Jennifer White v. Charles D. Henley, Jr.
AKRH3(40932)09112020
05-21-0666-8
22A-2021-00264F

No Jurisdiction – Dismiss (XNJ) – Continued

Ronald Smith v. Waldon Management Corp. and Newton Village Apartment Co.
AKRH3(40962)11162020
22A-2021-00351F

Ra’Nesha Springer v. CVS Pharmacy
AKRG1(48231)11022020
22A-2021-00239F

Mattie Hamby v. State of Ohio, Department of Youth Services
AKRE1(48240)11062020
22A-2021-00282F

Joanna Herrera & Seth Moniz v. Greenfield Ohio Police Department
AKRG6(29058)10152020
22A-2021-00235F

Brett Stansberry v. O’Charley’s
AKRE6(29087)10142020
22A-2021-00234F

Sharon Cordell-Johnson v. Children’s Hospital Medical Center, Protective Services
AKRE6(29093)10142020
22A-2021-00244F

Ariana Mathews v. Medical Mutual of Ohio
CLEE4(45863)05272020
22A-2020-02065F

Michael Rieg v. Sattler Machine Products, Inc.
CLEE4(45945)07292020
22A-2020-02628F

Kathleen Smith v. Fernandez Property and Sabrina (LNU)
CLEH4(45956)08112020
22A-2020-02720F

Nicole Evans v. City of Cleveland, Department of Public Health
CLEE4(46049)10132020
22A-2021-00196F

Aiyana Taylor v. Xellia Pharmaceuticals USA
CLEE4(46068)10292020
22A-2021-00427F

No Jurisdiction – Dismiss (XNJ) – Continued

Karen Combs v. Michelle Carver and Scarlett Oaks Mobile Home Park, LLC
CLEH4(46072)10262020
22A-2021-00430F

Rev. Pamela M. Pinkney-Butts v. Euclid Municipal Court
CLEG4(46075)10262020
22A-2021-00433F

Empress Candice Spencer-Day v. Edd Evans, Donna Watson and Pine Forest Apartments
CLEH4(46078)11012020
22A-2021-00438F

Rev. Pamela M. Pinkney-Butts v. Emerald Development, Economic Network, Inc., Allstar Management, City of Euclid Building and Housing Department, Euclid Municipal Court, Blaine Holdings and Department of Housing and Urban Development
CLEH4(46084)11022020
22A-2021-00493F

Carolyn Tyjewski v. Jeffery K. Patterson, Mark Hunt and Cuyahoga Metropolitan Housing Authority
CLEH4(46090)09152020
05-21-0778-8
22A-2021-00502F

Dominic Pisano v. Sarah M. Camloh, Sarah M. Pisano and Michael A. Camloh
CLEH4(46110)11182020
22A-2021-00541F

John & Terri Moore v. Cuyahoga County Child and Family Services
CLEG4(46116)11202020
22A-2021-00457F

Carolyn Tyjewski v. Jeffery K. Patterson and Cuyahoga Metropolitan Housing Authority
CLEH4(46128)08072020
05-21-1100-8
22A-2021-00622F

Gabrielle Flick v. Verified Properties, Inc.
DAYE6(28734)03102020
22A-2020-01698F

Asia Prude v. Twitter, Inc.
DAYE6(28746)03122020
22A-2020-01712F

No Jurisdiction – Dismiss (XNJ) – Continued

BaRee Harvey v. ETW Property Management
DAYH6(28753)03172020
22A-2020-01719F

Jaley Keen v. Project Woman
DAYE6(28764)03272020
22A-2020-01733F

David Germanozashvili & Traci Chapman v. Innovative Management; The H.O.A. Board of Directors of Lake Princeton; Lynda Zammit; The Lake Princeton Condominium Homeowners' Association, Inc.
DAYH6(28819)04082020
22A-2020-02150F

Michelle Futrell v. Brandon Blomfield
DAYE6(29010)09092020
22A-2020-03038F

14. No Jurisdiction – Dismiss

John Sherred v. Concord Counseling Services
COLG1(47949)07132020
22A-2020-02384F AMENDED

John Sherred v. Franklin County Municipal Clerk of Courts Office
COLG1(47952)07132020
22A-2020-02391F AMENDED

John Sherred v. Franklin County Municipal Clerk of Courts Office
COLG1(47953)07132020
22A-2020-02392F AMENDED

Amy R. Benjamin v. GAP/Athleta
COLE1(48034)08132020
22A-2020-02734F

Marsha E. Thomas v. Marion Shelter Program, Inc. c/o Charles Bulick, Registered Agent; Angel Forman, Case Manager; Paulette Doolittle, Program Specialist; Judge Robert D. Fragale of the Marion County Family Court; Marion County Family Court; Marilyn M. Glenn; and Stephen C. Wren
COLH1(48055)08242020
22A-2020-02821F

**Split Decision: No Jurisdiction (Y-1) dismiss against Respondents Marion County Family Court, Judge Robert D. Fragale, Marilyn M. Glenn, and Stephen C. Wre. No Probable Cause (M-3) dismiss against Respondents Marion Shelter Program, Inc., Angel Forman, and Paulette Doolittle. Respondents did not discriminate against Charging Party due to considerations of "familial status" or "retaliation", specifically by refusing to rent or deal with her, by denying reasonable accommodation, by threatening, intimidating, interfering, harassing, or coercing her to keep her from the full benefit of state or federal fair housing laws, or by engaging in steering.*

No Jurisdiction – Dismiss - Continued

E. Stanley Hoff v. Vanessa Fletcher, United States Probation Officer; and U.S. District Court—Southern District of Ohio
COLH1(48238)11082020
22A-2021-00280F

Edward Pettaway v. United Parcel Service, Inc.
TOLM2(40622)08142020
22A-2020-02739F

Edward Pettaway v. Teamsters Local Union No. 20
TOLM2(40623)08142020
22A-2020-02740F

Edward Pettaway v. United Parcel Service, Inc.
TOL72(40628)08192020
22A-2020-02799C

Kathleen Lesiak v. Ohio Hospital Association
CLEG4(46124)12032020
22A-2021-00681F

Kathleen Lesiak v. Northeast Ohio Chapter of Susan G. Komen Breast Cancer Foundation
CLEG4(46146)12092020
22A-2021-00621F

Terri Moore v. Cuyahoga County Child Services
CLEG4(46159)12222020
22A-2021-00662F

15. No Probable Cause – Dismiss

Marsha Howard v. Staffing Leadership Group LLC
COL71(47675)02142020
22A-2020-01351C

Robyn Robinson v. State of Ohio, Department of Rehabilitation & Correction
COLB1(47681)02192020
22A-2020-01364C

Zugey Elizabeth Cardenas Conejo v. The Ohio State University Comprehensive Cancer Center - Arthur G. James Cancer Hospital and Richard J. Solove Research Institute
COLB1(47682)02202020
22A-2020-01379C

*Commissioner Patmon recused himself from participation in this case

No Probable Cause – Dismiss - Continued

Nicole Whitehead v. Frost Brown Todd
COL71(47703)02272020
22A-2020-01478C

Candace Green v. 1-800-Flowers.com, Inc.
COLB1(47715)03032020
22A-2020-01507C

Nathan King v. Millenium Community Schools
COL71(47723)03062020
22A-2020-01550C

Adam Heizer v. Genuine Parts Company
COLB1(47726)03092020
22A-2020-01584C

Suann Moore v. ATALIAN Global Services
COLA1(47736)03162020
22A-2020-01623C

Angela Brock v. Pinnacle Treatment Centers dba Recovery Works
COLA1(47738)03182020
22A-2020-01639C

Jock Freeman v. C.O.W. Industries
COL71(47742)03192020
22A-2020-01643C

Lataisha Hardy v. Huntington Bancshares Incorporated
COL71(47746)03202020
22A-2020-01646C

Rene Castillo v. Kelly BMW-Mid Ohio Imports
COL71(47751)032420230
22A-2020-01652C

Doreatha Pickens v. Chronic Pain Resources, LLC
COL71(47757)03272020
22A-2020-01676C AMENDED

James Summerall v. Southeast Healthcare
COL71(47793)04232020
22A-2020-01889C

No Probable Cause – Dismiss - Continued

Robert Henderson v. AG Container Transport, LLC dba Pappas Trucking, LLC
COL71(47864)06082020
22A-2020-02118C

Justus Mishon Jackson v. ODW Logistics, Inc. and SLJ Group, Inc. dba Lionstone International
COLG1(47881)06162020
22A-2020-02217F AMENDED

Carmella Towns v. Ohio Hospital for Psychiatry, LLC
COL71(47907)06242020
22A-2020-02278C

LaTina Young v. Walnut Crossing Assisted Living & Memory Care
COL71(47943)07092020
22A-2020-02344C

Marsha E. Thomas v. Marion Shelter Program, Inc. c/o Charles Bulick, Registered Agent; Angel Forman, Case Manager; Paulette Doolittle, Program Specialist; Judge Robert D. Fragale of the Marion County Family Court; Marion County Family Court; Marilyn M. Glenn; and Stephen C. Wren
COLH1(48055)08242020
22A-2020-02821F

*Split Determination: No Jurisdiction (Y-1) dismiss against Respondents Marion County Family Court, Judge Robert D. Fragale, Marilyn M. Glenn, and Stephen C. Wre. No Probable Cause (M-3) dismiss against Respondents Marion Shelter Program, Inc., Angel Forman, and Paulette Doolittle. Respondents did not discriminate against Charging Party due to considerations of “familial status” or “retaliation”, specifically by refusing to rent or deal with her, by denying reasonable accommodation, by threatening, intimidating, interfering, harassing, or coercing her to keep her from the full benefit of state or federal fair housing laws, or by engaging in steering.

Edna K. Moore v. New Holland Engineering
COLE1(48111)09152020
22A-2020-02974F

Abby T. Turner v. Community Housing Network, Inc. c/o LM Counsel Statutory Agent; Fanny Jones Griffin; and Crystal Carson
COLH1(48134)09232020 AMENDED
05-20-0854-8
22A-2020-03029F

Wayne Williamson v. Mosser Construction, Inc.
TOL72(40435)02252020
22A-2020-01464C

Tanya Chaney v. Regency Hospital of Toledo, LLC
TOL72(40442)02272020
22A-2020-01471C

No Probable Cause – Dismiss - Continued

Daniel Vargas v. Board of the Metropolitan Park District of the Toledo Area
TOLB2(40494)04242020 AMENDED
22A-2020-01894C

Gary R. Eber v. Allied Universal Security Services, LLC aka Universal Protection Service, LLC
TOLA2(40496)04302020
22A-2020-01921C

Rae L. Mickle v. McKantz S. Archer, II, Owner
TOLH2(40521)03242020 AMENDED
05-20-9141-8
22A-2020-02071F

Cesalie Day v. AHP-Crystal Glen II, LLC; Crystal Glen Housing Company, LLP; Affordable Housing Partners, Inc.; Pedcor Management Corp.
TOLH2(40522)03272020 AMENDED
05-20-9142-8
22A-2020-02072F

Andre McFarland v. Moore Transport of Tulsa, Limited Liability Company
TOL72(40563)07072020
22A-2020-02330C

Terrence M. Pea II v. Production Products, Inc.
TOLB2(40590)07202020
22A-2020-02443C

Anthony Lofton v. International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-UAW Local 12
TOL72(40612)08052020
22A-2020-02595C

Delana Forsyth v. Nghia Chung Boeltl, Trustee; Nicholas Miller, Property Manager
TOLH2(40637)08272020
05-20-0380-8
22A-2020-02843F

Marvin L. Parns v. Capital One Bank (USA), National Association
TOLF3(40655)03152020
22A-2020-01857F

Marvin L. Parns v. Kohls, Inc., Capital One Bank (USA), National Association
TOLF3(40656)03152020
22A-2020-01831F

No Probable Cause – Dismiss - Continued

Lisa Wilson v. Encore Cleaners, LLC
AKRA3(40665)03252020
22A-2020-01839C

Tina Wilson v. Encore Cleaners, LLC
AKRA3(40671)04012020
22A-2020-01846C

Arlisha Turner v. Mom's Meals
AKRB3(40679)04272020
22A-2020-01914C

Della Ramsey v. FedEx Ground Package System, Inc.
AKR73(40700)05112020
22A-2020-01982C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKRA3(40707)05252020
22A-2020-02111C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKRA3(40708)05262020
22A-2020-02112C

Kristi Cunningham v. State of Ohio, Department of Youth Services
AKR73(40709)05262020
22A-2020-02113C

Ederica Abramson v. Village of Mount Eaton
AKR73(40716)06012020
22A-2020-02126C

Brent Jennings v. Sunless, Inc.
AKR73(40725)06052020
22A-2020-02162C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKR73(40753)06252020
22A-2020-02349C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKR73(40754)06242020
22A-2020-02350C

No Probable Cause – Dismiss - Continued

Ederica Abramson v. Village of Mount Eaton Police Department
AKR73(40783)07132020
22A-2020-02635C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKR73(40786)07142020
22A-2020-02636C

Danielle Sharpe v. Wayne County, Ohio
AKRB3(40794)07172020
22A-2020-02644C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKRA3(40799)07202020
22A-2020-02648C

Christopher Bair v. 2008 Pizza Properties, LLC dba Little Caesars Pizza
AKRB3(40837)08012020
22A-2020-02712C

Trasheena Perkins v. Lilia Henry, MD.
AKRG3(40893)09092020
22A-2020-03123F

Trasheena Perkins v. County of Portage Municipal Court
AKRG4(45827)04302020
22A-2020-01931F

Heard Robinson III v. Amazon.com Services LLC
CLE74(45765)03202020
22A-2020-01772C

Hope Shuster-Calhoun v. United Parcel Service, Inc.
CLE74(45832)05042020
22A-2020-01944C

Aaron Smith v. Carvana, LLC
CLE74(45834)05042020
22A-2020-01946C

Brian Leonard v. Bedrock Management Services, LLC
CLEG4(45850)05152020
22A-2020-02049F

No Probable Cause – Dismiss - Continued

Chasity Strawder & Terrance Strawder v. Taylor Emmons, Rebecca Emmons, Holstein Homes LLC
CLEH4(45854)05152020 AMENDED
05-20-9102-8
22A-2020-02053F

Cosmore Davis v. Associated Property Management LLC and Heatherwood Unit Owner's Association,
Inc.
CLEH4(45864)05272020 AMENDED
22A-2020-02066F

Ahmed Taylor v. True North Energy, LLC
CLEG4(45886)06192020
22A-2020-02470F

Mayah McCuen v. Lawrence Edem and Cynthia Onyeiiii
CLEH4(45896)05152020
05-20-9498-8
22A-2020-02480F

Richard McNitt v. BSI Group America Inc.
CLEA4(45921)07172020
22A-2020-02604C

Sabrina White v. Wes Properties, LTD and Brian Wilson
CLEH4(45922)05092020
05-20-9699-8
22A-2020-02605F

Angela Falsetto v. Autozone, LLC
CLEG4(45932)07222020
22A-2020-02615F

Joyce Nichols v. Erie Metropolitan Housing Authority and Cindy Carico
CLEH4(45938)07212020 AMENDED
22A-2020-02621F

Frater Minister Ronald Garr v. Kelly Services, Inc.
CLE74(45944)07292020
22A-2020-02627C

Tiffany Birmingham v. Ghostly Manor, LLC dba Ghostly Manor Thrill Center
CLEG4(46044)10112020
22A-2021-00175F

No Probable Cause – Dismiss - Continued

Brook Mills v. Kenneth C. Warden, DDS, Inc.
CLE71(47896)06242020
22A-2020-02255C

Jessica Ellars v. JPM Real Estate Services, LLC dba Jonas Real Estate
CLEE1(47979)07212020
22A-2020-02461F

Michael Armstrong v. Wal-Mart Stores East, LP dba Walmart Distribution Center
CLE71(48018)08052020
22A-2020-02594C

Eric Crose v. Willig Tire Recycling Center
CLEE1(48038)08172020
22A-2020-02742F

Richard Pearce v. Erie Metropolitan Housing Authority and Amy Hayfield
CLEH2(40523)04122020
05-20-9162-8
22A-2020-02074F

Warren Easterling v. Agile Delivery Service, LLC
DAY76(28704)02262020
22A-2020-01656C

Thelma Keister/Angelena Keister v. MUY Hamburgers Partners, LLC/Wendy's
DAYB6(28709)02272020
22A-2020-01664C

Derrick D. Blassingame v. Bon Secours Mercy Health, Inc.
DAY76(28713)03022020
22A-2020-01669C

Jerrie Phillips v. Meschmidt
DAY76(28718)03032020
22A-2020-01674C

Jessica Jones v. Cincinnati Children's Hospital Medical Center
DAYG6(28721)03042020
22A-2020-01685F

Michelle McCartney v. GE Aviation
DAY76(28727)03082020
22A-2020-01693C

No Probable Cause – Dismiss - Continued

Heather Hergenrather v. Cinemark
DAYB6(28736)03112020
22A-2020-01699C

Marre Barnette v. Fresenius Medical Care North America
DAYA6(28737)0312020
22A-2020-01700C

Joshua Moody v. Unison Industries
DAYB6(28757)03192020
22A-2020-01722C

Catherine Malone v. CVS Health Corporation and US Tech Solutions Inc.
DAY76(28758)03232020
22A-2020-01723C

James W. & Mary T. Powers v. Fifth/Third Bank, Western Ohio
DAYF6(28762)03242020
22A-2020-01728F

Jacqueline Carter-Dennis v. Manco Property Services; Dan McNaulty; Cyndee Henry;
Jule Rastikis
DAYH6(28763)03262020
22A-2020-01732F

Terry Conkright v. Rock Chucker LLC
DAY76(28772)04082020
22A-2020-01743C

Danto Palomino v. Greater Dayton Premier Management
DAYH6(28778)04132020
22A-2020-01828F

Whitney Walker v. St. Bernard Soap Company
DAY76(28841)06092020
22A-2020-02231C

Billi Jo Cooper v. Allied Food Industries, Inc. dba Burger King
DAY76(28855)06222020
22A-2020-02259C

Bobby Boyd v. Taubra Corp. dba Mercury Services, LLC
DAY71(48123)09162020
22A-2020-02986C

No Probable Cause – Dismiss - Continued

Atasha Gray v. Ford Motor Company
DAY72(40456)03032020
22A-2020-01546C

MOTION by Commissioner Patmon to approve the January 14, 2021 Confirmation Agenda. 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.

STAFF BRIEFING

The Compliance Director confirmed that the Ohio Civil Rights Commission is in compliance with notice requirements set forth in the Ohio Administrative Code Section 4112-1-04.

HEARING OF APPEARANCE CASES

Appearance 1

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

Terance Trammell v. Ontario Local Schools
AKR74(45677)01272020
22A-2020-01208C

MOTION by Commissioner Patmon 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.

Appearance 2

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

Vincent Shivers v. Youngstown City School District
AKRA3(40576)01212020
22A-2020-01264C

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 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 3

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

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

MOTION by Commissioner Patmon 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

1. Adopt Administrative Law Judge's Report and Recommendation to issue a Cease and Desist Order;
Deny Respondents' Statement of Objections

Donna Sargeant v. V.T. Larney Ltd., Equity Management, LLC
and Vince T. Larney
Complaint No. 19-HOU-AKR-39402

2. Adopt Administrative Law Judge's Report and Recommendation to issue a Cease and Desist Order

Christine Clark v. Pro Touch Lawn Care LLC
Complaint No. 19-EMP-CLE-39962

3. Adopt Administrative Law Judge's Report and Recommendation to issue a Dismissal Order

Jasmaine Barry v. Roy and Tamara Jackson
Complaint No. 19-HOU-TOL-39069

MOTION by Commissioner Peters to adopt the administrative law judge's reports and recommendations and deny the Respondents' objections in the foregoing captioned cases on the Commissioners' Agenda for Week 1. 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 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

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

MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned cases 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: No Probable Cause - Dismiss

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

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

*Commissioner Patmon recuses himself from participation in this case

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

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

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 – with noted recusals
Commissioner Madhu Singh	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

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

Matthew Covey v. City of Akron and Jodie Forester
AKRH3(40579)01232020
22A-2020-01267F

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

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. Upon Reconsideration: No Probable Cause - Dismiss

Fernando Smith v. Jack Cleveland Casino LLC
CLEG4(45696)02052020
22A-2020-01324F

Mary Barath v. City of Rocky River
AKRG3(40603)02052020
22A-2020-01428F

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 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

Executive Director Angela Phelps-White rested on her written report:

General Agency Overview

Inventory

- ❖ Total Case Inventory.
 - Regions: 1,590
 - Cleveland 260
 - Columbus 399
 - Akron 282
 - Toledo 262
 - Dayton/Cincinnati 387

- ❖ Hearings Unit Inventory.
 - Employment 46
 - Housing 35 (17 elected into court)
 - PPA 1

- ❖ COVID-19 Inventory.
 - Approximately 235 cases have been filed alleging or implicating COVID.

- ❖ AG Litigation Inventory.
 - Unable to report at this time.

Agency Overview

- We issued a mandate for all staff to work from home from Jan 16th through Jan 20th. I have since forwarded to you information that the governmental buildings in Columbus, including the Rhodes Tower will be closed from Jan. 17th to the 20th and scheduled for re-opening on Jan. 21st.

- ❖ Family in Need. During the week of the Christmas Holiday, a mother, with three children died in her home from, they think, the coronavirus. The children tried to nurse their mother back to health by doing things, such as rubbing ice on her lips. After she passed, one of the children tried to revive her. Christmas was the mother's favorite holiday and she was looking forward to participating in the family traditions with her children. Darlene Newbern and I, on behalf of the Ohio Civil Rights Commission, made a contribution towards the purchase of gifts so that the children could still have a Christmas as the mother had envisioned.

- ❖ Holiday Meals. The Ohio Civil Rights Commission's generously contributed to the 2020 Holiday Meals Campaign with the Mid-Ohio Food Bank that equated to \$4,800 in groceries.

- ❖ In-house Training: A mandatory training will be held in late February or early March, 2021. This training will offer guidance to the staff regarding case analysis. It will instruct staff on how to properly process the information gathered in the investigation in conjunction with the prevailing law. Our General Counsel, Stephanie Bostos Demers; and our Administrative Law Judge, Denise Johnson, have teamed up to provide an in-depth discussion on topics, such as prima facie elements, the various types of evidence, and credibility as a factor in an analysis. Once a date has been decided upon, invites will go out to staff.
- ❖ Executive Team Meeting. The Executive Team will meet on January 26, 2021 to review the previous year and to set goals for the year 2021.
- ❖ Health and Welfare. A few members of the OCRC family were either stricken with or were exposed to the coronavirus. For those who are in quarantine, we are thinking of you and hope all will be well. For those who suffered the virus, we wish you a complete and speedy recovery. For members of our OCRC family, who have family members, who are sick and/or hospitalized, you will remain in our thoughts and we are there for you. “Just call our names and we’ll be there.”

Fiscal

- Finance Summary. The December FY2021 Finance Summary sent separately in the email. (see attachment to same email as report).

Legal

- ❖ The EEOC has issued proposed rule changes, guidance and publications for employees, employers and a multitude of discrimination issues. See Attachment A.

Human Resources

- ❖ Time Sheet Submission: Deadlines have been established for the submission of time sheets and activity work logs; and for approving payable time. An email detailing the new deadline was submitted to all OCRC staff.
- ❖ Job Postings:
 - Four vacant positions were posted:
 - HCM Analyst (Central)
 - Civil Rights Field Coordinator –Supervisor (Dayton)
 - Program Administrator 1(Dayton)
 - Senior Financial Manager (Central)

Compliance

- ❖ Financial Disclosure Statements: The Financial Disclosure Statements are available for filing. May 17, 2021 is the filing deadline. You can access your statement from the following link:
<https://disclosure.ethics.ohio.gov>.

Outreach/Education/Training

- ❖ Bradley Dunn is still preparing for two trainings. He is preparing training for the city of Youngstown for approximately 800 employees in attendance attendees and training for Portage County for as many as 1,100 employees in attendance.

Legislative

- ❖ HB 352 -modifying Civil Rights Employment Laws (administrative exhaustion)-was submitted to the Governor for his signature. He signed the bill on January 12, 2021. We will watch for the effective date and will accordingly, make all necessary adjustments to our internal process. See Quarterly Legislative Report- Attachment B.
- ❖ MLK Event: In spite of the unprecedented times with school operations and postal issues, we have received many entries that are being reviewed and sorted. While we are later than normal, the time is a little less critical this year because it will probably be held virtually. How to have the event is currently in discussion and we will reach out to the Commissioners once we have a recommendation.

Regional Operations/Activities

- ❖ The Cleveland Region consistently has employee engagement activities during the weekly check-in meetings.
- ❖ The regions have been exceptionally busy as they continue to carry out the work of the Commission.

Kudos Korner

- ❖ Ron Church: Bradley Dunn, Regional Director of Akron Region, has extended a “hearty sense of gratitude” to the region’s supervisor, Ron Church for patiently assisting another staff member with her computer issues.
- ❖ John Maher: served at the Commission for 33 years. In April, I reported that John was going to retire in September, but was later informed that he changed his mind. I was hoping he would change his mind this time, but he didn’t. So sadly I report that John is retiring. We appreciate his many years of dedicated service and we wish him all the best as he moves forward on his new journey.

Remarks

The Commissioners wished everyone a happy and safe new year. They also expressed hope that the nation can heal after the tragic events which recently took place in the Nation's capital.

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

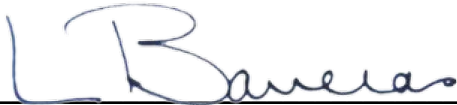
Roll Call Vote:

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 12:57PM.

* * *



Commissioner