



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
January 14, 2016
Lobby Hearing Room, Rhodes Office Tower
Columbus, Ohio**

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:30 a.m.

Commissioners Present:

Chairman Leonard Hubert
Commissioner Lori Barreras
Commissioner William W. Patmon, III
Commissioner Madhu Singh

A quorum was present.

OCRC Staff Present:

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/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; Darlene Newbern, Toledo Regional Director; Vera Boggs, Akron/Cleveland Regional Director; Aman Mehra, Columbus Regional Director; Norman Gibson, Dayton Regional Director; Bradley Dunn, Reconsideration Supervisor; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; Duffy Jamieson, Assistant Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Barreras to approve the December 17, 2015 minutes. Second by Commissioner Patmon.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Robert L. Nutter, Jr. v. State of Ohio, Department of Rehabilitation and Correction
COL71(41591)02122015
22A-2015-01220C

Harold Haynes III v. Dora Weaver, Showe Management
COLH1(41593)02092015
22A-2015-02046F

Margret S. Frazier v. Motel 6
COL71(41609)02232015
22A-2015-02737C

Michelle Cobbs v. Ohio State University Star House*
COL71(41740)04202015
22A-2015-01902C

*Commissioner Patmon recused himself from participation in this case.

Regina C. Rush-Hook v. Shuttle America Corp.
COLB6(24936)03232015
22A-2015-01888C

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione*
AKRG3(37983)06302015
22A-2015-02351F

*This case had a split recommendation. There was a finding of No Jurisdiction – Dismiss regarding Respondents Stark County Common Pleas Court and Judge Frank Forchione. There was a finding of No Probable Cause – Dismiss regarding Respondents Summa Health System and Thomas Hospital. The request for reconsideration is for the No Probable Cause Finding.

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

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross and State of Ohio, Department of Developmental Disabilities/ NPC re: Respondents Summa Health System, St. Thomas Hospital, Dr. David Decker and Dr. Shah Jalees*

AKRG3(37994)07102015

22A-2015-02413F

*This case had a split recommendation. There was a finding of No Jurisdiction - Dismiss regarding Respondents Stark County Common Pleas Court, Judge Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross and the State of Ohio, Department of Developmental Disabilities. There was a No Probable Cause – Dismiss finding regarding Respondents Summa Health System, St. Thomas Hospital, Dr. David Decker and Dr. Shah Jalees. The request for reconsideration is for the No Probable Cause Finding.

*Commissioner Patmon recused himself from participation in this case

Betty Ann Jackson v. Wayside Farm, Inc.

AKRB3(37993)07102015

22A-2015-02412C

Henry L. Richardson v. Clerac, LLC dba Enterprise Rent-A-Car

AKRG3(37995)07132015

22A-2015-02414F

Selena Hall v. MJM Management Corporation, John D'Altorio, Carter Manor Apartments Limited Partnership dba Winton Manor Apartments, Vincent Irizarry, and Thomas Gorenssek

AKRH4(43055)07222015

22A-2015-02548F

Tameka Griffin v. The MetroHealth System

AKRB4(43102)09112015

22A-2015-02900C

George McAlpine v. WalMart

DAYG6(24898)03102015

22A-2015-01484C

James Price v. Smedleys Chevrolet

DAY76(24945)03242015

22A-2015-02679C

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

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione*

AKRG3(37983)06302015

22A-2015-02351F

*This case had a split recommendation. There was a finding of No Jurisdiction – Dismiss regarding Respondents Stark County Common Pleas Court and Judge Frank Forchione. There was a finding of No Probable Cause – Dismiss regarding Respondents Summa Health System and Thomas Hospital. The request for reconsideration is for the No Jurisdiction finding.

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, and Judge Frank Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross and State of Ohio, Department of Developmental Disabilities/ NPC re: Respondents Summa Health System, St. Thomas Hospital, Dr. David Decker and Dr. Shah Jalees*

AKRG3(37994)07102015

22A-2015-02413F

*This case had a split recommendation. There was a finding of No Jurisdiction - Dismiss regarding Respondents Stark County Common Pleas Court, Judge Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross and the State of Ohio, Department of Developmental Disabilities. There was a No Probable Cause – Dismiss finding regarding Respondents Summa Health System, St. Thomas Hospital, Dr. David Decker and Dr. Shah Jalees. The request for reconsideration is for the No Jurisdiction finding.

*Commissioner Patmon recused himself from participation in this case

Scott Deutsch v. Megan Kline, Esq.

DAYG6(24917)03132015

22A-2015-01788F

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

Thomas Faulkner v. FCA US LLC

TOLB2(37027)02172015

22A-2015-01120C

Alice L. Eichhorn v. State of Ohio, Department of Rehabilitation and Correction*

AKRB3(37992)07172015

22A-2015-02460C

*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the basis of Disability. There was a No Probable Cause – Dismiss finding on the basis of Retaliation. The request for reconsideration is for the Probable Cause – Schedule Conciliation finding.

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

Marlene Hall-Kent v. Chornyak & Associates, Ltd.
COL71(41507)12302014
22A-2015-00935C

Paul Engels v. Walgreen Co.
AKR73(37843)03132015
22A-2015-01354C

5. Withdrawal of Charge; Dismiss Formal Complaint – Submitted by the Ohio Attorney General's Office

Gustavo Bonilla v. Chipotle Mexican Grill, Inc.
AKRB4(42845)02152015
22A-2015-01232C
Complaint No. 15-EMP-AKR-42845

Sharmae Hughes v. Communicare Family of Companies
CLE74(42274)12052013
22A-2014-00623C
Complaint No. 14-EMP-CLE-42274

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

Shannon Mock v. Laborers Local #530
COL71(40719)12232013
22A-2014-00918C
Complaint No. 14-EMP-COL-40719

Britney M. Robinson v. Ocean Nail Spa, Inc.
AKRE3(37705)12012014
22A-2015-00642F
Complaint No. 15-EMP-AKR-37705

7. Independent Settlement – Dismiss Formal Complaint – Submitted by the Ohio Attorney General's Office

Erica Marcum v. Tailored Training Services, LLC and In Living Support, LLC
DAY76(24400)06242014
22A-2014-02568C
Complaint No. 15-EMP-DAY-24400

8. Issue Cease and Desist Order

Jason Ott v. Colfor Manufacturing, Inc.
AKRB3(35633)03022011 AMENDED
22A-2011-02339C
Complaint No. 11-EMP-AKR-35633

9. Issue Dismissal Order

Lainey Westbrooks v. East Cleveland Public Library
CLE74(41464)03282012
22A-2012-01843C
Complaint Nos. 13-EMP-CLE-41464

Lainey Westbrooks v. East Cleveland Public Library
CLE74(41538)05112012
22A-2012-02542C
Complaint No. 13-EMP-CLE-41538

10. Probable Cause – Schedule Conciliation

Donald Tschappatt v. Crescent Metal Products, Inc.
CLEB4(42942)04292015
22A-2015-01762C

Laneeka J. King v. Kelly B. Deskins, Owner
DAYH6(25056)05122015
22A-2015-01991F

Dorothy Minich v. Dick Waters, Jr., Owner; Tower Mobile Home Park & Sales
DAYH6(25308)09282015
05-15-1434-8
22A-2016-00131F

11. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause - Close

Erin Dena' Connor v. Elspeth Willoughby-German Village Rentals
COLH1(41863)07072015
05-15-1219-8
22A-2015-02563F

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

James Walkley v. Rent-A-Center East, Inc.
AKRB3(37967)06102015
22A-2015-02111C

Housing Opportunities Made Equal v. DDK Corporation; DDK Apartments
DAYH6(25205)07112015
05-15-1101-8
22A-2015-02590F

Augustine C. Ruiz v. First Community Village Foundation
ADR71(42079)11052015
22A-2016-00442C

Fair Housing Contact Service, Inc. v. Mark Jones and Michael Jones
ADRH3(38089)10052015
05-16-0016-8
22A-2016-00044F

Housing Research & Advocacy Center v. Gloria Zenisek
ADRH4(43065)07282015 AMENDED
05-15-4061-8
22A-2015-02574F

Michelle Stavropoulos v. Teresa Williams, Rental Agent; Whispering Pines Apartments;
Showe Management Corporation; c/o Andrew E. Showe, Registered Agent
ADRH6(25368)10192015
05-16-0067-8
22A-2016-00305F

Alicia N. Ellis v. South Charleston Police Department
ADR76(25382)11052015
22A-2016-00337C

13. Independent Settlement – Close

Carolyn Gunn v. Sinclair Community College
DAYB6(25260)09022015
22A-2016-00036C

14. Withdrawal of Charge with Settlement

Harold Welker v. Hillyard, Inc.
COLB1(41684)03232015
22A-2015-01672C

Withdrawal of Charge with Settlement - continued

Joe W. Brown, Jr. v. Hub Plastics, Inc.
COL71(41824)06032015
22A-2015-02090C

Pamela J. Harper v. Toledo Area Regional Transit Authority
TOLB2(37044)02242015
22A-2015-01215C

Pamela J. Harper v. Toledo Area Regional Transit Authority
TOLB2(37066)03102015
22A-2015-01301C

David A. Birden, Sr. v. Charlie's Dodge, LLC
TOL72(37206)06102015 AMENDED
22A-2015-02084C

Antuan Allison v. Robert Busch
AKRH4(43167)11232015
05-16-4118-8
22A-2016-00405F

Fair Housing Resource Center v. Park Avenue Manor, LLC, Tri-County Properties, Inc.,
and Mary Butt
CLEH4(42958)05012015 AMENDED
05-15-0817-8
22A-2015-01857F

Tonya Davies v. Murphy Oil USA, Inc.
CLE74(43086)08272015
22A-2015-02840C

Thelma Sanders v. Mary Scott Nursing Home
DAY76(24972)04072015
22A-2015-01559C

Paul D. Skinner v. Economy Linen
DAY76(25265)09042015
22A-2015-03010C

Paul D. Skinner v. Economy Linen
DAY76(25293)09172015
22A-2016-00015C

Paul D. Skinner v. Economy Linen
DAY76(25311)09302015
22A-2016-00165C

Withdrawal of Charge with Settlement – continued

Michelle Campbell v. The Connors Group; A Real Estate Investment Firm, LLC, The Villagers Apartments, Katie Powell, Community Manager
DAYH6(25313)10022015
22A-2016-00025F

Shauna Morton v. Rob Sheil (Executive Director), Gordon Henry (Property Manager) Lorenzo Barksdale, Race Republic and Green LLC, Owner, Cornerstone Properties for Shared Equity, et al
DAYH6(25442)12162015
22A-2016-00644F

Brian Harris v. Tigerpoly Manufacturing, Inc.
ADR71(42023)10132015
22A-2016-00182C

Manuel Piedras Rojas v. Buffalo Lodging Association, LLC dba Hampton Inn
ADR71(42024)10132015
22A-2016-00429C

Ronald Greene v. Source One Transportation, LLC
ADR73(38096)10082015
22A-2016-00058C

Mary M. King v. United Way of Trumbull County
ADR73(38107)10152015
22A-2016-00099C

Antonio Dumas v. Minneapolis Flour Co.
ADR74(43130)10072015
22A-2016-00053C

Seth Ryan Robinson v. Star Products Corporation
ADRE4(43148)11032015
22A-2016-00267F

David Gonzalez v. T.M.C. Landscaping
ADRE4(43107)09162015
22A-2015-02928F

Amber Dawn Gray v. New Creation Interiors
ADRE4(43142)10222015
22A-2016-00148F

Danny Voiles v. Jani-King of Dayton; Thomas Coke; President
ADR76(25359)10232015
22A-2016-00244C

Withdrawal of Charge with Settlement – continued

Gwen Voiles v. Jani-King of Dayton; Thomas Coke; President
ADR76(25360)10232015
22A-2016-00243C

15. Withdrawal of Charge – Grant

Tyrone A. Murry, Sr. v. Williamsburg Square Apartments
COLH1(42093)11132015
05-16-4014-8
22A-2016-00425F

Sandra I. Rabel v. Michael Calzone, Kerri Bartucci, and BRC Properties
COLH1(43037)12212015
22A-2016-00684F

Crystal Taylor v. The University of Toledo
TOL72(37134)04202015
22A-2015-01655C

Diane T. Driscoll v. U.S. Renal Care, Inc.
TOLA2(37278)07272015
22A-2015-02475C

Ernestine Odom v. Lucas County Children Services
TOLB2(37432)10262015
22A-2016-00161C

Miami Valley Fair Housing Center, Inc. v. Herbert Wagers, Shawnee Plains Mobile
Home Park, Shawnee Plains LLC c/o Patricia Wagers, Statutory Agent
DAYH6(25263)09032015
05-15-1347-8
22A-2016-00016F

16. No Jurisdiction – Dismiss XNJ

Jordan Ellis v. Glenn Warrick, Owner
COLH1(41713)03272015
22A-2016-00515F

Danielle Bishop v. Lake Ridge Apartment Homes and Cortland Partners
COLH1(41786)04272015
22A-2016-00518F

No Jurisdiction – Dismiss XNJ - continued

Misty Carsey v. Cherrie Waller; Zanesville Metropolitan Housing Authority
COLH1(41962)08102015
05-15-1235-8
22A-2016-00307F

Susan Adkins v. New Paris Apartments; Wag-mote: Kirkpatrick Management Co., Inc.;
Larry Laskey , Registered Agent
DAYH6(25385)11052015
22A-2016-00630F

17. Administrative Closure

Thomas Faulkner v. FCA US LLC
TOLB2(37059)03052015 AMENDED
22A-2015-01268C

Thomas Faulkner v. FCA US LLC
TOLB2(37101)03282015 AMENDED
22A-2015-01462C

18. No Probable Cause – Dismiss

Alecia A. Hughes Schroyer v. Covelli Enterprises, Inc. dba Panera Bread
COLB1(41589)02102015
22A-2015-01493C

Maria Silvestri v. Maxim Healthcare Services, Inc.
COLA1(41600)02182015
22A-2016-00513C

Cassandra Henley v. Riverlodge, Showe Management Corporation, Sharon Hill (Leasing
Agent), and Regina Kuykendall (Community Manager)
COLH1(41624) 02262015
05-15-0601-8
22A-2015-01428F

Paula Evans v. American Food & Vending Corporation
COL71(41669)03172015
22A-2015-01608C

Sule Garuba v. State of Ohio, Department of Job and Family Services*
COL71(41676)03232015
22A-2015-01686C

*Commissioner Patmon recused himself from participation in this case.

No Probable Cause – Dismiss – continued

Kelly Hauenstein v. State of Ohio, Department of Rehabilitation and Corrections, Ohio
Reformatory for Women
COL71(41677)03232015
22A-2015-01685C

Jim Poremba v. State of Ohio, Department of Medicaid*
COLA1(41693)03272015
22A-2015-01912C

*Commissioner Patmon recused himself from participation in this case.

Hiram Foster v. Toni Crosby and Morgan Company/Star King LLC
COLH1(41694)03112015
05-15-0641-8
22A-2016-00514F

Steven S. Weilbacher, etal. v. PNC Bank, N.A.
COLG1(41698)03302015
22A-2015-01812F

Christine Boysel v. State of Ohio, Department of Rehabilitation and Correction
COLA1(41707)03282015
22A-2015-01710C

Darryl Christian v. ECM Energy Services, Inc.
COL71(41719)04042015 AMENDEE
22A-2015-02030C

Janelle Brown v. National Church Residences-Chillicothe
COL71(41721)4082015
22A-2015-01901C

Sherri Hile v. Columbus City Schools
COLB1(41742)04212015
22A-2015-02399C

Milton Hamlet v. Abbott Laboratories
COL71(41754)04272015
22A-2015-02040C

Dorothy Bell v. J.C. Penney Corporation, Inc.
COL71(41799)05152015 AMENDED
22A-2016-00538C

Tanisha James v. RD America, LLC dba Restaurant Depot
COLB1(41812)05252015
22A-2015-02334C

No Probable Cause – Dismiss – continued

Amy L. Berger v. State of Ohio, Department of Transportation
COLA1(41838)06172015
22A-2015-02333C

Edward M. Supranowicz v. Teach For America, Inc.
COLA1(41846)06212015
22A-2015-02649C

Abdarahmane Samba Ba v. Exel, Inc.
COL71(41871)07092015
22A-2015-02559C

Abdarahmane Samba Ba v. Simos Insourcing Solutions
COL71(41872)07092015
22A-2015-02544C

Keith Douglas v. JetCoat, LLC
COL71(41892)07202015
22A-2015-02591C

Rita Asare Korankye v. Zulily, Inc.
COL71(41894)07212015
22A-2015-02746C

David Riggins v. Area Wide Protective
COLA1(41898)07222015
22A-2015-02760C

Kassandra Grassi v. First Choice Hair Cutters
COL71(41902)07232015
22A-2015-02653C

Edward M. Supranowicz v. Teach For America, Inc.
COLA1(42050)07162015
532-2015-02089

Frank Robert Garretson v. SBW Development LLC, dba Sleep Inn & Suites
COLB1(42078)11052015
22A-2016-00436C

Patricia S. Smith v. Zepf Center
TOLB2(37082)03172015 AMENDED
22A-2015-01363C

Munier M.S. Nazzal v. The University of Toledo Medical Center
TOL72(37083)03182015
22A-2015-01373C

No Probable Cause – Dismiss – continued

Nakia Snow v. Concord Care Center of Toledo, Inc.
TOL72(37085)03192015
22A-2015-01396C

Shari L. Pierce v. Mercy Health—St. Anne Hospital LLC
TOL72(37089)03202015
22A-2015-01401C

Allison Armstrong v. City of Toledo, Fire and Rescue Department
TOL72(37090)03222015 AMENDED
22A-2015-01404C

Amanda Sue Wyman v. Concord Care Center of Toledo, Inc.
TOL72(37091)03232015
22A-2015-01405C

Nancy A. Jackson v. Rescue Mental Health Services, Inc.
TOLA2(37092)03242015
22A-2015-01408C

Michael Mathis v. FCA US LLC
TOL72(37093)03262015
22A-2015-01437C

Monique K. Middlebrooks v. ProMedica Health System, Inc.dba Wildwood Orthopaedic
and Spine Hospital
TOL72(37094)03262015
22A-2015-01438C

Thomas Faulkner v. FCA US LLC
TOLB2(37102)03282015 AMENDED
22A-2015-01463C

Tomeka J. Smith v. ProMedica Toledo Hospital
TOLB2(37103)04012015
22A-2015-01464C

Sylvanus Brian McBryde v. Empowered for Excellence
TOL72(37104)04012015
22A-2015-01465C

Monica R. Austin v. State of Ohio, Department of Job and Family Services*
TOLB2(37110)04062015
22A-2015-01483C

*Commissioner Patmon recused himself from participation in this case.

No Probable Cause – Dismiss – continued

Devon Gregory v. C.J. Apple III, Inc. dba Applebee's
TOL72(37112)04082015
22A-2015-01507C

Allison Armstrong v. City of Toledo, Fire and Rescue Department
TOL72(37113)040822015
22A-2015-01515C

Sylvanus Brian McBryde v. Empowered for Excellence
TOL72(37117)04102015
22A-2015-01539C

Dawn E. Casey v. Pathology Laboratories, Inc.
TOL72(37120)04122015 AMENDED
22A-2015-01567C

Alexis Worthy v. Beacon of Light, Ltd.
TOLB2(37125)04142015
22A-2015-01590C

Alfredo Madrigal v. FCA US LLC
TOL72(37129)04162015
22A-2015-01613C

Harold G. Howe v. Josina Lot Residential & Community Services
TOLA2(37153)05062015
22A-2015-01826C

Shane C. Whitaker v. Toledo Area Regional Transit Authority
TOLG2(37183)05262015 AMENDED
22A-2015-01948F

Jennifer A. Stolar v. Mercy St. Anne Hospital
TOLA2(37194)06052015
22A-2015-02050C

Zenola Sherman v. Mercy Health-St. Vincent Medical Center, LLC
TOLG2(37213)06112015 AMENDED
22A-2015-02105F

Sylvia Reid v. Briarwood Apartments of Toledo; Briarwood Apartments of Toledo, A
Limited Partnership; Briarwood Apartments; Kristine Powell, Property Manager; Dawn
Fullmer, Property Manager; Gene B. Glick Company; Julie Yesnick, VP of Property
Management
TOLH2(37221)06172015
05-15-1046-8
22A-2015-02154F

No Probable Cause – Dismiss – continued

Atiba King v. Talecris Plasma Resources, Inc.
TOL72(37244)06302015
22A-2015-02307C

Brandie L. Watson v. Great Lakes Restaurants, LLC dba KFC
TOL72(37342)09012015
22A-2015-02817C

Ronald Rodriguez v. WEN Ohio, LLC dba Wendy's
TOLA2(37359)09102015
22A-2015-02879C

Alfredo Madrigal v. FCA US LLC
TOL72(37374)09172015
22A-2015-02918C

Paul Engles v. Walgreen Co.
AKR73(37892)04082015
22A-2015-01566C

Yusef Brightwell v. Frito-Lay, Inc.
AKR73(37943)05152015
22A-2015-01914C

Alwayne M. Green, Sr. v. Blue Chip 2000 Commercial Cleaning, Inc.
AKRA3(37968)06122015
22A-2015-02128C

Susan Roberts v. Naffah Hospitality Group, LLC dba Hampton Inn
AKRB3(37977)06232015
22A-2015-02250C

Karla Jo Stevens v. Canton City School District
AKR73(37987)07072015
22A-2015-02363C

Frances Garner v. Canton City School District
AKRB3(37988)07072015
22A-2015-02364C

Maynard L. Taylor v. Nagalv-Ohio, Inc. dba AZZ Galvanizing Services-Canton
AKR73(38006)07202015
22A-2015-02472C

Charles R. McCall v. Summa Health System
AKR73(38012)07222015 AMENDED
22A-2015-02465C

No Probable Cause – Dismiss – continued

Barbara Bailey v. Selfridge Leasing LLC dba Valley Oaks Care Center (fka) Nentwick
Care Center
AKRB3(38044)08242015
22A-2015-02713C

Mark Soos v. XPO Logistics Freight, Inc. dba Con-Way Freight, Inc.
AKRB3(38075)09232015
22A-2015-02997C

Sandra DelSignore v. Mercy Health Youngstown LLC dba St. Elizabeth Boardman
Hospital
AKR73(38082)09282015
22A-2015-03028C

Elgin Rowe v. McCormack Baron Management Services, Inc.
AKR73(38085)09292015
22A-2015-03031C

Walter Malick v. Brittany Commons Condominium Unit Owner's Association, Inc.
AKRH3(38092)10052015
22A-2016-00050F

Brandon Landers v. Jadylin Incorporated dba Today's Bride
AKRE3(38114)10202015
22A-2016-00124F

Elgin Rowe v. McCormack Baron Management Services, Inc.
AKR74(43017)06192015
22A-2015-02220C

Michael A. Stokes v. McCormack Baron Management Services, Inc.
AKR74(43018)06192015
22A-2015-02221C

Laurie Schlessman v. Zimar Kojani
AKRH4(43100)09102015
22A-2015-02910F

Lillie Hambrick v. AIY Properties, Inc., Highland Woods NS, LLC, and Annete May
AKRH4(43105)09162015
05-15-1404-8
22A-2015-02941F

James Vassar v. National Mattress and Furniture Warehouses, Inc.
CLE74(42930)04142015
22A-2015-01695C

No Probable Cause – Dismiss – continued

Lynda L. Kovach v. JP Morgan Chase N.A.
CLEF4(42972)05152015
22A-2015-01903F

Dale A. Kovach v. JP Morgan Chase N.A.
CLEF4(42973)05152015
22A-2015-01904F

Kenneth Lewis v. City of Cleveland, Department of Water
CLE74(42985)05282015
22A-2015-01964C

April Strickler v. SDAA, LLC dba Dunkin Donuts
CLEB4(43015)06152015
22A-2015-02164C

Ruben Otero v. Xtreme Performance, Inc.
CLEE4(43016)06152015
22A-2015-02165F

Nashondala L. Young v. Dr. Stanley T. Meckler, Ltd. dba Family Dental Care
CLE74(43032)07022015
22A-2015-02417C

Nancy C. Young v. In-House Healthcare, Inc. dba ComForCare Home Care
CLE74(43035)07022015
22A-2015-02420C

Lucinda Burke v. Mel'lass LLC dba Almellass Cafe
CLEE4(43037)07092015
22A-2015-02422F

Barbara S. Davis v. Orange Schools – Board of Education
CLEA4(43078)08102015
22A-2016-02635C

Opal Goodson-Turney v. Cuyahoga Metropolitan Housing Authority
CLEH4(43126)09302015 AMENDED
05-15-4193-8
22A-2016-00003F

Housing Research & Advocacy Center v. Shelly L. Bernes, Thomas F. McManamon,
McManamon Insurance
CLEH4(43131)10012015
05-16-0003-8
22A-2016-00054F

No Probable Cause – Dismiss – continued

Brittany Gray v. State of Ohio, Department of Developmental Disabilities, Cambridge
Developmental Center*

CLE71(41752)04272015 AMENDED

22A-2015-02002C

*Commissioner Patmon recused himself from participation in this case

Darrell Johnson v. Ashland Theological Seminary, a trade name registered to Ashland
University

CLEA1(42076)11052015

22A-2016-00396C

Abraham Egodotaye v. Holiday Inn

DAY76(24836)02102015

22A-2015-01204C

John Williams v. Cracker Barrel Store #285

DAYG6(24926)03192015

22A-2015-01653F

Michael Herron v. Evans Arena Dodge

DAY76(24931)03232015

22A-2015-01644C

Donald Tiberio Sr. v. Exel Inc.

DAYM6(24942)03232015

22A-2015-01640F

Donald Tiberio, Sr. v. Fuyao Glass America, Inc.

DAYM6(24943)03232015

22A-2015-01638F

Wyatt T. Pobst v. Buffalo Wild Wings

DAYB6(24944)03242015

22A-2015-01656C

Cheikh Drame v. The Eco-Group, Inc.

DAY76(24946)03252015

22A-2015-02680C

Kim Swallow v. Allen County Children's Services

DAYB6(24949)03242015

22A-2015-01637C

Timothy Cottingham v. Cincinnati Public Schools

DAY76(24954)03262015

22A-2015-01659C

No Probable Cause – Dismiss – continued

Sierra Stephens v. Springfield Antique Center
DAY76(24976)04082015
22A-2015-01652C

Steven Lanier v. GPS Hospitality Partners, LLC
DAY76(24989)04122015
22A-2015-01778C

Karin Lawson v. Miami Jacobs Springboro Campus
DAYG6(25000)04152015
22A-2015-01795F

Rosa Uzcha v. Fred J. Miller, Inc.
DAY76(25008)04172015
22A-2015-01786C

Samuel Ewing v. Interstate Gas Supply
DAY76(25009)04202015
22A-2015-02406C

Terry Atchison v. Bright Star Care
DAYA6(25027)04232015
22A-2015-02525C

Patricia Flint v. Grandview Hospital
DAYB6(25028)04242015
22A-2015-01785C

Donald Tiberio, Sr. v. Exel Inc.
DAY76(25034)04282015
22A-2015-03016C

Amy Board v. Glean Inc., dba Express Employment Professionals
DAYE6(25052)05052015
22A-2015-02067F

Sherry L. Ullman v. Debra C. McIntosh DMD, Inc.
DAYE6(25080)05202015
22A-2015-02073F

Nichole Haight v. Jean Conrad, Owner; LJ Larison, Manager, Professional Real Estate
Investing, LLC/dba PREI
DAYH6(25123)06062015
22A-2015-02130F

No Probable Cause – Dismiss – continued

Kurt Wallace v. Carter Express, Inc.
DAY76(25149)06222015
22A-2015-02300C

Manny Thompson v. SBM Site Services
DAY76(25183)07202015
22A-2015-02499C

Michelle Pocaro v. Macy's Retail Holdings, Inc.
DAYB6(25199)07282015
22A-2015-02668C

Tonia White v. Cincinnati Children's Hospital Medical Center
DAYA6(25208)07292015
22A-2015-02673C

Norene Price v. Summit Academy Transition High School
DAY76(25231)08112015
22A-2015-02778C

Christina T. Hyatt v. Cincinnati Area Senior Service
DAY76(25234)08122015
22A-2015-02786C

Matthew Ellington v. SAC Wireless LLC
DAYB6(25256)08312015
22A-2016-00038C

Jason Britton v. PNK (Ohio) LLC dba Belterra Park Gaming & Entertainment Center
DAY76(25276)09092015
22A-2016-00029C

Steven McGee v. PMC Specialty Group
DAYA6(25305)09292015
22A-2016-00166C

Janice M. Vurginac v. State of Ohio, Department of Rehabilitation and Correction
DAYA6(25317)10052015
22A-2016-00215C

Marilyn Walker v. Three Women Incorporated (3WI)
DAYA6(25318)10062015
22A-2015-00219C

Sherry Y. Green v. Credit One Bank
DAYG6(25403)11232015
22A-2016-00482F

No Probable Cause – Dismiss – continued

John J. Cauley v. Logan County District Library
DAYG1(41722)04092015
22A-2015-01934F

MOTION by Commissioner Patmon to approve the January 14, 2015 Confirmation Agenda. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES – Except for noted recusals
Commissioner Madhu Singh	YES

Motion carried.

STAFF BRIEFING

The Compliance Manager informed Commissioners that the Commission is in compliance with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

Appearance Cases

1. Commissioners' Agenda – Week 3, Page 2, Item 1A

Findings Upon reconsideration: Recommendation – No Probable Cause - Dismiss

John F. Latimer II v. Ford Motor Company
DAY76(24833)02092015
22A-2015-01173C

Upon review of Charging Party's Request for Reconsideration, Norman Gibson, Dayton Regional Director, recommended the Commission uphold the Regional finding of No Probable Cause – Dismiss. Mr. Gibson, Charging Party, Counsel for Respondent and Representatives for Respondent appeared before the Commissioners.

MOTION by Commissioner Barreras to reverse the Regional finding of No Probable Cause – Dismiss to Probable Cause– Schedule Conciliation on the basis of Retaliation. There was no second.

Motion failed.

MOTION by Commissioner Barreras to reverse the Regional finding of No Probable Cause – Dismiss to Probable Cause– Schedule Conciliation on the basis of Retaliation. Second by Chairman Hubert

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	NO

Motion carried.

MOTION by Commissioner Patmon to take a five minute recess. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

MOTION by Commissioner Patmon to return to public session. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried

2. Commissioners' Agenda – Week 4, Page 1, Item 1A-3

Findings Upon reconsideration: Recommendation – No Probable Cause - Dismiss

Margret S. Frazier v. Motel 6
COL71(41609)02232015
22A-2015-02737C

Upon review of Charging Party's Request for Reconsideration, Aman Mehra, Columbus Regional Director, recommended the Commission uphold the Regional finding of No Probable Cause – Dismiss. Mr. Mehra, Investigator Anita Jackson, Charging Party and Counsel for Respondent appeared before the Commissioners.

MOTION by Commissioner Patmon to uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration – No Probable Cause Dismiss

Deidre L. Masten v. MJM Management Corporation, John D'Altoriom Carter Manor Apartments Limited Partnership dba Winton Manor Apartments, Jan Jones, Vincent Irizary and Thomas Gorenssek
AKRH43(42817)01232015
22A-2015-01003F

Marvin Parms v. Ohio Auto Loan Services, Inc.
AKRF3(38025)08052015
22A-2015-02622F

Marvin Parms v. Ohio Auto Loan Services, Inc.
AKRF3(38026)08052015
22A-2015-02621F

Jessica Oshomah v. Belmont Properties, Inc. and Calcutta Woods Limited ETC dba Calcutta Woods
AKRH3(36060)09112015
22A-2015-02893F

Timothy Cooper v. Toor Petroleum, Inc. dba Marathon Gas Station
DAYG6(25062)05132015
22A-2015-02211F

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

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration – No Probable Cause – Dismiss

Dr. Thomas P. Diggins v. Youngstown State University, Cynthia Kravitz, and Professor Gary Walker
AKR73(38072)09212015
22A-2015-02994C

2. No Jurisdiction - Dismiss

Phyllis J. Hollis v. McCluskey Chevrolet
COLG1(42057)10302015
22A-2016-00477F

Phyllis J. Hollis v. Geico Insurance Company c/o McCluskey Chevrolet
COLG1(42058)10302015
22A-2016-00476F

Sherry Y. Green v. The Omega Baptist Church
DAYG6(25399)11232015
22A-2016-00479F

Sherry Y. Green v. The Omega Baptist Church
DAYG6(25400)11232015
22A-2016-00481F

Sherry Y. Green v. The Omega Baptist Church
DAYG6(25401)11232015
22A-2016-00480F

Sherry Y. Green v. The Omega Baptist Church
DAYB6(25402)11232015
22A-2016-00478C

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

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration – No Probable Cause – Dismiss

Cherry Burgess v. Columbus Fair Auto Auction, Inc.
COL71(41876)07152015
22A-2015-02761C

Cherry Burgess v. CLERAC, LLC dba Enterprise Rent-A-Car
COL71(41877)07152015
22A-2015-02757C

Latoyia M. Brooks v. Nationwide Mutual Insurance Company
COLB1(41886)07162015
22A-2015-02656C

Tomeka J. Smith v. ProMedica Health Systems, Inc.
TOLB2(37028)02172015
22A-2015-01121C

2. No Jurisdiction – Dismiss

Grima K. Waldemariam v. United States Postal Service
COL71(43035)12182015
22A-2016-00619F

Ruthie Stark-Redman v. Lake County NAACP
AKRE4(43003)06042015
22A-2015-02079F

Afriyie Owusu v. Duke Energy Office of the General Counsel
DAYG6(25432)12162015
22A-2016-00584F

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

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration – No Probable Cause – Dismiss

Harold Haynes v. Dora Weaver, Showe Management
COLH1(41593)02092015
05-15-0541-8
22A-2015-02046F

Robert L. Nutter, Jr. v. State Ohio, Department of Rehabilitation and Correction,
Pickaway Correctional Institution
COL71(41591)02122015
22A-2015-01220C

Selena Hall v. MJM Management Corporation, John D'Alorio, Carter Manor Apartments
Limited Partnership dba Winton Manor Apartments, Vincent Irizary, and Thomas
Gorensek
AKRH4(43055)07222015
22A-2015-02548F

George W. McAlpine v. Wal-Mart Stores East, L.P.
DAYG6(24898)03102015
22A-2015-01484F

2. No Jurisdiction – Dismiss

Scott Deutsch v. Megan Kline, Esq.
DAYG6(24917)03132015
22A-2015-01788F

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

Roll Call vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office, invited Commissioners to act as judges and participate in the Labor and Employment Law Moot Court at Capital University Law School. Duffy Jamieson is coaching the team and will provide more details soon.

Report from the Chief Legal Counsel

Chief Legal Counsel, Stephanie Bostos Demers, informed Commissioners we will be holding our February 25, 2016 Commission Meeting at Capital University Law School. Executive staff will be visiting the first year students to brief them on the cases scheduled for appearance before the Commissioners as well as our administrative process.

The Ohio Ethics Commission has mailed the personal Financial Disclosure Statements to those who must file the annual form. They are due May 15, 2016.

Report from Executive Director

Executive Director G. Michael Payton wished Commissioners and staff a Happy New Year.

Director Payton reported on the changes for accessing our offices in the Rhodes State Office Tower. Please check to make sure your identification badges are working.

We will be traveling to Wright State University on April 7, 2016 to hold our regularly scheduled meeting on their campus. The March 17, 2016 date was not available to us because Regional Directors and housing staff will be attending a weeklong training in Dublin, Ohio.

Chairman Hubert attended a memorial ceremony for Tuskegee Airman and former World War II prisoner of war, Lt. Colonel Walter Lee McCreary in Columbus on December 30. It was also reported in today's Columbus Dispatch that Charles P. Feaster, a technical engineer for the Tuskegee Airman passed on January 13, 2016 in Xenia, Ohio. The Tuskegee Airmen were inducted into our Civil Rights Hall of Fame on October 12, 2012. These men and their peers were true American heroes and civil rights pioneers.

Darlene Newbern, Toledo Regional Director, introduced Travelle Riley, who joins the Commission as an investigator. Mr. Riley said he was excited to get started.

Remarks

Mary Turocy, Director of Public Affairs and Civic Engagement informed Commissioners that we are ready for our 2016 Dr. Martin Luther King, Jr. Art, Writing and Multimedia Contest celebration. The event will be on February 11, 2016 at 10:00am in the Rhodes Office Tower, Lobby Hearing Room. There will be a reception on the fifth floor immediately following the program. The winners have been selected from many outstanding entries. Cynthia Dungey,

Remarks – Continued

Director of the Ohio Department of Job and Family Services will be our keynote speaker and the Civil Rights Hall of Fame sponsors will be providing our financial support. We are all very excited to host this year's event.

Director Payton invited Commissioners to attend the 4th Annual Martin Luther King Jr. Civil Rights Symposium, "Beyond Awareness: Civil Rights for All." on January 29, 2016. The Columbus Bar Association (CBA) will host the event which will include seminars on current topics in civil rights from nationally-known civil rights leaders and a lunchtime presentation from The Harmony Project. The Ohio Civil Rights Commission staff was a part of the event's planning committee and will attend the symposium to participate in the discourse.

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

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:45 PM.

* * *



Commissioner