MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
March 14, 2013
Rhodes Office Tower Third Floor Hearing Room
Columbus, Ohio

CALL TO ORDER

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

Commissioners Present:
Chairman Leonard Hubert
Commissioner Rashmi Yajnik **arrived at 9:32am*
Commissioner Tom Roberts
Commissioner Stephanie Mercado
Commissioner William Patmon, III

A quorum was present.

OCRC Staff Present:
G. Michael Payton, Executive Director; Keith McNeil, Director of Operations; Desmon Martin, Director of Enforcement and Compliance; Ronnell Tomlinson, Director of Housing; Aman Mehra, Columbus Regional Director; Norman Gibson, Dayton Regional Director; Darlene Newbern, Toledo Regional Director; Sandy Manis, Akron Regional Supervisor (attending for Vera Boggs); Foday Kenneh, Columbus Regional Supervisor; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General's Office; and Carol Swartzmiller, Administrative Assistant.

APPROVAL OF MINUTES

Commissioner Roberts moved to approve the February 21, 2013 minutes. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Ruth James v. State of Ohio, Department of Job and Family Services
COL71(39278)03272012
22A-2012-01793C

Knobi Ysumde v. Winking Lizard, Inc.
AKR73(36452)06292012
22A-2012-02329C

Patricia Antos v. Nestle USA, Inc.
AKRA3(36630)11212012
22A-2013-00688C

Ruby J. Kelly v. Transworld Systems, Inc.
CLE74(41638)07172012
22A-2012-02468C

Marcia Murico-Kovac v. State of Ohio, Department of Mental Health
CLEB4(41710)09072012
22A-2012-03051C

Debra J. Laws v. Autoneum North America, Inc.
CLEA2(35631)12032012
22A-2013-00766C

Lloyd Dixon v. Catholic Health Partners dba Springfield Regional Medical Center
DAYG6(23179)08282012
22A-2012-03079F

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

Kimberly Pollard v. Custom Employee Management, Inc. dba Custom Staffing Management
COL71(39318)04102012
22A-2012-01976C

Chandra L. Smith v. Ohio American Health Care, Inc.
COLB1(39324)04122012
22A-2012-01879C

Eric Grinston v. Columbus Baking Company
COL71(39356)04242012
22A-2012-02083C

Respondent's Request for Reconsideration – Grant for Further Review (Cont'd)

Kristin Lyn Heinmiller v. South Beach Fitness Center LLC
COL71(39721)09172012
22A-2013-00909C

Chester R. Maurer v. Chipotle Mexican Grill, Inc.
AKR73(36353)04202012
22A-2012-01679C

Albert A. Bias v. Eco Tree Services, LLC
CLEB4(41714)09182012
22A-2012-03111C

Jody Smith v. William Shumaker, et al.
DAYH4(41460)03202012
05-12-0607-8
22A-2012-01840F

3. Complainant's Request for Reconsideration – Deny – Untimely

Anthony Richards v. Elisabeth A. Belkin-Kaps
COLH1(39668)08152012
05-12-1269-8
22A-2012-03007F

Kenneth Smith v. Field Works, LLC
CLE74(41566)05292012
22A-2012-02390C

Thomas and Deborah Parker v. EMC Mortgage Company; JPMorgan Chase
TOLH3(36338)04112012
22A-2012-01919F

Thomas and Deborah Parker v. CSE Federal Credit Union
TOLH3(36406)05182012
05-12-1429-8
22A-2013-00208F

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

Bernadette Davantes Heckman v. Ohio University
COL71(38718)07182011
22A-2011-03577C
Complaint No. 12-EMP-COL-38718

Bernadette Davantes Heckman v. Dr. Bruce Carlson
COLE1(38719)07182011
22A-2011-03579F
Complaint No. 12-EMP-COL-38719

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

Ruthella White v. Niederst Indian Hills LLC et al
CLEH4(39957)11092009
05-10-0234-8
22A-2010-01340F
Complaint No. 10-HOU-CLE-39957

6. **Issue Dismissal Order – Submitted by the Attorney General's Office**

Karen Halstenberg v. Lucent Technologies, Inc.
COL71111903(30988)032304
22A-2004-01799C
Complaint No. 9847

7. **Res Judicata/Collateral Estoppel; Dismiss Formal Complaint – Submitted by the Attorney General's Office**

Angela Dudley v. State of Ohio, Department of Public Safety
CLE74(37511)10052006
22A-2007-01714C
Complaint No. 07-EMP-CLE-37511

8. Common Pleas Election; Dismissal Formal Complaint – Submitted by the Attorney General's Office

Denise Colbert v. Husman House Condominium Owners' Association & Towne Properties, Inc.
DAYH6(22115)04052011
22A-2011-02050F
Complaint No. 12-HOU-DAY-22115

9. Probable Cause – Schedule Conciliation

Kathy M. Culp v. Delaware County Sheriff's Office
COL71(39330)04172012
22A-2012-02020C

John Pipkin, Jr. v. Central Ohio Transit Authority
COLB1(39354)04242012
22A-2012-02081C

Daniel Jack Buroker v. Parker Hannifin Corporation
COLB1(39695)09042012
22A-2013-00882C

Michael and Terri Smith v. Robert and Shelly Lorius, RLSL, LLC
AKRH3(36350)04202012
05-12-0798-8
22A-2012-01901F

Fair Housing Contact Service, Inc. v. Ronald Craft
AKRH3(36572)10012012
05-13-0555-8
22A-2013-00002F

Ashley Morris v. BT 12 PT, Inc. dba Taco Bell
AKR73(36637)12052012
22A-2013-00797C

Uzma Ahmed Zafar v. Carbon Vision, LLC
CLEE4(41713)05172012
532-2012-01578F

Candice R. Allen v. Lap Technology, LLC/Lapmaster PFS, LLC
DAY76(22931)05072012
22A-2013-00039C

Probable Cause – Schedule Conciliation (Cont'd)

Veleta L. Jenkins v. EdVantages Academies dba Trotwood Prep & Fitness Academy
DAY76(23002)06122012
22A-2012-02673C

Charlee K. Hankey v. Versa Pak, Inc.
DAY72(35217)05082012
22A-2012-01887C

10. Issue Formal Complaint

Kimberly Pollard v. Custom Staffing Management
COL71(39318)04102012
22A-2012-01876C

Chandra L. Smith v. Ohio American Healthcare, Inc.
COLB1(39324)04122012
22A-2012-01879C

Kristin Lyn Heinmiller v. South Beach Fitness Center, LLC
COL71(39721)09172012
22A-2013-00909C

Fair Housing Advocates Association v. Mogadore Square Apartments, LLC; Rob Wymer, Woodbine Management, Lori Lowe
AKRH3(36294)03192012
05-12-0649-9
22A-2012-01706F

Ruth Winstead v. Mogadore Square Apartments, LLC; Rob Wymer, Woodbine Management, Lori Lowe
AKRH3(36295)03192012
05-12-0648-8
22A-2012-01707F

Fair Housing Contact Services, Inc. v. Craigslist, Inc.
AKRH3(36318)04022012
22A-2012-01769F

Chester R. Maurer v. Chipotle Mexican Grill, Inc.
AKR73(36353)04202012
22A-2012-01904C

Issue Formal Complaint (Cont'd)

Veleta L. Jenkins v. Edvantages, Inc. dba Trotwood Preparatory & Fitness Academy
DAY76(22841)03212012
22A-2012-01956C

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

Marlane Bastian v. Madison Township Board of Trustees
AKRG4(41564)05292012
22A-2012-02388F

Patricia Woods v. Freehold Investment Group & Lauren Murphy
CLEH4(41693)08242012
05-12-1550-8
22A-2012-02917F

Fair Housing Research Center, Inc. v. Sara & Todd Hinkle
CLEH4(41809)12052012
05-12-0201-8
22A-2013-00936F

Dorothy Johnson v. Lisa & Rick Arnett, Caretakers; Downtown Property Management; Harry Romanette
DAYH6(23189)08312012
05-12-1299-8
22A-2013-00031F

Jesse K. Smith v. Johns Manville
ADR72(35632)12032012
22A-2013-00767C

Joey Salinas v. Johns Manville
ADR72(35633)12032012
22A-2013-00768C

Ernest Munoz v. AFSCME Local 2916
ADR72(35693)01042013
22A-2013-01082C

Oussama F. Aboulhosn v.E.M.I. Enterprises, Inc.
ADR72(35733)01292013
22A-2013-01335C

Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (Cont'd)

Dontaza Drake et al v. Southgate Woods Apartments et al; Southgate Woods 2011 L.L.C. et al; Independent Management Services LLC et al, Frank Carswell, Agent Contact, Independent Management Services LLC
ADRH2(35750)02012013
05-13-0390-8
22A-2013-01465F

Karen Fitzgerald v. AHED of Ohio, Inc. d/b/a Stautzenberger College
ADRA2(35753)02082013
22A-2013-01445C

Fair Housing Contact Service, Inc. v. Ann Simionides and George Simionides
ADRH3(36627)11162012
05-13-0348-8
22A-2013-00571F

Fair Housing Contact Service, Inc. v. Shane Nalepa and Shane Management LLC
ADRH3(36643)12072012
05-13-0356-8
22A-2013-00858F

Turleen Dent v. Cuyahoga Falls City Schools
ADR73(36688)01042013
22A-2013-01194C

Darshonda Vaughn v. Ridgewood Healthcare Center, LLC dba Ridgewood Healthcare Center
ADR73(36692)01072013
22A-2013-01206C

Judy Bethune v. Ridgewood Healthcare Center, LLC dba Ridgewood Healthcare Center
ADR73(36693)01072013
22A-2013-01208C

Regina Peterson v. Ridgewood Healthcare Center, LLC dba Ridgewood Healthcare Center
ADR73(36694)01072013
22A-2013-01210C

Debra Ann Bryan v. One Man and a Hammer, Inc.
ADRE4(41843)01162013
22A-2013-01252F

Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (Cont'd)

David W. Graham v. Ferris Steak House
ADR74(41845)01232013
22A-2013-01305C

Craig Henderson v. Economy Produce
ADR74(41852)01132013
22A-2013-01406C

Paul R. Mickey v. Jimmy John's Blue Falcon, Inc.
ADRB4(41861)02072013
22A-2013-01475C

Miami Valley Fair Housing Center, Inc. v. Hartmut H. Schoepper & Manfred Schoepper
ADRH6(23446)01182013
05-13-0480-8
22A-2013-01324F

Sunni Russo v. Reynolds & Reynolds
ADRA6(23471)02072013
22A-2013-01468C

12. Withdrawal of Charge – With Settlement

Sheila E. Austin v. Kenworth Trucking Company
COL71(39497)06252012
22A-2012-02645C

Brittany Nicole Young v. Kogens (New Asia Ventures)
COL71(39875)11192012
22A-2013-00726C

Joann C. Darst v. Scioto Retirement Community, Inc.
COLA1(39886)11272012
22A-2013-00836C

Atara J. Haslem v. Preferred Real Estate Investments II, LLC and Chelsea Square LLC dba Chelsea Square Apartment
COLH1(39948)12202012
05-13-0255-8
22A-2013-01031F

Withdrawal of Charge – With Settlement (Cont'd)

LaTasha Baker v. McDonald's Restaurants of Ohio, Inc.
TOL72(35379)07242012
22A-2012-02526C

Idris Abdulrahman v. The Original Gino's St. James, Inc.
TOL72(35559)10252012
22A-2013-00255C

Loyd Quillen v. The Bard Manufacturing Company, Inc.
TOLB2(35574)11062012
22A-2013-00381C

Linda Bailey v. DeHoff Realty/DeHoff Realtors
AKRB3(36518)08212012 AMENDED
22A-2012-02858C

Lawrence Starcher v. Schwebel Baking Company
AKRA3(36670)12172012
22A-2013-01169C

Linda Bailey v. DeHoff Development Company
AKRB3(36738)02042013
22A-2013-01421C

Linda Bailey v. DeHoff Agency, Inc.
AKRB3(36747)02042013
22A-2013-01422C

Barbara T. Morgan v. St. John Medical Center
AKRA4(41642)07202012
22A-2012-02508C

Richard Stewart v. Rochella Sauders, Darren Carter, K & D Management, LLC
CLEH4(41751)10172012 AMENDED
05-13-0250-8
22A-2013-00254F

Saundra M. Hicks v. Ashtabula County Medical Center
CLEB4(41754)10222012
22A-2013-00258C

Sandra Colquitt v. Eby Brown
DAYA6(22951)05172012
22A-2012-02887C

Withdrawal of Charge – With Settlement (Cont'd)

Paul Wysong v. DMAX, Ltd.
DAY76(23127)08072012
22A-2013-00416C

Marla Lester v. State of Ohio, Department of Developmental Disabilities
DAY76(23147)08202012
22A-2013-00368C

Marla Lester v. State of Ohio, Department of Developmental Disabilities
DAY76(23216)09112012
22A-2013-00370C

Teri Gaither & Sil Watkins v. Center City Properties; Harkavy Management Services, Jennifer and Christopher Frutkin
DAYH6(23307)10182012
05-13-0012-8
22A-2013-00407F

Karen Kindell v. Cincinnati Children's Hospital Medical Center
DAY76(23317)10252012
22A-2013-00317C

Damian L. Turner v. Caterpillar Logistics
DAY76(23328)11012012
22A-2013-00542C

Clarence Eric Lewis v. ADT
DAY76(23378)11302012
22A-2013-00780C

Paul D. Wysong v. Belcan Technical Services
DAY76(23412)12202012
22A-2013-01088C

Ace Leroyale Griffin v. Guild Associates
ADR71(39987)01142013
22A-2013-01258C

Deric King v. Vitran Express, Inc.
ADR72(35464)09102012
22A-2012-03009C

Withdrawal of Charge – With Settlement (Cont'd)

Arthur Purley v. Vitran Express, Inc.
ADR72(35465)09102012
22A-2012-03011C

Isa Kay Kinder v. Wenco Ashland, Inc. dba Wendy's Old Fashioned Hamburgers
ADRA2(35520)10042012
22A-2013-00045C

Carl Walker v. The Original Gino's Pizza
ADR72(35769)02142013
22A-2013-01496C

Sheryl Patterson v. Roth Bros., Inc.
ADR73(36640)12062012 AMENDED
22A-2013-00855C

Melissa Zirkle v. Jerry Campbell
ADRH4(41840)01142013
05-13-0315-8
22A-2013-01249F

13. Withdrawal of Charge - Grant

Julie Dearing v. Toledo Public Schools
TOLB2(35185)04132012
22A-2012-01749C

Susan J. Pollex v. Arthritis Associates of Northwest Ohio, Inc.
TOLA2(35226)05092012
22A-2012-01941C

Jill M. Besgrove v. HHCS, Inc. dba Heritage Health Care
TOLB2(35259)05242012
22A-2012-02101C

Andrea L. Tibbels v. State of Ohio, Department of Natural Resources
TOL72(35446)09042012
22A-2012-02967C

Smaragda Karakoudas v. Helen & Ernest Redfern, POA for Homeowner, Caliope Karakoudas
CLEH4(41583)06082012
22A-2012-02417F

Withdrawal of Charge - Grant

Tyrone Hereford v. Denise Taylor
CLEH4(41645)07232012
05-12-1556-8
22A-2012-02527F

Nawal Ibraheem v. Cleveland Catholic Charities
CLE74(41758)10242012
22A-2013-00261C

Daniel Feigenbaum v. John Anoliefo, Famicos Foundation
CLEH4(41780)11022012
05-13-0105-8
22A-2013-00465F

Yasmeen Chandler v. Karin Rosegger, Emily B. Frazier Trustees
CLEH4(41800)11302012
05-13-0207-8
22A-2013-00818F

Ronnie W. Kelly v. Beau Townsend Ford
ADRF6(23419)12182013
22A-2013-01341F

14. Failure to Cooperate - Dismiss

Andy Cummings v. London Metropolitan Housing Authority
COLH1(39815)10182012
05-13-0032-8
22A-2013-00271F

Larissa Mae House v. VTT Management, Inc. & VTT Skyview Towers, LLC dba Skyview Towers
COLH1(39904)11282012
05-13-0168-8
22A-2013-00817F

15. Failure to Accept Full Remedy – Dismiss

Daniel Cusma v. Stonemor Partners, L.P.
AKRA3(36366)04302012
22A-2012-02172C

16. Administrative Closure

Brooke Hill v. Arthur Recht, Rose Allen, and Colonial Arms Apartments
AKRH3(36649)10182012
05-13-0017-8
22A-2013-00917F

Gloria Terry v. Arthur Recht, Rose Allen, and Colonial Arms Apartments
AKRH3(36650)10182012
05-13-0029-8
22A-2013-00920F

Jeremy Jones v. Arthur Recht, Rose Allen, and Colonial Arms Apartments
AKRH3(36651)10182012
05-13-0023-8
22A-2013-00921F

Mary S. Williams v. Kelly Paving, Inc.
AKR71(40065)02142013
22A-2013-01622C

Arlino Beyjin v. Anatolia on Cedar, Ltd. dba Anatolia Café and Wine Bar
CLE74(41740)10052012
22A-2013-00086C

17. No Probable Cause - Dismiss

Morine N. Slayton-Nixon v. The Association for the Developmentally Disabled
COL71(39325)04122012
22A-2012-01884C

Gracy Thomas v. State of Ohio, Department of Health
COLA1(39326)04122012
22A-2012-01885C

Tracy B. Davis v. SDH Services West, LLC dba Sodexo, Inc.
COL71(39406)05102012
22A-2013-01003C

Jon Schneider v. Piper's Service Center
COL71(39411)05102012
22A-2013-01013C

No Probable Cause – Dismiss (Cont'd)

Michael L. Martin v. Mid-Ohio Board for Independent Living Environment
COLA1(39424)05152012
22A-2013-01019C

Ariel Rodriguez v. B & B Plastics, Inc.
COL71(39434)05222012
22A-2012-01026C

LaTisha Cottman v. TrueBlue, Inc.
COL71(39449)05292012
22A-2012-02353C

Sarita M. Penn v. Columbus Metropolitan Housing Authority
COL71(39454)06012012
22A-2012-02638C

Daniel J. Stamper v. OSU Davis Heart and Lung Institute
COLB1(39456)06042012
22A-2012-02667C

Noah B. Bolen v. Sears
COLB1(39457)06052012
22A-2012-02637C

Abdallah Sall v. Big Lots Stores, Inc.
COLB1(39458)06062012
22A-2012-02687C

Florence Legge v. Stratosphere Quality, LLC
COL71(39459)06062012
22A-2012-02663C

Morine N. Slayton-Nixon v. The Association for the Developmentally Disabled
COL71(39474)06122012
22A-2012-02629C

Renae Castillo v. El Vaquero Restaurant
COL71(39485)06192012
22A-2012-02704C

Tia L. Helm v. State of Ohio, Department of Rehabilitation and Correction/ORW
COL71(39489)06202012
22A-2012-02693C

No Probable Cause – Dismiss (Cont'd)

Asef Sheikh v. Cellco Partnership dba Verizon Wireless
COL71(39501)06262012
22A-2012-02642C

Rhonda Jo Sanchez v. El Vaquero Restaurant
COL71(39519)06282012
22A-2012-02669C

Bushra T. Mesmar v. FedEx Ground Package System, Inc.
COL71(39555)07162012
22A-2012-02822C

Abdul Ali v. Columbus Castings
COL71(39558)07172012
22A-2012-02845C

Scott Allen Hardiman v. Knockout, LLC dba Title Boxing Club
COL71(39587)07262012
22A-2012-02814C

Torri Gist v. National Church Residences dba Walnut Grove Apartments
COLH1(39718)09182012
05-12-1444-8
22A-2012-03120F

John Rash v. Columbus Airport Limited Partnership d/b/a Columbus Airport Marriott
COL71(39720)09192012
22A-2013-00279C

Selina R. Miller v. Columbus Metropolitan Housing Authority
COLH1(39749)09262012
05-12-1479-8
22A-2012-03191F

George Anthony Parson v. Dick Masheter Ford, Inc.
COLB1(39790)10152012
22A-2013-00927C

Donnella Demetria Grimes v. DNV Columbus, Inc.
COLM1(39800)10182012
22A-2013-00806F

No Probable Cause – Dismiss (Cont'd)

Cathy Amerson-Johnson v. The Ohio State University/Police Division
COL71(39810)10262012
22A-2013-00528C

Commissioner Patmon recused himself from the above case (39810).

Kelly A. Freeman v. TGAR Properties, LLC.
COLH1(39816)10262012
05-13-0076-8
22A-2013-00293F

Michelle R. Mathis v. Amberly Square Apartments LP
COLH1(39817)10262012
05-13-0069-8
22A-2013-00292F

Michelle R. Mathis v. Metropolitan Cigar of Ohio, LLC and Oakwood Management Company dba Fountain Park Apartments
COLH1(39819)10262012
05-13-0071-8
22A-2013-00290F

Natasha Roserie v. DR Creek Rentals LLC, Ardent Property Management, Inc. and Ardent Communities dba Albany Landings
COLH1(39820)10292012
05-13-0072-8
22A-2013-00301F

Michelle R. Mathis v. Marriott International, Inc. dba Renaissance Hotel
COLG1(39823)10292012
22A-2013-00707F

Phelan M. Richardson v. Acoustic Ceiling & Partition of Ohio, Inc. dba ACP
COL71(39867)11142012
22A-2013-00708C

Paul E. Price v. American Electric Power
COL71(39869)11142012
22A-2013-00676C

Commissioner Patmon recused himself from the above case (39869).

Erin Michelle Jeffrey v. Subway
COL71(39930)12122012
22A-2013-01146C

No Probable Cause – Dismiss (Cont'd)

Kevin D. McClelland v. Buckeye Donuts, Inc.
COLG1(39942)12182012
22A-2013-01145F

Kevin D. McClelland v. GOC Franchise LLC dba Subway
COLG1(39943)12182012
22A-2013-01142F

Erica Louise Scott v. Red Capital Group, LLC
COL71(39970)01082013
22A-2013-01293C

Said Mohamed Bori v. Art.com, Inc.
COL71(39973)01092013
22A-2013-01288C

Jose Pinto v. Ohio Valley Outdoors, Ltd.
COL71(40003)01232013
22A-2013-01363C

Angel Ramsey v. TJD Industrial Cleaning & Maintenance, Inc.
TOL72(35206)04272012
22A-2012-01835C

Michelle R. Mathis v. St. Vincent Mercy Medical Center
TOL72(35208)04302012
22A-2012-01839C

James Hooker v. City of Toledo, Division of Sewage & Drainage Services
TOL72(35210)04302012
22A-2012-01857C

Lori M. Sanchez v. N and D Restaurants, Inc. dba Olive Garden
TOL72(35212)05022012
22A-2012-01868C

Lecretia Dobbins v. Compass Corporation for Recovery Services
TOL72(35213)05032012
22A-2012-01869C

No Probable Cause – Dismiss (Cont'd)

Keever Brown v. Swan Creek Four Seasons Housing Associates, Ltd.; Annette Frink, Property Manager; Willow Crest at Metro Park Apartment Homes; Aspen Square Management, Inc.
TOLH2(35220)05092012
05-12-0938-8
22A-2012-01935F

Pamela R. Lee v. Johnson Controls, Inc.
TOL72(35223)05092012
22A-2012-01938C

Kyle Cheatham v. City of Toledo, Department of Neighborhoods
TOLA2(35230)05102012
22A-2012-01945C

Joanna Castle v. Sun Communities, Inc.
TOLA2(35231)05112012
22A-2012-01946C

Milton Scott III v. City of Toledo, Division of Parks, Recreation and Forestry
TOL72(35232)05112012
22A-2012-01948C

Valentino Garza v. Alex Products, Inc.
TOL72(35233)05142012
22A-2012-01979C

Daryl Mills v. The Fresh Market, Inc.
TOL72(35235)05142012
22A-2012-01982C

Byron L. Mitchell v. AK Tube LLC
TOL72(35237)05152012
22A-2012-01984C

Ronnie Smith v. U.S. Coexcell, Inc.
TOL72(35243)05172012
22A-2012-02000C

Antonette R. Harris v. University of Toledo Physicians, LLC
TOL72(35245)05172012
22A-2012-02014C

No Probable Cause – Dismiss (Cont'd)

Janene M. Thomas v. Harborside of Ohio, L.P. dba Bryan Care and Rehabilitation Center
TOLA2(35246)05212012 AMENDED
22A-2012-02056C

Monmeta Wilson v. Owens Community College
TOLK2(35247)05212012
22A-2012-02057F

Shawna Giddens v. Ohio Department of Rehabilitation and Correction
TOL72(35248)05212012
22A-2012-02058C

Aaron J. Poole v. Waterville Care, LLC Inc. dba Arbors at Waterville
TOL72(35253)05232012
22A-2012-02094C

Tamea R. Hayward v. Waterville Care, LLC Inc. dba Arbors at Waterville
TOL72(35254)05232012
22A-2012-02095C

Leisa M. Haunhorst v. True North Management, LLC
TOLB2(35257)05242012
22A-2012-02099C

Jennifer L. Howard v. Sylvania Township Fire Department
TOLB2(35264)05252012
22A-2012-02106C

Cheryl A. Oden v. The University of Toledo Medical Center
TOL72(35272)05312012
22A-2012-02166C

Johnny R. Rodriguez v. Cloverleaf Cold Storage Co.
TOL72(35273)06042012
22A-2012-02188C

Kyle McCabe v. Cloverleaf Cold Storage Co.
TOL72(35274)06042012
22A-2012-02189C

Paola M. Pino v. Impact Employment Solutions, Inc.
TOL72(35284)06072012
22A-2012-02204C

No Probable Cause – Dismiss (Cont'd)

Adelle Lockett v. Saxon Properties, LTD. et al; Ronald Polster, Owner
TOLH2(35344)07092012
05-12-1179-8
22A-2012-02386F

Clarence Griffin v. Dialysis Partners of Northwest Ohio, LLC
TOLG2(35408)08142012
22A-2012-02750F

Charlene Burton v. James Laria, Clerk of Courts, Akron Municipal Court
AKR73(36398)05142012
22A-2013-00145C

Vincent T. Shivers v. WFMJ Television, Inc.
AKRA3(36424)06062012
22A-2012-02370C

Kenneth A. Hayes v. RMI Titanium Company
AKRA3(36458)04032012
22A-2012-02380C

Antonio H. Kimbrough v. Provider Services, Inc. dba Canal Pointe Nursing and Rehabilitation Center
AKR73(36480)07262012
22A-2012-02550C

Sally J. Osburn v. Union Hospital
AKRA3(36514)08202012
22A-2012-02820C

Davanzo L. Tate, Sr. v. State of Ohio, Department of Rehabilitation and Correction
AKRA3(36559)09192012
22A-2012-03128C

Eric Hendrickson v. Target Corporation
AKRB3(36563)09202012
22A-2012-03146C

Jeffrey C. Stone v. State of Ohio, Department of Transportation
AKRB3(36575)10012012
22A-2013-00006C

No Probable Cause – Dismiss (Cont'd)

Albert C. Harris v. The General Electric Company
AKR73(36577)10012012
22A-2013-00162C

Jacqueline A. Cole v. Days Inn and Suites-Richfield
AKRG3(36583)10092012
22A-2013-00169F

Latasha R. Sipp v. State of Ohio, Department of Mental Health
AKR73(36589)10122012
22A-2013-00175C

Kelly Ann Monegan v. Chrysler Group LLC dba Cleveland Parts Distribution Center
AKR73(36591)10152012
22A-2013-00177C

Tara L. Hatcher v. Summa Health System dba Family Medicine Center of Akron
AKRG3(36615)11062012
22A-2013-00403F

Tangela L. Phillips v. VXI Global Solutions, Inc.
AKRB3(36659)12132012
22A-2013-01154C

Mary P. Stallings v. Riverside Community Urban Redevelopment Corporation dba Sheraton Suites
AKRA3(36731)01302013
22A-2013-01391C

Marie E. Tetzel v. Sly, Inc.
AKR73(36754)02112013
22A-2013-01457C

Roslyn Devaux v. Central Ohio Technical College
AKRK1(39430)05172012
22A-2013-00151F

Pamela J. El-Din v. State of Ohio, Department of Health
AKR71(39480)06142012
22A-2012-02302C

Henry McGill v. Autoneum North America, Inc.
AKR72(35618)11272012
22A-2013-00678C

No Probable Cause – Dismiss (Cont'd)

Andre D. Atkinson v. Minteq International, Inc.
AKR74(41513)04272012
22A-2013-01018C

Reynaldo Massa v. Nestle Professional North America
AKR74(41543)05152012
22A-2013-00125C

WooYoung Chung v. Cleveland State University
AKRA4(41560)05242012
22A-2013-00137C

Carolyn Williams v. The Salvation Army
AKRB4(41631)07122012
22A-2012-02461C

Jeffrey T. Coe v. City of Lorain, Ohio, Department of Public Safety & Service
AKRB4(41663)08032012
22A-2012-02600C

Julie A. Patrzalek v. The MetroHealth System
AKRA4(41669)08142012
22A-2012-02773C

Deana Randleman v. State of Ohio, Department of Developmental Disabilities
AKR74(41741)10052012
22A-2013-00087C

Julius Nuriddin v. Cuyahoga Metropolitan Housing Authority
CLEH4(41537)05102012
05-12-1302-8
22A-2013-00122F

Jerine L. Pease v. The Cleveland Clinic Foundation
CLE74(41637)07172012
22A-2012-02467C

Laverne Frazier v. Alliance Healthcare Braeview, Inc. dba BraeView Care & Rehabilitation Center
CLE74(41723)09212012
22A-2012-03178C

No Probable Cause – Dismiss (Cont'd)

Peggy L. Dusek v. Gillmore Security Systems, Inc.
CLEA4(41732)09262012
22A-2012-03187C

Barbara Daley v. State of Ohio, Department of Public Safety
CLEA4(41737)10012012
22A-2013-00077C

Arlene Hawkins v. Huntleigh USA Corporation
CLE74(41739)10032012
22A-2013-00085C

Angel Artale v. Marlene Schaffer, Manager
CLEH4(41787)11092012
05-13-0122-8
22A-2013-00535F

Avernon Lincoln v. Mellennia Housing Ltd & Diana Samson
CLEH4(41805)12042012
05-13-0458-8
22A-2013-00824F

Geneva M. Scruggs v. Towards Employment, Incorporated
CLE74(41822)12212012
22A-2013-01124C

Mark I. Perkins v. PFFG Elyria LLC dba Planet Fitness
CLE74(41826)12272012
22A-2013-01130C

James Woods, Jr. v. Medina Operations, LLC dba LifeCare Center of Medina
CLE71(39857)11082012
22A-2013-00783C

Aysha T. Walton v. Autoneum North America, Inc.
CLE72(35383)07272012
22A-2012-02551C

Craig A. Bradley v. Autoneum North America, Inc.
CLE72(35692)01032013
22A-2013-01079C

No Probable Cause – Dismiss (Cont'd)

Anthony Wiggins v. Handyman Ace Hardware Store
DAYA6(22924)05032012
22A-2012-02945C

Terrence Nurredin v. Finnytown Local School District
DAY76(22939)05092012
22A-2012-02870C

Devonna Kirkland v. Seven Hills License Bureau
DAYE6(22940)05112012
22A-2013-00655F

James C. Norris v. One Source Mobile
DAYB6(22956)05182012
22A-2013-00054C

Raymond D. Redd, Jr. v. Republic Services
DAY76(22979)05312012
22A-2012-02928C

Yvonne Woods v. Brookside Extended Care
DAY76(22998)06072012
22A-2012-02947C

Jennifer Black v. Laurito & Laurito, LLC
DAY76(23023)06212012
22A-2012-02708C

Mohamed Bassem Rayess v. The Hyman Company
DAYH6(23024)06220212
22A-2013-00191F

Darren V. Maher v. Economy Linen & Towel Service, Inc.
DAYB6(23032)06262012
22A-2012-02707C

Norman Evans v. State of Ohio, Department of Rehabilitation & Corrections
DAY76(23041)06292012
22A-2013-00066C

Jennifer Baker v. Kemper Lane Apartments; Fred Williams
DAYH6(23060)07092012
22A-2012-02611F

No Probable Cause – Dismiss (Cont'd)

Monica Ragland v. McDonalds
DAYB6(23111)07312012
22A-2013-00477C

Barbara Prince v. Kemper Lane Apts; Folkers Management Corporation
DAYH6(23138)08172012
22A-2013-01389F

Joyce Wagner v. Maple Knoll Communities, Inc., Maple Knoll Village, Inc. (d/b/a The Meadows), Jane (Million) Lloyd, Goldie Plant
DAYH6(23154)08212012
22A-2013-00026F

Kyeal & Treteria Jones v. Star One Realtors, Mark D. Meinhardt, President, Jan Helmes, Realtor
DAYH6(23160)08212012
22A-2013-00016F

Tammy C. Nortman v. G4S Secure Solutions USA, Inc.
DAY76(23169)08232012
22A-2012-03071C

Johnny Johnson v. Hamilton County Park District
DAY76(23170)08242012
22A-2012-03072C

Hope Carmack v. Source Link Ohio LLC
DAYB6(23171)08242012
22A-2013-00424C

Lisa M. McNamara v. State of Ohio, Ohio Department of Job & Family Services
DAY76(23180)08282012
22A-2012-03080C

Sylvia Ambrose v. In Town Services, Corp.
DAY76(23184)08292012
22A-2013-00560C

Markell Collier v. Chipotle Mexican Grill, Inc.
DAY76(23211)09072012
22A-2013-00963C

No Probable Cause – Dismiss (Cont'd)

Mohamed Bassem Rayess v. The Hyman Company
DAYH6(23224)09132012
22A-2013-01386F

Abdel Ennajah v. RockTenn Merchandising Displays
DAY76(23263)09272012
22A-2013-00231C

Tiffany Resses v. Happy Hearts Day Care
DAY76(23274)10022012
22A-2013-00233C

Joseph Payne v. Smith Boughan Mechanical Services
DAY76(23316)10242012
22A-2013-00318C

Mohamed B. Rayess v. The Hyman Company
DAYH6(23340)11072012
22A-2013-00628F

Paula Kock v. Hamilton County Probate Court
DAYA6(23357)11142012
22A-2013-00661C

Jennifer Smith v. Ramsevak, Inc. dba Comfort Suites
DAY76(23374)11282012
22A-2013-00734C

Paulina Cruz Reyes v. Caribbean Arch Corp dba McDonald's
DAYB1(39450)05292012
22A-2013-00744C

Alice Jordan v. St. Rita's Medical Center
DAY71(39533)07132012
22A-2013-00572C

Commissioner Mercado moved to approve the Confirmation Agenda. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

STAFF BRIEFING

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

APPEARANCES

1. **No Probable Cause - Dismiss**

Kathleen Martin v. State of Ohio, Department of Job & Family Services
COL71 (39340) 04182012
22A 2012 02029C

Upon review of the Charging Party's request for reconsideration and the entire case record, Bradley Dunn, Reconsideration Supervisor, recommended that the Commission deny the Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. There was insufficient information to warrant a change in the Commission's original determination of No Probable Cause.

The Charging Party alleged that Respondent discriminated against her in retaliation for her participation in protected activity. Respondent's Representatives appeared to discuss the above-mentioned case. The Charging Party was not present.

Commissioner Roberts moved to adopt the Regional recommendation to deny the Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

2. No Probable Cause - Dismiss

Ruth James v. State of Ohio, Department of Job & Family Services
COL71 (39278) 03272012
22A 2012 01793C

Upon review of the Charging Party's request for reconsideration and the entire case record, Foday Kenneh, Columbus Regional Supervisor, recommended that the Commission deny Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. There was insufficient information to warrant a change in the Commission's original determination of No Probable Cause.

The Charging Party alleged that Respondent discriminated against her based on race, sex and retaliation. Respondent's Representatives appeared to discuss the above-mentioned case. The Charging Party was not present.

Commissioner Mercado moved to adopt the Regional recommendation to deny the Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

COMMISSIONER AGENDA

Agenda for Week 1

1. No Probable Cause – Dismiss

Krista Nye v. Dental Reflections, Daniel R. Whittaker, DMD, Inc. dba Family Dental Care of Napoleon
TOLA2 (35148) 03282012
22A 2012 01553C

Willena Lareea Banks v. HVM L.L.C. dba Extended Stay Hotels
TOL72 (35149) 03282012 AMENDED
22A 2012 01555C

Valerie D. McCampbell v. Owens State Community College
TOLB2 (35158) 03302012
22A 2012 01592C

Curtis L. Turner v. Cloverleaf Cold Storage Co.
TOL72 (35178) 04112012
22A 2012 01715C

Commissioner Roberts moved to adopt the staff findings in the foregoing captioned cases for Week 1. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

Agenda for Week 2

1. No Probable Cause – Deny

Leon D. Murphy v. City of Columbus, Division of Fire
COLA1 (39313) 04042012
22A 2012 01872C

Donna Banks v. The Residenz et al; Jasmine Belser, Community Manager; Miller Valentine Group; Mike Vandelger, District Manager; Sylvania Senior Residence, an Ohio LLC; Sylvania Senior Residence
TOLH2 (35347) 05222012 Amended
05-12-0857-8
22A 2012 02419F

Pamela Muralt v. City of Mt. Vernon
AKR73 (36365) 04302012
22A 2012 02171C

William Cargill v. Enterprise Rent-A-Car
DAYG6 (22871) 04062012
22A 2012 01962F

2. No Jurisdiction – Dismiss

Daniel Moss v. Montgomery County Job & Family Services
DAY/COL G1 (39969) 01082013
22A 2013 01326F

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 2. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

Agenda for Week 3

1. **Respondent's Request - Deny**

   Kimberly Pollard v. Custom Employee Management, Inc. dba Custom Staffing Management
   COL71 (39318) 04102012
   22A 2012 01976C

   Chester R. Maurer v. Chipotle Mexican Grill, Inc.
   AKR73 (36353) 04202012
   22A 2012 01679C

   Housing Research & Advocacy Center v. Mayflower Condominium Association
   CLEH4 (41444) 03052012
   05-12-1007-8
   22A 2012 01668F

   Jody Smith v. William Shumaker, et al.
   DAY/CLEH4 (41460) 03202012
   05-12-0607-8
   22A 2012 01840F

2. **No Probable Cause - Dismiss**

   Georgia Watson v. Wal-Mart Stores East, LP
   AKRG3 (36376) 05022012
   22A 2012 02181F

3. **No Jurisdiction; Dismiss Formal Complaint – Submitted by the Attorney General's Office**

   Kwame Dadzie v. Bowling Green State University
   TOLK2(33754)04302010
   22A 2010 02606F
   Complaint No. 11-EDU-TOL-33754

Agenda for Week 3 (Cont'd)

4. **Failure to Cooperate; Dismiss Formal Complaint – Submitted by the Attorney General's Office**

   Ivan Yoychev Mitchell v. Donald Price and Betty Price
   TOLH2(34764)08242011
   22A 2011 03734F
   Complaint No. 12-HOU-TOL-34764

5. **No Available Remedy; Dismiss Formal Complaint – Submitted by the Attorney General's Office**

   Jenna Ann Reffitt v. SRI Holdings, LLC
   COL71(37071)09242009
   22A 2010 00683C
   Complaint No. 10-EMP-COL-37071

6. **Upon Remand: Consideration of Administrative Law Judges Third Amended Report Relating to Award of Attorneys Fees**

   Administrative Law Judge Recommends Award of Attorneys Fees

   Theresa R. Gedert v. Brion R. Baith
   TOLH2 (30778) 10122006
   05-07-0078-8
   22A 2007 00636F
   Complaint No. 07-HOU-TOL-30778

7. **Consideration of Administrative Law Judges Report and Recommendation; Complainants Statement of Objections; Respondent's Response Thereto**

   Administrative Law Judge Recommends Dismissal Order

   Marcus Walker v. Best Buy Stores, L.P.
   TOL72 (31828) 12032007
   22A 2008 02391C
   Complaint No. 08-EMP-TOL-31828

Commissioner Mercado moved to go into Executive Session for the purpose of discussing pending matters on the Agenda for Week 3. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

Note: The Attorney General's office was not in attendance at the Executive Session.

Commissioner Roberts moved to return to regular session. Seconded by Commissioner Patmon.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

Commissioner Mercado moved to remove the Administrative Law Judge's Report and Recommendation Relating to Award of Attorney Fees in the case of Theresa Gedert v. Brion R. Baith (30778) from the Week 3 for a separate vote. Seconded by Commissioner Patmon.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 3. Seconded by Commissioner Patmon.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

Commissioner Mercado moved, after careful consideration of the entire record, to adopt the Administrative Law Judge's Reports and Recommendations regarding liability and damages in the case of Teresa Gedert v. Brion R. Baith (30778), and to modify the Administrative Law Judge's Reports and Recommendations relating to the award of attorney fees to Complainant and the Ohio Attorney General's Office as follows: award $2,712 for attorney fees for Complainant Gedert's attorney and $4,218 in attorney fees and $245.00 in travel costs to the Ohio Attorney General's Office. The motion was seconded by Commissioner Patmon.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

ATTORNEY GENERAL'S REPORT

Chairman Hubert welcomed Lori Anthony back.

Lori Anthony presented the following information to Commissioners:

- Lori talked about an interesting case in the 7th District Court in Mahoning County. The case involved sexual discrimination and sexual orientation.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton congratulated Delores Wilkerson on her retirement.

- Director Payton stated he was glad to have Lori Anthony back.

- Wright State University will not be able to host us this spring. We are looking for another possible date later this year.

- Director Payton stated we provided testimony at our budget hearing on February 27th before the House Finance Committee's Higher Education Subcommittee. The hearing went well. Chair Hubert, Keith McNeil, Dale Olinger, Desmon Martin and Johncie Kanney also attended the hearing.

- We have received very positive feedback to our Dr. Martin Luther King Program. Thanks to Chair Hubert for donating funds for the awards and reception and for finding our keynote speaker – former NBA and Ohio State University basketball player Lawrence Funderburke. Thanks to Johncie Kanney for leading this initiative and to Sandy Aukeman, Ron Morrison, Bradley Dunn, Vera Boggs, Marti Damm, Inder LeVesque, Sherron Simpson, Tony Osuobeni, Keith McNeil, Carol Swartzmiller, Angela Woods , Richard Garcia, Judia Brown and Desmon Martin for assisting her.

- Director Payton mentioned a northwest Ohio newspaper, the Star Beacon, who recently published a news article regarding the role of Fair Housing groups, AG and the OCRC. The news article was written with sympathy for landlords and the writer did not interview anyone from the AG's office or our office. The article incorrectly portrays the OCRC and AG as being pawns in a game orchestrated by private Fair Housing groups. We believe the article was influenced by an upset landlord whose attorney still does not quite understand our procedure and law.

Commissioner Mercado moved to adjourn the public meeting. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	**YES**
Commissioner Rashmi Yajnik	**YES**
Commissioner Tom Roberts	**YES**
Commissioner Stephanie Mercado	**YES**
Commissioner William Patmon, III	**YES**

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:02 p.m.

* * *

Tom Roberts

Commissioner