



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
October 22, 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

**Absent:**

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; and Sandra Aukeman, Administrative Assistant.

Chairman Hubert welcomed everyone to the meeting.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Barreras to approve the September 24, 2015 minutes. 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>

**Motion carried.**

**MOTION by Commissioner Patmon to approve the October 15, 2015 minutes. 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>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Sabrina Butler v. Discover Financial Services  
COL71(41708)03282015  
22A-2015-01892C

Yevgeniy A. Kontar v. The University of Findlay  
TOLA2(36998)01262015  
22A-2015-00986C

Yevgeniy A. Kontar v. The University of Findlay  
TOLA2(36999)01262015  
22A-2015-00987C

Jason McWhorter v. United Union of Roofers, Waterproofers and Allied Workers Local Union No. 71  
AKR73(37953)05282015  
22A-2015-01974C

Deborah Parker v. Stark County Treasurer and Stark County Regional Planning Commission  
AKRH3(37969)06152015 AMENDED  
22A-2015-02171F

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

Camille Wilson v. University Hospitals Case Medical Center  
CLEB4(42807)01142015  
22A-2015-00903C

Judy Brown v. Wright State University  
DAYB6(24693)11242014  
22A-2015-00887C

Penny Sue Chamberlain v. Southern Ohio Medical Center  
DAYA6(24716)11282014  
22A-2015-00881C

Annette Nienajadly v. Clermont County Water Resources  
DAYA6(24733)12092014  
22A-2015-00720C

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

Marvin S. Dickman v. Ohio Civil Rights Commission, Dayton Regional Office  
DAYG6(24978)04092015  
22A-2015-01776F

Marvin Dickman v. The Public Library of Cincinnati and Hamilton County, Main Branch  
DAYB6(24980)04102015  
22A-2015-01774C

Marvin Dickman v. The Public Library of Cincinnati and Hamilton County, Main Branch  
DAYB6(24985)04102015  
22A-2015-01771C

Marvin Stanley Dickman v. The Public Library of Cincinnati and Hamilton County,  
(Green Township)  
DAYB6(25141)06152015  
22A-2015-02295C

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

Heriberto Torres v. Columbus Castings  
COLB1(41460)12042014  
22A-2015-00788C

Keashawnda August v. E. Roy Finley, D.D.S., Inc.\*  
TOLE2(36925)12042014  
22A-2015-00560F

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the basis of Race and the issue of Discharge. There was a No Probable Cause – Dismiss finding on the basis of Sex/Pregnancy and the issue of Discharge. Respondent is requesting Reconsideration on the Probable Cause Finding.

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

Leslie Longmire v. Concordia of Ohio dba Concordia at Sumner  
AKR73(37859)03212015  
22A-2015-01499C

Tenesha Ann Powell v. Children's Hospital Medical Center of Akron  
AKR73(37962)06082015  
22A-2015-02100C

**4. Withdrawal of Request for Reconsideration – Revert Back to the Original Finding of No Probable Cause – Dismiss**

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

**5. Withdrawal of Charge with Settlement; Dismiss Formal Complaint – Submitted by the Ohio Attorney General’s Office**

Alayna Barnes v. The Community Arts Project, Inc. dba King Arts Complex  
COL71(40950)05022014  
22A-2014-01908C  
Complaint No. 15-EMP-COL-40950

Amanda J. Marshall v. A&A Holdings, LLC d/b/a Church’s Chicken  
TOL72(36338)01142014  
22A-2014-00853C  
Complaint No. 14-EMP-TOL-36338

Beth A. Schmucker v. Baker’s Café ’33, Inc.  
AKRB3(34097)02052009  
22A-2009-01917C  
Complaint No. 09-EMP-AKR-34097

Beth A. Schmucker v. Jeffrey L. Hendershot  
AKRE3(34098)02052009  
22A-2009-01918F  
Complaint No. 09-EMP-AKR-34098

Russell Wilson v. Super-Lube, Inc.  
CLE74(40813)03022011  
22A-2011-02552C  
Complaint No. 11-EMP-CLE-40813

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

Kiantha Armstrong v. Lee Chun Wang and Lianggou Hong  
DAYH6(24454)07182014  
05-14-1230-8  
22A-2014-02628F  
Complaint No. 14-HOU-DAY-24454

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

Housing Research and Advocacy Center v. Walter J. Worsham, Jr.  
CLEH4(42694)10152014 AMENDED  
05-15-0040-8  
22A-2015-00179F  
Complaint No. 15-HOU-CLE-42694

**7. Probable Cause – Schedule Conciliation**

Willie Ann Moore v. Dollar Tree Stores, Inc.\*  
TOLG2(36955)12292014  
22A-2015-00755F

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the bases of Race and Disability and the issues of Reasonable Accommodation/Denial of Service. There was a No Probable Cause – Dismiss finding on the basis of Age and the issues of Reasonable Accommodation/Denial of Service.

Dorothy Jean-Nicole Baker v. Legal Hair, Inc. dba Legal Hair and Day Spa  
AKRB1(41686)03252015  
22A-2015-01519C

Gustavo Bonilla v. Chipotle Mexican Grill, Inc.\*  
AKRB4(42845)02152015  
22A-2015-01232C

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the bases of Disability and Retaliation. There was a No Probable Cause – Dismiss finding on the basis Age.

**8. Issue Formal Complaint**

John E. McCallum v. Lucas County Sheriff’s Office  
TOL72(36851)10282014  
22A-2015-00186C

John E. McCallum v. Lucas County Sheriff’s Office  
TOL72(36904)11212014  
22A-2015-00450C

John E. McCallum v. Lucas County Sheriff’s Office  
TOL72(37081)03162015  
22A-2015-01362C

## **Issue Formal Complaint – continued**

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

Adria Crosby v. Melissa Massey-Flinn, Mary Ann Flynn, H.M. Life Opportunity  
Services, Humility of Mary Housing, Inc.  
CLEH4(42788)12092014 AMENDED  
05-15-0306-8  
22A-2015-00819F

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

David Donnalley v. Belmont Properties, Inc., Salem Manor, Inc. and Denise Stanley  
AKRH3(37918)04202015 AMENDED  
05-15-0768-8  
22A-2015-01748F

Amy Hawkins v. Belmont Properties, Inc., Salem Manor, Inc. and Denise Stanley  
AKRH3(37951)05202015  
22A-2015-01969F

Housing Research and Advocacy Center v. Emmitt Thompson  
AKRH4(43067)07282015 AMENDED  
05-15-1292-8  
22A-2015-02583F

Terri White v. Spring Hill Apartments, Kevin Jones, Property Manager; Gene B. Glick  
Company, Inc.; Glick Spring Hill LLC  
DAYH6(24819)01292015  
05-15-0717-8  
22A-2015-01069F

Miami Valley Fair Housing Center, Inc. v. Spring Hill Apartments, Kevin Jones,  
Property Manager; Gene B. Glick Company, Inc.; Glick Spring Hill LLC  
DAYH6(24820)01292015  
05-15-0718-8  
22A-2015-01068F

Zemon M. Thomas v. Takumi Stamping Inc.  
DAY76(25223)08052015  
22A-2015-02722C

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

Krista L. Phillips v. Hayes Realty, Inc., Jennifer Acklin, Meghan McDonald and Gina Gonzalez  
ADRH3(37930)05072015  
05-15-0900-8  
22A-2015-01833F

Tammy Youngblood-Trent v. Visiting Nurse Association Healthcare Partners of Ohio  
d/b/a VNA of Ohio  
ADR74(43094)09032015  
22A-2015-02860C

Miami Valley Fair Housing Center, Inc. v. Ronald Potter, Owner  
ADRH6(25302)09232015  
05-15-1431-8  
22A-2015-03015F

**10. Withdrawal of Charge with Settlement**

Pamela Williams Martin v. Parker-Hannifin Corporation  
TOL72(36981)01182015  
22A-2015-00908C

Thomas Faidiga v. Konstantinos and Asimo Voiklis  
AKRH4(43013)06162015 AMENDED  
22A-2015-02192F

Claudie D. Whitt v. Cherne Contracting Corporation  
DAYA6(24793)01152015  
22A-2015-00968C

Christine Crosby v. Embassy Garden Court  
DAYA6(25191)07232015  
22A-2015-02486C

Colleen Ware v. Huhtamaki, Inc.  
DAYB6(25204)07282015  
22A-2015-02677C

Michael Knox v. Johns Manville  
ADRM2(37287)07292015  
22A-2015-02573C

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

Chelsea B. Downing v. Crandall's Quality Lawn Care  
ADRE2(37341)08312015  
22A-2015-02792F

Tiffany L. Woodson v. Sunshine Communities  
ADR72(37379)09222015  
22A-2015-02937C

Ivan and Izidora Sosic v. Home Savings & Loan  
ADRF4(42932)04202015  
22A-2015-01696F

Darnell Jose Smith v. Everlast Roofing, Inc.  
ADR74(43103)09112015  
22A-2015-02901C

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

Suzanne Parks v. Ohio DCD Association  
COLE1(41803)02252015  
22A-2015-02032F

Cynthia K. Johnston v. Medical Mutual of Ohio  
TOLB2(37034)02192015  
22A-2015-01163C

Samuel L. Barrow v. Park N Go  
DAY76(24977)04102015  
22A-2015-02696C

Samuel L. Barrow v. Park N Go  
DAYA6(25066)05152015  
22A-2015-01984C

Samuel Barrow v. Park-N-Go, Inc.  
DAY76(25118)06052015  
22A-2015-02134C

Skyla Bishop v. Marchall Restaurant Services, Inc. dba Subway  
ADR72(37311)08142015  
22A-2015-02648C

**12. No Jurisdiction – Dismiss XNJ**

Mark J. Savage v. Curtis Appel  
COLH1(41795)05142015  
22A-2015-02707F

Jaime J. DeJesus v. Church Street Ministries, Inc.  
CLEE4(43001)05282015  
22A-2016-00005F

Stephanie Jackson v. Hardee's  
DAYB6(24825)02032015  
22A-2015-01313C

Toni Blackshear v. Teleperformance  
DAY76(24951)03242015  
22A-2015-02203C

**13. Failure to Cooperate - Dismiss**

Mahesh Lakkala v. Tech Mahindra (Americas) Inc.  
COL71(41525)01082015  
22A-2015-01681C

**14. Administrative Closure**

Michael Ruff v. Ohio AFL-CIO  
CLE74(42978)05182015  
22A-2015-01927C

Housing Research and Advocacy Center v. American Family Insurance Co., Gerald  
Wisniewski, and Mark Sundra  
CLEH4(43111)09212015  
22A-2015-02935F

**15. No Probable Cause – Dismiss**

Terrell S. Danial v. DNO Produce, LLC  
COL71(41434)11202014  
22A-2015-02735C

Patrice Palmer v. Comp Drug  
COLA1(41445)11252014  
22A-2015-02736C

**No Probable Cause – Dismiss – continued**

Jamal Masad v. Meijer, Inc.  
COL71(41461)12032014  
22A-2015-01197C

Carlos D. Twyman v. Joseph T. Ryerson & Son, Inc.  
COL71(41482)12152014  
22A-2015-00833C

Monique Farris v. J.C. Penney Corporation, Inc. dba J.C. Penney Logistics  
COL71(41486)12152014  
22A-2016-00096C

Robert Pugh v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41487)12192014  
22A-2015-00837C

Joseph E. Jordan v. Fed Ex Express  
COLB1(41497)12152014  
22A-2015-02332C

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

Steve Honess v. American Institute for Research  
COLB1(41512)12292014 AMENDED  
22A-2015-02734C

Monique Farris v. Randstad US, L.P.  
COL71(41514)12152014 Amended  
22A-2015-00931C

Zachary N. Culpepper v. Showe Management Corporation  
COL71(41523)01092015  
22A-2015-01034C

Ashley Banks v. Alliance Data Systems, Inc.  
COL71(41526)01082015  
22A-2015-01135C

Shakaira Davis v. Marsh Run Apartments and Community Properties of Ohio  
COLH1(41533)01132015  
05-15-0398-8  
22A-2015-01495F

**No Probable Cause – Dismiss – continued**

Carmen Morgan v. OhioHealth Corporation/Riverside Methodist Hospital  
COL71(41535)01162015  
22A-2015-01027C

Gwendolyn Thomas v. Showe Management Corporation  
COLH1(41539)01092015  
22A-2015-01029F

Monique Farris v. J.C. Penney Corporation, Inc., dba J.C. Penney Logistics  
COL71(41565)02032015  
22A-2016-00095C

David Stephens v. Platinum Corral, LLC  
COL71(41590)02032015  
22A-2016-00112C

Irena Levitski v. State of Ohio, Department of Insurance  
COL71(41595)02172015  
22A-2015-01492C

Jevon Evans v. Ohio Reformatory for Women  
COL71(41635)03042015  
22A-2015-01578C

Petrina Thomas v. The Salvation Army  
COL71(41703)03312015  
22A-2015-01813C

Senthan Mahendrarasa v. State of Ohio, Department of Administrative Services\*  
COL71 (41711)04022015  
22A-2015-01817C  
\*Commissioner Patmon recused himself from participation in this case

Julie Hedrick v. Trudeau's Fence Co., Ltd.  
COLB1(41741)04212015  
22A-2015-02048C

Emma L. Mowery v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41767)05042015  
22A-2015-02027C

Ona A. Lewis v. Towers Watson Delaware Inc.  
COLB1(41769)04302015  
22A-2015-02037C

**No Probable Cause – Dismiss – continued**

Phillip McDonald v. U.S. Security Associates, Inc.  
COL71(41794)05182015  
22A-2015-02047C

Bryan Goree v. DJB Bott, LLC dba McDonalds  
COLG1(41806)05202015  
22A-2015-02089F

Martel P. Devlin v. JP Morgan Chase Bank, N.A. (AMENDED)  
COLB1(41811)05222015  
22A-2015-02342C

Brandon T. Senior v. Jet-Seal, LLC  
COLE1(41831)06082015  
22A-2015-02338C

Marlon Martin v. Coilplus Berwick  
COL71(41853)06252015  
22A-2015-02393C

Lolita Denise Newman v. U.S. Security Associates, Inc.  
COLB1(41857)06302015  
22A-2015-02392C

Patricia N. Okoro v. The Ohio State University Labor and Delivery Department\*  
COL71(41859)07012015  
22A-2015-02390C

\*Commissioner Patmon recused himself from participation in this case

Alpha Bah v. Electronic Imaging Services, Inc. dba Vestcom Retail Solutions, Inc.  
COL71(41883)07152015  
22A-2015-02547C

Mary K. Davis v. Nationwide Children's Hospital  
COL71(41874)07102015  
22A-2015-02561C

Donald Evans v. State of Ohio, Department of Youth Services  
COLA1(41885)07162015  
22A-2015-02557C

Margie Howard v. Southern Correctional Facility  
COL71(41897)07212015  
22A-2015-02755C

**No Probable Cause – Dismiss – continued**

Katrina L. Mason v. Concord Buckeye Hotel, LLC dba Residence Inn Columbus  
Downtown  
COL71(41907)07312015  
22A-2015-02748C

Willie Ann Moore v. Dollar Tree Stores, Inc.\*  
TOLG2(36955)12292014  
22A-2015-00755F

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the bases of Race and Disability and the issues of Reasonable Accommodation/Denial of Service. There was a No Probable Cause – Dismiss finding on the basis of Age and the issues of Reasonable Accommodation/Denial of Service.

Melodi L. Parker v. FCA US, LLC  
TOL72(36965)01052015  
22A-2015-00796C

Dana A. Garno v. East Water Leasing Co., LLC dba Oak Grove Healthcare Center  
TOLB2(36979)01152015  
22A-2015-00901C

Tomeka J. Smith v. Promedica Toledo Hospital  
TOLB2(36980)01202015  
22A-2015-00907C

Robert Hines v. TVI, Inc. dba Savers, Inc.  
TOL72(36984)01202015  
22A-2015-00910C

Lisa Conner v. The University of Toledo Medical Center  
TOLB2(36986)01212015  
22A-2015-00918C

Tammy L. Wells v. Savers, Inc.  
TOLB2(36989)01222015  
22A-2015-00937C

Jeanein Talley v. Unison Behavioral Health Group, Inc  
TOL72(36993)01222015  
22A-2015-00943C

Shalanna Watson v. Lutheran Homes Society, Inc. dba Lutheran Village at Wolf Creek  
TOL72(36997)01262015  
22A-2015-00985C

**No Probable Cause – Dismiss – continued**

Chase W. Nichpor v. Menard, Inc.  
TOLB2(37000)01262015  
22A-2015-00988C

Dawn Hudnall v. City of Toledo, Department of Public Utilities  
TOL72(37002)01292015  
22A-2015-00998C

Carolyn M. Koback v. American Blue Ribbon Holdings, LLC dba Max & Erma's  
TOLA2(37003)01292015  
22A-2015-00999C

Mary Pat Swindeman v. Big Accounting Ltd.,  
Division of Advance Global Business Solutions, Inc.  
TOLB2(37004)01292015  
22A-2015-01000C

Heather L. Shea v. Schindler Elevator Corporation  
TOLA2(37005)01292015  
22A-2015-01001C

Sandra K. Good v. Williams County Health Department  
TOLA2(37007)01302015  
22A-2015-01008C

James Schohn v. The University of Toledo  
TOLM2(37010)01302015  
22A-2015-01044F

Ryan Mueller v. Campbell Soup Supply Company L.L.C.  
TOLB2(37012)02052015  
22A-2015-01080C

Ray Parker, Sr. v. Ridgewood Facility Operations, LLC dba Ridgewood Manor  
TOL72(37014)02062015  
22A-2015-01082C

Ray Parker, Sr. v. Ridgewood Facility Operations, LLC dba Ridgewood Manor  
TOL72(37019)02102015  
22A-2015-01094C

Christiane A. Perkins v. Promedica Health Systems, Inc. dba Promedica Toledo Hospital  
TOL72(37035)02192015  
22A-2015-01164C

**No Probable Cause – Dismiss – continued**

Tamika Anderson v. Networking Equal Care Opportunity (N.E.C.O.)  
TOL72(37047)02252015  
22A-2015-01230C

Kendric Thomas v. Campbell Soup Supply Company, LLC  
TOL72(37053)03022015  
22A-2015-01261C

Christian Fraley v. Lucas Metropolitan Housing Authority  
TOLB2(37088)03202015  
22A-2015-01399C

Deborah Thomas v. Collingwood Green Phase I LP c/o Lucas Metropolitan Housing Authority (LMHA); Collingwood Green Phase I GP, INC.; Linnie Willis, Executive Director; Yolanda Singleton, Senior Representative, LMHA; Jennifer Kerstetter, Community Manager, c/o Miller-Valentine Group; Miller-Valentine Group  
TOLH2(37111)04082015  
05-15-0736-8  
22A-2015-01510F

Alan D. Lyons v. Promedica Toledo Hospital  
TOL72(37141)04222015  
22A-2015-01703C

Nathaniel Roy Hodoh, Jr. v. Metaldyne Powertrain Components, Inc.  
AKR73(37791)02032015  
22A-2015-01146C

Ralph Cannon v. Alpha Technologies, LLC  
AKR73(37807)02172015  
22A-2015-01160C

Deborah King v. Akron Polymer Products, Inc.  
AKRB3(37810)02192015  
22A-2015-01185C

Damon Lowell v. Eddy's Bike Shop, Inc.  
AKRA3(37822)02262015  
22A-2015-01306C

Marlon McGowan v. Lindsey Construction & Design, Inc.  
AKR73(37852)03182015  
22A-2015-01477C

Damon Lowell v. Eddy's Bike Shop, Inc.  
AKRA3(37858)03222015  
22A-2015-01498C

**No Probable Cause – Dismiss – continued**

Lena Fontes v. Community Treatment and Corrections Centers, Inc.  
AKR73(37861)03232015  
22A-2015-01501C

Kari Murphy v. Thompson Electric, Inc.  
AKR73(37879)04012015  
22A-2015-01546C

Timothy Kamban v. The Huntington National Bank  
AKRA3(37909)04222015  
22A-2015-01728C

Wardell Williams v. GOJO Industries, Inc.  
AKR73(37917)04282015  
22A-2015-01744C

Armond Smith v. Dave's Supermarket, Inc.  
AKRG3(37926)05042015  
22A-2015-01807F

Terrance F. Golsby, Sr. v. Ohio Operating Engineers Apprenticeship and Training Fund  
AKRK3(37932)05072015  
22A-2015-01830F

Nathaniel Roy Hodoh, Jr. v. Metaldyne Powertrain Components, Inc.  
AKR73(37965)06102015  
22A-2015-02097C

Nicholas Ciapala v. J.T.B. Restaurants, Inc. dba The Boardman Sandwich Factory  
AKR73(38003)07172015  
22A-2015-02470C

Beatrice Stevens v. Summa Health System dba Akron City Hospital  
AKRB3(38004)07172015  
22A-2015-02469C

Amy Hutchinson v. Haggerty Lawn Services LLC  
AKRA3(38007)07202015  
22A-2015-02473C

John Garzanich v. Crystal Dragon Inn LLC dba Crystal Dragon Games and Hobbies  
AKRG3(38011)07222015  
22A-2015-02464F

Christopher L. Hall v. WBC Group, LLC dba Meyer Distributing Company  
AKR73(38018)07292015  
22A-2015-02584C

**No Probable Cause – Dismiss – continued**

Daniel Wilson v. Schwebel Baking Company  
AKR73(38024)08042015  
22A-2015-02614C

Lisa A. Porter-Wade v. Arbor Home Health Care, Inc.  
AKRA3(38035)08192015 AMENDED  
22A-2015-02690C

Cezar Stewart v. United Architectural Metals, Inc.  
AKR73(38047)08252015  
22A-2015-02717C

Jill Scheiman v. Case Farms Processing, Inc. dba Case Farms Chicken  
AKRB3(38054)09082015  
22A-2015-02869C

Gregory Knepper v. Ohio State University – Department of ESL Programs\*  
AKRA1(41604)02202015  
22A-2015-02882C  
\*Commissioner Patmon recused himself from participation in this case

William M. Steward, II v. Honda of America Mfg., Inc.  
AKRB1(41661)03102015  
22A-2015-02939C

Jovan D. Lewis v. Professional Investments of America DE LLC  
AKR71(41622)02262015  
22A-2015-01311C

Cherry Burgess v. Columbus Fair Auto Auction, Inc.  
AKR71(41789)05132015  
22A-2015-01997C

Jessica Powers v. Nickolas M. Savko & Sons, Inc.  
AKR71(41836)06122015  
22A-2015-02343C

Susan Jatsek v. Carlo Sarti, Owner, Carlo's Barbershops  
AKRG4(42838)02112015  
22A-2015-01115F

Gustavo Bonilla v. Chipotle Mexican Grill, Inc.\*  
AKRB4(42845)02152015  
22A-2015-01232C

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the bases of Disability and Retaliation. There was a No Probable Cause – Dismiss finding on the basis Age.

**No Probable Cause – Dismiss – continued**

Stefanie A. Graczyk v. Park Opticians, Inc.  
AKR74(42970)05142015  
22A-2015-01878C

Yolanda Wilbanks v. City of Elyria Water Department, Sherman Jones and Mary Siwierka  
AKRH4(43060)07272015 AMENDED  
05-15-1217-8  
22A-2015-02550F

Vesna Troqrlic v. PCC Airfoils LLC  
CLEB4(42851)02232015  
22A-2015-01233C

Arnetta S. Wilson v. YMCA of Greater Cleveland  
CLE74(42888)03122015  
22A-2015-01364C

Christopher Price v. State of Ohio, Industrial Commission\*  
CLE74(42955)05072015  
22A-2015-01855C

\*Commissioner Patmon recused himself from participation in this case

Jennifer Norris v. Elyria Fence Inc.  
CLE74(42966)05122015  
22A-2015-01875C

Jenifer Rena Whitlow v. The Cleveland Clinic Foundation dba Lutheran Hospital  
CLE74(42982)05272015  
22A-2015-01968C

Lejla Kazazi v. Parma City School District  
CLE74(42996)06042015  
22A-2015-02056C

Cheyenne D. Edwards v. The Montefiore Housing Corporation dba The Weils of Bainbridge  
CLE74(43007)06092015  
22A-2015-02101C

Robert L. Jackson, Jr. v. Union-Miles Development Corporation  
CLEG4(43019)06192015  
22A-2015-02222F

Kelly Coley v. State of Ohio, Department of Rehabilitation and Correction  
CLEB1(41551)01272015  
22A-2015-01292C

**No Probable Cause – Dismiss – continued**

Kimmerlie A. Moore-Kelley v. Frank Brunckhorst Co., LLC dba Boar's Head  
CLE71(41784)05072015  
22A-2015-01958C

Andrea Davis v. Child Guidance & Family Solutions  
CLE73(38027)08072015  
22A-2015-02632C

Megan Free v. Noble Staffing Solutions  
DAYB6(24750)12162014  
22A-2015-00745C

Steven Jones v. Sinclair Community College  
DAYB6(24771)01062015  
22A-2015-00858C

Galen Bailey v. Peter Perdikakis  
DAYH6(24795)01132015  
05-15-0396-8  
22A-2015-01073F

Charlene Chunn v. Brookhaven Nursing Care Center  
DAY76(24803)01222015  
22A-2015-01075C

Darnell T. Carter v. Doubletree Hilton  
DAY76(24804)01222015  
22A-2015-01076C

Dawnyale Woodard v. Kruger Tavern  
DAY76(24810)01262015  
22A-2015-01071C

Michele Spear v. River Valley Credit Union  
DAYA6(24815)01282015  
22A-2015-01085C

Paul C. Fields v. Evans Arena Motorworks  
DAY76(24824)02032015  
22A-2015-01070C

Debra Fortune v. Continental Express, Inc.  
DAYB6(24828)02022015  
22A-2015-01088C

**No Probable Cause – Dismiss – continued**

Susan Whitaker v. Gem City Home Care  
DAYB6(24844)02112015  
22A-2015-01200C

Porter Harris v. Hemm's Glass Shops, Inc.  
DAY76(24846)02112015  
22A-2015-01379C

Honee Johnson v. Cincinnati Children's Hospital Medical Center  
DAYB6(24851)02132015  
22A-2015-02373C

Lisa French v. The Christ Hospital  
DAYA6(24858)02132015  
22A-2015-01391C

Melissa Fielding v. Springfield Regional Medical Center  
DAY76(24873)02242015  
22A-2015-01296C

Susan Whitaker v. Gem City Home Care  
DAYB6(24878)02242015  
22A-2015-01488C

James Blair v. Community Properties of Ohio Management Services, LLC dba Courtyard  
of Kettering  
DAYH6(24896)03092015  
22A-2015-01633F

Leah Scott v. Health Partners of Western Ohio  
DAY76(25051)05052015  
22A-2015-02054C

Angela Dobbins v. State of Ohio, Industrial Commission\*  
DAY76(25094)05262015  
22A-2015-02199C

\*Commissioner Patmon recused himself from participation in this case

Rachiette Toliver v. Greyhound Lines, Inc.  
DAY76(25103)05292015  
22A-2015-02115C

Derrick Blassingame v. 1st Choice Security  
DAYG6(25129)06102015  
22A-2015-02269F

**No Probable Cause – Dismiss – continued**

Derrick Blassingame v. City of Cincinnati, Mayor John Cranley  
DAYG6(25130)06102015  
22A-2015-02270F

Francis Amoah v. Pacific Manufacturing Ohio, Inc.  
DAY76(25137)06152015 AMENDED  
22A-2015-02268C

Curtis Hodson v. Woodview Commons Apartments (Gorusch Property Mgmt)  
DAYH6(25140)06152015  
22A-2015-02298F

Cynthia Hayes Reid v. National Christian Association, Huffman Senior Building,  
Huffman Place Apartments, Shelly Dallas, Maxine Brooks  
DAYH6(25144)06172015  
05-15-1040-8  
22A-2015-02293F

Gavin Pritchett v. Riverbend Apartments; Cari Knozer, Property Manager  
DAYH6(25150)06222015  
22A-2015-02301F

Susan Cropper and Christopher Cropper v. Trophy Ridge; D. Aicholtz, Owner  
DAYH6(25188)07222015  
22A-2015-02492F

James A. Bartels v. Village of Gallipolis  
DAYB1(41532)01132015  
22A-2015-00971C

Carrie Prater v. Honda of America Mfg., Inc.  
DAYB1(41560)02032015  
22A-2015-01174C

Cynthia D. Cooper v. Fifth Third Bank  
DAYH1(41716)04082015  
22A-2015-01792F

**16. Issue Cease and Desist Order**

Amber Johnson v. Vinh Van Vu; et al.  
DAYH6(23232)09142012  
05-12-1401-8  
22A-2013-00021F  
Complaint No. 13-HOU-DAY-23232

**Issue Cease and Desist Order – continued**

Patrece Stallworth v. Vinh Van Vu; et al.  
DAYH6(23305)10182012  
05-13-0013-8  
22A-2013-01388F  
Complaint No. 13-HOU-DAY-23305

**MOTION by Commissioner Patmon to approve the October 22, 2015 Confirmation 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 – Except for noted recusals</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.**

## APPEARANCE CASES

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

#### **Findings Upon Reconsideration: Recommendation – No Probable Cause – Dismiss**

Judith Kelly v. Dublin Springs, LLC  
COLG1(41478)12112014  
22A-2015-00832F

Upon review of Charging Party's Request for Reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of No Probable Cause - Dismiss. Mr. Dunn, Counsel for Respondent and Representative for Respondent were present to discuss the case. Charging Party was notified but did not appear.

**MOTION by Commissioner Barreras to uphold the Regional finding of No Probable Cause – Dismiss. 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>

**Motion carried.**

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

#### **Findings Upon Reconsideration: Recommendation – Respondent's Request – Deny**

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

Upon review of Respondent's Request for Reconsideration, Beyan Asoba, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of Probable Cause – Schedule Conciliation. Mr. Asoba, Counsel for Respondent and Charging Party were present to discuss the case.

**MOTION by Commissioner Barreras to uphold the Regional finding of Probable Cause – Schedule Conciliation. 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>

**Motion carried.**

**MOTION by Commissioner Patmon to take a five minute recess. 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>

**Motion carried.**

**MOTION by Commissioner Patmon to return to public session. 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>

**Motion carried**

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

**Findings Upon Reconsideration: Recommendation – No Probable Cause – Dismiss**

Kathy Miles v. Town Properties Asset Management Company; Indian Creek Apartments, Shana R. Wade, Community Manager  
DAYB6(25180)07172015  
22A-2015-02532F

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, Charging Party and Representative for Respondent were present to discuss the case.

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

**Motion carried.**

## COMMISSIONERS' AGENDAS

### Commissioners' Agenda for Week 1

Page 1 of 2

#### 1. Findings Upon Reconsideration – No Probable Cause Dismiss

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Clifton Branch)

DAYB6(24909)03132015

22A-2015-02328C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Monfort Heights)

DAYB6(24911)03132015

22A-2015-02331C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Wyoming Branch)

DAYB6(24913)03132015

22A-2015-02329C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Main Library)

DAYB6(24915)03132015

22A-2015-02330C

Marvin S. Dickman v. Public Library of Cincinnati and Hamilton County (Main)

DAYB6(24983)04102015

22A-2015-01775C

Marvin S. Dickman v. Great Parks of Hamilton County (East District)

DAYB6(25012)04162015

22A-2015-01941C

Marvin S. Dickman v. Sur-Seal Corporation

DAYB6(25072)05182015

22A-2015-02263C

Marvin S. Dickman v. Great Parks of Hamilton County, Shawnee Lookout Golf Course

DAYB6(25087)05232015

22A-2015-02262C

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

**MOTION by Commissioner Barreras 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>

**Motion carried.**

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

**MOTION by Commissioner Patmon to remove the following case from the Commissioners' Agenda for Week 2:**

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

Jeremy Andrews v. The Ohio State University, Wexner Medical  
COLB1(41652)03062015 AMENDED  
22A-2015-01674C

**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>

**Motion carried.**

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

Jeffrey Klinksick v. Toledo Area Regional Transit Authority dba TARTA  
TOLG2(36917)11282014  
22A-2015-00497F

Jacqueline Thomas v. Francis David Corporation dba Electronic Merchant Systems  
CLEB4(42762)12032014 AMENDED  
22A-2015-00579C

Misty Mayo v. Three Gables Surgery Center  
DAYA6(24665)10312014  
22A-2015-00298C

**2. No Jurisdiction - Dismiss**

Robert Mengdik v. Elyria Medical Center  
CLEE4(43026)06222015  
22A-2015-02234F

Mark and Sherry Wells v. Levin Group, et al.; Michael Laskey, Jill Henderson  
DAYH6(24988)04122015  
22A-2015-01779F

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

**MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Week 2 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>

**Motion carried.**

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

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

Keashawnda August v. E. Roy Finley, D.D.S., Inc.  
TOLE2(36925)12042014  
22A-2015-00560F

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

Patricia A. Minton v. Fairborn City Schools  
DAYB6(24762)12232014  
22A-2015-00810C

**3. No Jurisdiction – Dismiss**

Dean Arlington v. Companion Club Dog Park, LLC  
COLB1(41710)03302015  
22A-2015-01999C

Archie Glenn v. Gardner, Inc./ General Power Equipment  
COLB1(41813)05222015  
22A-2015-02904C

**MOTION by Commissioner Patmon 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>

**Motion carried.**

**Commissioners' Agenda for Week 4**  
**Page 1 of 1**

**1. Consideration of the Administrative Law Judge's Report and Recommendation**

**Administrative Law Judge Recommends Dismissal Order**

The Estate of James E. Merritt v. UPS Ground Freight, Inc.  
COLB1(39129)01252012  
22A-2012-01405C  
Complaint No. 12-EMP-COL-39129

**MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Week 4 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>

**Motion carried.**

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

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's updated Commissioners on the status of cases in litigation.

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

Chief Legal Counsel, Stephanie Bostos Demers informed Commissions we are following several bills introduced into the Ohio legislature that could have an impact on our statute – Ohio Revised Code, Chapter 4112.

Ms. Bostos Demers, Director Payton, Keith McNeil and Mary Turocy have recently visited all regional offices and provided training on sexual orientation and religion discrimination and exemptions. Keith and Stephanie also provided updates on policy and contract changes and Mary talked about what's new(s).

## **Report from Executive Director**

Executive Director, G. Michael Payton reported that we continue to receive positive feedback from our 7<sup>th</sup> Annual Civil Rights Hall of Fame induction ceremony. Thank you to our staff and the Civil Rights Section of the Ohio Attorney General's office for their assistance with the event.

Chairman Hubert and Commissioner Singh attended the India Cultural Garden 10<sup>th</sup> Anniversary Celebration. The India Cultural Garden has 32 gardens from various nationalities representing the diversity of the City of Cleveland and hosts a statue of Mahatma Gandhi and 6 pillars depicting the culture and history of India.

Chairman Hubert was honored at the 35<sup>th</sup> Annual Distinguished Hispanic Ohioan Awards Gala with the Nuestra Familia (Our Family) Award by the Ohio Latino Affairs Commission.

Former Chairman Theophilus Caviness was honored at his 54<sup>th</sup> Anniversary and Pastor's Appreciation Celebration on October 18<sup>th</sup>. Chairman Hubert presented him with a resolution from the Ohio Civil Rights Commission. Reverend Caviness served two terms as chairman of the OCRC.

## **Remarks**

Chairman Hubert stated that our work continues on legislation impacting our statute.

Commissioner Barreras announced she is currently working former Commissioner Tom Roberts on Governor Kasich's Ohio Collaborative Community-Police Advisory Board.

**MOTION by Commissioner Patmon 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>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:30 PM.

\* \* \*

  
Commissioner