



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
November 19, 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; 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 Patmon to approve the October 22 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>
<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**

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

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

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

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

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

Margie Howard v. 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 Knepper v. Ohio State University – Department of ESL Programs\*  
AKRA1(41604)02202015  
22A-2015-02882C

\*Commissioner Patmon recused himself from participation in this case

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

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

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

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

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

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

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

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

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

David Johnson v. The Reserve at Stoneridge Homeowners Association  
COLH1(40887)03252014  
05-14-0688-8  
22A-2014-01775F  
Complaint No. 14-HOU-COL-40887

Nancy J. Toothman v. Jefferson Metropolitan Housing Authority  
AKRB3(37702)11282014  
22A-2015-00639C  
Complaint No. 15-EMP-AKR-37702

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

Sharon Y. Richardson v. CentralCare, Inc.  
DAYB6(24318)05152014  
22A-2014-02256C  
Complaint No. 15-EMP-DAY-24318

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

Katreece and Emmett Hixson v. Jerry Diegmüller  
DAYH6(24723)11132014  
05-15-0157-8  
22A-2015-01295F  
Complaint No. 15-HOU-DAY-24723

**5. Issue Cease and Desist Order**

Rebel Stroman v. State of Ohio, Department of Transportation  
AKRB3(34738)11162009 AMENDED  
22A-2010-01426C  
Complaint No. 10-EMP-AKR-34738

Kathleen Sturgis v. Ayman Akel, Mahmood Abdelwahab  
CLEH4(40302)05282010 AMENDED  
22A-2010-03899F  
Complaint No. 11-HOU-CLE-40302

**6. Issue Dismissal Order**

The Estate of James E. Merritt v. UPS Ground Freight, Inc.  
COLB1(39129)01252012  
22A-2012-01404C  
Complaint No. 12-EMP-COL-39129

Kathy M. Culp v. Delaware County Sheriff’s Office  
COL71(39330)04172012  
22A-2012-02020C  
Complaint No. 13-EMP-COL-39330

**7. Probable Cause – Schedule Conciliation**

William McWain v. Oriana House, Inc.\*  
AKR73(37835)03102015  
22A-2015-01346C

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the bases of Sex and the issues of Assignment - Position Placement. There was a No Probable Cause – Dismiss finding on the bases of Race and Sex and the issue of Promotion.

**Probable Cause – Schedule Conciliation - continued**

Housing Research and Advocacy Center v. Stephanie J. and Nicholas D. Moore  
AKRH4(43011)06102015 AMENDED  
05-15-1124-8  
22A-2015-02107F

Henry L. Lincoln v. Shaker Place VOA Affordable Housing L.P. and Sharon Derby  
AKRH4(43087)08272015  
05-15-1325-8  
22A-2015-02832F

**8. Issue Formal Complaint**

Susan L. Crawford v. Tolson Enterprises, Inc.  
TOL72(36907)11242014  
22A-2015-00462C

Alexa Fargo v. Tangier Bar, Inc.  
AKR73(37737)12182014  
22A-2015-00824C

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

Rhonda Peterson v. New Hillwood I Associates, LLC dba Collinson Apartments, The  
Abel-Bishop and Clarke Realty Co. dba ABC Management and Paula Etling  
CLEH3(37864)03252015 AMENDED  
05-15-0725-8  
22A-2015-01453F

Karen Peyatt v. Autumn Hills Nursing and Rehabilitation Center of Niles, LLC dba Vista  
Care Centers  
CLEB3(37869)03262015  
22A-2015-01533C

Fair Housing Advocates Association v. New Hillwood I Associates, LLC dba Collinson  
Apartments, The Abel-Bishop and Clarke Realty Co. dba ABC Management and Paula  
Etling  
CLEH3(37893)04082015 AMENDED  
05-15-0747-8  
22A-2015-01525F

Council on American Islamic Relations v. Wal-Mart Stores East, L.P  
CLEG1(41502)12172014  
22A-2015-00757F

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

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

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

Housing Research and Advocacy Center v. James and Maria Rutana  
AKRH3(38056)08182015  
05-15-1243-8  
22A-2015-02871F

Housing Research and Advocacy Center v. Michael and Rhonda Semler  
CLEH4(43098)08312015  
05-15-1310-8  
22A-2015-02876F

Tri-County Independent Living Center v. Beth Vincent and Walter Vincent  
CLEH3(37908)04222015  
05-15-1060-8  
22A-2015-01718F

Jovon Cartwright v. Greater Dayton Regional Transit Authority  
DAYG6(24788)01132015  
22A-2015-00957F

Miami Valley Fair Housing Center, Inc. v. William S. Stoltz, Jr., Owner  
DAYH6(25176)07152015  
05-15-1143-8  
22A-2015-02522F

Ophelia M. Banks v. Cherry Street Mission Ministries  
ADRB2(37280)07282015  
22A-2015-02581C

Michael Jay Fraser v. Healthcare Services Group, Inc.  
ADR74(43036)07062015  
22A-2015-02421C

Aaron Higgins v. Urban Sites, Molly Lay, Property Manager  
ADRH6(25206)07072015  
05-15-1082-8  
22A-2015-02589F

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

Nancy Sigley v. Springbrook Apartments; Sue (LNU), Property manager, Connie (LNU),  
District Manager  
ADRH6(25247)08242015  
05-15-1331-8  
22A-2015-02819F

Wanda J. Reynolds v. Spring Meade Nursing Center  
ADRA6(25300)09222015  
22A-2016-00139C

Miami Valley Fair Housing Center, Inc. v. Jay M. Strayer, Owner, Debby L. Guthrie,  
Owner  
ADRH6(25309)09292015  
05-15-1433-8  
22A-2016-00212F

Miami Valley Fair Housing Center, Inc. v. Jack G. and Charlotte R. McDaniel  
ADRH6(25323)10072015  
05-16-0042-8  
22A-2016-00223F

Miami Valley Fair Housing Center, Inc. v. Kenneth E. Hass, Owner/Manager; Hunt and  
Hass  
ADRH6(25342)10082015  
05-156-0043-8  
22A-2016-00128F

Tom Smith v. Dan's Shell Station  
ADRG6(25345)10092015  
22A-2016-00235F

**10. Withdrawal of Charge with Settlement**

Tejan Kanu v. Columbus Developmental Center-Department of Developmental  
Disabilities  
COL71(41704)04012015  
22A-2015-01818C

Alfred Thomas v. Corps Security Agency, Inc.  
COL76(25288)09162015  
22A-2016-00113C

Cheryl Hoisington v. Coldren Funeral Home, Inc. dba Coldren-Crates Funeral Home  
TOL72(37211)06112015  
22A-2015-02103C

**Withdrawal of Charge with Settlement – continued**

Latina M. Tolbert v. Vascor, LTD.  
TOLB2(37338)08312015  
22A-2015-02783C

Thomas Woods v. NMTC, Inc. dba Matco Tools  
AKR73(37935)05072015  
22A-2015-01845C

Nancy Toothman v. Jefferson Metropolitan Housing Authority  
AKRB3(37949)05262015  
22A-2015-01963C

Samuel E. Lindsey v. Walgreen Co.  
AKRG3(38036)08192015  
22A-2015-02691F

Jennifer Zeitz v. Crete Corp. dba Michael's Family Restaurant  
CLEB4(42813)01212015  
22A-2015-00923C

Josie Glover v. Nationstar Mortgage LLC  
CLEH4(42990)06112015  
22A-2015-02152F

Pamela G. Noble v. Akzo Nobel Coatings Inc.  
CLEA4(43038)07102015  
22A-2015-02423C

Ollie Thompson v. Richard Krause, Freckled Moose LLC and Sandra Adkins  
CLEH4(43058)07242015  
05-15-1225-8  
22A-2015-02512F

Tiara Sullivan v. Richard Krause, Freckled Moose LLC and Sandra Adkins  
CLEH4(43059)07242015  
05-15-1227-8  
22A-2015-02513F

Kathleen Sturgis v. Ayman Akel  
CLEH4(43076)08072015  
22A-2015-02633F

Kiana Willis v. Kurt Stimens, Trustee dba Stimens Apartments  
CLEH4(43096)08182015  
05-15-1245-8  
22A-2015-02874F

**Withdrawal of Charge with Settlement – continued**

Tina Waymire v. Miami County Sheriff's Department  
DAYA6(24843)02122015  
22A-2015-01316C

William McKinney v. Meijer  
DAYG6(25122)06052015  
22A-2015-02290F

Nellie M. Jones v. State of Ohio - DCI  
DAY76(25138)06152015  
22A-2015-02312C

Lorrie Elwood v. Triumph Thermal Systems, Inc.  
DAYB6(25194)07232015  
22A-2015-02484C

Barbara Beckley v. Livingston Care Center  
DAY76(25275)09082015  
22A-2016-00031C

Jeanette L. McKenzie v. ADS Alliance Data System, Inc.  
ADR71(41926)08132015 AMENDED  
22A-2015-02771C

Debra Sanpalo v. Davey Tree Expert Company  
ADR71(41934)08212015 AMENDED  
22A-2015-02849C

Sara Peterson and Jack Smith (minor son) v. Westborough Village, April Halfhill-Conley  
and Mara Enterprises Property Management  
ADRH1(41938)08192015  
05-16-0074-8  
22A-2015-02961F

Fair Housing Advocates Association v. Westborough Village, April Halfhill-Conley and  
Mara Enterprises Property Management  
ADRH1(41939)08192015  
05-16-0073-8  
22A-2015-02962F

Tomiqua Perry v. The Wine Bistro  
ADR71(41959)09032015  
22A-2015-02978C

Kenneth Burke v. City of Zanesville Police Department  
ADR71(41960)09042015  
22A-2015-02976C

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

Christopher Melton v. Dynamic Education Systems, Inc.  
ADRB1(41971)09102015  
22A-2015-02979C

Anthony J. Greene v. SK Food Group, Inc.  
ADR71(41979)09152015  
22A-2015-03038C

Jamie Jennings v. Columbus Metropolitan Housing Authority  
ADR71(41985)09172015  
22A-2015-02982C

Hawa Mansaray v. Peregrine Health Services, Inc. dba Summit Healthcare Center in Columbus  
ADR71(42002)09292015  
05-15-0087-8  
22A-2016-00087C

Kathleen Diane Ansted v. Charlie's Toledo LLC dba Charlie's Dodge Chrysler Jeep  
ADRA2(37191)06012015  
22A-2015-01990C

Wa'el M. Nasser v. Waffle House, Inc.  
ADR72(37343)09022015  
22A-2015-02851C

Deborah Ward v. Lucas County Department of Jobs and Family Services  
ADRB2(37356)09102015  
22A-2015-02877C

Suellen Hicks v. Legacy Village of St. Catherines; RLJ Management Co., Inc.; Ruth Bordner, Manager of Legacy Village of St. Catherines  
ADRH2(37370)09162015  
05-15-1381-8  
22A-2015-02914F

Kennesha Green v. Am Cane Sugar LLC  
ADR72(37376)09212015  
22A-2015-02921C

Karen Maze v. Arlington By the Lake; Arlington By the Lake Senior Housing Limited Partnership; Arlington By the Lake Senior Housing; National Church Residences of Arlington By the Lake, LLC; David Bucy, Complex Manager; Renee Carver, Former Complex Manager  
ADRH2(37386)09242015/05-15-1457-8  
05-15-1457-  
22A-2015-02992F

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

Emmanuel Webb v. Aldi, Inc. (Ohio)  
ADR72(37395)10022015  
22A-2016-00011C

April Lucas v. Christian Healthcare Ministries, Inc.  
ADRB3(38032)08132015  
22A-2015-02645C

Kimberly Washington v. Western Reserve Area Agency on Aging  
ADRB4(43108)09172015  
22A-2015-02929C

James E. Smith and Rebecca Westfield v. John D'Altorio; Carter Manor Apartments dba  
Winton Manor Apartments; Jan Jones, Asst. Manager; Tomika Washington, The Ferchill  
Group  
ADRH4(43120)09252015  
05-15-1456-8  
22A-2015-03021F

Tyawn Daniels v. McDonald's Restaurant  
ADR76(25248)08242015  
22A-2015-02826C

Carolyn Beasley v. Wolverine World Wide, Inc.  
ADRB6(25253)08282015  
22A-2015-02816C

Alainna Nichols v. Job and Family Services\*  
ADRG6(25283)09102015  
22A-2016-00028F

\*Commissioner Patmon recused himself from participation in this case

Ebonni Anderson v. Brookwood Retirement Community  
ADR76(25306)09282015  
22A-2016-00167C

Tyawn Daniels v. McDonald's Restaurant  
ADR76(25325)10072015  
22A-2016-00236C

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

Tiffany A. Shaffer v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41935)08122015 AMENDED  
22A-2015-02772C

**Withdrawal of Charge – Grant – continued**

Whitney Jones v. Airport Terminal Services  
COL71(41946)08272015  
22A-2015-02993C

Sherry Winch v. Fowler Products, Inc.  
TOLE2(37015)02062015  
22A-2015-01083F

Marcinni Leal v. United Collection Bureau, Inc.  
TOL72(37017)02102015  
22A-2015-01092C

Amanda Critten v. Whirlpool Corporation  
TOLB2(37038)02202015  
22A-2015-01168C

Amanda Critten v. Kelly Services, Inc.  
TOLB2(37039)02202015  
22A-2015-01169C

Karen Gutierrez v. 4941 Dorr Street LLP d/b/a Mulvaney's Bunker Irish Pub and Grub  
TOL72(37147)04292015  
22A-2015-01737C

Lisa N. Thompson v. City of Akron, Fire Department  
AKR73(38116)10222015  
22A-2016-00156C

Joseph E. Lachman v. Trader Joe's Company  
CLEB4(43083)08242015  
22A-2015-02706C

Kevin Clay v. Adecco, USA  
DAYA6(24887)03022015  
22A-2015-01487C

John Jay Chance v. Hedstrom Plastics, Inc.  
ADRB4(43139)10202015  
22A-2016-00116C

**12. No Jurisdiction – Dismiss XNJ**

Andrea Foresha v. Elmet, Inc. dba Blair's Cleaners  
AKRE3(37936)05072015  
22A-2015-01846F

**No Jurisdiction – Dismiss XNJ – continued**

Amini Dais v. 32880 Bainbridge, LLC and Harold Hughes  
CLEH4(43101)09112015  
22A-2015-02899F

David Corbin, Sr. v. Lima Memorial Hospital  
DAY76(24838)02092015  
22A-2015-01201C

Logan Burke v. Brickhouse, Inc.  
DAY76(24860)02152015  
22A-2015-02375C

Logan Burke v. The Penguin Club  
DAY76(24862)02162015  
22A-2015-02374C

Patience Myers v. Butler County Children Services  
DAYG6(24932)03222015  
22A-2015-01625F

Samantha Banner v. ATT/Sedgwick  
DAYB6(24979)04092015  
22A-2015-01782C

Marilyn J. Gadd v. Wilberforce University  
DAY76(25001)04142015  
22A-2015-01935C

Demetrius Davis v. Greyhound Lines, Inc.; Tomas Vega, Agent  
DAYG6(25017)04182015  
22A-2015-01945F

Amber McKinney v. Woodhaven  
DAY76(25082)05202015  
22A-2015-02072C

Lucas Kirkland v. Campus Park Apartments; Asset Campus Housing, Inc.  
DAYH6(25270)09042015  
22A-2016-00177F

**14. Administrative Closure**

James Sendykar v. American Electric Power  
COLB1(41553)01282015  
22A-2015-01140C

**Administrative Closure – continued**

Thomas J. Nelson, Jr. v. Laboratory Corporation Of America  
COL71(41603)02192015  
22A-2015-01491C

Marcus W. Antila v. United Parcel Service  
COLA1(41893)07212015  
22A-2015-02592C

Christopher Meredith v. United Parcel Service  
COLA1(41895)07212015 AMENDED  
22A-2015-02594C

Bruce Nolf v. United Parcel Service  
COLA1(41918)08082015  
22A-2015-02766C

John Depp v. Lucas County Metropolitan Housing Authority; Robert Dorrell Manor;  
Delaine Hampton, Manager, Dorrell Manor; Charlotte Washington, LMHA  
TOLH2(37361)09112015  
22A-2015-02884F

Tonya Jones v. County of Lake, Clerk of Courts  
AKRB3(37991)07092015  
22A-2015-02382C

Josephine Floto v. Meridian Greene I, LLC dba Meridian Green II Apartments, The  
WODA Group, Inc. dba WODA Management and Cathy Merrit  
AKRH3(38095)10062015  
22A-2016-00059F

Tonya Jones v. County of Lake, Clerk of Courts  
AKRB4(42971)05142015  
22A-2015-01879C

Housing Research and Advocacy Center v. Thomas F. McManamon and Associates, Inc.  
and Shelly Bernes  
CLEH4(43135)10132015  
22A-2016-00080F

Erica Harrison v. Kao USA  
DAYB6(25102)05282015  
22A-2015-02278C

**15. No Probable Cause – Dismiss**

Diana Valdivia v. Comfort Inn and Suites dba Yana Hotel, LLC  
COL71(41517)01042015  
22A-2015-00811C

Uchechukwu Adigwe v. Columbus Public Health  
COL71(41530)01122015  
22A-2015-01036C

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

Julianah Olobatuyi v. Hilliard Village  
COLH1(41546)01222015  
22A-2015-01030F

Patrick Wayne Buchanan v. State of Ohio, Department of Youth Services  
COL71(41547)01222015  
22A-2015-01191C

Ronald T. Fleming v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41556)02022015  
22A-2015-01196C

Sara J. Chapman v. Management and Training Corporation/North Central Correctional  
Complex  
COL71(41564)02032015  
22A-2015-01218C

Teresa Hartman v. American Services and Protection  
COL71(41571)02042015  
22A-2015-01293C

Mark Johnson v. Safelite Group, Inc.  
COL71(41578)02062015  
22A-2015-01683C

Andre Blackmon v. Rich Products Corporation  
COLB1(41611)02252015  
22A-2015-02738C

Douglass Perkins v. State of Ohio, Department of Natural Resources  
COL71(41619)02252015  
22A-2015-01403C

**No Probable Cause – Dismiss – continued**

Danielle Green v. Franklin County Coroner's Office  
COL71(41638)03042015  
22A-2015-01805C

Amy Burrows v. Lear Corporation  
COL71(41660)03092015  
22A-2015-01682C

Marvol G. Washington v. State of Ohio, Department of Rehabilitation and Correction  
COL71(41662)03112015  
22A-2015-02742C

Mark Johnson v. Safelite Group, Inc.  
COLB1(41683)03232015  
22A-2016-00108C

Craig Niehaus v. Lash Chevrolet, LLC  
COLB1(41706)03282015  
22A-2015-01704C

Kim Smith v. Aetna Better Health of Ohio  
COLA1(41731)04142015  
22A-2015-02043C

Rhonda Du Bose v. Teach and Learn Childcare, Inc.  
COLB1(41756)04292015  
22A-2015-02028C

Temyus M. Bryant v. Rural Cellular Corporation dba Verizon Wireless and Cellco  
Partnership  
COLB1(41778)05052015  
22A-2015-02045C

Ahmed Omer v. L Brands, Inc.  
COL71(41788)05122015  
22A-2015-01957C

Ismara Pérez-Baca v. Chipotle Mexican Grill, Inc.  
COL71(41807)05212015  
22A-2015-02033C

Christopher Brogdon-Hill v. Parking Solutions, Inc.  
COL71(41821)06022015  
22A-2015-02235C

**No Probable Cause – Dismiss – continued**

Allen T. Smith v. Columbus Steel Castings Company  
COLB1(41826)06042015  
22A-2015-02340C

Bill Jeffers v. City of St. Clairsville, et al.  
COLH1(41860)07022015  
22A-2015-02751F

Brian Jackson v. Scioto Services  
COL71(41869)07092015  
22A-2015-02543C

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

Rodney M. Harrison v. Time Warner Cable, Inc.  
COL71(41881)07142015  
22A-2015-02553C

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

Whitney Jones v. Airport Terminal Services  
COL71(41887)07162015  
22A-2015-02759C

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

\* The Commission inadvertently placed this case under the caption No Probable Cause - Dismiss. It should have been under the caption Issue Formal Complaint. See Commission Meeting minutes dated December 2, 2015 for the correction.

Tommy Jones et al v. Andover Apartments et al; Andover Toledo LLC, An Ohio LLC et al; Brittany Rawlins, Property Manager Andover Apartments et al; Eugene Goins, Maintenance Man, Andover Apartments et al  
TOLH2(36982)02202015  
05-15-0505-8  
22A-2015-00911F

**No Probable Cause – Dismiss – continued**

Leanne Guerin v. Lucas County Metropolitan Housing Authority (LMHA) et al; Linnie Willis, Executive Director. Et al; Kamaron Kyser, Self Sufficiency Program, LMHA, et al; Gail Wilson, LMHA, et al  
TOLH2(36990)01222015  
05-15-0510-8  
22A-2015-00940F

Todd Stein v. The PIC Group, Inc.  
TOLA2(37011)02022015  
22A-2015-01045C

Traci Barner-Truss v. St. Clare Commons  
TOL72(37018)02102015  
22A-2015-01093C

Avis Files v. Toledo Area Ministries  
TOL72(37023)02132015  
22A-2015-01116C

Kesha Jackson v. Toledo Area Ministries  
TOL72(37024)02132015  
22A-2015-01117C

Kenneth Rupert v. State of Ohio, Department of Rehabilitation and Correction  
TOLB2(37026)02162015  
22A-2015-01119C

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

Aaron M. Lofton v. Wal-Mart Stores East, LP  
TOL72(37029)02172015  
22A-2015-01122C

Wilma Tuggle v. Johns Manville  
TOL72(37031)02182015  
22A-2015-01132C

Jay Wollenburg v. K12 Inc.  
TOLA2(37032)02182015  
22A-2015-01134C

Lawrence Reynolds v. FCA US LLC  
TOL72(37048)02252015  
22A-2015-01238C

**No Probable Cause – Dismiss – continued**

Christopher Reid v. Lourdes University  
TOLK2(37051)02272015  
22A-2015-01256F

Sheila R. Nash v. Toledo-Lucas County Health Department  
TOLA2(37146)04282015 AMENDED  
22A-2015-01733C

Berwyn J. Kemp v. Alpha Towers Apartments; Alpha Towers, LLC; Alpha Towers  
Managing Member, LLC  
TOLH2(37203)06092015  
05-15-0980-8  
22A-2015-02076F

Cordelia A. Eigbire v. Luther Home of Mercy  
TOL72(37260)07162015  
22A-2015-02437C

David Spangler v. Defiance Metal Products  
TOLA2(37270)07232015 AMENDED  
22A-2015-02453C

Moriah McCorkle v. Sears, Roebuck and Co.  
AKR73(37826)02282015  
22A-2015-01310C

William McWain v. Oriana House, Inc.\*  
AKR73(37835)03102015  
22A-2015-01346C

\*This case had a split recommendation: There was a Probable Cause – Schedule Conciliation finding on the bases of Sex and the issues of Assignment - Position Placement. There was a No Probable Cause – Dismiss finding on the bases of Race and Sex and the issue of Promotion.

Robert Foster, III v. Northern Health Facilities, Inc. dba Maison Aine  
AKR73(37846)03132015  
22A-2015-01357C

Beth Ann Williams v. United Architectural Metals, Inc.  
AKRB3(37886)04062015  
22A-2015-01554C

John Williams v. EMG USA, Inc.  
AKRE3(37888)04062015  
22A-2015-01558F

**No Probable Cause – Dismiss – continued**

William L. Ritch, Jr. v. Davis Printing Company  
AKRA3(37910)04232015  
22A-2015-01729C

Synethia Bennett v. Transitional Healthcare Solutions, LLC  
AKR73(37914)04272015  
22A-2015-01741C

Tabaka Osonduagwuike v. Atrium Centers Management LLC dba Essex Healthcare of Tallmadge  
AKR73(37931)05072015  
22A-2015-01834C

Lisa Israel v. H.L.W. Fast Track, Inc. dba McDonald's  
AKR73(37954)05292015  
22A-2015-02008C

Robert Sadler v. Walter Metals LLC  
AKR73(37957)06022015  
22A-2015-02017C

Charles Moore v. GOJO Industries, Inc.  
AKR73(37959)06022015  
22A-2015-02021C

Ralph Cannon v. Alpha Technologies, LLC  
AKRA3(37960)06082015  
22A-2015-02098C

Gloria Gray v. B. J. Alan Company  
AKRB3(38016)07272015  
22A-2015-02562C

Tyrone L. Beauford v. Total Distribution, Inc. dba Terminal Warehouse, Inc.  
AKR73(38020)07302015  
22A-2015-02611C

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

**No Probable Cause – Dismiss – continued**

Shante' M. Hamilton v. CWV Family Housing, Ltd. dba Channelwood Village  
AKRH3(38039)08212015  
22A-2015-02694F

Jennifer Rhodes v. J.E.H. Elder, Inc. dba Great Clips  
AKRB3(38041)08192015  
22A-2015-02697C

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

Capri Williamson v. Wadsworth Pointe Healthcare Group, Inc.  
AKR73(38064)09142015  
22A-2015-02925C

Kwyelund Becton v. American Medical Transport LLC  
AKRG3(38084)09292015  
22A-2015-03030F

Susan Hue v. South-Western City School Board of Education  
AKRB1(41855)06262015  
22A-2015-02542C

Leigh Craigmyle v. United Labor Agency, Inc.  
AKRB4(42891)03132015  
22A-2015-01367C

Reeba Hill v. Tara Davis, Midwest Realty Advisors LLC, Melvin Tucker and Terry  
Schaich  
AKRH4(43084)08242015  
05-15-1338-8  
22A-2015-02715F

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

Karen M. Adams v. City of Cleveland  
CLE74(43882)03062015  
22A-2015-01333C

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

**No Probable Cause – Dismiss – continued**

Joanne Darrah v. Bureau of Drug Abuse, Cleveland Treatment Center, Inc.  
CLE74(42916)03272015  
22A-2015-01471C

Tomika Woods v. Bob Evans Farms, LLC  
CLE74(42941)04292015  
22A-2015-01761C

Jaime J. DeJesus v. Church Street Ministries, Inc.  
CLEE4(43002)05122015  
532-2015-01735F

Robert L. Henry, Jr. v. Steel Warehouse of Ohio LLC  
CLEB4(43030)06302015  
22A-2015-02310C

Matt D. Cantrall v. St. Vincent Charity Medical Center  
CLEG4(43051)07222015  
22A-2015-02493F

Bennell Laster v. Marine Towers East Condominium Owners Association Inc.  
CLEH4(43072)08042015  
22A-2015-02595F

Christine Lou Pasqualone v. Lake County Nursery, Inc.  
CLE74(43082)08182015  
22A-2015-02685C

Leonetta Powell-Johnson v. John A. Hudec Associates, Inc.  
CLEA4(43088)08282015  
22A-2015-02841C

Teresa Crumpton v. Jennifer Palame and Re/Max Trinity, Ltd.  
CLEH4(43097)08182015  
05-15-1234-8  
22A-2015-002875F

Tonja Nichols v. National Youth Advocate Program, Inc.  
CLE71(41673)03172015  
22A-2015-01995C

Wendy Crawford v. Dollar Tree Stores, Inc.  
CLEG1(41705)04012015  
22A-2015-01810F

**No Probable Cause – Dismiss – continued**

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

Tiffane Hardin v. Limited Brands  
DAY76(24830)02042015  
22A-2015-01179C

Roger Thomas Jr., v. Buffalo Wild Wings  
DAY76(24831)02062015  
22A-2015-01172C

Erin L. Clayton v. Speedway  
DAYB6(24832)02062015  
22A-2015-01091C

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

William Gayhart Jr. v. Kroger Company  
DAYB6(24852)02132015  
22A-2015-01315C

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

Jerry Poland v. PDSI  
DAYA6(24868)02242015  
22A-2015-01390C

Josiah Mathews v. Procter and Gamble Manufacturing Company  
DAY76(24871)02242015  
22A-2015-01388C

Froogh Khatibloo v. Samaritan Behavioral Health, Inc.  
DAYB6(24874)02252015  
22A-2015-01393C

James Tyler v. Airgas Merchant Gases, LLC  
DAY76(24884)02282015  
22A-2015-01647C

Victoria A. Gaskins v. House Calls LLC  
DAYE6(24893)03062015  
22A-2015-02666F

**No Probable Cause – Dismiss – continued**

Tameka Johnson v. Red Robin, Inc.  
DAY76(24897)03102015  
22A-2015-01485C

Gena Schubert v. Montgomery County Job and Family Services  
DAYA6(24899)03102015  
22A-2015-01662C

Steven V. Becker v. Hillenbrand Nursing and Rehabilitation Center  
DAYA6(24905)03062015  
22A-2015-01658C

Ja'Lah Willingham v. The Garfield Suites Hotel  
DAYG6(24906)03062015  
22A-2015-02721F

Aragon R. Noaks v. Greater Dayton Regional Transit Authority  
DAY76(24934)03232015  
22A-2015-01663C

Joseph McCutcheon v. Michigan Carpet Delivery  
DAYA6(24939)03242015  
22A-2015-01657C

Matthew Reid v. Young Men's Christian Association of Lima dba Lima Family YMCA  
DAYH6(24993)04132015  
22A-2015-02214F

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

Aaron Loving v. Tata Consultancy Services  
DAYB6(25025)04222015  
22A-2015-01938C

Andrea Gorman v. Allen Metropolitan Housing Authority  
DAY76(25037)04282015  
22A-2015-02314C

**No Probable Cause – Dismiss – continued**

Corrie Bailey v. Honda of America  
DAYB6(25057)05112015  
22A-2015-02212C

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

Katrina Strong v. State of Ohio, Department of Rehabilitation and Correction  
DAY76(25069)05152015  
22A-2015-02245C

Joshua Patillo v. Catholic Social Services of the Miami Valley  
DAYG6(25070)05162015  
22A-2015-02306F

Terrell Pollard v. Staffmark Holdings, Inc.  
DAYA6(25100)05292015  
22A-2015-02119C

Terrell Pollard v. Fuyao Glass America  
DAYA6(25101)05292015  
22A-2015-02120C

LaTania Thomas v. UC Health dba University Hospital\*  
DAYB6(25107)05302015  
22A-2015-02287C

\*Commissioner Patmon recused himself from participation in this case

Nicole Johnson v. Access MD Urgent Care  
DAY76(25112)06022015  
22A-2015-02110C

LaTasha Jones v. SL Wellsprings LLC dba Wellspring Health Care Center  
DAY76 (25142) 06152015  
22A-2015-02297C

G. Jeffrey Moore v. Defenders, Inc. dba Defender Direct  
DAYA6(25147)06222015  
22A-2015-02302C

Kari Chendes v. Marriott International, Inc. dba Blue Ash Courtyard  
DAY76(25151)06222015  
22A-2015-02325C

**No Probable Cause – Dismiss – continued**

Courtney Frierson v. Royal Paper Stock  
DAY76(25155)06292015  
22A-2015-02379C

Jacqueline Schmidt v. Education Affiliates dba Fortis College  
DAYB6(25157)06302015  
22A-2015-02380C

Robin Phillips v. Cincinnati Public Schools  
DAYB6(25163)07072015  
22A-2015-02404C

Cliff Montgomery v. Honeywell International Inc.  
DAY76(25164)07072015  
22A-2015-02402C

Dennis Schwartzenruber v. Jaycee Towers Apartments, et al.; Adobe Realty, Inc.  
DAYH6(25165)07082015  
22A-2015-02401F

Kelli Dickman v. Family Dental Care Associates; J. Michael Fuchs, DDS, Inc.  
DAYG6(25166)07092015  
22A-2015-02410F

Ava White v. Tracy Winkler, Hamilton County Clerk of Courts  
DAY76(25171)07142015  
22A-2015-02531C

Christopher DeVaughns v. Quality Inns and Suites  
DAYG6(25173)07142015  
22A-2015-02530F

LaTania Thomas v. UC Health dba University Hospital  
DAYB6(25182)07202015  
22A-2015-02500C

Matthew Harper v. Hamilton County Engineers  
DAYA6(25184)07022015  
22A-2015-02501C

Marquita Walker v. Culinart, Inc.  
DAYE6(25186)07212015  
22A-2015-02488F

John Cunningham v. Tian Holding LLC dba China/Grand Buffet  
DAYG6(25202)07282015  
22A-2015-02674F

**No Probable Cause – Dismiss – continued**

Susan Lemons v. Tian Holding LLC dba China/Grand Buffet  
DAYG6(25203)07282015  
22A-2015-02675F

**MOTION by Commissioner Patmon to approve the November 19, 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.**

## APPEARANCE CASES

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

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

Camille R. Barnes v. City of Toledo, Public Utilities  
TOLB2(37200)06082015  
22A-2015-02065C

Upon review of Respondent's Request for Reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission uphold the Regional finding of Probable Cause – Schedule Conciliation. Mr. Dunn, Charging Party, Counsel for Respondent and Representatives for Respondent appeared before the Commissioners.

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

**Motion carried.**

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

**Consideration of Administrative Law Judge's Report and Recommendation;  
Respondent's Statement of Objections; Complainant's Statement of Objections;  
Respondent's Response to Complainant's Statement of Objections.**

#### **Administrative Law Judge Recommends Dismissal Order**

Lainey Westbrooks v. East Cleveland Public Library  
CLE74(41464)03282012; CLE74(41538)05112012  
22A-2012-01843C; 22A-2012-2542C  
Complaint Nos. 13-EMP-CLE-41464 & 13-EMP-CLE-41538

Wayne Williams, Principal Assistant Attorney General, Charging Party, Counsel for Charging Party and Counsel for Respondent appeared before the Commissioners.

**MOTION by Commissioner Patmon to adopt the Administrative Law Judge's Report and Recommendation; deny Complainant's Statement of Objections; and deny Respondent's Statement of Objections. 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.**

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

**Consideration of Administrative Law Judge's Report and Recommendation;  
Respondent's Statement of Objections; Ohio Attorney General's Reply Thereto**

**Administrative Law Judge Recommends Cease and Desist**

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

David Oppenheimer, Senior Assistant Attorney General, Charging Party, Counsel for Charging Party and Counsel for Respondent appeared before the Commissioners.

**MOTION by Commissioner Barreras to adopt the Administrative Law Judge's Report and Recommendation; deny Respondent's Statement of Objections; award Backpay to Complainant, calculated as the pay differential between his current hourly rate as a CNC Operator and the hourly rate he would have received in the Forge Press Operator position, for forty hours per week, without overtime, plus interest, until Respondent offers Complainant a Forge Press Operator position at the Malvern plant. 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 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>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Barreras to return to public session. 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**

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

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

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

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>NO</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 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>
<b>Commissioner Madhu Singh</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>
<b>Commissioner Madhu Singh</b>	<b>YES</b>

**Motion carried**

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

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

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

Upon review of Charging Party's Request for Reconsideration, Norman Gibson, Dayton Regional Director, recommended the Commission uphold the Regional finding of No Probable Cause – Dismiss. Mr. Gibson, Charging Party, Counsel for Charging Party and Counsel for Respondent were present to discuss the case.

**MOTION by Commissioner Barreras to 1) reverse the Regional finding of No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation on the issue that Charging Party was denied a Reasonable Accommodation; if Conciliation is not successful, authorize the Executive Director to Issue a Formal Complaint and 2) uphold the Regional finding of No Probable Cause – Dismiss on the issue of Constructive Discharge. Second by Commissioner Singh.**

**Roll Call Vote:**

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

**Motion failed.**

**MOTION by Commissioner Barreras to 1) reverse the Regional finding of No Probable Cause – Dismiss to Probable Cause – Schedule Conciliation on the issue that Charging Party was denied a Reasonable Accommodation; if Conciliation is not successful, authorize the Executive Director to Issue a Formal Complaint and 2) uphold the Regional finding of No Probable Cause – Dismiss on the issue of Constructive Discharge. 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' AGENDAS

### Commissioners' Agenda for Week 1

Page 1 of 2

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

Jason McWhorter v. United Union Roofers, Waterproof 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

Annette Nienajadly v. Clermont County Water Resources

DAYB6(24733)12092014

22A-2015-00720C

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 Dickman v. The Public Library of Cincinnati and Hamilton County (Green  
Township)

DAYB6(25141)06152015

22A-2015-02295C

#### 3. No Jurisdiction - Dismiss

Sam Morgan v. Pro Line Custom Coating LLC

AKRE3(38048)08252015

22A-2015-02718F

**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 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 2**  
**Page 1 of 2**

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

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

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

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

Marvin S. Dickman v. State of Ohio, Civil Rights Commission, Dayton Regional Office  
AKRG3(37980)06162015  
22A-2015-022254F

**2. No Jurisdiction - Dismiss**

Stephen Worthy v. CSL Plasma, Inc.  
AKRG3(37905)04202015  
22A-2015-01723F

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

Marjorie L. Synor v. Americab, Inc.  
AKRE4(42948)05042015  
22A-2015-01801F

Bennell Laster v. Marine Towers East Condominium Owners Association Inc.  
CLEB4(43073)08042015  
22A-2015-02596C

Nathan Minter v. United States Postal Service  
DAY76(25055)05052015  
22A-2015-01977C

**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 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 3**  
**Page 1 of 1**

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

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

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

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

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

Dean Arlington v. Champion Club Dog Park, LLC  
CLEB1(41710)03302015  
22A-2015-01999C

**MOTION by Commissioner Singh to adopt the staff findings in the foregoing captioned cases on the Week 3 Commissioners' Agenda and direct the Ohio Attorney General's Office to prepare the Final Order for the following cases. Second by Commissioner Barreras.**

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

Lainey Westbrooks v. East Cleveland Public Library  
CLE74(41464)03282012; CLE74(41538)05112012  
22A-2012-01843C; 22A-2012-2542C  
Complaint Nos. 13-EMP-CLE-41464 & 13-EMP-CLE-41538

**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 1**

**1. Certification for a Bona Fide Occupational Qualification – Grant**

Portage County Sheriff's Office  
Corrections Officer

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

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

Lori Anthony, Chief, Civil Rights Section, Ohio Attorney General's Office reported the Cease and Desist Order issued in the Lee Yeager v. FirstEnergy Generation Corporation case was recently affirmed by the United States District Court, Northern District of Ohio

**Report from Executive Director**

Our Annual Commission Holiday Pot Luck will be held after the December 17, 2015 Commission Meeting in the 5<sup>th</sup> floor conference room. We have invited former commissioners Roberts and Mercado to join us and look forward to seeing Commissioners and staff at our luncheon.

**Remarks**

Commissioners wished staff a Happy Thanksgiving.

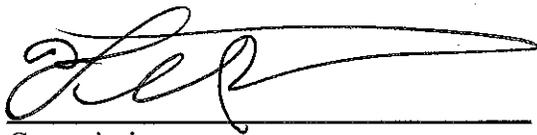
**MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Barreras.**

**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 4:20 PM.



Commissioner

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