



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
July 16 2015  
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 Tom Roberts  
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; Desmon Martin, Director of Enforcement and Compliance; 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; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to the meeting.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Roberts to approve the June 25, 2015 minutes. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>ABSTAIN</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Jamie R. Rickard v. State of Ohio, Department of Rehabilitation and Correction  
COLM1(41175)08112014  
22A-2014-02946F

Elijah Kennedy v. Belmont Metropolitan Housing Authority  
COLH1(41308)09182014  
22A-2015-01424F AMENDED

Stephen Caples v. Columbus Metropolitan Housing Authority  
COLH1(41472)12102014  
22A-2015-00835C

David L. Gaitten v. Anheuser-Busch, LLC  
COLA1(41480)12112014  
22A-2015-02196C

George H. Croom, Jr. v. Fairfield Homes, Inc.  
COLG1(41520)01062015  
22A-2015-01051F

Sandra Speller v. Board of Education of the Toledo City School District  
COLA2(36713)08182014  
22A-2014-02713C

LaShunda Bolden v. JCILH, Inc. dba McDonald's  
TOLB2(36788)09222014  
22A-2014-03032C

Dorothy B. Davis v. Mercy Health Youngstown LLC dba Humility of Mary Health Partners  
AKRG3(37752)01042015  
22A-2015-00863F

Fair Housing Contact Service v. Cary Hendy Community Capital LLC and Kevin Opatrny\*  
AKRH3(37746)12312014  
05-15-0414-8  
22A-2015-00847F

\* This case had a split recommendation. Charging Party requests Reconsideration for the No Probable Cause finding on the bases of Sex and Familial Status against Respondents Cary Hendy and Community Capital LLC and the No Probable Cause finding on all bases for Respondent Kevin Opatrny.

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

Daniel Sims v. Home Depot U.S.A., Inc.  
AKRG4(42684)10162014  
22A-2015-00148F

Sandra Klisuric v. Progressive Northern Insurance Company  
CLEB4(42673)10082014  
22A-2015-00096C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (North Central)  
DAYB6(24910)03132015  
22A-2015-01784C

Marvin Dickman v. Public Library of Cincinnati and Hamilton County (Main)  
DAYB6(24912)03132015  
22A-2015-02186C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Main)  
DAYB6(24914)03132015  
22A-2015-01783C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Madeira)  
DAYB6(24981)04102015  
22A-2015-01773C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Symmes)  
DAYB6(24982)04102015  
22A-2015-01772C

Marvin Dickman v. Public Library of Cincinnati and Hamilton County (St. Bernard)  
DAYB6(24984)04102015  
22A-2015-01780C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Reading)  
DAYB6(24986)04102015  
22A-2015-01665C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Main)  
DAYB6(24987)04102015  
22A-2015-01666C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Green  
Township)  
DAYB6(25022)04122015  
22A-2015-01939C

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

Bryant Goshay v. State of Ohio, Court of Appeals  
CLEG4(42940)04282015  
22A-2015-01760F

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

Ryan Griffin v. Kimco Staffing Services, Inc.  
COL71(41166)08042014  
22A-2014-02935C

Michael Higgins v. The Shelly Company\*  
TOL72(36709)08152014  
22A-2014-02709C

\* This case had a split recommendation. Respondent requests Reconsideration for the Probable Cause finding on the basis of Retaliation and the issues of Promotion and Demotion.

Nancy J. Toothman v. Jefferson Metropolitan Housing Authority  
AKRB3(37702)11282014  
22A-2015-00639C

**4. Withdrawal of Charge with Settlement; Dismiss Forman Complaint – Submitted by the Ohio Attorney General's Office**

Leanne A. Hall v. Earth Fare, Inc.  
COL71(40724)01082014  
22A-2014-00944C  
Complaint No. 14-EMP-COL-40724

Jay Piatak v. Berkshire Condominium Owner's Association, Inc.  
AKRH4(42214)101222013  
05-14-0036-8  
22A-2014-00207F  
Complaint No. 14-HOU-AKR-42214

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

Housing Research and Advocacy Center v. Pari Ko, LLC and John M. Rego  
CLEH4(42324)01222014  
22A-2014-00994F  
05-14-0409-8  
Complaint No. 14-HOU-CLE-42324

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

David and Sue Dunbar v. Richard and Linda Mussig  
AKRH3(37401)04112014  
05-14-1700-8  
22A-2014-01701F  
Complaint No. 15-HOU-COL/AKR-37401

Fair Housing Advocates Association v. Richard and Linda Mussig  
AKRH3(37402)04112014  
05-14-1699-8  
22A-2014-01702F  
Complaint No. 15-HOU-COL/AKR-37402

**7. Probable Cause – Schedule Conciliation**

Rodney A. Riffle v. Nomac Drilling, LLC\*  
AKRB3(37636)10012014  
22A-2015-00060C

\* Split recommendation – Probable Cause finding on the issue of Termination; No Probable Cause finding on the issue of Promotion.

Dorothy J. Maggio v. Akron Board of Education  
AKRB3(37770)01292015  
22A-2015-01016C

Latrisha Eberhardt-Harrison v. Securitas Security Services USA, Inc.  
CLE74(42690)10222014  
22A-2015-00162C

\* Split recommendation – Probable Cause finding on the basis of Retaliation; No Probable Cause finding on the basis of Sex.

**8. Issue Formal Complaint**

Ryan Griffin v. Kimco Staffing Services Inc.  
COL71(41166)08042014  
22A-2014-02935C

Fair Housing Advocates Association v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski  
AKRH3(37597)09112014 AMENDED  
05-14-1669-8  
22A-2014-03009F

## **Issue Formal Complaint – continued**

Greg Simmons v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski  
AKRH4(42610)08222014 AMENDED  
05-14-1609-8  
22A-2014-02867F

Sandy McAdams v. Federal Knitting Mills Building Ltd., CLV-Lofts, LLC dba Cleveland Lofts, and Doug Perkowski  
AKRH4(42732)11142014 AMENDED  
22A-2015-00422F

Connie Lee Fornash-Burrows v. Mansfield City School District Board of Education  
CLEB4(42617)08292014  
22A-2014-02824C

Miami Valley Fair Housing Center, Inc. v. Suman V. Gupta; LSRK Management LLC, et al.  
DAYH6(24457)07232014  
05-14-1585-8  
22A-2014-02793F

### **9. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Close**

Suraj Adekunle Adesanya v. State of Ohio, Department of Developmental Disabilities\*  
COLA1(41176)08112014  
22A-2014-02941C  
\*Commissioner Patmon recused himself from participation in this case.

Fair Housing Advocates Association v. Samuel and Susan Toth  
COLH3(37574)08222014  
05-14-1517-8  
22A-2014-02865F

David Moore v. Poling Foods, Inc. dba LaGrange IGA  
CLEA4(42823)12312014  
22A-2015-01098C

Miami Valley Fair Housing Center, Inc. v. Debra J. Nixon, Realtor; Oxford Real Estate, Inc.  
DAYH6(24646)10222014  
05-15-0109-8  
22A-2015-00290F

**10. Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close**

Ashley Ross v. Benjamin Terrace; Mach I Investments, LLC; Elijah Miller, Owner;  
Derrek Nonnemaker, Owner; Joann Barry, Property Manager  
TOLH2(37205)06102015  
05-15-0974-8  
22A-2015-02083F

Bronsen L. Robinson v. Prudential Security, Inc.  
AKR73(37767)01212015  
22A-2015-00947C

Cynther A. Lansberry v. The Sanctuary Church  
AKRG3(37975)06172015  
22A-2015-02175F

Boris Eligulashvili v. ViewRay Incorporated  
CLEA4(42636)09152014  
22A-2014-03007C

Darrell Everitt Judah v. Cambridge Fitness of Garfield Heights, LLC dba Planet Fitness  
CLEB4(42776)12152014  
22A-2015-00674C

Steve Ream v. The City of Middletown Ohio Police Department  
DAY76(24742)12162014  
22A-2015-00954C

Christine Sorrell v. The City of Middletown Ohio Police Department  
DAY76(24743)12162014  
22A-2015-00691C

Sheoki Reece v. The City of Middletown Ohio Police Department  
DAY76(24744)12162014  
22A-2015-00690C

Leanne Hood v. The City of Middletown Ohio Police Department  
DAY76(24745)12162014  
22A-2015-00689C

Brad Carrozza v. The City of Middletown Ohio Police Department  
DAY76(24746)12162014  
22A-2015-00688C

Jeffery McGuire v. The City of Middletown Ohio Police Department  
DAY76(24747)12162014  
22A-2015-00687C

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination –  
Close – continued**

Steve Ream v. Lt. James Cunningham  
DAYE6(24754)12222014  
22A-2015-00959F

Christine Sorrell v. Lt. James Cunningham  
DAYE6(24755)12222014  
22A-2015-00960F

Sheoki Reece v. Lt. James Cunningham  
DAYE6(24756)12222014  
22A-2015-00961F

Leanne Hood v. Lt. James Cunningham  
DAYE6(24757)12222014  
22A-2015-00962F

Brad Carrozza v. Lt. James Cunningham  
DAYE6(24758)12222014  
22A-2015-00963F

Jeffery McGuire v. Lt. James Cunningham  
DAYE6(24759)12222014  
22A-2015-00964F

Janice Jones v. The City of Middletown Ohio Police Department  
DAY76(24769)01062015  
22A-2015-00860C

Janice Jones v. Lt. James Cunningham  
DAYE6(24782)01122014  
22A-2015-01025F

Kenneth Horner v. Country Haven Mobile Home Park; Bob Craig, Park Manager  
DAYH6(24968)04012015  
05-15-0705-8  
22A-2015-01635F

Olga Smith v. Columbus Radiology Corporation  
ADRB1(41761)04302015  
22A-2015-02026C

Suansirhea Becton v. SIS Management, Inc. d/b/a Senior Helpers  
ADR73(37875)04012015  
22A-2015-01542C

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination –  
Close – continued**

Shawanna Brunson v. Transitional Healthcare Solutions, LLC  
ADR73(37903)04202015  
22A-2015-01721C

Deborah Hammer v. Stark County Board of Developmental Disabilities  
ADRB3(37907)04182015  
22A-2015-01727C

H.O.M.E v. Bayberry Crossing et al; Brookmeadow Ltd., et al  
ADRH6(24955)03122015  
05-15-0674-8  
22A-2015-01626F

**11. Independent Settlement - Close**

Todd Allen Roberts v. Cost Plus, Inc.  
COLB1(41349)10292014  
22A-2015-00616C

**12. Withdrawal of Charge with Settlement**

Tara Lynn Thernes v. City of Columbus  
COL71(41193)08272014  
22A-2014-02953C

Robert Morales v. Miller Bros. Const., Inc.  
TOLA2(36777)09162014  
22A-2014-02942C

Dana H. Holzemer v. Lucas County Sheriff's Office  
TOLB2(36920)12012014  
22A-2015-00509C

Ronald Rodriguez v. Bennett Enterprises LLC dba Frisch's Big Boy of Northwest Ohio  
TOLG2(37036)02192015 AMENDED  
22A-2015-01165F

Derric Williams v. Toledo Molding and Die  
TOL72(37107)04062015  
22A-2015-01476C

## **Withdrawal of Charge with Settlement – continued**

Cheryl Hazlett v. The Arbors of Bowling Green; T & R Properties, Inc.; Bowling Green Associates Limited Partnership; Janelle Barker, Manager  
TOLH2(37173)05192015  
05-15-0907-8  
22A-2015-01910F

Jeremiah Gray v. Universal Media Syndicate, Inc., a wholly owned subsidiary of Arthur Middleton Capital Holdings, Inc.  
AKR73(37753)01082015  
22A-2015-00865C

Carlos A. Sanchez v. Extreme Auto Sales & Detailing LLC  
CLEB4(42765)12042014  
22A-2015-00582C

William Johnston v. Jeffrey and Constance Alai  
CLEH4(42992)05122015  
05-15-0877-8  
22A-2015-02025F

Michelle Siciliano v. Compass West Estates, LLC  
CLEH3(37788)02042015  
05-15-0662-8  
22A-2015-01101F

Matthew Hatcher v. Tailor Training Services / In Living Support  
DAY76(24774)01062015  
22A-2015-00868C

Marie Costanian v. Appvion, Inc.  
DAY76(24881)02282015  
22A-2015-02185C

Seema Mishra v. Humana, Inc.  
ADR71(41699)03302015  
22A-2015-01709C

Victoria Tarpeh v. Mohun Health Care Center  
ADR71(41785)05082015  
22A-2015-02001C

Colleen T. Keller v. Bambino's Pizza  
ADR72(37171)05192015  
22A-2015-01907C

### **Withdrawal of Charge with Settlement – continued**

Beverly Peacock v. Kingston Court Apartments; Chris (LNU), Property Manager;  
Larchmont East Apartments, Inc.

ADRH2(37188)05292015

22A-2015-01972F

John Selmon v. Club 300, Inc. d/b/a Club 300 Catering

ADR72(37163)05142015

22A-2015-01880C

Robert Tipping v. Cutting Edge Countertops

ADRB2(37151)05032015 AMENDED

22A-2015-01791C

Katelyn Burley v. Groff Heating & Cooling, Inc. d/b/a Quality Heating & Cooling

ADR73(37895)04092015

22A-2015-01596C

Sidney Robert Bell, Sr. v. Kendall House, Inc. d/b/a KFC

ADRB3(37939)05122015

22A-2015-01867C

Patricia Bridges v. Medical Mutual of Ohio

ADR74(42927)04102015

22A-2015-01592C

Thomas Fountain v. State Industrial Products Corporation

ADR74(42967)05122015

22A-2015-01876C

### **13. Withdrawal of Charge – Grant**

Douglas Filippi v. County of Belmont, Sheriff's Department

COLA3(37815)02232015

22A-2015-02228C

Marvin L. Rodriguez v. Red Roof Inns of Ohio, Inc.

TOL72(36991)01222015

22A-2015-00941C

Iyonna Moore-Ramsey v. Nu Energy Solutions, LLC

TOL72(37042)02242015

22A-2015-01213C

## **Withdrawal of Charge – Grant - continued**

Kari Morgan v. Lakemont Homeowners Association, et al; Robert J. Oates, Homeowners Association President  
TOLH2(37165)05152015  
22A-2015-01882F

Mary Morale v. Wilberforce University  
DAYB6(24668)11052014  
22A-2015-00519C

### **14. No Jurisdiction – Dismiss XNJ**

Alicia Vonville v. State of Ohio, Department of Health  
COL71(41738)04172015  
22A-2015-02428C

Susan J. Wendt v. State of Ohio, Department of Health  
COLB1(41760)04292015  
22A-2015-02427C

Shannon Fannon v. Alpha Dental LLC  
COL71(41771)05012015  
22A-2015-02357C

Eric Cornett v. City of Columbus, Department of Police  
COL71(41779)05052015  
22A-2015-02429C

Traci Williams v. Sedgwick CMS  
COL71(41780)05052015  
22A-2015-02349C

Pari A. Carter v. Douglas R. Bowman, D.D.S.  
TOLA2(37149)04292015  
22A-2015-01752C

Sheila Habel v. BP America  
TOLE2(37209)06102015  
22A-2015-02087F

David Williams v. Clear Fork Mobile Home Park  
AKRH4(42989)05312015  
22A-2015-02014F

Daniel Paradis v. Millennium Property  
AKRH4(42994)06022015  
22A-2015-02053F

**No Jurisdiction – Dismiss XNJ – continued**

Michael Ruff v. Ohio AFL-CIO  
CLEE4(42977)05182015  
22A-2015-01926F

Amanda Clark v. State of Ohio, Board of Nursing  
CLEE1(41773)05042015  
22A-2015-02230F

Autumn Lyon v. Golden Corral  
DAY76(24739)12132014  
22A-2015-00730C

Elizabeth Chrisman v. Cycle Electric, Inc.  
DAYE6(24800)01172015  
22A-2015-01176F

Reggie Savaria v. Dick Lavy Trucking, Inc.  
DAYB6(24812)01202015  
22A-2015-01058C

Logan Link v. Allstate Insurance  
DAY76(24859)02142015  
22A-2015-02267C

Lisa Redman v. Chillicothe Gazette (Online)  
COL71(41621)02252015  
22A-2015-02386C

Melanie L. Bowser v. DNV GL  
COLA1(41665)03122015  
22A-2015-02219C

Amanda Hinton v. Advanced Family Chiropractic  
COL71(41679)03182015  
22A-2015-02137C

**15. No Probable Cause – Dismiss**

Victoria Sue Wilcox v. MCOECN  
COLB1(41240)09022014  
22A-2015-00216C

Warren Sanders v. Integrated Service Management, LLC  
COL71(41254)09182014  
22A-2015-00115C

**No Probable Cause – Dismiss – continued**

Leslie J. Coccia v. New Trend Asian Food Company, Inc. dba Oodles Noodles & Dumpling Bar  
COLB1(41309)10152014  
22A-2015-00455C

Steven R. Chaffin v. Swift Transportation Co. of Arizona, LLC  
COL71(41345)10282014  
22A-2015-00771C

Arthur D. Baker v. Acloché  
COLB1(41356)11062014  
22A-2015-00475C

Dan O'Rourke v. Byers Subaru, LLC  
COL71(41544)01222015  
22A-2015-01198C

Melissa Drexel v. Dawson Works  
COLB1(41585)02112015  
22A-2015-01297C

Richard Allison v. Ocedon Restaurant Group, LLC dba Burger King  
COL71(41602)02192015 AMENDED  
22A-2015-02029C

Julie R. Kurzenberger v. Ventech Solutions Inc.  
COLB1(41605)02192015  
22A-2015-01494C

Amber Brady v. Management & Training Corporation  
COL71(41613)02252015  
22A-2015-01415C

April L. Clark v. State of Ohio, Department of Rehabilitation and Correction  
COLB1(41616)02232015  
22A-2015-01582C

Ralph Harris, Jr. v. Columbus State Community College  
COLA1(41626)03032015  
22A-2015-02362C

Justin Berent v. Zulily, Inc.  
COL71(41633)03032015  
22A-2015-01581C

**No Probable Cause – Dismiss – continued**

Sahr Kondokwi v. Consumer Support Services  
COL71(41645)03052015  
22A-2015-01579C

Theodore Thaxton v. McDonald's Restaurants of Ohio, Inc.  
COLA1(41663)03112015  
22A-2015-02356C

Tamayla Jean Turner v. American Electric Power Service Corporation\*  
COLA1(41745)04242015  
22A-2015-01889C  
\*Commissioner Patmon recused himself from participation in this case.

Catherine Hollister v. ProMedica Toledo Hospital  
TOLA2(36754)09052014  
22A-2014-02835C

Laura Fox v. Oak Health Care Investors of Defiance, Inc. dba The Laurels of Defiance  
TOLB2(36802)09302014  
22A-2015-00031C

Tamara Sample v. Central Avenue Foods, Inc. dba Foodtown  
TOLA2(36807)10022014  
22A-2015-00040C

Sylvanus B. McBryde v. A Renewed Mind  
TOL72(36808)10022014 AMENDED  
22A-2015-00041C

Marilyn Taylor v. W.S.O.S Community Action Commission, Inc.  
TOL72(36810)10032014  
22A-2015-00062C

Lynn D. Lipscomb v. W.S.O.S Community Action Commission, Inc.  
TOL72(36811)10032014  
22A-2015-00063C

Maureen F. Frost v. Brink's, Incorporated  
TOLA2(36813)10062014  
22A-2015-00080C

Dana Beach v. Lucas County Sheriff's Office  
TOL72(36815)10062014  
22A-2015-00082C

**No Probable Cause – Dismiss – continued**

Dara S. Whitaker v. W.S.O.S Community Action Commission, Inc.  
TOL72(36817)10062014  
22A-2015-00084C

Robin Edwards v. Mobis North America, LLC  
TOLB2(36818)10072014  
22A-2015-00085C

Greg Wadsworth v. Whirlpool Corporation  
TOLB2(36819)10072014  
22A-2015-00086C

Damita Frazier v. Embassy Darlington, LLC  
TOL72(36820)10082014  
22A-2015-00087C

Tiffanee Watson v. Caravan Facilities Management  
TOL72(36823)10102014  
22A-2015-00093C

Samantha Nance v. A Renewed Mind  
TOL72(36826)10142014  
22A-2015-00110C

Tiffany L. Woodson v. Sunshine Communities dba Sunshine Children's Home  
TOL72(36829)10152014  
22A-2015-00116C

Lakesha Ballard v. Loving Family Home Care Incorporated  
TOL72(36830)10152014  
22A-2015-00118C

Barbara R. Dickerson v. City of Toledo Fire and Rescue Department  
TOLA2(36833)10162014  
22A-2015-00124C

Maureen F. Frost v. Brink's, Incorporated  
TOLA2(36839)10202014  
22A-2015-00130C

Monalessa McAllister v. Messiah Lutheran Church  
TOL72(36852)10282014  
22A-2015-00187C

Jennifer J. Malicki v. United Collections Bureau, Inc.  
TOLB2(36855)10292014  
22A-2015-00195C

**No Probable Cause – Dismiss – continued**

Cle'Von Richardson v. Staffmark Holdings, Inc.  
TOL72(36869)11062014  
22A-2015-00245C

Roslyn Devaux-Spitzley v. Chase Bank  
TOLB1(41289)10082014  
22A-2015-00336C

Elizabeth Jackson v. OhioHealth Corporation/Riverside Methodist Hospital  
TOL71(41296)10092014  
22A-2015-00335C

Trea Collins v. The Salvation Army  
TOL71(41313)10142014  
22A-2015-00184C

Rodney A. Riffle v. Nomac Drilling, LLC\*  
AKRB3(37636)10012014  
22A-2015-00060C

\* Split recommendation – Probable Cause finding on the issue of Termination; No Probable Cause finding on the issue of Promotion.

Sheryl Spaulding v. Hope Homes, Inc.  
AKR73(37660)10292014  
22A-2015-00351C

Michael W. Klosterman v. Band of Brothers Restoration LLC  
AKRA3(37669)11052014  
22A-2015-00371C

Linda McCree v. VXi Global Solutions, Inc.  
AKR73(37677)11072014  
22A-2015-00382C

Joseph Blinsky v. Warren Ohio Rehab Hospital Company, LLC dba Hillside  
Rehabilitation Hospital  
AKRB3(37704)12012014  
22A-2015-00641C

Franzetta Minter v. St. Luke's Ministries  
AKR73(37723)12092014  
22A-2015-00657C

Raquel Lewis v. Mac Acquisitions LLC dba Romano's Macaroni Grill, Inc.  
AKR73(37759)01132015  
22A-2015-00897C

**No Probable Cause – Dismiss – continued**

John Correll v. Curry Trucking, LLC (CS Trucking)  
AKRB3(37776)01282015  
22A-2015-01013C

Delores Jackson v. Wayside Farm, Inc.  
AKR73(37816)02232015  
22A-2015-01227C

Tammy L. Bailey v. Jonathan E. Mathewson and James Mathewson  
AKRH3(37865)03302015  
22A-2015-01520F

Mario Vasquez v. Nick Strimbu, Inc.  
AKRB3(37873)03312015  
22A-2015-01537C

Richard F. Greer v. Maxion Wheels Akron LLC  
AKR73(37885)04062015  
22A-2015-01552C

Reginald Rubin v. Eric Byrd  
AKRH3(37887)04062015  
22A-2015-01556F

Lisa Arthur v. Investing 4 Kiersten, Inc. dba Joyland Early Learning Center  
AKRB1(41766)04232015  
22A-2015-01996C

Robert R. Thompson v. County of Cuyahoga, Fiscal Department  
AKR74(42651)09302014  
22A-2015-00023C

Carl C. Newman v. A.E.S. Management Corp. dba Popeye's Chicken & Biscuit  
AKR74(42676)10092014  
22A-2015-00099C

Vincent Howard v. Everstaff, LLC  
AKR74(42697)10242015  
22A-2015-00202C

Robert R. Thompson v. County of Cuyahoga, Fiscal Department  
AKR74(42731)11142014  
22A-2015-00447C

**No Probable Cause – Dismiss – continued**

Keith and Tahnya Brown v. SPCG Properties, Ltd., Sherry Litvak and Shawn Riley  
AKRH4(42770)12092014 AMENDED  
05-15-0377-8  
22A-2015-00658F

Dawn Meeks-Miller v. Aspen Management USA, LLC  
AKR74(42968)05132015  
22A-2015-01877C

Louis Brown v. Cuyahoga Metropolitan Housing Authority  
AKRH4(42933)04202015  
22A-2015-01720F

Kimberlie L. Taylor v. Mad Squirrel Investments LLC dba Player's Choice  
Entertainment  
CLEE4(42687)10202014  
22A-2015-00145F

Latrisha Eberhardt-Harrison v. Securitas Security Services USA, Inc.\*  
CLE74(42690)10222014  
22A-2015-00162C

\* Split recommendation – Probable Cause finding on the basis of Retaliation; No  
Probable Cause finding on the basis of Sex.

Ashley Brown and David Diminico v. Julia Rielinger and Sara Mellott Real Estate  
Development LLC  
CLEH4(42700)10242014  
05-15-0208-8  
22A-2015-00204F

Camille Wilson v. University Hospitals Case Medical Center  
CLEB4(42710)10292014  
22A-2015-00217C

Berniece L. Malone v. City of Ontario  
CLEB4(42811)01162015  
22A-2015-00920C

Amanda Williams v. Macy's Retail Holdings, Inc.  
CLEB4(42862)02242015  
22A-2015-01251C

Somalia Key v. Compass Group USA, Inc.  
CLE74(42885)03112015  
22A-2015-01337C

**No Probable Cause – Dismiss – continued**

Shawnee Grunden v. World Auto Parts, Inc.  
CLE74(42907)03252015  
22A-2015-01457C

Kenia M. Wagner v. Public Storage  
CLEG4(42908)03272015  
22A-2015-01458F

Satara Rivers v. Diplomate Healthcare, LLC  
CLE74(42964)05112015  
22A-2015-01861C

Paul Burton v. CCA of Tennessee, LLC dba CCA Lake Erie Correctional Institution  
CLE74(42974)05152015  
22A-2015-01905C

Ira L. Belcher v. Greenwood Hospitality Group LLC  
CLE74(42976)05192015  
22A-2015-01925C

Chris Williams v. Flambeau, Inc.  
CLE73(37710)12042014  
22A-2015-00596C

Linda Jo Watkins v. The Newark Group, Inc.  
DAYB6(24542)09042014  
22A-2014-03081C

Beverly Schmit v. Marion's Piazza (Marene, Inc.)  
DAY76(24584)09292014  
22A-2015-00323C

Jeffrey Ashe v. Mancor  
DAY76(24600)10032014  
22A-2015-00317C

Norman L. Lange, Jr. v. Bridgestone Firestone  
DAYA6(24601)10032014  
22A-2015-00316C

Mary Ann Perry v. The Christ Hospital  
DAY76(24605)10062014  
22A-2015-00313C

Mark D. Holbrook v. Troy Main Street, Inc.  
DAYE6(24612)10072014  
22A-2015-00320F

**No Probable Cause – Dismiss – continued**

Angela Holdren v. Goodwill Easter Seals Miami Valley  
DAYB6(24614)10072014 \*AMENDED  
22A-2015-00315C

Dewilda Wilson v. City of Dayton  
DAYB6(24619)10092014  
22A-2015-00275C

Ronald Nared v. Rural King Supply  
DAY76(24631)10162014  
22A-2015-00280C

Debbie J. Malloy v. Jungle Jim's International Marketplace  
DAY76(24633)10162014  
22A-2015-00548C

Julius Fisher v. Sodexo, Inc. dba SDH Services West, LLC  
DAY76(24676)11032014  
22A-2015-00522C

William F. Gayhart, Jr. v. United Food and Commercial Workers Union, Local #75  
DAYB6(24699)11202014  
22A-2015-00529C

Piesha Wallace v. Staffmark Holdings, Inc.  
DAY76(24703)011232014  
22A-2015-00974C

Naomi R. Mitchell v. Teleperformance USA  
DAYB6(24712)11252014  
22A-2015-00536C

Delesia Miller v. Genesis Healthcare  
DAYB6(24715)011262014  
22A-2015-00538C

Curtis Evans v. Creative Foam; Dayton Molded Urethanes, LLC  
DAY76(24732)12112014  
22A-2015-01175C

Jermel M. Pigram v. University of Cincinnati Medical Center  
DAY76(24778)01072015  
22A-2015-00972C

Jermel Pigram v. Aramark Healthcare Support Services; University of Cincinnati  
DAY76(24779)01072015  
22A-2015-00973C

**No Probable Cause – Dismiss – continued**

Clinton Prince v. Wallick Properties Midwest, LLC  
DAY76(24809)01262015  
22A-2015-01065C

Kathie Myerly v. Parallon Business Solutions  
DAYB6(24813)01272015  
22A-2015-01077C

Davneet Wadhwa v. Metro Developers and Contractors, LLC, Metro Communities acting  
as Managing Agent of Stone Bridge Apartments, and Jayson Beck  
DAYH6(24853)02132015  
22A-2015-01918F

Staci Wingfield v. Davoudi Chiropractic Office, Inc.  
DAYE6(24886)03022015  
22A-2015-02264F

Ashley Walter v. Arthur Knuckles,  
DAYH6(24930)03202015  
22A-2015-01557F

Brianna Holman-Garr v. ViaQuest Residential Services, Inc.  
DAY76(24935)03232015  
22A-2015-01697C

Keith Gray v. Brown County Court of Common Pleas  
DAY76(24937)03242015  
22A-2015-01588C

Marquise Bentley v. Holiday Inn  
DAY76(24953)03252015  
22A-2015-01628C

Dennis Wesolowski v. Champion Cleaning Specialists, Inc.  
DAYA6(24962)04012015  
22A-2015-01624C

Jeff Ratcliff v. Findlay Manor Apartments, RLJ Management Co., Inc., Debra Morgan,  
Manager  
DAYH6(25040)04022015  
05-15-0767-8  
22A-2015-02209F

**No Probable Cause – Dismiss – continued**

Sandro Jones v. St. Vincent DePaul Gateway Shelter for Women and Families; Bryan Fraley, Manager, HOMEFUL  
DAYH6(25092)05262015  
05-15-0951-8  
22A-2015-02317F

Jerika Wartenbe v. Adecco  
DAY71(41326)10272014 \*AMENDED  
22A-2015-00874C

Tenna M. Raney v. The Orioles  
DAYG1(41468)12052014  
22A-2015-00862F

Santiago S. Castillo, Jr. v. Holzer Health System  
DAY72(36774)09152014  
22A-2014-02915C

**MOTION by Commissioner Singh to approve July 16, 2015 Confirmation Agenda. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES – Except for noted recusals</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**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.

The Compliance Department, with the Executive Director's approval, requests the following case be deleted from today's agenda:

Commissioners' Agenda, Week 2, Page 1, Item 1

No Jurisdiction – Dismiss

Nichole Haight v. Jean Conrad  
DAYH6(25123)06062015  
22A-2015-02130F

The Dayton Regional Office has requested to continue the investigation in order to determine if the alleged harm could be within our jurisdiction.

MOTION by Commissioner Roberts to delete the abovementioned case on the Commissioners Agenda. Second by Commissioner Barreras.

Roll Call Vote:

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

Motion carried.

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 1  
Page 1 of 2**

**MOTION by Commissioner Roberts to remove the following case from the Commissioners' Agenda for Week 1. Commissioners will be hearing the case as an appearance.**

**Commissioner's Agenda, Week 1, Page 2, Item 5**

Marcie Lynn Wisniewski v. RNDC General, LLC  
DAY74(42614)08252014  
22A-2014-03089C

**Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**1. Findings Upon Reconsideration – No Probable Cause - Dismiss**

Charles Bryan Alexander v. Kunz, Leigh & Associates, Inc.  
COLA1(41570)01282015  
22A-2015-01142C

Walter Aho v. RTI International, Inc.  
AKRA3(37849)03162015  
22A-2015-01432C

Leon C. Meredith v. Downtown Croton, Inc. dba Oasis Pub & Grill  
CLEE4(42836)02092015  
22A-2015-01110F

Arnold W. Clark v. Mark A. and Leslie McDonald  
CLEH4(42913)03312015  
05-15-0735-8  
22A-2015-01469F

**Commissioners' Agenda for Week 1**  
**Page 2 of 2**

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 2**  
**Page 1 of 1**

**No Jurisdiction – Dismiss**

Larry Price v. Chillicothe Gazette  
COL71(41618)02252015  
22A-2015-01527C

Erik Toplis v. Clean Staging Home Services  
DAY76(24840)02102015  
22A-2015-01206C

Jessica Eargle v. Montgomery County, Department of Job and Family Services  
DAYG6(24950)03242015  
22A-2015-01629F

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

**Roll Call vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 3**  
**Page 1 of 2**

**1. Findings Upon Reconsideration - Respondent's Request – Deny**

Ryan Griffin v. Kimco Staffing Services, Inc.  
COL71(41166)08042014  
22A-2014-02935C

Michael Higgins v. The Shelly Company  
TOL72(36709)08152014  
22A-2014-02709C

Nathaniel Roy Hodoh v. Metaldyne Powertrain Components, Inc.  
AKRB3(37644)10162014  
22A-2015-00149C

**2. Findings Upon Reconsideration – No Probable Cause – Dismiss**

Jamie Rickard v. State of Ohio, Department of Rehabilitation and  
Correction, Mansfield Correctional Institution  
COLM1(41175)08112014  
22A-2014-02946F

**3. No Jurisdiction – Dismiss**

Marvin Dickman v. Ohio Civil Rights Commission  
AKRG3(37980)06162015  
22A-2015-02254F

J.W. Walker v. Octapharma Plasma, Inc.  
CLEG4(43005)06082015  
22A-2015-02081F

**4. Special Discussion Item**

Motion to Approve Proposed Policy regarding Background Checks

**Commissioners' Agenda for Week 3**  
**Page 2 of 2**

**MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 3 Commissioners' Agenda. Second by Commissioner Barreras.**

**Roll Call vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

## APPEARANCE

### Commissioner's Agenda, Week 1, Page 2, Item 5

#### Recommendation: Upon Reconsideration: No Probable Cause - Dismiss

Marcie Lynn Wisniewski v. RNDC General, LLC  
DAY74(42614)08252014  
22A-2014-03089C

Upon review of Charging Party's Request for Reconsideration, Beyan Asoba, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of No Probable Cause - Dismiss. Mr. Asoba and Representative for Respondent were present to discuss the case. Charging Party was not present. Both parties to the case confirmed their intention to be present. The Commission's Regional Counsel/Director of Regional Operations, Keith McNeil attempted to contact Charging Party and Counsel for Charging Party this morning. The law firm representing Charging Party was not able to confirm either of them would be appearing at today's meeting. The Commissioners agreed to move forward with the Request for Reconsideration.

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

#### Roll Call Vote:

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

## **Report from the Ohio Attorney General's Office**

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office reported the Civil Rights Section has been participating in outreach activities to help explain our practices and processes to legal aid offices in Ohio. They recently met with Southeastern Ohio Legal Services. These groups have expressed an interest in the possibility of joining with us in presentations and events that would benefit our constituencies.

Chairman Hubert stated there may also be an opportunity to hold a Commission Meeting in the Southeastern Ohio area.

## **Report from the Chief Legal Counsel**

Stephanie Bostos Demers, Chief Legal Counsel, briefed Commissioners on our new employment policy regarding background checks. We will use a third party agent to verify if applicants for employment with our agency have a record of prior criminal convictions.

The annual all staff training day will be held on August 20, 2015 at Blacklick Woods Metro Park. Susan Willeke, Education and Communications Administrator for the Ohio Ethics Commission, will provide our annual ethics training. Staff will also receive training on religious discrimination, Conciliation Agreements and Consent Orders, Judicial Review and case law updates. Commissioners are invited to attend.

## **Report from G. Michael Payton, Executive Director**

Director Payton stated he, too, supports Commission outreach in Southeastern Ohio.

Venita Mehra, wife of Columbus Regional Director, Aman Mehra, was featured on the cover of Columbus CEO magazine. Ms. Mehra is Director & Global Business Attorney at the law firm Kegler Brown Hill and Ritter. Congratulations to the Mehra family.

Bradley Dunn, Reconsideration Supervisor, was honored by the Akron Bar Association as their Chairperson of the Year. Mr. Dunn chaired the Disability Law Section for the Association. Congratulations, Bradley!

Director Payton introduced two interns from the Ohio Poverty Law Center who are attending our meeting today.

Our new Director of Public Affairs and Community Engagement (PACE), Mary Turocy, will join the OCRC family in August. Thank you to Chairman Hubert, Commissioner Barreras, Keith McNeil and Stephanie Bostos Demers for leading our search. Director Payton also thanked Johnnie Kanney for her help in the PACE office during our search.

**Remarks**

Dayton Regional Director, Norman Gibson, introduced their summer extern, Emily Little, who is a second year graduate student at the University of Chicago. Welcome Emily!

Chairman Hubert thanked our commissioners, who often lend their expertise and time to the agency. Recently Commissioner Singh, along with Keith McNeil and Stephanie Bostos Demers, attended the EEOC meeting in Cleveland, Ohio, Commissioner Barreras lead the search for the new Director of PACE and Commissioners Roberts and Patmon have been a valuable resource in connecting with the Ohio Legislature.

Commissioner Barreras thanked Commissioner Roberts for his great work on the Ohio Task Force on Community – Police Relations. She was recently appointed by Governor Kasich to the advisory panel that will develop guidelines based on their recommendations – specifically standardizing hiring practices and developing a policy on the use of deadly force.

Commissioner Barreras also shared with us her experiences during a recent trip to Marrakesh in the northwest African nation of Morocco.

Commissioner Singh thanked everyone for making her feel very welcome.

Desmon Martin introduced Gabriel Jackson who is working as a student intern with us this summer through Wright Choice. Gabriel is a recent graduate from Columbus Afrocentric Early College and will attend Ohio State University in the fall.

**MOTION by Commissioner Roberts to adjourn the public meeting. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:25 pm.



Commissioner

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