



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

February 2, 2017

**Executive Conference & Training Center
Vern Riffe 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 William Patmon III
Commissioner Lori Barreras
Commissioner Madhu Singh
Commissioner Juan Cespedes

A quorum was present.

OCRC Staff Present:

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/Director of Operations; Stephanie Demers, Chief Legal Counsel, Desmon Martin, Director of Enforcement and Compliance; Mary Turocy, Director of Public Affairs and Civic Engagement; Ronnell Tomlinson, Director of Housing Enforcement and Alternative Dispute Resolution; Aman Mehra, Columbus Regional Director; Darlene Newbern, Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Norman Gibson, Dayton Regional Director; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; Sharon Tassie, Assistant 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 January 12, 2017 minutes. Second by Commissioner Cespedes.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	ABSTAIN
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

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

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

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

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

Mark Luthanen v. Village of Fairport Harbor
CLEA4(43651)10242016
22A-2017-00203C

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

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

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

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

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

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

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

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

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

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

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

Sheko Poteete v. Neville Apartments, LLC
AKRH3(38411)06242016
22A-2016-02144F

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

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

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

Joseph Jordan v. Federal Express Corporation
COLB1(41305)10082014 AMENDED
22A-2015-00703C
Complaint No. 15-EMP-COL-41305

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

Laneeka King v. Kelly B. Deskins
DAYH6(25056)05122015
05-15-1059-8
22A-2015-01991F
Complaint No. 16-HOU-DAY-25056

Jasman Walton v. Rott Acquisitions, LLC and Shannon Rott
DAYH6(25446)11122015
05-16-0118-8
22A-2016-00784F
Complaint No. 16-HOU-DAY-25446

5. Probable Cause – Schedule Conciliation

Samantha Bennett v. True Management, LLC
COLG1(44494)08182016
22A-2017-00084F

Linda Gerdeman v. East Garden Apartments; Deardorf Property Management, Inc.;
Archbold Limited Partnership L.P.; Lori Grate, General Property Manager; Sadie Bishop,
Regional Manager
TOLH2(37708)04042016
05-16-4517-8
22A-2016-01353F

**Split Determination: Probable Cause regarding failure to accommodate (denial of service animal) and harassment; No Probable Cause regarding failure to accommodate moving and on the eviction issue*

Housing Research & Advocacy Center v. Marlene Medley, Anncor Co. Inc.
CLEH4(43382)05032016
05-16-4666-8
22A-2016-01723F

Housing Research & Advocacy Center v. John E. Brooks, 6406 Bradley Avenue LLC
CLEH4(43391)05102016
05-16-6853-8
22A-2016-01787F

**Split Determination: Probable Cause regarding unlawful rental application; No Probable Cause regarding security deposit quotes*

Barbara B. Smith v. Richard A. Bovaro, Realty Consultants, Ltd., Gina (LNU), Neringa
Nyznyk
CLEH4(43398)05112016
05-16-4805-8
22A-2016-01821F

**Split Determination: Probable Cause against Respondents Richard A. Bovario, Gina (LNU) and Realty Consultants, Ltd; No Probable Cause against Respondent Neringa Nyznyk*

Probable Cause – Schedule Conciliation - continued

Marquita Jones v. Dish One Up Satellite, Inc. dba Dish1Up Satellites
CLE74(43490)07122016
22A-2016-02275C

**Split Determination: Probable Cause regarding issue of harassment; No Probable Cause regarding termination*

Shyunte Dabney v. Dish One Up Satellite, Inc. dba Dish1Up Satellites
CLE74(43507)07252016
22A-2016-02419C

**Split Determination: Probable Cause regarding issue of harassment; No Probable Cause regarding termination*

Henry Lucas v. United Parcel Service
DAY76(25636) 04262016
22A-2016-01719C

6. Issue Formal Complaint

Christopher Stutz v. Kirk and Charlotte Burton, Owners; Emerald Garden Apartments
TOLH6(25518)02182016
05-16-4521-8
22A-2016-01129F

Paul Lawson v. Nancy Naugle
CLEH4(43349)02292016
05-16-4621-8
22A-2016-01522F

Fair Housing Advocates Association v. Nancy Naugle
CLEH4(43350)02292016
05-16-4622-8
22A-2016-01523F

Vondricka Huff v. Walgreen Co.
CLEB4(43385)05062016
22A-2016-01745C

Annie Nelson v. J&B Auto Group, LLC
CLEG4(43554)08172016
22A-2016-02627F

Mikeyoun Shackelford v. KinderCare Education, LLC dba KinderCare Learning Center
DAYB6(25574)03212016
22A-2016-01476C

7. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause

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

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

Phillip L. Thompson v. Global Technical Recruiters
TOL72(38015)09152016
22A-2016-02841C

Tierra Thomas v. City of New Philadelphia, Tuscora Park
AKRG3(38425)07072016
22A-2016-02258F

Linda Harshman v. Associated Property Management LLC & Liberty Bell Condominium Owner's Association
AKRH4(43492)07122016 AMENDED
05-16-5811-8
22A-2016-02286F

Freddie Price v. Marla Moore-Southers & Peggy Moore
ADRH6(25955)09232016
05-16-5450-8
22A-2017-00406F

9. Withdrawal of Charge with Settlement

April Davis v. InTown Suites, Tiffany Brownlow, Zac Sanders, Anthony, and Connie
COLH1(44589)09272016
05-16-06031-8
22A-2017-00414F

Veloria Turner v. Slate Ridge Commons; and Rita (Last Name Unknown)
COLH1(44630)10182016
05-16-5874-8
22A-2016-00591F

Janine Petry v. One White Whisker, LLC
TOL72(37729)04112016
22A-2016-01478C

Withdrawal of Charge with Settlement – continued

Christine Daigre v. Hexion Inc.
COLB1(44734)11232016
22A-2017-00900C

Dana Harrison v. AllianceOne Receivables Management, Inc.
TOL72(37896)07142016 AMENDED
22A-2016-02282C

Delores R. Montgomery v. BioEnterprise Corporation
TOL72(38093)09202016
532-2016-02178C

Crystal McBride v. Allstate Insurance Company
AKR73(38486)08152016
22A-2016-02655C

Fran Hinkle v. Julie Ann Hurd
CLEH3(38362)05182016
05-16-6836-8
22A-2016-01840F

Brenda Brown c/o Woodrow Walker v. Ohio Presbyterian Retirement Services, Rockynol
Retirement
CLEH3(38382)06072016 AMENDED
22A-2016-02021F

Natalie J. Middleton v. United Electrical Radio Machine Workers of America
DAY76(25931)09202016
22A-2016-02934C

Traci Gibson v. Buckle Clothing Stores
DAYG6(25970)10132016
22A-2017-00308F

Anita Phelia v. Buckle Clothing Stores
DAYG6(25979)10132016
22A-2017-00362F

Shawanda Early v. Buckle Clothing Stores
DAYG6(25980)10132016
22A-2017-00361F

Mothlaire Theodore v. Gwynnie Bee
ADR71(44441)08082016
22A-2017-00110C

Withdrawal of Charge with Settlement – continued

Mothlaire Theodore v. Gwynnie Bee
ADR71(44529)09072016
22A-2017-00137C

Jeanette Jones v. Aramark Corporation
ADRA1(44578)09262016
22A-2017-00483C

DeNece R. Richardson v. Byesville Heating and Cooling Products
ADRB1(44586)09262016
22A-2017-00411C

Cheryl Berk v. Bexley Campus Apartments, LLC
ADRH1(44704)11042016
05-17-6013-8
22A-2017-00588F

Steven Schoch v. Park Terrace Apartments; Park Terrace Apartments Ohio LLC;
Princeton Management Services LLC; Princeton Enterprises LLC; Karlene Lehman, Vice
President, Princeton Enterprises LLC
ADRH2(38085)10262016
05-17-6073-8
22A-2017-00235F

Cheyenne Pitts v. The Flats at Douglas; APM Management; Manager Darren Kummerer;
Diamond (Inu); Mindy Soto
ADRH2(38113)11042016
22A-2017-00309F

Elizabeth K. Campbell v. Firelands Regional Medical Center
ADRB2(38119)11092016
22A-2017-00351C

Alisha Sutton-Harris v. Mercy Health Center
ADRB2(38135)11162016
22A-2017-00419C

Lakesha Lightner v. Catholic Club
ADR72(38154)11252016
22A-2017-00546C

Christopher A. Perkins v. The Fred W. Albrecht Grocery Company
ADRA2(38207)10262017
22A-2017-00763C

Withdrawal of Charge with Settlement – continued

Lisa DelGuzzi v. King's Family Restaurant
ADRB3(38586)10182016
22A-2017-00312C

Joe Gyurgyik v. Western Reserve Lawn & Yard Care
ADRE4(43650)10242016
22A-2017-00202F

Samuel Goodwater v. CrossCountry Mortgage
ADR74(43692)11112016
22A-2017-00438C

Dennis Lewis v. Spaghetti Warehouse
ADR73(38651)11232016
22A-2017-00551C

Joshua Torres Colon v. Stoneworks
ADR74(43722)12052016
22A-2017-00661C

Alton Bailey v. Northeast Ohio Regional Sewer District
ADR74(43724)12062016
22A-2017-00663C

10. Withdrawal of Charge – Grant

Patricia London v. Mercy St. Vincent Medical Center
TOL72(37757)04252016
22A-2016-01614C

Travesteen Lawson v. Mondelez Global LLC
TOL72(37871)06302016
22A-2016-02196C

Wanda Marrow v. Alta Care Group, Inc.
AKR73(38542)09192016
22A-2016-02888C

Miami Valley Fair Housing Center, Inc. v. Carl & Sherry Hussong, Owners
DAYH6(26114)12092016
22A-2017-00795F

Valuda Stout v. Franklin Woods Nursing and Rehab
ADR71(44562)09202016
22A-2017-00244C

Withdrawal of Charge – Grant – continued

Duane A. Landrum v. Kay Jewelers
ADR71(44591)09302016
22A-2017-00029C

Charnelle Hagans v. Sherwin Williams
ADRB6(26084)11302016
22A-2017-00769C AMENDED

11. No Jurisdiction – Dismiss XNJ

Jack R. Stewart v. Multiple Neighbors
COLH1(44454)07122016
22A-2017-00941F

Sarah Silver v. Mango's Place
COLE1(44569)09222016
22A-2017-01051F

Andrea Inman v. Educational Solutions
COLE1(44689)11072016
22A-2017-01053F

Marshelle Payne v. Columbus City Schools
COLE1(44692)11082016
22A-2017-01135F

Marlin Paul Wilson II v. Buckingham Coal Company, LLC
COLE1(44705)11162016
22A-2017-00596F

Gladys Hullum v. Trinity Lutheran Seminary
COLG1(44721)11182016
22A-2017-00704F

Monique Galloway v. Westland High School Athletic Department
COLE1(44739)11292016
22A-2017-01136F

Shelia Carroll v. The Salvation Army
COLE1(44742)11302016
22A-2017-00682F

Donald Robinson v. Land Art, Inc.
TOLE2(38090)10262016
22A-2017-00240F

No Jurisdiction – Dismiss XNJ - continued

Deja Jones v. Akron General Medical Center
AKRE3(38618)11052016
22A-2017-00330F

Michael Venosdle v. Crossroads Hospice of Northeast Ohio, LLC
AKRE3(38655)11282016
22A-2017-00600F

Lisa Butler v. George Wagonner
AKRH3(38681)11302016
05-17-6293-8
22A-2017-00772F

Jeffrey Leikin v. Nurenberg, Paris, Heller & McCarthy, LPA
CLEE4(43716)11282016
22A-2017-00607F

Betsy Amador Ramos v. Family Promise of Lorain County
CLEE4(43729)12072016
22A-2017-00750F

Linda Sellers v. National Church Residences, Jo Stanovcak
CLEH4(43743)12122016
22A-2017-00834F

Curtis Wolfe v. Owner's Management Company
CLEE4(43775)11232016
22A-2017-00933F

Roy Grissom v. Koch Foods
DAYE6(25664)05032016
22A-2017-00994F

William Cannon-El v. Meyer Tool, Inc.
DAYE6(25787)07072016
22A-2017-00992F

Feliecha Hurst v. Express Employment Professionals
DAYE6(25833)07282016
22A-2017-00993F

12. Administrative Closure

Alia Ann Kadri v. Toledo Lucas County Health Department
TOL72(37762)04272016 AMENDED
22A-2016-01630C

Administrative Closure - continued

Cheryl Hughey v. Mayor Gary V. Gottschalk and Village of Oakwood
AKRH4(43731)12082016
05-17-6632-8
22A-2017-00720F

Housing Research & Advocacy Center v. Mayor Gary V. Gottschalk and Village of
Oakwood
AKRH4(43732)12082016
05-17-6631-8
22A-2017-00721F

13. No Probable Cause – Dismiss

Walter Gene McQuirt v. Luxottica Retail North America Inc.
COLB1(44166)03302016
22A-2016-01788C

Atif Khan v. LC Paddock Management/Lifestyle Communities: The Falls at Hayden
COLH1(44229)04282016
05-16-4650-8
22A-2016-01834F

Luvenia Williams v. IHG America LLC, dba Candlewood Suites
COL71(44261)05202016
22A-2016-01885C

Jacqueline E. Carter v. Franklin County Children's Services
COL71(44346)06302016
22A-2016-02314C

Lisa A. Bebley-Walker v. State of Ohio, Department of Mental Health & Addiction
Services
COL71(44378)07122016
22A-2016-02376C

Michael Adkins v. Ardent Communities
COLH1(44381)06282016 AMENDED
22A-2016-02366F

Huegene Reed v. PNC Bank, National Association
COLB1(44395)04052016
532-2016-01215

Robynne Lawrence v. Banyan Capital Partners, LLC
COLA1(44397)03222016 AMENDED
532-2016-01145

No Probable Cause – Dismiss – continued

John S. Gifford v. State of Ohio, Department of Rehabilitation and Correction
COL71(44399)05032016
532-2016-01308

Shahiydullah A. BinRaymond v. Weltman, Weinberg & Reis Co., LPA
COL71(44402)07182016
22A-2016-02570C

Kevin Stephens and Jennifer Stephens v. Tiger Realty dba Best Rentals; and Larry Katz,
Rental Manager
COLH1(44428)05302016 AMENDED
05-16-4991-8
22A-2016-02582F

Shahiydullah A. BinRaymond v. Weltman, Weinberg & Reis Co., LPA
COL71(44482)08192016
22A-2017-00164C

Cleaster White v. Central Ohio Transit Authority (COTA)
COLG1(44509)08302016
22A-2017-00162F

Walter Gene McQuirt v. Luxottica Retail North America Inc.
COLB1(44518)05242016
846-2016-18972C

Sam Frank Anderson v. Century Insurance Group, Inc., a division of Meadowbrook
Insurance Group, Inc.
COL71(44522)09022016
22A-2017-00065C

Sue Ann Ruth v. J.P. Morgan Chase Custody Services, dba JP Morgan Chase & Co.
COLB1(44581)09262016
22A-2017-00218C

Bambi L. Lemley v. Rusted Nail, LLC
COLA1(44587)09272016
22A-2017-00216C

Audra E. Harris v. State of Ohio, Ohio Department of Rehabilitation and Correction
COL71(44620)10142016
22A-2017-00491C

Rosa M. Jones v. OhioHealth Corporation
COLA1(44623)10182016
22A-2017-00461C

No Probable Cause – Dismiss – continued

April D. Netus v. Nationwide Children's Hospital
COL71(44638)10202016
22A-2017-00462C

Neibert Nicole Chester v. Laurel Health Care Company of Worthington dba The Laurels
of Worthington
COL71(44658)11022016
22A-2017-00646C

Teresa J. Long v. State of Ohio, Ohio Department of Rehabilitation and Correction
COL71(44668)11012016
22A-2017-00694C

Neibert Nicole Chester v. Laurel Health Care Company of Worthington dba The Laurels
of Worthington
COL71(44678)11042016
22A-2017-00645C

Raphael I. Lilly v. State of Ohio, Ohio Department of Rehabilitation and Correction
COL71(44696)11152016
22A-2017-00684C

Gabriel Gudorf and Adam George v. Niccole Joyce, Manager; Linda Myers, Leasing;
Aquaneta (Last Name Unknown), Neighbor; T&R Properties, Inc.; and Bayberry Cove
Apartments
COLH6(25723)06022016
05-16-6001-8
22A-2016-01980F

Patricia Orzechowski v. Meadow Creek Apartments; Ann Felix, Community Manager;
Meadow Creek Limited Partnership; Miller-Valentine Group
TOLH2(37685)03232016
05-16-4444-8
22A-2016-01276F

Linda Gerdeman v. East Garden Apartments; Deardorf Property Management, Inc.;
Archbold Limited Partnership L.P.; Lori Grate, General Property Manager; Sadie Bishop,
Regional Manager
TOLH2(37708)04042016
05-16-4517-8
22A-2016-01353F

**Split Determination: Probable Cause regarding failure to accommodate (denial of service animal) and harassment; No Probable Cause regarding failure to accommodate moving and on the eviction issue*

Jason M. Mahaffey v. FedEx Ground Package System, Inc.
TOLA2(37720)04062016
22A-2016-01402C

No Probable Cause – Dismiss – continued

Victor Simbo v. FCA US LLC
TOL72(37723)04072016
22A-2016-01437C

Victoria Brown v. City of Toledo, Division of Solid Waste
TOL72(37733)04142016
22A-2016-01515C

Annee L. Mueller v. Securitas Security Services USA, Inc.
TOLB2(37735)04152016
22A-2016-01518C

Denise Hass v. Sylvania City Schools District
TOL72(37738)04182016
22A-2016-01528C

Chris Ellis v. Securitas Security Services, USA, Inc.
TOL72(37740)04142016
22A-2016-01546C

Sara Katafiasz v. Lucas County Department of Job and Family Services
TOLB2(37741)04152016
22A-2016-01549C

Lula M. Barnes v. Heritage Inn of Toledo, L. L. C. dba Toledo Staybridge Suites
TOL72(37742)04192016
22A-2016-01552C

Doug E. Fickel v. Johns Manville
TOLB2(37747)04202016 AMENDED
22A-2016-01563C

Brad E. Rowland v. Toledo Molding & Die, Inc.
TOL72(37748)04202016
22A-2016-01564C

Sherris Anne Schwind v. The University of Toledo
TOL72(37763)04272016
22A-2016-01631C

Tammy Sue Miller v. Board of Education of the Sylvania School District
TOLB2(37764)04282016
22A-2016-01632C

Sharnelle Spearman v. CGS Signs, LLC dba CGS Imaging
TOL72(37765)04282016
22A-2016-01644C

No Probable Cause – Dismiss – continued

Raynard Armstrong v. Sunoco, Inc. dba APlus Convenience Store
TOLG2(37766)04282016
22A-2016-01645F

Russell McEwen v. Sun Federal Credit Union
TOL72(37767)04292016
22A-2016-01648C

Robert Jacksy, Jr. v. Metropolitan Park District of the Toledo Area
TOLB2(37768)04292016
22A-2016-01649C

Sharon Hill v. MNM Transportation
TOLG2(37769)04302016
22A-2016-01666F

Sharon Hill v. TARPS Paratransit
TOLG2(37770)04302016
22A-2016-01667F

Cathy Flanagan v. Northwest Ohio Psychiatric Hospital
TOL72(37842)06102016
22A-2016-02036C

Sharon Hill v. TARTA/TARPS
TOLG2(37901)07182016
22A-2016-02306F

Zakiya Robinson v. NVR, Inc. dba Ryan Homes; Melissa North, Sales Agent; Paul
Wishnok, District Manager
TOLH6(25608)04122016
22A-2016-01559F

Housing Opportunities Made Equal (HOME) v. Midwest Properties of Cincinnati, LLC;
Dennis LNU
TOLH6(25638)04152016
05-16-4585-8
22A2016-01680F

Donnell Jernagin v. Combi Packing Systems, LLC
AKR73(38402)06212016 AMENDED
22A-2016-02131C

Pariss Yarbrough v. Family Dollar Stores of Ohio, Inc.
AKR73(38435)07132016
22A-2016-02295C

No Probable Cause – Dismiss – continued

Mark Wise v. 7364-7388 Seymour, LLC and Mark R. Fowler
AKRH3(38458)08012016
05-16-5454-8
22A-2016-02442F

Irisa Flowers v. Mill Creek Metropolitan Park District
AKRB3(38464)08042016
22A-2016-02528C

Kathy Kortes v. General Motors, LLC
AKR73(38475)08082016
22A-2016-02535C

Elvira Evans v. Weatherchem Corporation dba Mold-Rite Plastics
AKR73(38480)08102016
22A-2016-02558C

June Day v. True North Management, LLC
AKRA3(38504)08302016
22A-2016-02685C

Grace Cobham-Inem v. Greenview Living Inc.
AKR73(38509)08312016
22A-2016-02694C

Tyra Kremling v. State of Ohio, Department of Rehabilitation and Correction
AKRA3(38516)09062016
22A-2016-02735C

Jane E. Hake v. State of Ohio, Department of Rehabilitation and Correction
AKRA3(38535)09122016
22A-2016-02875C

Thomas J. Reke v. Azteca of Akron LLC dba Azteca Mexican Restaurant
AKRG3(38554)09222016
22A-2016-02923F

Leisa C. Cephas v. Astoria SNF, Inc. Db a Astoria Skilled Nursing and Rehabilitation
AKR73(38558)09262016
22A-2016-02982C

John Dyer v. Homesite Group Incorporated
AKRB3(38565)10042016
22A-2017-00030C

No Probable Cause – Dismiss – continued

Eena R. Jones v. Jo-Ann Stores, LLC
AKR73(38592)10252016
22A-2017-00219C

Freddie A. Jones v. Congregation of the Divine Spirit dba House of Loreto
AKR73(38593)08302016
532-2016-02091C

Loutan Wilson v. Marriott International, Inc. dba Fairfield Inn
AKRA3(38608)11032016
22A-2017-00317C

Arthur Lace v. Summa Western Reserve Hospital, LLC dba Western Reserve Hospital,
LLC
AKRA3(38648)11212016
22A-2017-00529C

Mark Chrestay v. State of Ohio, Department of Mental Health and Addiction Services,
Northcoast Behavioral Healthcare
AKRA4(43551)08152016
22A-2016-02651C

Anthony W. Capitos v. Northlake 15031 Madison I, LLC and Daniel Rothstein
CLEH4(43381)05022016
22A-2016-01698F

Housing Research & Advocacy Center v. John E. Brooks, 6406 Bradley Avenue LLC
CLEH4(43391)05102016
05-16-6853-8
22A-2016-01787F

**Split Determination: Probable Cause regarding unlawful rental application; No Probable Cause regarding security deposit quotes*

Barbara Pope v. Sensical, Inc.
CLEB4(43396)05132016
22A-2016-01819C

Barbara B. Smith v. Richard A. Bovaro, Realty Consultants, Ltd., Gina (LNU), Neringa
Nyznyk
CLEH4(43398)05112016
05-16-4805-8
22A-2016-01821F

**Split Determination: Probable Cause against Respondents Richard A. Bovario, Gina (LNU) and Realty Consultants, Ltd; No Probable Cause against Respondent Neringa Nyznyk*

Teresa Ellison v. The HC Companies, Inc.
CLEB4(43400)05182016
22A-2016-01843C

No Probable Cause – Dismiss – continued

Linette Eady v. Lake Shore Associates, Showe Management Corp., and Dan Rayle
CLEH4(43406)05242016
22A-2016-01881F

Gerri Hollowell v. JACK Cleveland Casino, LLC
CLEG4(43426)06062016
22A-2016-01997F

Arlene Rodgers, obo Carter Garner v. Robishaw, Inc. dba Stepping Stones Child
Development Center
CLEG4(43487)07082016
22A-2016-02249F

Marquita Jones v. Dish One Up Satellite, Inc. dba Dish1Up Satellites
CLE74(43490)07122016
22A-2016-02275C

**Split Determination: Probable Cause regarding issue of harassment; No Probable Cause regarding termination*

Michael Gorny v. State of Ohio, Department of Rehabilitation and Correction
CLE74(43504)07212016
22A-2016-02398C

Ivan Susic v. Lowe's Home Centers, LLC
CLEG4(43505)07212016
22A-2016-02399F

Shyunte Dabney v. Dish One Up Satellite, Inc. dba Dish1Up Satellites
CLE74(43507)07252016
22A-2016-02419C

**Split Determination: Probable Cause regarding issue of harassment; No Probable Cause regarding termination*

Aubrey Morgan v. City of Cleveland, Department of Port Control
CLEA4(43557)08172016
22A-2016-02644C

Marino Watts v. City of Cleveland, Department of Port Control
CLE74(43570)08302016
22A-2016-02700C

Erin Hosey v. U.S. Security Associates, Inc.
CLEB4(43573)08302016
22A-2016-02712C

James Hoover v. The MetroHealth System
CLEA4(43595)09132016
22A-2016-02773C

No Probable Cause – Dismiss – continued

Katherine Betts v. RFD Beaufort, Inc. dba Survitec Group
CLE74(43600)09162016
22A-2016-02879C

Maria Marentes v. Jergens, Inc.
CLE74(43602)09142016
22A-2016-02881C

Selena Freeman v. Argonne Automotive, LLC dba Lube Stop
CLEG4(43609)09202016
22A-2016-02906F

Maurice Collins v. Sherwood Food Distributors
CLE74(43610)09212016
22A-2016-02907C

Jolonda Costella v. TMD WEK North, LLC
CLEB4(43613)09252016
22A-2016-02972C

Deborah Solomon v. Altercare of Mayfield Village, Inc.
CLEA4(43617)09282016
22A-2016-02979C

Lynette Hicks-Gray v. New York Frozen Foods Inc.
CLEB4(43636)10142016
22A-2017-00100C

Rose Mullet v. OneMain Financial of Ohio, Inc.
CLEF4(43640)10172016
22A-2017-00120F

Robert Pride v. Young Men’s Christian Association of Mansfield, Ohio
CLEG4(43668)10282016
22A-2017-00263F

Deborah Solomon v. Altercare of Mayfield Village, Inc.
CLEA4(43671)11022016
22A-2017-00337C

Poongothi Jayaraj v. Community Action Against Addiction
CLEA4(43674)11062016
22A-2017-00342C

Katrina Williams-Herndon v. Lorain County Department of Job & Family Services
CLE74(43678)11082016
22A-2017-00346C

No Probable Cause – Dismiss – continued

Antonio Craddock v. The Centers for Families and Children
CLEG4(43687)11082016
22A-2017-00433F

Steve Wareham v. Commercial Cleaning Enterprises, LLC
CLE74(43730)12072016
22A-2017-00751C

Robert Henderson v. Fuyao Glass, Inc.
DAYB6(25598)04062016
22A-2016-01490C

Julie Farris v. Thyssenkrupp NA
DAY76(25619)04162016
22A-2016-01678C

Anthony R. Arment v. Central State University
DAY76(25624)04202016
22A-2016-01676C

Jeff A. Everetts v. Kelloggs Sales Company
DAYB6(25658)05032016
22A-2016-01762C

LaShawnita Goodwin v. Rescare Ohio, Inc..
DAY76(25683) 05112016
22A- 2016-01851C

Alexis A. Figueroa v. The Hillman Group, Inc.
DAYB6(25690)05132016
22A-2016-01913C

Paula Harnist v. Cincinnati State Tech & Community College
DAYA6(25720) 05252016
22A-2016-02044C

Sean P. Dougherty v. AmeriCredit Financial Services, Inc. dba GM Financial
DAYB6(25728)06072016
22A-2016-02046C

Robin Hamilton v. Horizon Home Health Care, LLC
DAYB6(25733)06082016
22A-2016-02449C

No Probable Cause – Dismiss – continued

Laquisa Harrison v. Bethesda North Tri-Health
DAY76(25735) 06102016
22A-2016-02076C

Pamela R. Thomas v. Dayton Public Schools
DAYB6(25745) 06142016
22A-2016-02150C

Russell Johnson v. Montgomery County Sheriff's Office
DAY76(25769)06282016 AMENDED
22A-2016-02307C

M. Bassem Rayess v. Kroger
DAYG6(25827) 08012016
22A-2016-02543F

Guy S. Dunlap v. Kroger Marketplace
DAYG6(25939) 09262016
22A-2017-00045F

Bendir Fall v. Cincinnati Children's Hospital Medical Center
DAY76(25964)10062016
22A-2017-00307C

Paula Clifford v. Vantiv Inc.
DAYA6(25986)10172016
22A-2016-00305C

Brandon Williams v. Fifth Third Bank
DAY71(44254)05162016
22A-2016-02173C

MOTION by Commissioner Barreras to approve the February 2, 2017 Confirmation Agenda. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

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 1, Item II-A

Recommendation Upon Reconsideration: Reverse No Probable Cause to Probable Cause - Schedule Conciliation

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

Upon review of Charging Party's Request for Reconsideration, staff recommended the Commission reverse the finding of No Probable Cause to Probable Cause – Schedule Conciliation. Both parties were present to discuss the case.

MOTION by Commissioner Barreras to reverse the Regional finding of No Probable Cause to Probable Case – Schedule Conciliation. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

MOTION by Commissioner Patmon to take a recess. Second by Commissioner Cespedes.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

MOTION by Commissioner Patmon to return to public session. Second by Commissioner Cespedes.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

Appearance 2

Commissioners' Agenda – Week 3, Page 1, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Kathleen Boutiere v. Ohio Means Jobs of Warren County
DAYA6(25756)06212016
22A-2016-02156C

Upon review of Charging Party's Request for Reconsideration, staff recommended the Commission uphold the previous finding of No Probable Cause – Dismiss. Both parties were present to discuss the case.

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

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 1

Page 1 of 1

1. Respondent's Request – Deny

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

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

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:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

Commissioners' Agenda for Week 2
Page 1 of 1

1. Respondent's Request - Deny

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

MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

Commissioners' Agenda for Week 3
Page 1 of 2

1. Findings Upon Reconsideration- No Probable Cause – Dismiss

Alan Schneider v. United Parcel Service, Inc.
CLEA4(43448)06152016
22A-2016-02090C

Jason D. Gilley v. Vikings Group, Inc. dba Donatos Pizza
DAYB6(25549)03072016
22A-2016-01216C

2. Findings Upon Reconsideration- No Jurisdiction – Dismiss

Latefah Shampine v. Sarver Realty, Inc., David Sarver, Marvin Smith, Pro-Mar
Enterprises, Inc. and Scott Gilbert
CLEH4(43582)09122016
22A-2016-02746F

3. No Jurisdiction – Dismiss

Dianna Bristle v. Humanitarian Foundation – Grottoes of North America
COLA1(44451)08102016
22A-2016-02965F

Jennifer Goddard v. Celebration Center of Marietta, Ohio, Inc.
COL71(44502)08272016
22A-2017-00085F

Tiffany Allen v. Adoption and Attachment Therapy Partners, LLC
CLEE4(43386)05062016
22A-2016-01747F

Gerald L. Cox v. City of Ashtabula
CLEE4(43432)06092016
22A-2016-02053F

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

Thomas Faulkner v. FCA US LLC
TOLB2(37050)02262015
22A-2015-01248C
Complaint No. 16-EMP-TOL-37050

5. Consideration of Administrative Law Judge's Report & Recommendation

Randi and Kirk Ray v. Randy Michael Brinker et al.
COLH1(40697)12122013 AMENDED
05-14-0363-8
22A-2014-02381F
Complaint No. 14-HOU-COL-40697

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

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office, announced AAG Sharon Tassie's promotion to the role of Assistant Chief. Chairman Hubert congratulated Sharon on her promotion.

Ms. Anthony updated the Commissioners on pending cases before the Commission. Ms. Regina Ibanez has appealed the decision to declare her a vexatious litigator to the 10th District Court of Appeals. Patrick Dull argued the case of Melanie Lane v. Little York Tavern before the 2nd District Court of Appeals in Dayton, Ohio. The Commission's pending against Helen Grybosky before the 11th District Court of Appeals has been briefed.

Lastly, Ms. Anthony informed the Commissioners that she spoke with the principal of a Cincinnati area high school that had been vandalized with graffiti containing racial slurs. According to the principal, the response from the community has been very positive.

Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers congratulated AAG Sharon Tassie on her promotion to Assistant Chief of the Civil Rights Section. She reported that last Thursday she co-presented before the Cincinnati's Bar Association's Labor and Employment group with Cincinnati EEOC Director Melanie Breen. Ms. Breen expressed that she formerly worked with Commissioner Barreras at the EEOC in Phoenix and extended her congratulations. The EEOC has a backlog of cases and an impending hiring freeze, and Ms. Demers used that as a platform to promote the Commission's efficient case processing time of one year. Yesterday, she gave two presentations to employees of the Wayne County Child Support Enforcement Agency. She explained that she is hoping to not only educate people on civil rights laws and our agency's work, one of her goals is to inform county workers on what the Commission does so that they can steer discrimination victims to the agency. In making her way around the state to various groups, she is hoping to educate both charging parties and respondents on the utility the Commission brings. Finally, she reported that former Senator Bill Seitz, now Representative Seitz has just reintroduced his employment law bill, formerly SB 268 as HB 2.

Report from Executive Director

Executive Director G. Michael Payton congratulated AAG Sharon Tassie on her promotion. He complimented her hard work and wished her success in the new role as Assistant Chief.

Director Payton also recognized Akron Regional Director Bradley Dunn for his extraordinary work. The president of the Akron Bar Association, Meg Andreeff Matejkovic, recently published a letter to the bar association members commending Mr. Dunn for his effort in advancing diversity initiatives.

Director Payton provided an update to the Commissioners on the OCRC's budget for the next biennium.

Finally, Director Payton revisited the pending OCRC slogan contest and once again presented the winning slogans to the Commissioners for a vote. Commissioners preferred to see a draft mockup before voting for the winning slogan.

Remarks

Chairman Hubert and Commissioners once again congratulated AAG Sharon Tassie on her new role.

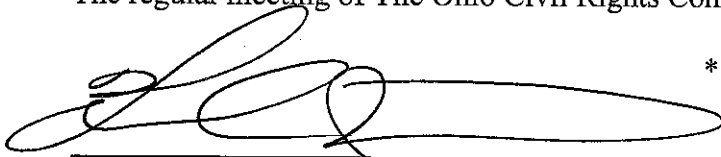
MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:32AM.



* * *

Commissioner