



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION**

**January 12, 2017  
Administrative Hearing Room  
Rhodes State 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 Madhu Singh  
Commissioner Juan Cespedes

**Absent:**

Commissioner William Patmon III

A quorum was present.

**OCRC Staff Present:**

G. Michael Payton, Executive Director; Keith McNeil, Director of Operations/Regional Counsel; Stephanie Bostos Demers, Chief Legal Counsel, Desmon Martin, Director of Enforcement and Compliance; Mary Turocy, Director of Public Affairs and Civic Engagement; Aman Mehra, Columbus Regional Director; Darlene Newbern, Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Kathy Haley Ross, Dayton Regional Supervisor; Beyan Asoba, Reconsideration Supervisor; and Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office.

Chairman Hubert welcomed everyone to the meeting.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Barreras to approve the December 15, 2016 minutes. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</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**

Sahid B. Mansaray v. Mast Logistics Services, Inc.  
COLB1(44422)07272016  
22A-2016-02607C

Ashley Widmer v. Verso Group Enterprises, LLC dba Macs N' Melts  
TOL72(37656)03042016 AMENDED  
22A-2016-01115C

Maurice Rhoades v. Millennia Housing Management, Ltd., Cleveland Housing Network, Inc. and Carla Malone  
AKRH4(43450)06162016  
22A-2016-02100F

Carline Curry v. City of Mansfield  
CLE71(44370)07112016  
22A-2016-02281C

Jason Gilley v. Viking Group dba Donatos Pizza  
DAYB6(25549)03072016  
22A-2016-01216C

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

Jennifer Tyree v. Silver Springs Condominium Board; Myers Real Estate c/o Arnold Barzak II; Mary Allee; Jean Myers; JoAnn Hardin; Luanne Nordloh; Scott Huntsman; Marshall Bowden; Charlene Harris; Irene Kenney and Robert Fish  
COLH1(44171)04052016 AMENDED  
22A-2016-01770F

Alicia Reynolds v. American Broadband and Telecommunications Company  
TOL72(37624)02292016  
22A-2016-01039C

Alicia Reynolds v. American Broadband and Telecommunications Company  
TOL72(37777)05052016  
22A-2016-01728C

Eneree White v. Worldwide Transportation, Inc. dba Thomas Limousine Service  
AKRB3(38309)04112016  
22A-2016-01447C

**Respondent's Request for Reconsideration – Grant for Further Review - continued**

Michael Sigmund c/o Robert and Karen Sigmund v. Parkridge Apartments Limited Partnership, Harsax Management Co. Limited Partnership, Randall Sacks and Linda Shiros

AKRH4(43394)05022016

05-16-4611-8

22A-2016-01824F

Sharon L. Csoltko v. American Legion Clifton Post #421

CLEE4(43483)07082016

22A-2016-02244F

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

Angela Lawrence v. Apex Tool Group, LLC

DAY76(25545)03032016

22A-2016-01243C

Antennille Walker v. BEF Foods, Inc.

DAY76(25555)03082016

22A-2016-01252C

Robin Hendley v. Hamilton County Job & Family Services

DAYA6(25883)08292016

22A-2016-02914C

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

Charlene Perry v. Communicare Health Services, Inc.

dba Northwestern Health Care Center

CLE74(42965)05122015

22A-2015-01874C

Complaint No. 16-EMP-CLE-42965

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

Katie Krupp v. Advance America

TOL72(37230)06182015

22A-2015-02176C

Complaint No. 16-EMP-TOL-37230

Julie Mills v. PDQ Transportation dba Urban Express Charter

DAYG1(41966)07312015

22A-2015-03035F

Complaint No. 16-EMP-DAY-41966

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

Kimberly Fowlkes v. Board of Education of Toledo City School District  
TOLB2(37161)05142015  
22A-2015-01872C  
Complaint No. 16-EMP-TOL-37161

Kimberly Fowlkes v. Board of Education of Toledo City School District  
TOLB2(37282)07282015  
22A-2015-02507C  
Complaint No. 16-EMP-TOL-37282

**6. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Hagikah Gomez v. Abbeyhill Management, LTD, et al.  
COLH1(41920)08102015  
05-15-1239-8  
22A-2015-02773F  
Complaint No. 16-HOU-COL-41920

**7. Probable Cause – Schedule Conciliation**

Pamela A. Stoklosa v. Mount Carmel Health Providers III, LLC  
& Mount Carmel Health System  
COLA1(44401)04132016 AMENDED  
532-2016-01306C

*\*Split Determination: Probable Cause based on Retaliation; No Probable Cause – Dismiss on the basis of Religion.*

Ben Johnson, Jr. v. City of Toledo, Division of Streets, Bridges and Harbor  
TOLB2(37682)03222016 AMENDED  
22A-2016-01231C

Winona Robinson v. Rescue Inc. a.k.a. Rescue Mental Health & Addiction Services  
TOLA2(37717)04052016  
22A-2016-01380C

The Estate of Marianne Barabash v. Rescue Inc. a.k.a. Rescue Mental Health &  
Addiction Services  
TOLA2(37724)04082016  
22A-2016-01441C

Danielle Rose v. Young Men’s Christian Association of Youngstown Ohio  
AKR73(38397)06202016  
22A-2016-02105C

Rolanda Lloyd v. Greater Cleveland Regional Transit Authority  
CLE74(43577)08312016  
22A-2016-02718C

## **Probable Cause – Schedule Conciliation – continued**

Mikeyoun Shackelford v. KinderCare Education  
DAYB6(25574)03212016  
22A-2016-01476C

### **8. Issue Formal Complaint**

Zachariah Grigsby and Danielle DeCarlo v. Debbie Ratliff and DR Properties, LLC  
COLH1(44252)05162016  
05-16-4949-8  
22A-2016-01888F

David A. Elston v. City of Toledo, Division of Water Distribution  
TOL72(37576)01292016  
22A-2016-00831C

Meredith Ann Cook v. Sylvania City School District Board of Education  
TOLB2(37578)02012016 AMENDED  
22A-2016-00842C

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

Matt Cantrall v. Walgreens Company  
CLEG4(43526)08052016  
22A-2016-02585F

Anthony Riggs v. Perkins Restaurant  
ADRG6(26020)11012016  
22A-2017-00359F

### **10. Withdrawal of Charge with Settlement**

Juanetta Burch v. Molina Healthcare of Ohio, Inc.  
COL71(44540)09082016  
22A-2017-00658C

Solomon Tentman v. The Ohio State University (Athletic Department)  
COLB1(44606)09292016  
22A-2017-00466C

*\*Commissioner Barreras recused herself from participation in this case.*

Valerie R. Chapman v. Aramark Campus, LLC  
COLB1(44676)11042016  
22A-2017-00532C

Harold E. Holmes, Jr. v. Norplas Industries Inc. dba T.E.A.M. Systems  
TOL72(37684)03232016  
22A-2016-01266C

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

Larry A. Mitchell v. Senator International, Inc. dba Allermuir  
TOLB2(37886)07082016  
22A-2016-02220C

Michael Toles v. Owens Corning  
TOL72(37976)08252016 AMENDED  
22A-2016-02667C

Jasmine Curley v. Aladdin's Eatery Systems, Inc.  
AKR73(38638)11152016  
22A-2017-00426C

Jeremiah Waseleski v. CVS Stores, L.L.C.  
CLEG4(43497)07132016  
22A-2016-02279F

Philip Nicholson v. County of Cuyahoga, Fiscal Office  
CLE74(43546)08112016  
22A-2016-02620C

Debbie Dove v. Forest City Realty Trust, Inc., James Duncan, Tiffany Vitko,  
Independence Place Associates  
CLEH4(43562)08242016  
22A-2016-02689F

Jeremy Gilley v. Goldberg Companies, Inc., Big Creek Apartments I, LLC, and Shelle  
DePaulo  
CLEH4(43563)08262016  
05-16-5175-8  
22A-2016-02690F

Alexandria Underwood v. Mr. Burrito LLC dba Hot Head Burritos  
DAY76(25790)07102016  
22A-2016-02410C

Catherine Leigh Houser v. Assurance Health Systems  
DAY76(25966)10072016  
22A-2017-00299C

Christina Kahler v. Mann's Mobile Home Estates and Angela McDonald  
ADRH1(44526)09062016  
22A-2017-00151F

Julia Volino v. Brookside Golf & Country Club  
ADR71(44566)09212016  
22A-2017-00413C

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

Elka Bowe v. Marcy Store & Diner  
ADR71(44597)10042016  
22A-2017-00485C

Sebastian Luu v. Cambridge Developmental Ltd.  
ADR71(44600)09282016  
22A-2017-00278C

Johnda L. Shaffer v. Appalachian Healthcare Services, Inc. dba Interim Healthcare  
ADRB1(44619)10132016  
22A-2017-00408C

Prince Reece v. Sky Climber, LLC  
ADR71(44624)10102016  
22A-2017-00498C

Tawanna Claytor v. Ohio Custodial Maintenance Corp. dba Ohio Custodial Management  
ADR71(44632)10122016  
22A-2017-00507C

Terry L. Gottke v. City of Zanesville Fire Department  
ADRM1(44646)10212016  
22A-2017-00489F

James O. Nunez v. Great Scot, Inc. dba Great Scot Community Market  
ADRG2(38117)11082016 AMENDED  
22A-2017-00341F

Carmen Y. Jeter v. Vitos No. 13 LLC  
ADR72(38127)11142016  
22A-2017-00381C

Sheena McMickens v. Preferred Properties, Inc.  
ADR72(38138)11172016  
22A-2017-00422C

Sheena McMickens v. Preferred Properties, Inc.  
ADR72(38142)11182016  
22A-2017-00521C

Polly Ann McCaig v. Liberty Center Public Library  
ADRA2(38181)12062016  
22A-2017-00656C

Aaron Lucarelli v. Ganley Chrysler Dodge Jeep Ram of Aurora  
ADR73(38567)10052016  
22A-2017-00074C

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

Roddy Hale v. Paris Healthcare Linens  
ADR73(38614)11042016  
22A-2017-00324C

Sharmaine P. Archie v. Eagle Loan Company of Ohio, Inc.  
dba Eagle Financial Services, Inc.  
ADRB3(38630)11102016  
22A-2017-00373C

John A. Bradshaw v. Cuyahoga Community College  
ADRK4(43572)08302016  
22A-2016-02711F

Linna Prak v. Nick Abdallah, Sam Abdallah and Badah Holdings, LLC  
ADRH4(43633)10122016 AMENDED  
05-17-5753-8  
22A-2017-00057F

Kimberly Ailene Matuzek v. Family Readers Service  
ADRE4(43662)10232016  
22A-2017-00262F

Jonathan David Odoms v. Cuyahoga Community College  
ADRK4(43696)11162016  
22A-2017-00442F

Kathleen Curtis v. JRETEP LLC  
ADRH4(43721)12012016  
05-17-6612-8  
22A-2017-00636F

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

Clarence Gafeney, Jr. v. Rentokil North America, Inc.  
dba Gold Seal Termite and Pest Control Company  
TOLA2(37743)04192016  
22A-2016-01553C

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

Mary Kay Day v. JP Morgan Chase  
COLE1(44409)07182016  
22A-2017-00739F

Hiedi Marie Waddle v. Radial  
COLE1(44456)08192016  
22A-2017-00738F



**No Jurisdiction – Dismiss XNJ - continued**

Masud Muhammad v. Jefferson Metropolitan Housing Authority  
AKRE3(38569)10062016  
22A-2017-00076F

Joshua Pickett v. Kleinfelder, Inc.  
AKRE3(38571)10072016  
22A-2017-00078F

Scotty White v. Rowe's Body Shop Collision Center, LLC  
AKRG3(38612)10282016  
22A-2017-00321F

Scotty White v. Mason's Auto Parts, Inc.  
AKRG3(38613)10282016  
22A-2017-00323F

Christine Telmanik v. Cleveland Clinic Medina Hospital  
AKRE3(38728)12132016  
22A-2017-00885F

Alesia Code v. Warren Municipal Court and Michelle Snyder  
AKRH3(38738)01042017  
22A-2017-00934F

Meredith Cooper v. Kichler Lighting  
CLEE4(43647)10202016  
22A-2017-00198F

Robert Darrow v. Lorain County Community College  
CLEK4(43648)10202016  
22A-2017-00199F

Porsha Hall v. Target Corporation  
CLEE4(43661)10262016  
22A-2017-00274F

Beharry Samaroo v. Chinato LLC  
CLEE4(43670)11012016  
22A-2017-00336F

Shunneal Jackson v. Taco Bell America  
CLEE4(43672)11022016  
22A-2017-00338F

Brandon Erwin v. Bedford Nissan  
CLEE4(43685)11072016  
22A-2017-00431F

**13. Failure to Cooperate- Dismiss (X-6)**

Cornelius Golden, Sr. v. G6 Hospitality LLC dba Motel 6  
TOLG2(37712)04052016  
22A-2016-01370F

**14. Administrative Closure**

Ms. Doris Toland v. State of Ohio, Department of Mental Health & Addiction Services  
COLB1(44669)11022016  
22A-2017-00660C

Fanecia Jackson v. AIG Properties, Kim Straiter  
CLEH4(43713)11182016  
22A-2017-00544F

Rhonda Blagg v. Montgomery County Juvenile Center  
DAYB6(26106)12132016  
473-2017-00271C

**15. No Probable Cause – Dismiss**

Rickey Davis v. Bob Evans Farms, LLC  
COL71(44081)03032016  
22A-2016-01425C

Laura Delgado v. X-Treme Wireless  
COLB1(44091)03092016  
22A-2016-01265C

Patrick Takyi v. Sunshine Center Clean  
COLG1(44112)03212016  
22A-2016-01419F

Deanna M. Perkins v. State of Ohio, Department of Administrative Services  
COL71(44170)04042016  
22A-2016-01504C

Sara Maghsoudi v. Cellco Partnership dba Verizon Wireless  
COL71(44215) 04252016  
22A-2016-01836C

Amanda Hollis v. Loyal Order of Moose 1626  
COLB1(44220)04262016  
22A-2016-02066C

**No Probable Cause – Dismiss – continued**

Stan Brookins v. JP Morgan Chase Bank  
COLB1(44259)05182016  
22A-2016-01978C

Hasmieu Jalloh v. The Ohio State University Medical Center  
COL71(44297)06062016  
22A-2016-02181C

*\*Commissioner Barreras recused herself from participation in this case.*

Ayauana Matthew v. Central Ohio Transit Authority (COTA)  
COLG1(44301)06092016  
22A-2016-02177F

Robert Allen Smith v. Adena Local School District  
COLA1(44354)06242016  
22A-2016-02358C

Pamela A. Stoklosa v. Mount Carmel Health Providers III, LLC  
& Mount Carmel Health System  
COLA1(44401)04132016 AMENDED  
532-2016-01306C

*\*Split Determination: Probable Cause based on Retaliation; No Probable Cause – Dismiss on the basis of Religion.*

Lanetta Cannon v. The Godman Guild  
COL71(44431)08032016  
22A-2016-02815C

Stan Brookins v. JP Morgan Chase Bank  
COLB1(44438)08042016  
22A-2016-02960C

Michael Lake v. Laura Kolb, Owner  
COLH1(44440)08052016  
22A-2016-02602F

Latosha Hall v. CPO Management; Angie (Last Name Unknown); Jessica (Last Name Unknown); and Renee Anderson  
COLH1(44452)08042016  
22A-2017-00152F

Kenyatta Chandler v. Geo Byers Sons Holding Inc.  
COLG1(44479)08172016  
22A-2017-00165F

Michael Henry Miller v. Family Dollar Stores of Ohio, Inc.  
COLG1(44481)08192016  
22A-2016-02814F

**No Probable Cause – Dismiss – continued**

Phonan Matfield v. Elements Massage  
COL71(44534)09092016  
22A-2017-00169C

Chris Washington v. Kroger  
COL71(44552)09152016  
22A-2017-00096C

Helen Williams v. Central Ohio Transit Authority (COTA)  
COLG1(44553)09192016  
22A-2017-00227F

Mariatu Gbla v. Highbanks Care Center, LLC  
COL71(44570)09232016  
22A-2017-00098C

Sheila Hernandez v. Highcom Security  
COL71(44579)09262016  
22A-2017-00220C

Laith (Emily) R. Sersain v. American Heartland, Inc.  
COLB1(44680)11032016 AMENDED  
22A-2017-00901C

Pamela A. Stoklosa v. Mount Carmel Health Providers III, LLC  
& Mount Carmel Health System  
COLB1(44809)06272016 AMENDED  
532-2016-01832C

Joseph P. Keney v. Arconic, Inc. and RMI Titanium Company, LLC  
COLB3(44673)09132016  
846-2016-33695

Joy Richardson v. Jeffrey Wilburn; and Anne Tuma  
COLH6(25716)05192016  
05-16-5994-8  
22A-2016-02047F

Danya McGuire v. Ocwen Loans; and Ocwen Loan Servicing, LLC  
COLH6(25803)07142016  
05-16-5996-8  
22A-2016-02476F

Cooper J. Weis v. TLP Toledo, LLC dba Sky Zone Toledo  
TOL72(37660)03102016  
22A-2016-01153C

**No Probable Cause – Dismiss – continued**

Toledo Fair Housing Center v. Heathergate Park Place, LLC dba Heathergate Club Apartments; William Cosgrove, Managing Member; Capri Investment Group, LLC; KCBC Investments, LLC  
TOLH2(37669)03162016  
05-16-4508-8  
22A-2016-01192F

Banita Johnson-Welch v. Heathergate Park Place, LLC dba Heathergate Club Apartments; William Cosgrove, Managing Member; Capri Investment Group, LLC; KCBC Investments, LLC  
TOLH2(37670)03162016  
05-16-4476-8  
22A-2016-01193F

Sonia Helaire v. Heathergate Park Place, LLC dba Heathergate Club Apartments; William Cosgrove, Managing Member; Capri Investment Group, LLC; KCBC Investments, LLC  
TOLH2(37671)03162016  
05-16-4505-8  
22A-2016-01194F

Celestine Smith v. Toledo Area Regional Transit Authority  
TOLB2(37679)03182016  
22A-2016-01211C

Dwann L. Moore v. Magna Modular Systems, Inc. a.k.a. T.E.A.M. Systems  
TOL72(37695)03282016  
22A-2016-01287C

Prineeka Brazzel v. Exel Inc.  
TOL72(37699)03302016  
22A-2016-01311C

Jon Bumpus v. Vitran Express, Inc. dba Central Transport of Ohio  
TOL72(37700)03302016  
22A-2016-01312C

Alton Reid v. Vitran Express, Inc. dba Central Transport of Ohio  
TOL72(37703)03312016  
22A-2016-01322C

Bradley Osborn v. Mercy Medical Partners Northern Region, LLC  
TOL72(37710)04042016  
22A-2016-01355C

Kendra M. Cleveland v. Addison Heights Health and Rehabilitation Center  
TOL72(37719)04062016  
22A-2016-01401C

**No Probable Cause – Dismiss – continued**

Christopher M. Durham v. NiSource, Inc. dba Columbia Gas of Ohio, Inc.  
TOLB2(37722)04062016  
22A-2016-01407C

Ronald Spears v. Exel Inc.  
TOLB2(37725)04082016  
22A-2016-01443C

Elaine Hebert v. Board of Education of the Toledo City School District,  
Martin Luther King Academy  
TOL72(37727)04072016  
22A-2016-01467C

Paul R. Henry v. Toledo Area Regional Transit Authority  
TOL72(37728)04112016  
22A-2016-01470C

Shirley Tyree v. Vehtek Systems Inc.  
TOLB2(37732)04142016  
22A-2016-01507C

Morgan Gutowski v. State of Ohio, Department of Rehabilitation and Correction  
TOL72(37734)04142016  
22A-2016-01516C

James Kernz v. Pilkington North America, Inc.  
TOLB2(37736)04152016 AMENDED  
22A-2016-01519C

Carole L. Hood v. Rescue Inc. a.k.a. Rescue Mental Health & Addiction Services  
TOL72(37745)04192016  
22A-2016-01555C

Patrick Cunningham v. Mondelez Global LLC  
TOLA2(37761)04272016  
22A-2016-01628C

Carole L. Hood v. Rescue Inc. a.k.a. Rescue Mental Health & Addiction Services  
TOL72(37829)06072016  
22A-2016-01985C

Danielle Popp v. Toledo Gaming Ventures, LLC dba Hollywood Casino Toledo  
TOLG2(37837)06082016  
22A-2016-02031F

**No Probable Cause – Dismiss – continued**

Cinseree Johnson v. Cuyahoga County et al; Woods Cove III, LLC,  
c/o Woods Cove Holdings  
TOLH4(43281)02242016  
22A-2016-01024F

Tri-County Independent Living Center, Inc. v. United Disability Services, Inc.  
AKRB3(38376)06032016  
22A-2016-01990C

Delphine Lee v. WBF Enterprises, Inc. dba Denny's Restaurant  
AKRG3(38390)06152016  
22A-2016-02062F

Sherron Johnson v. Summit Advantage, LLC  
AKR73(38436)07142016  
22A-2016-02296C

Cicily Toney v. Summit Advantage, LLC  
AKR73(38437)07142016  
22A-2016-02297C

Gregory Artis v. Leafilter North, Inc.  
AKR73(38440)07152016  
22A-2016-02300C

Daniel Sadowski v. Sims Buick GMC, LLC  
AKRB3(38451)07252016  
22A-2016-02388C

Lori Ann Tauro v. Macy's Retail Holdings, Inc.  
AKRA3(38454)07272016  
22A-2016-02391C

Jasmyn Davis v. Fair Haven Apartments and Carol Helming and Otto Falkenberg  
AKRH3(38471)07262016  
05-16-5256-8  
22A-2016-02524F

Nelama Lynn Jordan v. Glenn Herron  
AKRH3(38473)06272016  
05-16-5455-8  
22A-2016-02522F

Reginald Floyd v. Akron Board of Education  
AKR73(38494)08262016  
22A-2016-02675C

**No Probable Cause – Dismiss – continued**

Diana Lynn Kunkle v. Heartfelt Homecare, LLC dba Heartfelt Home Health  
AKRH3(38521)09092016  
22A-2016-02742F

Desiree Khreis v. Mercy Health Youngstown, LLC dba St. Elizabeth Boardman – Health  
Center - ER  
AKRG3(38526)09122016  
22A-2016-02784F

Shovanna Hills v. Merriman CCRC, Inc. dba The Merriman  
AKR73(38543)09192016  
22A-2016-02889C

Kelly Bridgen v. Sears Roebuck and Co.  
AKR73(38627)11092016  
22A-2017-00369C

Lundon Boyd v. Penske Logistics LLC  
AKR74(43608)09202016  
22A-2016-02910C

Lundon Boyd v. Penske Logistics LLC  
AKR74(43614)09262016  
22A-2016-02980C

Willie J. Searight v. Cleveland Metropolitan Housing Authority  
AKRH4(43689)11132016  
22A-2017-00453F

Paula Mueller v. Rehab Professionals of Cleveland, Inc.  
CLEB4(43341)04082016  
22A-2016-01468C

Ronald R. Drake, Sr. v. Cuyahoga Metropolitan Housing Authority  
and Arika Bethune-Payne  
CLEH4(43343)04122016  
22A-2016-01472F

Kathleen & James Curtis v. Margaret A. & Raymond A. Leszkowicz  
CLEH4(43345)04122016 AMENDED  
05-16-4768-8  
22A-2016-01477F

Kevin Jackson v. Henkel Corporation  
CLE74(43351)04132016  
22A-2016-01524C



**No Probable Cause – Dismiss – continued**

Brenda L. Harrison v. State of Ohio, Medical Board  
CLE74(43356)04142016  
22A-2016-01538C

Brian Spring v. The PNC Bank Financial Services Group, Inc.  
CLEB4(43418)05272016  
22A-2016-01954C

*\*Commissioner Barreras recused herself from participation in this case.*

Valencia Lesure v. Chipotle Mexican Grill, Inc.  
CLE74(43420)06012016  
22A-2016-01956C

Jonce Mojsoski v. Bridgestone Retail Operations, LLC dba Credit First National  
Association  
CLE74(43522)08012016  
22A-2016-02456C

Heather Coles v. Mansfield City Schools Board of Education  
CLEB4(43532)08082016  
22A-2016-02594C

Joy Elano v. Brookdale Senior Living Inc.  
CLE74(43547)08122016  
22A-2016-02621C

Rafee'a Taylor v. Jack Cleveland Casino LLC  
CLEG4(43560)08192016  
22A-2016-02647F

Scott W. Wilson v. Euclid City School District Board of Education  
CLEA4(43594)09122016  
22A-2016-02772C

Kenya Little v. Con, Inc. #3-079 dba Lost Nation Convenient Store  
CLEG4(43605)08302016  
22A-2016-02884F

Mandy Salaz v. Relentless Recovery, Inc.  
CLEB4(43612)09232016  
22A-2016-02971C

Theodore Wall v. BL Restaurant Operations, LLC dba Bar Louie  
CLE74(43620)09292016  
22A-2017-00005C

Jamal Robinson v. Research Organics, LLC dba SAFC Cleveland  
CLE74(43622)10032016  
22A-2017-00009C

**No Probable Cause – Dismiss – continued**

Sophia Johnson v. Superior Roll Forming Company, Inc.  
CLE74(43630)09302016  
22A-2017-00054C

Crystal Mapunda v. Willowood Care Center of Brunswick, Inc.  
CLEB4(43632)10122016  
22A-2017-00056C

Mark Luthanen v. Village of Fairport Harbor  
CLEE4(43651)10242016  
22A-2017-00203F

Kevin Crawford v. Major Metals Company  
CLE74(43652)10242016  
22A-2017-00204C

Heather Coles v. Mansfield City Schools Board of Education  
CLEB4(43673)11032016  
22A-2017-00339C

Damon L. Harris v. Arhaus, LLC dba Arhaus Furniture  
CLEB4(43676)11082016  
22A-2017-00344C

Michael Ruzicho v. Akron Rebar Co. aka Akron Rebar Company  
CLE74(43701)11172016  
22A-2017-00471C

Larry Atkinson v. Laborers International Union, Local 860  
CLEB4(43702)11172016  
22A-2017-00472C

Shirley Simpson on behalf of Melissa Richberg (deceased) v. The Maharris Group, LLC  
CLEB1(44204)04152016 AMENDED  
22A-2016-01617F

Stan Kluska v. Shirley Brasko, Irene S. Glavies  
CLEH3(38317)04182016 AMENDED  
22A-2016-01543F

James Mahoney, Sr. v. Cleveland Clinic Akron General  
fka Akron General Health System  
CLE73(38320)04182016  
22A-2016-01561C

**No Probable Cause – Dismiss – continued**

LeTisha Underwood v. David Teed Wafle, Teed Wafle & Associates, LLC  
CLEH3(38333)04262016  
05-16-4667-8  
22A-2016-01635F

Sonia V. Cheatham v. Saber Healthcare Group LLC  
CLEB3(38424)07072016  
22A-2016-02248C

Misty Brown v. Bill Netzley Roofing and Rentals  
DAYE6(25575)03212016  
22A-2016-01473F

Steve J. Silverman v. Thoma and Sutton Eyecare Professionals, LLC  
DAYG6(25581)03242016  
22A-2016-01458F

Ray Marcus v. Burrow Paper  
DAY76(25595)04042016  
22A-2016-01368C

Dionelle M. Christian v. Village at the Greene  
DAYB6(25602)04092016  
22A-2016-01718C

Larry Nalls v. Dayton Carpet Liquidators, Inc.  
DAYG6(25603)04112016  
22A-2016-01489F

Ayesha Sherrer v. ERMCI, L.P. dba Eastgate Mall Security, et al.  
DAYG6(25611)04152016  
22A-2016-01689F

Julie A. Lacy v. Xenia License Bureau  
DAYB6(25616)04182016  
22A-2016-01743C

Tsehinesh McNeil v. Rite Aid Corporation  
DAY76(25623)04192016  
22A-2016-01715C

Alicia J. Payne v. Doubleheader LLC dba Big Leagues Haircuts  
DAY76(25628)04212016  
22A-2016-01637C

Jarrod Clements v. BITEC, A Division of Sample Machining, Inc.  
DAY76(25630)04232016  
22A-2016-01686C

**No Probable Cause – Dismiss – continued**

Emmanuel Banda v. Community Concepts, Inc.  
DAY76(25634)04262016  
22A-2016-01688C

Sara Townsley v. Goodwill Easter Seals Miami Valley  
DAY76(25641)04272016  
22A-2016-01869C

Mark A. Howell v. Dana Corporation  
DAY76(25643)04282016  
22A-2016-01720C

Kristy M. Dye v. Opportunities for Ohioans with Disabilities  
DAYB6(25669)05062016  
22A-2016-01861C

Dorothy Jones v. Ohio State University-Lima Campus  
DAY76(25673)05062016  
22A-2016-01862C

*\*Commissioner Barreras recused herself from participation in this case.*

Ashley Taylor v. Rent-A-Center  
DAY76(25674)05072016  
22A- 2016-01839C

Curtis Boykins III v. AK Steel Corporation  
DAY76(25688)05112016  
22A-2016-01981C

Dorothy Smith v. Dr. Mjueeb Ranginwala, Inc.  
DAYE6(25707)05192016  
22A-2016-01982F

Lea Robertson v. Cincinnati Public Schools  
DAY76(25726)06022016  
22A-2016-02068C

Richard Reeves v. Sentrilock, LLC  
DAYA6(25831)08032016  
22A-2016-02514C

Salka Barca v. Cincinnati Children's Hospital Medical Center  
DAY76(25839)08082016  
22A-2016-02557C

Sekou Causey v. Hillandale Nursing Care, Ltd dba Doverwood Village  
DAY76(25891)09012016  
22A-2016-02872C

**No Probable Cause – Dismiss – continued**

David Johnson v. Emerald Hilton Davis, LLC  
DAY76(25904)09082016  
22A-2016-02930C

Karlene Capozzolo v. Norfolk Southern Railway Company  
DAY76(25906)09082016  
22A-2016-02937C

Ronda Jones v. RMS of Ohio, Inc.  
DAYA6(25918)09132016  
22A-2016-02928C

Edward Williams v. Sawbrook Steel Castings Company LLC  
DAY76(25992)10202016  
22A-2017-00366C

Kimberly Gilreath v. Howdy Car Wash  
DAY76(25994)10202016  
22A-2016-00367C

Linley Pickett v. Lima Umadaop  
DAY72(37752)04222016  
22A-2016-01606C

**MOTION by Commissioner Barreras to approve the January 12, 2017 Confirmation Agenda. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES – with noted recusals</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</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**

**Appearance 1**

**Commissioners' Agenda – Week 2, Page 2, Item II-A**

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

Barbara Lukez v. Greater Cleveland Regional Transit Authority  
CLE74(43425)06062016  
22A-2016-01996C

Both parties were present to discuss the case.

**MOTION by Commissioner Barreras to uphold the Regional finding of No Probable Cause - Dismiss. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**Appearance 2**

**Commissioners' Agenda – Week 2, Page 2, Item II-A**

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

Charlene Saleem-Jeffries v. City of Cleveland, Department of Building and Housing, and Michael Ward, Inspector  
AKRH4(43278)02242016  
22A-2016-01028F

Both parties were present to discuss the case.

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**Appearance 3**

**Commissioners' Agenda – Week 4, Page 3, Item IV-A**

**Administrative Law Judge Recommendation: Issue Cease and Desist Order**

Theresa Sylvia Cordero v. Wilkshire Day Care, Inc. dba Through The Years Child Center  
AKRB3(37534)07092014  
22A-2014-02502  
Complaint Number: 15-EMP-AKR-37534

Theresa Sylvia Cordero v. Wilkshire Day Care, Inc. dba Through The Years Child Center  
AKR71(41423)11142014  
22A-2015-00423C  
Complaint Number: 15-EMP-AKR-41423

All parties were present to discuss the case.

**MOTION by Commissioner Barreras to adopt the Administrative Law Judge's Report and Recommendation in the foregoing captioned cases and reject the Respondent's Statement of Objections. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Singh to take a recess. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

#### **Appearance 4**

**Commissioners' Agenda – Week 4, Page 2, Item II-A**

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

Lisa Cummings-Elmore v. Dayton Public Schools  
DAY76(25492)02042016  
22A-2016-01088C

Both parties were present to discuss the case.

**MOTION by Commissioner Cespedes 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 William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**Appearance 5**

**Commissioners' Agenda – Week 4, Page 2, Item II-A**

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

Lisa Cummings-Elmore v. Dayton Public Schools  
DAY76(25563)02042016  
22A-2016-01257C

Both parties were present to discuss the case.

**MOTION by Commissioner Cespedes 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 William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 1**

**Page 1 of 1**

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

Paul Groce v. Z & Z Flea Market, LLC dba Westland Flea Market  
COLG3(38381)06062016  
22A-2016-02339F

Roy Joshua v. The Ohio State University  
COL71(44024)02162016  
22A-2016-00999C

*\*Commissioner Barreras recused herself from participation in this case.*

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES – with noted recusal</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 2**

**Page 1 of 1**

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

Meredith Ann Cook v. Sylvania City School District Board of Education  
TOLB2(37578)02012016 AMENDED  
22A-2016-00842C

Paul Lawson v. Nancy Naugle  
CLEH4(43349)02292016  
22A-2016-01522F

Fair Housing Advocates Association v. Nancy Naugle  
CLEH4(433509)02292016  
22A-2016-01523F

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

Ronald Spears v. Exel, Inc.  
TOL72(37592)02102016  
22A-2016-00911C

**MOTION by Commissioner Cespedes to adopt the staff findings in the remaining 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 William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 3**

**Page 1 of 1**

**1. Respondent's Request – Deny**

Catherine Stewart v. Buckeye Community Thirty Five, LP  
Kenmore Place Apartments, Linda Collins and RLJ Management  
Company, Inc.  
AKRH3(38355)04282016  
05-16-4945-8  
22A-2016-01650F

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

Oi Ling Datchuk v. Robert Datchuk, TJ Weyls, Weyls, Weyls  
Peters and Chuparkof, LLC  
CLEH3(38255)03082016  
22A-2016-01145F

Mark Allen Miller v. Aramark Facilities Services, LLC  
CLEA4(43428)06072016  
22A-2016-01999C

**MOTION by Commissioner Barreras 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 William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**COMMISSIONERS' AGENDAS**

**Commissioners' Agenda for Week 4**

**Page 1 of 1**

**1. Respondent's Request – Deny**

Amanda Roberts v. State of Ohio, Department of Rehabilitation and Correction,  
Correction Reception Center  
COL71(44035)02192016 AMENDED  
22A-2016-01708C

Travis DeCoster v. Darion Trott  
COLH1(44299)05022016 AMENDED  
05-16-4994-8  
22A-2016-02352F

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

Emir Aden Dini v. The PNC Financial Services Group, Inc.  
COL71(44244)05092016 AMENDED  
22A-2016-02001C

*\*Commissioner Barreras recused herself from participation in this case.*

D. Leigh Freter v. State of Ohio, Department of Developmental Disabilities  
COLA1(44250)05132016  
22A-2016-01890C

**3. No Jurisdiction – Dismiss**

Timothy S. Keil v. Lutheran Social Services  
COLH1(44819)12162016  
22A-2017-00892F

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES – with noted recusal</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

Chairman Hubert announced that Wright State University has extended an invitation to the OCRC to hold a public meeting on its campus. The Commissioners discussed possible dates.

**MOTION by Commissioner Barreras to hold the March 16, 2017 public meeting of the Ohio Civil Rights Commission on the campus of Wright State University. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

Chairman Hubert and Commissioners reviewed the following proposed Commission Meeting Dates for 2018

January 11, 2018  
February 1, 2018  
February 22, 2018  
March 15, 2018  
April 5, 2018  
April 26, 2018  
May 17, 2018  
June 7, 2018  
June 28, 2018  
July 26, 2018  
August 16, 2018  
September 6, 2018  
September 27, 2018  
October 25, 2018  
November 15, 2018  
December 13, 2018

**MOTION by Commissioner Barreras to approve the proposed Commission meeting dates for 2018. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</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 updated Commissioners in the matter of *GMS v. OCRC*. *GMS* has filed a petition for the Supreme Court of Ohio. The Attorney General's Office will be filing a Memorandum in Opposition. Ms. Anthony will keep the Commissioners updated on this matter.

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

Chief Legal Counsel Stephanie Demers welcomed Keith McNeil back to the office and complimented the thorough work of Regina Freeman and the Dayton Regional Office on two of today's appearance cases: *Lisa Cummings-Elmore v. Dayton Public Schools*. She reminded the Commissioners about the 5<sup>th</sup> Annual Martin Luther King CLE, which OCRC sponsors, in conjunction with the Columbus Bar Association. The event is January 27, 2017, and she will forward an informational flyer to the Commissioners.

Finally, Ms. Demers reported that Governor Kasich signed into law HB 463, the mortgage bill, which brings changes to Ohio's Fair Housing laws. She is putting together a fact summary sheet, which she will forward to staff and Commissioners. The changes to the laws will become effective on April 5, 2017, which will necessitate training, possible rule amendments and changes to OCRC publications and printed materials.

## **Report from Executive Director**

Executive Director G. Michael Payton started his report by presenting a brief history of HB 463.

Next, Director Payton informed Commissioners that the 2016 financial disclosure statements are now available for filing on the Ohio Ethics Commission's website.

Lastly, Director Payton remembered the life of Mansfield Police Chief Lawrence Harper. Chief Harper recently passed away at the age of 90 after serving the city as a police officer for over 54 years. Director Payton suggests that Chief Harper's historic service and magnificent story could possibly earn him consideration for induction to the Ohio Civil Rights Hall of Fame.

## **Remarks**

Chairman Hubert and Commissioners wished the staff a Happy New Year and once again welcomed Keith McNeil back to the office.

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>ABSENT</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:07PM.

  
Commissioner \* \* \*