



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
December 17, 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 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 November 19, 2015 minutes. Second by Commissioner Singh.**

**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 Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Barreras to approve the December 3, 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>
<b>Commissioner Madhu Singh</b>	<b>ABSTAIN</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

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

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

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

Tomeka J. Smith v. ProMedica Toledo Hospital  
TOLB2(37028)02172015  
22A-2015-01121C

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

Marvin Parms v. NCP Finance Ohio, LLC  
AKRF3(38026)08052015  
22A-2015-02621F

Jessica Oshomah v. Belmont Properties, Inc., and Calcutta Woods Limited ETC dba  
Calcutta Woods  
AKRH3(38060)09112015  
05-15-1371-8  
22A-2015-02893F

Sandy Zee v. Kristy Rider, Akron Metropolitan Housing Authority  
CLEH3(37911)04242015  
22A-2015-01758F

Dwight Jones v. YMCA of Greater Cleveland  
CLEG4(42874)03032015  
22A-2015-01280F

Bradley Willmore v. State of Ohio, Ohio Veterans Homes  
CLE74(42896)03162015  
22A-2015-01371C

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

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

Kathy Pennington v. St. Vincent DePaul  
DAY76(24867)02242015  
22A-2015-02376C

Marvin S. Dickman v. North Operations-Hamilton County Park District  
DAYB6(25003)04152015  
22A-2015-01789C

Marvin S. Dickman v. West Region-Hamilton County Park District  
DAYB6(25011)04162015  
22A-2015-01942C

Marvin S. Dickman v. North Operations-Hamilton County Park District  
DAYB6(25013)04152015  
22A-2015-01943C

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

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

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

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

Ryan Griffin v. Kimco Staffing Services, Inc.  
COL71(41166)08042014  
22A-2014-02935C  
Complaint No. 15-EMP-COL-41166

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

Donna Jean Limle v. General Edwin F. Glenn Post #108, Veterans of Foreign Wars of U.S.

COLB1(41568)02032015  
22A-2015-01192C  
Complaint No. 15-EMP-COL-41568

Jennifer Burke v. Shannon Byers, et al.

AKRH3(36746)01142013 Amended  
05-13-0316-8  
22A-2013-01440F  
Complaint No. 13-HOU-AKR-36746

Jennifer and Almon Burke v. Shannon Byers, et al.

AKRH3(36955)06122013  
22A-2013-02431F  
Complaint No. 13-HOU-AKR-36955

Connie Lee Fornash-Burrows v. Mansfield City School District Board of Education

CLEB4(42617)08292014  
22A-2014-02824C  
Complaint No. 15-EMP-CLE-42617

Latrisha Eberhardt-Harrison v. Securitas Security Services USA, Inc.

CLE74(42690)10222014  
22A-2015-00162C  
Complaint No. 15-EMP-CLE-42690

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

Housing Research and Advocacy Center v. Maple Park Belgravia, LCC

COLH4(42445)04102014  
05-14-076  
22A-2014-01976F  
Complaint No. 15-HOU-COL/AKR-42445

**5. Independent Settlement; Dismiss Formal Complaint – Submitted by the Ohio Attorney General’s Office**

Michael Higgins v. The Shelly Company

TOL72(36709)08152014  
22A-2014-02709C  
Complaint No. 15-EMP-TOL-36709

## **6. Probable Cause – Schedule Conciliation**

Erin Dena' Connor v. Elspeth Willoughby-German Village Rentals\*

COLH1(41863)07072015

05-15-1219-8

22A-2015-02563F

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on a Violation of Ohio Revised Code 4112.02(H)(8). Respondent's application contains questions or entries concerning Familial Status in connection with renting its apartments. There was a No Probable Cause – Dismiss finding on the bases of Familial Status and the issue of Exclusion.

Rosa West v. Charles Elliott

COLH1(41909)08032015

05-15-1454-8

22A-2015-03040F

Thomas Faulkner v. FCA US LLC

TOLB2(37027)02172015

22A-2015-01120C

Thomas Faulkner v. FCA US LLC

TOLB2(37050)02262015

22A-2015-01248C

Louise Beldon on behalf of Rachael Troeger v. Andrea P. Nafzinger, Owner

TOLH2(37159)05112015

05-15-0896-8

22A-2015-01850F

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

AKRB3(37992)07172015

22A-2015-02460C

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

## **7. Issue Formal Complaint**

Willie Ann Moore v. Dollar Tree Stores, Inc.

TOLG2(36955)12292014

22A-2015-00755F

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

Housing Research and Advocacy Center v. Darin Dureiko  
AKRH4(43122)09222015  
05-15-1384-8  
22A-2015-03027F

Steven H. Lindgren v. Love's Travel Stops and Country Store, LLC  
CLEA3(38040)08212015  
22A-2015-02703C

Mary Berquist v. River Run Apartments, Rich Bebb, Uri Avatichi, Rose St. Clair and Natisha Bush  
ADRH3(38074)09232015  
05-15-1411-8  
22A-2015-02996F

Housing Research and Advocacy Center v. MPA Chesterfield, LLC dba The Sphere and Metropolitan Properties of America, Inc.  
ADRH3(38000)07162015  
05-15-1150-8  
22A-2015-02441F

Jeniece Jones Executive Director; HOME v. Richard Hueber, Owner  
ADRH6(25327)10072015  
05-16-0009-8  
22A-2016-00125F

Miami Valley Fair Housing Center, Inc. v. Darlene D. Kelso, Owner  
ADRH6(25364)10262015  
05-16-0083-8  
22A-2016-00281F

Miami Valley Fair Housing Center, Inc. v. Mary Ann Huffman, Property Manager; Balsbaugh Investments, LLC  
ADRH6(25367)10282015  
05-16-0082-8  
22A-2016-00378F

**9. Withdrawal of Charge with Settlement**

Shawnee Kay Morales v. American Motorcyclist Association  
COL71(41984)09162015  
22A-2015-02985C

**Withdrawal of Charge with Settlement – continued**

Pamela F. Roundtree v. The Toledo Hospital dba ProMedica Toledo Hospital  
TOL72(37043)02242015  
22A-2015-01214C

James R. Carr v. Continental Structural Plastics, Inc.  
TOLA2(37060)03062015  
22A-2015-01272C

Robert Lomas v. A Renewed Mind  
TOL72(37265)07212015  
22A-2015-02447C

John H. Harrison v. Industrial Service, LLC dba United American Security  
AKRA3(38135)11122015  
22A-2016-00313C

Joyce Nelson (deceased) and Gary Nelson v. South-Westerly Associates, Ltd., Millennia  
Housing Management, Ltd., James Wells, and Alan Weckerly  
CLEH4(42939)04142015 AMENDED  
05-15-0765-8  
22A-2015-01759F

Kimberly Jordan v. Richard Krause, Freckled Moose LLC and Sandra Adkins  
CLEH4(43057)07242015  
05-15-1226-8  
22A-2015-02510F

Mike Russell v. Bob Newman, H & Y Property Holdings LLC, and Portage Metropolitan  
Housing Authority\*  
CLEH4(43069)07302015  
05-15-1350-8  
22A-2015-02588F

\*This case had a split recommendation: There was a Withdrawal of Charge with  
Settlement agreement with Respondent Portage Metropolitan Housing Authority. There  
was a No Probable Cause – Dismiss finding with Respondent H & Y Property Holdings,  
LLC.

Dionne Atchison v. Susy's Soup & Deli L.L.C.  
CLEE4(43160)11122015  
22A-2016-00328F

Shawn Barrett v. Sandoval Corporation dba Fat Cats Restaurant  
CLE74(43168)11242015  
22A-2016-00410C

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

Jennifer Bennett v. Dayton Children's Hospital  
DAYB6(24879)02262015  
22A-2015-01692C

Elisabeth Brookshire v. MBI Solutions, Inc.  
DAYB6(24904)03072015  
22A-2015-02724C

Susan Mitchell v. Dickman Supply  
DAYA6(24919)03162015  
22A-2015-01989C

Brandi Tanks v. S&S Healthcare Strategies  
DAY76(25002)04152015  
22A-2015-01793C

Pamela L. Martin v. JMAD Hospitality, LLC dba Denny's  
DAYB6(25026)04232015  
22A-2015-02526C

Schnelle D. Chavis v. St. Vincent Family Center  
ADRA1(41927)08172015  
22A-2015-02762C

Andrea S. Hardin v. Master Maintenance, LLC  
ADR71(41957)09032015  
22A-2015-02980C

Tonya D. Francisco v. Dirtco  
ADR71(41969)09082015  
22A-2015-02956C

Tonya D. Francisco v. Dirtco  
ADR71(41990)09242015  
22A-2016-00088C

Shirron Gardner-Jackson v. Exodyne/DESI (Dynamic Educational Systems, Inc.)  
ADR71(42016)10072015  
22A-2016-00200C

Starling A. Anderson v. Yokohama Tire Corporation  
ADR71(42019)10082015  
22A-2016-00199C

Tawanna Claytor on behalf of Le'Asha Green v. J.A.M. Restaurants, LLC dba Wendy's  
ADR71(42030)10142015  
22A-2016-00450C

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

Gary Nelson II v. Home Town Buffet, LLC  
ADRG1(42064)11032015  
22A-2016-00435F

Tawanna Claytor on behalf of Le' Asha Green v. J.A.M. Restaurants, LLC dba Wendy's  
ADR71(42084)11092015  
22A-2016-00431C

Ketha Harrison v. Express Employment Professionals  
ADR72(37398)10052015  
22A-2016-00023C

Melanie Pinkerman v. Red Lobster Hospitality LLC  
ADR72(37411)10142015  
22A-2016-00070C

Jameel Bakhsh v. Powers and Sons LLC  
ADRB2(37423)10212015  
22A-2016-00136C

Karl Kurtz v. Continental Structural Plastics, Inc.  
ADRB2(37431)10262015  
22A-2016-00160C

Eric Lamont Lyons v. Lucas County Auditor's Office  
ADR72(37454)11102015  
22A-2016-00297C

Cynthia Cole v. Alt Stone Bridge; Houck Properties; Houck Properties I, LLC; Houck Management Services; Robert L. Houck, Owner; Terrie D. Houck, Owner; Terrie D. Michel, Owner  
ADRH2(37415)10152015  
05-16-0117-8  
22A-2016-00094F

Tracy Halcomb v. Lucas Metropolitan Housing Authority (LMHA); Linnie Willis, Executive Director; Phillip T. Ransey, Property Manager; Tracy Tincher, Management Aide  
ADRH2(37412)10142015  
05-16-0044-8  
22A-2016-00071F

Nicole Gaither v. State Farm Insurance, Bruce Boone, Miles Watters, Todd Zimmerman and Rohrbachers Cron Manahan Trimble Zimmerman Co., L.P.A.  
ADRH3(38050)08312015  
05-15-1410-8  
22A-2015-02838F

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

Karen Lee Stickle v. Lowe's Home Centers, LLC  
ADRA3(38065)09112015  
22A-2015-02909C

Benjamin Taran v. Sheehan Pipe Line Construction Co.  
ADRA3(38078)09242015  
22A-2015-03001C

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

Kaitlin Marie Schauer v. American Migraine Center/Dr. Bahman Guyuron  
ADRB4(43127)09302015  
22A-2016-00004C

Leah Manning v. Dish 1 Up Satellite  
ADR74(43141)10202015  
22A-2016-00135C

Quitisha L. Taborn v. Dish 1 Up Satellite  
ADR74(43140)10202015  
22A-2016-00134C

Lyn Slaven v. Pella Sales, Inc.  
ADRA6(25304)09282015  
22A-2016-00129C

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

David Spitler v. Vision Automotive, LLC  
TOL72(37061)03062015  
22A-2015-01273C

David Spitler v. Integrity Motor Sales, Inc. dba Integrity Chrysler Dodge Jeep Ram  
TOL72(37130)04162015  
22A-2015-01614C

Regina Davis v. Johns Manville  
TOL72(37236)06192015 AMENDED  
22A-2015-02190C

**11. No Jurisdiction – Dismiss XNJ**

Stephanie Van Loon v. Tim Remlinger, Agent  
COLH1(41904)07112015  
05-15-1102-8  
22A-2015-02730F

Karan Baker v. Eden Springs Apartments  
COLH1(41961)08252015  
05-15-1305-8  
22A-2016-00504F

Sara Kendrick v. Cleaners Extraordinaires, Inc.  
DAY76(24923)03172015  
22A-2015-02678C

Joette Ewing v. St. John's Westminster Learning Center  
DAY76(25126)06092015  
22A-2015-02282C

Megan Simon v. Pathfinder Realty, Inc.  
DAYH6(25268)08132015  
22A-2016-00493F

Christine Junker v. RCS Construction c/o Bruns Construction Enterprises, Inc.  
DAYH6(25328)10062015  
05-16-0007-8  
22A-2016-00505F

Clarissa Dewitt Campbell v. Maria and Maurice D. Cotton, Owners  
DAYH6(25354)10152015  
22A-2016-00253F

**12. Administrative Closure**

Crystal Goddard v. Abbey Church Village Apartments and National Corporate Research,  
LTD., dba National Church Residences  
COLH1(41688)03242015  
22A-2015-02579F

J. Kenton H. Mendenhall v. Franklin County Office on Aging/Senior Options  
COLG1(41848)06232015  
22A-2015-02341F

J. Kenton H. Mendenhall v. Yellow Cab  
COLG1(41849)06232015  
22A-2015-02345F

**Administrative Closure – continued**

Fidencio Esquivel v. Church and Dwight Co., Inc.  
TOL72(37383)09232015  
22A-2015-02948C

Donise Krier v. CareSource Management Group Co.  
DAY76(24974)04022015  
22A-2015-01563C

**13. No Probable Cause – Dismiss**

Misty Jones v. Willow Bend Apartments, America First Properties Management Company, LLC and Carmen Boyd, Property Manager  
COLH1(41575)02052015  
05-15-0721-8  
22A-2016-00272F

Tracy Yvonne Craig v. The Connor Group, A Real Estate Investment Firm, LLC  
COLA1(41582)02102015  
22A-2015-01381C

Monique Davis v. David Radke Investments, LLC and Real Estate Pros./Gloria Fenton  
COLH1(41583)02092015  
05-15-0719-8  
22A-2016-00319F

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

Sabrena Wetzel v. JP Morgan Chase and John Hirsch, Chase Bank Corporate Headquarters  
COLH1(41592)02062015  
05-15-0528-8  
22A-2015-01677F

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

Marvin Barnes v. Time Warner Cable  
COLA1(41606)02192015  
22A-2015-01580C

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

**No Probable Cause – Dismiss – continued**

Edwin C. Portis v. Del Monte Fresh Produce, N.A., Inc.  
COL71(41612)02252015  
22A-2015-02740C

Danielle Smith v. Daily Services dba iForce  
COL71(41631)03042015  
22A-2015-01435C

Matrelle Chris Clark v. State of Ohio, Department of Developmental Disabilities\*  
COL71(41646)03052015  
22A-2015-01687C  
\*Commissioner Patmon recused himself from participation in this case

Patrice Morris v. Eddie Bauer LLC dba Eddie Bauer/Express  
COL71(41659)03092015  
22A-2015-01684C

Tracy Williams v. SafeAuto Insurance Company  
COL71(41668)03112015  
22A-2015-01673C

Yvette S. Weaver v. State of Ohio, Department of Medicaid\*  
COLA1(41691)03262015  
22A-2015-01610C  
\*Commissioner Patmon recused himself from participation in this case

Michelle Cobbs v. Ohio State University Star House\*  
COL71(41740)04202015  
22A-2015-01902C  
\*Commissioner Patmon recused himself from participation in this case

Brenda Copes v. City of Chillicothe/Ross County Commissioners  
COLA1(41743)04232015 AMENDED  
22A-2015-01891C

Meghan Leak v. State of Ohio, Department of Medicaid\*  
COL71(41770)04162015  
22A-2015-01955C  
\*Commissioner Patmon recused himself from participation in this case

Hilary J. Murray v. JT Services Lawn Care, LLC  
COL71(41774)05052015  
22A-2015-02000C

Toni Ragland v. Columbus City Schools  
COL71(41798)05152015 AMENDED  
22A-2015-02391C

**No Probable Cause – Dismiss – continued**

Donald Stoyer v. McClincy Properties, Sandra and Thomas McClincy  
COLH1(41854)06262015  
05-15-1214-8  
22A-2015-02503F

Suzette and Jeffrey Charvat v. Judy Ross White, Anthony and Helen Ross  
COLH1(41858)06192015  
05-15-1459-8  
22A-2015-02570F AMENDED

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

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on a Violation of Ohio Revised Code 4112.02(H)(8). Respondent's application contains questions or entries concerning Familial Status in connection with renting its apartments. There was a No Probable Cause – Dismiss finding on the bases of Familial Status and the issue of Exclusion.

Myriah Braxton v. Airport Terminal Services  
COL71(41880)07142015  
22A-2015-02569C

Devonte Logan v. United Dairy Farmers  
COLG1(41900)07232015  
22A-2015-02545F

Fardowsa Abdirizak v. The Gardens  
COLH1(41912)08072015  
05-15-1218-8  
22A-2015-02769F

Sandra D. Thompson v. Aleris Rolled Products, Inc.  
COLA1(41922)08112015  
22A-2015-02770C

Christi Campbell-Mitchell v. Sunny Day Academy  
COLB1(41929)08182015 AMENDED  
22A-2015-02845C

Carlena E. Hester v. The Methodist Retirement Center Of Central Ohio dba Wesley Glen Retirement Community  
COL71(41945)08262015  
22A-2015-02848C

**No Probable Cause – Dismiss – continued**

Rodney Zachary Hoskins v. Arcelormittal Tubular Products Marion Inc.  
COLB1(42042)10222015  
22A-2016-00181C

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

Patricia Urbaniak v. AC Restaurants, LLC dba Titled Kilt  
TOL72(37054)03022015  
22A-2015-01262C

Abenaah N. Hill v. United Collection Bureau, Inc.  
TOL72(37055)03032015  
22A-2015-01263C

Wesley Wright v. Impact Employment Solutions, Inc.  
TOL72(37057)03042015  
22A-2015-01266C

Kenya L. Pruitt v. The Fresh Market  
TOL72(37058)03042015  
22A-2015-01267C

Kristina Bolton v. Lourdes University  
TOLK2(37062)03062015 AMENDED  
22A-2015-01289F

Blessing S. Wyatt v. The University of Toledo Medical Center  
TOL72(37064)03102015  
22A-2015-01299C

Moncia Boyd v. River Diner LLC  
TOLB2(37067)03112015  
22A-2015-01326C

Rolanda Key v. A Renewed Mind  
TOL72(37070)031222015  
22A-2015-01329C

Deavonte Williams v. Board of Education of the Sylvania City School District  
TOL72(37071)03122015  
22A-2015-01330C

James Silas, Jr. v. The Electro Prime Group, LLC  
TOL72(37073)03132015  
22A-2015-01339C

**No Probable Cause – Dismiss – continued**

James Silas, Jr. v. Adecco USA, Inc.  
TOL72(37074)03132015  
22A-2015-01340C

Latesha Butler v. Mobis North America, LLC  
TOL72(37075)03132015 AMENDED  
22A-2015-01341C

Denise Link v. Multi-Cast Corporation  
TOLA2(37076)03162015 AMENDED  
22A-2015-01342C

Ricky Davis v. AK Tube LLC  
TOL72(37079)03162015  
22A-2015-01360C

Jamie Perryman v. Advanced Specialty Hospital  
TOL72(37084)03192015  
22A-2015-01395C

Heather Mitruk v. O'Reilly Auto Enterprises, LLC dba O'Reilly Auto Parts  
TOL72(37097)03272015  
22A-2015-01440C

Dana Price v. The Gate House Apartments; Loss Realty Group; E.T. Properties, LTD;  
Joseph M. D'Arcangelo  
TOLH2(37100)03312015  
05-15-0723-8  
22A-2015-01448F

Susan A. Macias v. Bowling Green State University\*  
TOLM2(37106)04032015  
22A-2015-01475F

\*This case had a split recommendation: There was a No Jurisdiction – Dismiss finding on the issue of Failure to Hire for the positions of Admissions Counselor, Marketing Communication Specialist ITS, Coordinator of Recruitment Events and Secretary of the School of Art. There was a No Probable Cause – Dismiss finding on the issue of Failure to Hire for the positions of Academic Advisor, Marketing Communication Specialist Arts and Executive Assistant to the Dean.

Kenya Pruitt v. The Fresh Market, Inc.  
TOL72(37108)04062015  
22A-2015-01481C

Mariah Bruce v. Rite Aid of Ohio, Inc  
TOL72(37109)04062015  
22A-2015-01482C

**No Probable Cause – Dismiss – continued**

Charlotte Boyd v. James A. McMahon, Owner; Robert C. Brackett, Property Manager  
TOLH2(37114)04092015  
05-15-0750-5  
22A-2015-01528F

Anykia Williams v. Integrity Ambulance Service, LLC  
TOL72(37118)04102015  
22A-2015-01540C

Jessica M. Ross v. The Andersons, Inc.  
TOLB2(37373)09172015  
22A-2015-02917C

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

Katy Hutchinson v. State of Ohio, Department of Rehabilitation and Correction  
AKR73(37874)04012015  
22A-2015-01508C

Lashard Cruse v. Autumn Hills Nursing and Rehabilitation Center of Niles, LLC  
AKR73(37876)04012015  
22A-2015-01543C

Deborah Parker v. Summa Health System, St. Thomas Hospital  
AKRG3(37900)04162015  
22A-2015-01699F

Ladonna Jaeckin v. Royal Family Motors, LLC  
AKRF3(37924)05042015  
22A-2015-01781F

Kristina M. Potkrajac v. Capital Health Services, Inc.  
AKRB3(37945)05182015  
22A-2015-01917C

Kristina M. Potkrajac v. CHS of Wintersville, Inc. dba Carriage Inn Home Care  
AKRB3(37946)05182015  
22A-2015-01919C

Charles Moore v. Aerotek, Inc.  
AKR73(37952)05282015  
22A-2015-01973C

**No Probable Cause – Dismiss – continued**

Charles Moore v. Aerotek, Inc.  
AKR73(37958)06022015  
22A-2015-02018C

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

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

Alice L. Eichhorn v. State of Ohio, Department of Rehabilitation and Correction\*  
AKRB3(37992)07172015  
22A-2015-02460C

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

Betty Ann Jackson v. Wayside Farm, Inc.  
AKRB3(37993)07102015  
22A-2015-02412C

Deborah A. Parker v. Summa Health System, St. Thomas Hospital, Stark County Court of Common Pleas, Judge Frank Forchione, Stark County Adult Probation, Danielle Smith, Sheriff Deputy Roco Ross, State of Ohio, Department of Developmental Disabilities, Dr. David Deckert, and Dr. Shah Jalees\*  
AKRG3(37994)07102015  
22A-2015-02413F

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

\*Commissioner Patmon recused himself from participation in this case

Henry L. Richardson v. Clerac, LLC dba Enterprise Rent-A-Car  
AKRG3(37995)07132015  
22A-2015-02414F

Bernadette McElroy v. County of Trumbull, Department of Job and Family Services  
AKR73(38001)07172015  
22A-2015-02468C

**No Probable Cause – Dismiss – continued**

Rita L. Meyers v. Marlinton Local Board of Education  
AKR73(38002)07172015  
22A-2015-02467C

Matthew Cantrall v. Ralph W. and Pamela K. Saker  
AKRH3(38009)07222015 AMENDED  
22A-2015-02462F

Coraletta Lee v. 4895 State Rd. Inc., dba Russo's Restaurant and Bacchaus Lounge  
AKR73(38013)07272015  
22A-2015-02554C

Coraletta Lee v. 4895 State Rd. Inc., dba Russo's Restaurant and Bacchaus Lounge  
AKR73(38019)07302015  
22A-2015-02585C

Cynthia Brooks v. Akron Board of Education  
AKRB3(38063)09142015  
22A-2015-02895C

Bonnie Andrews v. The Union Hospital Association  
AKRB3(38073)09212015  
22A-2015-02995C

Cassandra Nagy v. Mac LTT, Inc.  
AKR73(38097)10092015  
22A-2016-00102C

Moresetta Smart v. Family Medicine of Stark County, Inc.  
AKRG3(38098)10092015 AMENDED  
22A-2016-00103F

William Smart v. Family Medicine of Stark County, Inc.  
AKRG3(38108)10162015  
22A-2016-00114F

Scorm Hatcher v. JH Industries, Inc.  
AKR73(38120)10272015  
22A-2016-00196C

Elizabeth Shiflet v. State of Ohio, Department of Mental Health and Addiction Services  
AKR71(41736)04172015  
22A-2015-01822C

**No Probable Cause – Dismiss – continued**

Kalynn Walker v. Lake Park Towers OH LLC  
AKRH4(42993)05152015 AMENDED  
05-15-0888-8  
22A-2015-02015F

Matthew Cantrall v. Ralph W. and Pamela K. Saker  
AKRH4(43043)07132015  
05-15-1329-8  
22A-2015-02425F

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

Christina Hegedeos v. Lakewood Senior Citizens, Inc. dba The Westerly Apartments,  
Barbara Stepanek and Curtis M. Brosky  
AKRH4(43062)07222015  
05-15-1140-8  
22A-2015-02552F

Annette Hayes v. Sunshine International LLC and IIP Management LLC  
AKRH4(43091)08312015 AMENDED  
05-15-1338-8  
22A-2015-02834F

Tameka Griffin v. The MetroHealth System  
AKRB4(43102)09112015  
22A-2015-02900C

Rev. Pamela M. Pinkney Butts v. Cleveland Municipal Court  
AKRA4(43106)09162015  
22A-2015-02927C

John Fitzmaurice v. Cuyahoga County Office of Child Support Services  
CLE74(43006)06082015  
22A-2015-02082C

Robert Mendgik v. Nordson Corporation  
CLEA4(43021)06212015  
22A-2015-02224C

**No Probable Cause – Dismiss – continued**

Mike Russell v. Bob Newman, H & Y Property Holdings LLC, and Portage Metropolitan Housing Authority

CLEH4(43069)07302015

05-15-1350-8

22A-2015-02588F

\*This case had a split recommendation: There was a Withdrawal of Charge with Settlement agreement with Respondent Portage Metropolitan Housing Authority. There was a No Probable Cause – Dismiss finding with Respondent H & Y Property Holdings, LLC.

T'Keyah Chandler v. The Aristocrat Nursing Home, Inc.

CLEB4(43074)08052015

22A-2015-02610C

Kenisa Abston v. Singh Sub, Inc. dba Subway

CLE74(43093)09012015

22A-2015-02853C

Lynn Frankmann v. Sheena Devese, Millennia Housing Management, Ltd., and University Circle West, LLC

CLEH4(43123)09252015

05-15-1403-8

22A-2015-03023F

Tiara M. McCray v. All Star Construction, LLC

CLEE4(43133)10082015

22A-2016-00056F

Katherine M. Kirtley v. Wanton Horne Chapel of Peace Funeral Home Inc.

CLEE4(43138)10162015

22A-2016-00115F

Frank J. Savel, III v. Meritor Heavy Vehicle Systems, LLC

CLEA4(43146)10282015

22A-2016-00186C

Billy Ray Williams v. GCA Services Group, Inc.

CLE73(38111)10192015

22A-2016-00133C

Cherise Salyer v. WIWA Lp

DAYB6(24870)02242015

22A-2015-01389C

Eliot G. Bastian v. Caparella-Kraemer and Associates, LLC

DAYE6(24880)02262015

22A-2015-01988F

**No Probable Cause – Dismiss – continued**

Renee Gruseck v. Hamilton County Job and Family Services  
DAYB6(24875)02272015  
22A-2015-01585C

James Tyler v. Air Products  
DAY76(24883)02282015  
22A-2015-01646C

Patrick Finnen v. The Kroger Company  
DAYA6(24888)03032015  
22A-2015-01486C

Erika Dixon v. Dayton Public Schools  
DAY76(24889)03042015  
22A-2015-02658C

George McAlpine v. WalMart  
DAYG6(24898)03102015  
22A-2015-01484C

Summit Pahlas v. Caterpillar  
DAY76(24907)03092015  
22A-2015-02725C

Helen Gornes v. Dayton Board of Education  
DAYB6(24902)03162015  
22A-2015-02528C

Elizabeth Crowder v. Stone Springs of Vandalia  
DAY76(24922)03182015  
22A-2015-01664C

Roberta J. Jackson v. SK Tech, Inc.  
DAY76(24924)03182015  
22A-2015-01414C

Stacy Sheets v. HCF of Crestview, Inc. dba Crestview Manor  
DAY76(24927)03192015  
22A-2015-01661C

Lloyd Salyer v. WIWA LP  
DAY76(24938)03232015  
22A-2015-01648C

James Price v. Smedleys Chevrolet  
DAY76(24945)03242015  
22A-2015-02679C

**No Probable Cause – Dismiss – continued**

Gary L. Prater v. Greater Dayton Regional Transit Authority  
DAYG6(24960)03312015  
22A-2015-02657F

Corey Runyon v. SK Tech  
DAY76(24961)03312015  
22A-2015-01630C

Dionne E. Talley v. Cargill, Incorporated  
DAY76(25085)05222015  
22A-2015-02319C

**14. No Jurisdiction - dismiss**

Susan A. Macias v. Bowling Green State University\*  
TOLM2(37106)04032015  
22A-2015-01475F

\*This case had a split recommendation: There was a No Jurisdiction – Dismiss finding on the issue of Failure to Hire for the positions of Admissions Counselor, Marketing Communication Specialist ITS, Coordinator of Recruitment Events and Secretary of the School of Art. There was a No Probable Cause – Dismiss finding on the issue of Failure to Hire for the positions of Academic Advisor, Marketing Communication Specialist Arts and Executive Assistant to the Dean.

**MOTION by Commissioner Patmon to approve the December 17, 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>
<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.**

## COMMISSIONERS' AGENDAS

### Commissioners' Agenda for Week 1

Page 1 of 2

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

Jevon Evans v. State of Ohio, Department of Rehabilitation and Corrections, Ohio  
Reformatory for Women  
COL71(41635)03042015  
22A-2015-01578C

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

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

Galen Bailey v. Peter Perkdikakis  
DAYH6(24795)01132015  
22A-2015-01073F

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

Cynthia D. Cooper v. Fifth Third Bank  
DAYF1(41716)04082015 AMENDED  
05-15-0950-8  
22A-2015-01792F

#### 2. No Jurisdiction - Dismiss

Sharon R. Syph v. Roadway Logistic Systems Co.  
TOLE2(37217)06152015  
22A-2015-02142F

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

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

**Roll Call Vote:**

<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 Madhu Singh</b>	<b>YES</b>

**Motion carried.**

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

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

Margie Howard v. State of Ohio, Department of Rehabilitation and Corrections, Southern Correctional Facility  
COL71(41897)07212015  
22A-2015-02755C

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

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

Gregory R. Knepper v. The Ohio State University, Department of ESL Program\*  
AKRA1(41604)02202015  
22A-2015-02882C

\*Commissioner Patmon recused himself from participation in this charge

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

Dwight Jones v. YMCA of Greater Cleveland  
CLEG4(42874)03032015  
22A-2015-01280F

**2. No Jurisdiction - Dismiss**

Laura Lowe Everhart v. Angel's Rest Animal Sanctuary  
DAYB6(24908)03112015  
22A-2015-02213C

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

Jeffrey Merikel v. Ohio Health Occupation Student Association  
DAYE6(24918)03132015  
22A-2015-02659F

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

**MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. 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 recusal</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

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

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

Steve Honess v. Staffmark Holdings, Inc.  
COLB1(41531)01132015  
22A-2015-01032C

Kathy K. Pennington v. St. Paul Vincent de Paul Social Services, Inc.  
DAY76(24867)02242015  
22A-2015-02376C

Marvin Stanley Dickman v. Great Parks of Hamilton County - North District  
DAYB6(25003)04152015  
22A-2015-01789C

Marvin Stanley Dickman v. Great Parks of Hamilton County- West District  
DAYB6(25011)04162015  
22A-2015-01942C

Marvin Stanley Dickman v. Hamilton County Park District  
DAYB6(25013)04152015  
22A-2015-01943C

**2. No Jurisdiction – Dismiss**

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

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

**Commissioners' Agenda for Week 3**

**Page 2 of 2**

**No Jurisdiction – Dismiss - continued**

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

AKRG3(37994)07102015

22A-2015-02413F

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

\*Commissioner Patmon recused himself from participation in this case

Kwyelund Becton v. City of Akron

AKRG3(38117) 10232015

22A-2016-00158F

Paul J. Carattoni v. Valley Converting Co., Inc.

AKRE3(38130)11042015

22A-2016-00298F

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

**Roll Call vote:**

<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 Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 4**  
**Page 1 of 2**

**MOTION by Commissioner Barreras to hold a separate vote on the following item:**

**Commissioner's Agenda, Week 4, Page 1, Item 3**  
**Complainant's Motion for Remand to Provide Proof of Attorney's Fees; Attorney General's Response Thereto:**

Fair Housing Contact Service, Inc. v. Lola May Tipton Trust and Gail Nida  
AKRH3(35273)08252010  
05-10-1747-8  
22A-2011-00520F  
Complaint No. 11-HOU-AKR-35273

**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 Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Barreras to grant the Motion of Fair Housing Contact Service, Inc. to remand the foregoing captioned case back to the Administrative Law Judge for her consideration of Complainant's Application for Attorney Fees, with the following caveat: The previous finding to adopt the Administrative Law Judge's Report stands as to liability and damages only. The Administrative Law Judge should allow the parties a brief but sufficient amount of time to submit appropriate motions and replies and issue a second report containing finding of fact, conclusions of law and recommendations as to whether to allow Complainant – Fair Housing Contact Service – to recover attorney fees and if so, an appropriate amount. Second by Commissioner Singh**

**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 Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 4**  
**Page 2 of 2**

**1. Special Discussion items**

Motion to Approve Performance Evaluation Policy (ePerformance)

Upon Remand: Motion to Approve Animal Assistance Guidance Policy T-31

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

**Roll Call vote:**

<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 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, introduced David Oppenheimer, Senior Assistant Attorney General and Sharron Tassie, Principal Assistant Attorney General, who updated Commissioners on two recent cases.

Following their presentation, Chairman Hubert, Commissioners and Commission staff presented each of them a Certificate of Appreciation and a copy of "Ripples of Hope – Great American Civil Rights Speeches" in recognition of Team Tassenheimer's excellent service to our agency.

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

Chief Legal Counsel, Stephanie Bostos Demers, informed Commissioners we recently received an invitation to hold a future public meeting at Capital University Law School.

Chairman Hubert stated we will be pleased to coordinate a date with them and Denison University for a future meeting.

### **Report from Executive Director**

Executive Director G. Michael Payton thanked the Civil Rights Section of the Ohio Attorney General's Office for their work on behalf of the Commission. We know the cases can be challenging and their work is very much appreciated by Commissioners and staff.

Director Payton asked Regional Directors Aman Mehra and Vera Boggs to introduce their new staff to the Commission.

Aman Mehra, Columbus Regional Director, introduced Anna Isupova and Melody Smith, who join the Commission as investigators. Both Ms. Isupova and Ms. Smith are graduates of Capital Law School and previously served as externs in the Columbus regional office.

Vera Boggs, Akron/Cleveland Regional Director, introduced Julia Kazmers who joined our Cleveland regional office as an investigator. Ms. Kazmers is a graduate of Case Western Reserve University School of Law.

All three investigators stated they were looking forward to working with the Commission.

Our annual Holiday Pot Luck will be held in the 5<sup>th</sup> Floor Conference Room following today's meeting.

### **Remarks**

Commissioners wished staff Happy Holidays and Merry Christmas.

Chairman Hubert expressed his appreciation to staff for their work this past year. It was a tough year with some tough times and everyone stepped up to help. He thanked Keith McNeil and

**Remarks - continued**

Stephanie Bostos Demers for their work during Director Payton's absence. We welcomed new colleagues and have much to be thankful for. Our work continues and we will be professional, open and diligent. He stated he was extremely proud of the work we do and on behalf of all the Commissioners, "Thank you."

Chairman Hubert recently spoke with former commissioner Tom Roberts who will visit us soon.

On behalf of the Commissioners, Commissioner Patmon thanked Chairman Hubert for his leadership this past year.

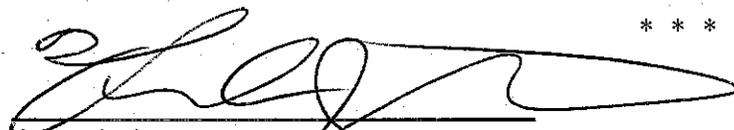
**MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Barreras.**

**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>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 10:40 AM.

  
Commissioner

\* \* \*