



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

**February 23, 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 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; 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 Patmon to approve the February 2, 2017 minutes. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</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.**

## CONFIRMATION OF STAFF FINDINGS

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

Lisa A. Bebley-Walker v. State of Ohio, Department of Mental Health & Addiction Services

COL71(44378)07122016

22A-2016-02376C

Robynne Lawrence v. Banyan Capital Partners, LLC

COLA1(44397)03222016 AMENDED

532-2016-01145C

Mark Wise v. 7364-7388 Seymour, LLC and Mark R. Fowler

AKRH3(38458)08012016

05-16-5454-8

22A-2016-02442F

John Dyer v. Homesite Group Incorporated

AKRB3(38565)10042016

22A-2017-00030C

Ivan Susic v. Lowe's Home Centers, LLC

CLEG4(43505)07212016

22A-2016-02399F

Marino Watts v. City of Cleveland, Department of Port Control

CLE74(43570)08302016

22A-2016-02700C

Deborah Solomon v. Altercare of Mayfield Village, Inc.

CLEA4(43617)09282016

22A-2016-02979C

Rose Mullet v. OneMain Financial of Ohio, Inc.

CLEF4(43640)10172016

22A-2017-00120F

Deborah Solomon v. Altercare of Mayfield Village, Inc.

CLEA4(43671)11022016

22A-2017-00337C

M. Bassem Rayess v. Kroger

DAYG6(25827) 08012016

22A-2016-02543F

Guy S. Dunlap v. Kroger Marketplace

DAYG6(25939) 09262016

22A-2017-00045F

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

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

**3. Motion to Reopen – Grant**

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

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

Willie M. Gavin v. People Working Cooperatively, Inc.  
DAYA6(25412)12022015  
22A-2016-00568C  
Complaint No. 16-EMP-DAY-25412

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

Meredith Ann Cook v. Sylvania City School District Board of Education  
TOLB2(37578)02012016  
22A-2016-00842C  
Complaint No. 16-EMP-TOL-37578

Jason Wilson v. Kona Grill, Inc.  
DAY76(25355)10192015  
22A-2016-00247C  
Complaint No. 16-EMP-DAY-25355

Quintin Hixon v. Kona Grill, Inc.  
DAY76(25356)10192015  
22A-2016-00245C  
Complaint No. 16-EMP-DAY-25356

**6. Issue Cease and Desist Order**

Theresa Cordero v. Wilkshire Day Care, Inc., dba Through the Years Child Care, Inc.  
AKRB3(37534)07092014  
22A-2014-02502C  
Complaint No. 15-EMP-AKR-37534

Theresa Cordero v. Wilkshire Day Care, Inc., dba Through the Years Child Care, Inc.  
AKRB1(41423)11142014  
22A-2015-00423C  
Complaint No. 15-EMP-AKR-41423

**7. Probable Cause – Schedule Conciliation**

Dustin Shane Speakman v. Ohio Association of Foodbanks  
COLB1(44269)05242016  
22A-2016-02004C

Jason Nathaniel Elchert v. Ohio Association of Foodbanks  
COLB1(44270)05242016  
22A-2016-02003C

Nancy Lois Roscoe v. Ohio Association of Foodbanks  
COLB1(44271)05242016  
22A-2016-02002C

Martha Warren on behalf of Faye Miller v. St. Clare commons, LLC; Franciscan Living  
Community & c/o St. Clare Commons; Mark Mullahy, Interim Executive Director  
TOLH2(37755)04252016  
05-16-4674-8  
22A-2016-01612F

Gloria Allen v. Oblate Residences; Vistula Management Company; Sherry Napolski,  
Property Manager  
TOLH2(37756)04252016  
05-16-4637-8  
22A-2016-01613F

Alfie Beale v. St. Clare Commons  
TOL72(37786)05112016  
22A-2016-01784C

Kamila Fordham v. St. Clare Commons  
TOL72(37801)05172016  
22A-2016-01817C

**8. Issue Formal Complaint**

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

Samantha Bennett v. True North Management, LLC  
COLG1(44494)08162016  
22A-2017-00084F

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

## **Issue Formal Complaint – continued**

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

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

Sharon L. Csoltko v. American Legion Clifton Post #421  
CLEE4(43483)07082016  
22A-2016-02244F

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

### **9. Withdrawal of Charge After a Finding of Probable Cause – Grant**

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

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

Donald B. O'Brien v. Franklin County Board of Developmental Disabilities  
COLB1(44717)11152016  
22A-2017-00821C

Tri-County Independent Living Center v. Retiree Housing Management, Inc., Joyce Ellet Limited Partnership  
CLEH3(38336)05022016 AMENDED  
05-16-4661-8  
22A-2016-01668F

Fair Housing Contact Service, Inc. v. KentSuites, LLC and Stephen Balasz  
ADRH3(38662)12022016  
05-17-6611-8  
22A-2017-00644F

Kari Lally v. Red Dog Pet Resort & Spa  
ADRB6(26126)12202016  
22A-2017-01024C

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

Beverly Glancy v. Dollar Tree, Inc.  
ADR76(26138)12282016  
22A-2017-00966C

Regina Henderson v. National Church Residence  
ADRB6(26165)01112017  
22A-2017-01030C

**11. Withdrawal of Charge with Settlement**

Jesús R. Santos v. Abrasive Technology  
COL71(44345)06292016  
22A-2016-02338C

Richard Wood v. Jacobi Carbons Co.  
COLB1(44433)08012016  
22A-2017-00064C

Jennifer Goble v. Andy Frain Services, Inc.  
COL71(44531)09082016  
22A-2017-00134C

Central Ohio Fair Housing Association, Inc. v. Slate Ridge Commons; and Rita (Last  
Name Unknown)  
COLH1(44641)10202016  
05-17-6234-8  
22A-2017-01054F

Michelle Seitz and Sandra Kin v. Epcon Communities – Villas at Hidden Ravines; Julie  
Falco; Morgan Gelacek; Jeremy Patton; and Brad Fox  
COLH1(44706)11162016  
05-17-6854-8  
22A-2017-00597F

Jenie A. Tivis v. Securitas Security Services USA, Inc.  
COL71(44913)01262017  
22A-2017-01138C

Emily Allara v. Summa Health System  
AKR73(38417)06302016  
22A-2016-02252C

John Zushin v. Children's Hospital Medical Center of Akron dba Akron Children's  
Medical Center  
AKRB3(38500)08292016  
22A-2016-02677C

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

John Zushin v. Tenable Protective Services, Inc.  
AKRB3(38501)08292016  
22A-2016-02678C

Milton Walters v. Youngstown City School District  
AKRB3(38519)09072016  
22A-2016-02740C

Abdul Abdus-Shakoor v. Ohio Security Systems  
AKRB3(38544)09192016  
22A-2016-02890C

Emily Allara v. Summa Health System  
AKR73(38606)11022016  
22A-2017-00315C

Betty Gorby v. Legacy Place Twinsburg, LLC  
AKRA3(38679)12142016  
22A-2017-00764C

Julia Wiggins v. Stark Area Regional Transit Authority  
AKRB3(38699)12212016  
22A-2017-00843C

Kerry Shuttleworth v. Akron-Summit County Public Library  
AKRG3(38777)01272017  
22A-2017-01145F

Amber Young v. Optum Services, Inc.  
CLE74(43751)10062016  
532-2017-00010C

Steve S. Dews v. Mancor Ohio  
DAYB6(25678)05102016  
22A-2016-01852C

Despina A. Kourt v. City of Dayton Water Utility Field Department  
DAYB6(25761)06242016  
22A-2016-02416C

Monica Mullins v. Providence Medical Group  
DAYB6(25810)07252016  
22A-2016-02415C

Raymond Tanner v. MANCO Property Services  
DAYB6(25811)07252016  
22A-2016-02414C

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

Louis Pilder v. The Village at Beckett Ridge Condominiums, et al.  
DAYH6(25929)09162016  
22A-2017-01320F

Leylo Mohamud v. Clark State Community College  
DAY71(44365)07072016  
22A-2016-02477C

John Saunders v. Emerson/Liebert  
ADRA1(44612)10122016  
22A-2017-00467C

Siva K. Sivarvesan v. Olive Garden  
ADR71(44686)11092016  
22A-2017-00822C

Erika Gullick v. Harvest Preparatory School  
ADR71(44730)11202016  
22A-2017-01077C

Christina Daniels v. Rich Products Corporation  
ADR71(44808)12162016  
22A-2017-01045C

Maria Mhoun v. Applegate Operating Company, Inc. dba Hilton Garden Inn  
Cleveland/Twinsburg  
ADR73(38523)09102016  
22A-2016-02753C

Holly Osborn v. Truck Sales and Service, Inc.  
ADR73(38641)11162016  
22A-2017-00454C

Donna M. Bell v. Dr. Louis Maggiore MD Inc.  
ADRB4(43653)10242016  
22A-2017-00205C

Rayshoun Hinton v. Stoneworks  
ADRA4(43723)12052016  
22A-2017-00662C

Jerry Freeman v. Liberty Commons Senior Apts., Sylvia Ratliff, Site Manager, Liberty  
Commons, Ltd. c/o BDB Agent Co., Registered Agent Collins Road Properties, Ltd. c/o  
Ohio Valley Agent Corp.  
ADRH6(26111)12132016  
05-17-6433-8  
22A-2017-00793F



**12. Withdrawal of Charge – Grant**

Jim Daniels v. Autozoners, LLC dba Autozone  
COLB1(44400)04182016  
532-2016-01329C

Ashley Albertson v. Bemis Company, Inc.  
TOL72(37791)05132016  
22A-2016-01804C

Gent D. Jones v. Wilberforce University-Police Department  
DAYE6(25635)04262016  
22A-2016-01684F

Miami Valley Fair Housing Center, Inc. v. Carl & Sherry Hussong, Owners  
DAYH6(26114)12092016  
22A-2016-02725F

**13. No Jurisdiction – Dismiss XNJ**

Traci Williams v. Christina Myles; and New Life Property Management  
COLH1(44664)11032016  
22A-2017-01332F

David Uretsky v. TekSystems  
COLE1(44755)12062016  
22A-2017-01260F

Trucy Goodman v. VeePack, Inc.  
COLE1(44898)01192017  
22A-2017-01321F

Jamie Gill v. Pilot Travel Centers LLC dba Pilot Flying J  
AKRE3(38672)12082016  
22A-2017-00724F

Erica Payne v. First Bank of Ohio  
AKRE3(38687)12162016  
22A-2017-00778F

Tanny Coventry v. Jaycee Valley  
AKRH3(38721)12212016  
22A-2017-00878F

Anne Margaret Zazycki v. Northcoast Medical Training Academy  
AKRK3(38814)02142017  
22A-2017-01336F

**No Jurisdiction – Dismiss XNJ – continued**

Kim Parks v. St. Vincent Charity Medical Center  
CLEE4(43740)12092016  
22A-2017-00807F

Mia Humphrey v. AVI Food Systems  
CLEE4(43747)11042016  
532-2017-00146F

Imani Head v. Children Learning Center  
CLEE4(43754)12162016  
22A-2017-00841F

Marcie Cadger v. Riddell Sports, Inc. dba BRG Sports, Inc.  
CLEE4(43767)12282016  
22A-2017-00907F

Audra Johnson v. BRP  
DAYE6(25893)08302016  
22A-2017-01245F

**14. Administrative Closure**

Patrick Vrontos v. General Motors, LLC  
AKRB3(38530)09152016  
22A-2016-02832C

Kevin L. Allen v. Vancrest of Urbana  
DAYA1(44818)12192016  
22A-2017-01190C

**15. No Probable Cause – Dismiss**

Margaret Eguakun v. State of Ohio, Department of Rehabilitation and Correction  
COL71(44181)04062016  
22A-2016-01501C

Margaret D. Finley v. Nationwide Financial Services, Inc.  
COL71(44184)04072016  
22A-2016-01500C

Dishawn A. Jackson v. Old Dominion Freight Line, Inc.  
COL71(44199)04152016  
22A-2016-01654C

**No Probable Cause – Dismiss – continued**

Robert Perkins v. Regency Hospital of Columbus, LLC dba Select Specialty Hospital-  
Columbus  
COLB1(44228)05022016  
22A-2016-01764C

Lisa Seward v. Angie Roberts, Owner  
COLH1(44243)05092016  
22A-2016-01900F

Dana Schultz v. State of Ohio, Environmental Protection Agency  
COL71(44245)05102016  
22A-2016-01965C

Dana Schultz v. State of Ohio, Environmental Protection Agency  
COL71(44248)05102016  
22A-2016-01966C

Kimberley Murray v. State of Ohio, Department of Administrative Services  
COL71(44304)06072016  
22A-2016-02332C

Said Loutfi v. Commonwealth Hotels, LLC dba Candlewood Suites  
COL71( 44331)06212016  
22A-2016-02334C

Gerónimo Ramírez v. Abrasive Technology  
COL71(44344)06292016  
22A-2016-02345C

Nakeissah Kellam v. Franklin County Domestic and Juvenile Court  
COL71(44352)06282016  
22A-2016-02719C

Elizabeth T. Carter v. Oakwood Management Company  
COLB1(44393)04042016;  
532-2016-01098C

Khandi Stewart v. Premier Care of Ohio  
COL71(44446)08042016  
22A-2017-00070C

Richard Kinney v. Luxury Landscapes, LLC  
COLA1(44448)08052016  
22A-2017-00212C

**No Probable Cause – Dismiss – continued**

Andrea Miller and Debbie Robinson for Kristopher Robinson-Miller v. All For Kids, Inc.  
COLG1(44466)08142016  
22A-2016-02811F

Torrance D. Nicholson v. Bodycote/ Automotive Region North America  
COL71(44497)08262016  
22A-2017-00160C

Torrance D. Nicholson v. UAW Local Union #1588  
COLG1(44498)08262016 AMENDED  
22A-2017-00124F

Marva McCall v. State of Ohio, Department of Natural Resources  
COL71(44533)09092016  
22A-2017-00276C

Khandi Stewart v. Premier Care of Ohio  
COL71(44551)09152016  
22A-2017-00088C

Vadim Tarshis v. Todd Anthony Smith  
COLG1(44574)09252016  
22A-2017-00209F

Vadim Tarshis v. Todd Anthony Smith  
COLG1(44575)09252016  
22A-2017-00275F

Vadim Tarshis v. Todd Anthony Smith  
COLG1(44576)09252016  
22A-2017-00282F

Kathleen Estep v. Highcom Security  
COL71(44577)09262016  
22A-2017-00222C

Makeya Renea Wylie v. Highcom Security  
COL71(44580)09262016  
22A-2017-00226C

Pamela Hunt v. Vicki Kidd  
COLH1(44585)09262016  
22A-2017-00415F

Danielle M. Oliver v. DeepWell Energy Services, LLC  
COLB1(44596)10042016  
22A-2017-00277C

**No Probable Cause – Dismiss – continued**

Amanda Sutherland v. State of Ohio, Ohio Department of Rehabilitation and Correction  
COLA1(44633)10142016  
22A-2017-00589C

Comlan Ennin-Sampson v. Zulily, LLC.  
COL71(44648)10272016  
22A-2017-00509C

Maria E. Ison v. Adena Health System  
COL71(44654)10262016  
22A-2017-00829C

Juliette Winton v. America's Staffing Partner, Inc.  
COLA1(44699)11162016  
22A-2017-00813C

LeAnne Guerin v. Corey Poturalski, Owner  
TOLH2(37759)04262016  
05-16-4649-8  
22A-2016-01616F

Darryl Brown v. Autoneum North America, Inc.  
TOL72(37772)05032016 AMENDED  
22A-2016-01701C

Crystal English v. HCF Management, Inc. dba The Manor at Perrysburg  
TOL72(37775)05032016  
22A-2016-01705C

Jamie L. Anello v. United Collection Bureau, Inc.  
TOLB2(37776)05052016  
22A-2016-01725C

Janice Hughes v. Johnson Controls, Inc.  
TOL72(37778)05052016  
22A-2016-01729C

Gregory Brewer v. Columbus Equipment Company  
TOLB2(37780)05062016  
22A-2016-01731C

Rashad Ewing v. Mick Electric Co., Inc.  
TOLE2(37782)05062016  
22A-2016-01734F

**No Probable Cause – Dismiss – continued**

Danielys Torrez Fernandez v. Young Services, Inc. dba Educare Academy, LLC  
TOL72(37788)05122016  
22A-2016-01798C

Geneva Tuggle v. Accurate Nurse Staffing, LLC dba Accurate Care  
TOL72(37789)05132016  
22A-2016-01799C

Lorrie Sawaie v. Bowling Green State University  
TOLB2(37790)05132016  
22A-2016-01800C

Gary House v. Rescue Inc. aka Rescue Mental Health & Addiction Services  
TOLA2(37792)05132016 AMENDED  
22A-2016-01808C

Kevin McMahon v. KSD, Inc. dba The Big Bang  
TOLE2(37794)05162016  
22A-2016-01810F

Shaun L. Temple v. Mercy Health-St. Anne Hospital LLC  
TOL72(37798)05172016  
22A-2016-01814C

Michael Jeffries v. BMWC Constructors, Inc.  
TOL72(37803)05192016  
22A-2016-01825C

LeAnne Guerin v. Corey Poturalski, Owner  
TOLH2(37804)06212016  
22A-2016-02111F

Tyrone Johnson v. General Motors, LLC  
TOL72(37887)07112016 AMENDED  
22A-2016-02235C

Chad W. Dodds v. Johnson Controls, Inc.  
TOL72(37984)08302016  
22A-2016-02701C

Chad W. Dodds v. ABC Employment Holdings LLC dba MS Companies LLC  
TOL72(37985)08302016  
22A-2016-02702C

**No Probable Cause – Dismiss – continued**

Housing Opportunities Made Equal (HOME) v. Daniel Vinebrook Homes, VBOH Annex LLC; Daniel Bathon, Jr., CEO; Kristina Galloway, Leasing Agent; Don Johnson, Leasing Agent

TOLH6(25625)04192016

05-16-4565-8

22A-2016-01679F

FHAA v. SDR Properties, LLC & Stephen and Mandi Rector

AKRH3(38365)05202016

22A-2016-01868F

Tara Brooks v. SDR Properties, LLC and Steven and Mandi Rector

AKRH3(38366)05202016

22A-2016-01870F

James A. Neloms, Sr. v. Monro Muffler Brake, Inc.

AKRB3(38380)06072016

22A-2016-02014C

Ramona Ortega-Liston v. University of Akron

AKRA3(38487)08172016

22A-2016-02650C

Julie Moore v. Embassy Longmeadow, LLC dba Longmeadow Care Center

AKR73(38505)08312016 AMENDED

22A-2016-02686C

Regina Bronner v. DV & GR Enterprises, LLC dba Wing Stop

AKRB3(38508)08312016

22A-2016-02693C

Kim Spear v. Print Factory, P.L.L.

AKRB3(38510)08312016

22A-2016-02730C

Joyce Dennis v. HomeTelos, L.P. and HomeTelos GP, LLC

AKRH3(38538)08292016

22A-2016-02870F

Brian Shew v. O'Reilly Auto Enterprises, LLC dba O'Reilly Auto Parts

AKR73(38553)09212016

22A-2016-02922C

Tina Weston v. Shearer's Foods, LLC

AKRB3(38564)10032016 AMENDED

22A-2017-00015C

**No Probable Cause – Dismiss – continued**

Wyatt Williams v. Arhaus, LLC  
AKRB3(38568)10062016  
22A-2017-00075C

Deborah Parker v. Judge Frank G. Forchione, County of Stark, Sheriff, County of Stark  
Treasurer, Stark County Board of Developmental Disabilities, State of Ohio, Department  
of Developmental Disabilities, Aultman Hospital  
AKRG3(38591)10242016  
22A-2017-00217F

*\*Split Determination: No Probable Cause regarding Respondent Aultman Hospital; No Jurisdiction regarding Judge Frank G.  
Forchione, Stark County Treasurer, Alexander Zumbar, Stark County Sheriff, George T. Maier, Stark County Board of Developmental  
Disabilities, State of Ohio, Department of Developmental Disabilities*

Delbert Richards v. ACG Flat Glass North America, Inc.  
AKRB3(38602)10312016  
22A-2017-00258C

Catherine Jones v. American Maintenance Services, Inc.  
AKRB3(38617)11072016  
22A-2017-00327C

Bradley Klem v. Rubber City Construction Corp.  
AKR73(38623)11072016  
22A-2017-00371C

John Sickles v. Artiflex Manufacturing, LLC  
AKRB3(38629)11102016  
22A-2016-00372C

Sharon Bailey v. The Timken Company  
AKRB3(38635)11142016  
22A-2017-00424C

Dr. Henry Todd v. Kent State University  
AKRA3(38643)11162016  
22A-2017-00456C

Jeryl Jane Jones v. Hydrodec of North America  
AKR73(38645)11172016  
22A-2017-00457C

Lisa Boykins v. Oak Hill Manor, LLC  
AKR73(38650)11222016  
22A-2017-00550C

Dante Saunders v. Employee Resource Group, LLC dba Applebee's  
AKRB3(38657)11302016  
22A-2017-00631C



**No Probable Cause – Dismiss – continued**

Isaac M. Moore v. Northfield Park Associates LLC dba Northfield Park Race Track and Casino

AKRA3(38674)12102016

22A-2017-00729C

Robert Harris v. The Salvation Army

AKR73(38675)12122016

22A-2017-00730C

Susan Lloyd v. Michael Szabo

AKRH3(38703)12172016

22A-2017-00860F

Susan Lloyd v. Jason Ortman

AKRH3(38704)12172016

22A-2017-00861F

Susan Lloyd v. Martin Kendzior

AKRH3(38705)12172016

22A-2017-00862F

Susan Lloyd v. Sandi Szabo

AKRH3(38708)12172016

22A-2017-00865F

Anna Robinson v. CHS-Miami Valley Inc., dba Crossroads Rehabilitation and Nursing Care

DAY76(25710)05242016

22A-2016-01930C

Anthony Tate v. Delphi Automotive Systems, LLC

AKR73(38733)12302016

22A-2017-00890C

Cameron C. Orsich v. Richard J. Fugo

AKRH1(44545)08302016

05-16-5758-8

22A-2017-00073F

Dorothy Burton v. The Hayman Company, 444 Park Apartments LLC, Jim Blythin, Michelle Kirby, Mindy Baxter and Angelo (LNU)

AKRH4(43523)08012016

05-16-6734-8

22A-2016-02458F

**No Probable Cause – Dismiss – continued**

Amadee Mike Provance v. Robert R. Reid, Jr.  
AKRH4(43744)12142016  
22A-2017-00771F

Ronald J. Gresco v. Lorain County Joint Vocational School District  
CLEB4(43429)06072016  
22A-2016-02022C

Kristina Summitt v. U.S. Security Associates, Inc.  
CLE74(43484)07092016  
22A-2016-02245C

John Fitzmaurice v. County of Cuyahoga, Department of Health and Human Services,  
Office of Child Support Services  
CLE74(43496)07132016  
22A-2016-02278C

*\*Commissioner Patmon recused himself from participation in this case*

Esli O. Santiago v. Bevecorp LLC  
CLEB4(43517)07292016  
22A-2016-02450C

Alex Duncan v. Geauga County Board of Developmental Disabilities  
CLEG4(43519)07282016  
22A-2016-02466F

Timothy Stewart v. Nick Dimarco, Gina Marie Papesh, and Gina Schultz  
CLEH4(43579)09012016  
22A-2016-02727F

Michael Ruzicho v. Phnom Penh Restaurant No. 2, Inc.  
CLEE4(43587)09072016  
22A-2016-02752F

Darlene Hall-Jones v. Ohio Auto Loan Services, Inc.  
CLEA4(43606)09202016  
22A-2016-02885C

Jose Victor Gonzales, Jr. v. Greater Cleveland Regional Transit Authority  
CLEG4(43616)09282016  
22A-2016-02978F

Christine Wallis v. The Montefiore Home  
CLEA4(43623)10032016  
22A-2017-00023C

**No Probable Cause – Dismiss – continued**

Rose Mullet v. VNU Retail Group, LLC dba Emporium  
CLEF4(43639)10172016  
22A-2017-00119F

Debroah Lee-Tyiska v. Cleveland Clinic Foundation  
CLE74(43641)10172016  
22A-2017-00121C

Kenneth Byers, II v. Neway Stamping & Manufacturing, Inc.  
CLE74(43644)10182016  
22A-2017-00171C

Isaac O. Okoye v. The Cleveland Clinic Foundation  
CLEA4(43663)09022016  
532-2016-02105C

Isaac O. Okoye v. Burgund & Associates, Inc. dba Anchor Medical Staffing  
CLEA4(43664)09062016  
532-2016-02115C

Raymond E. Greene, Sr. v. Mayflower Housing Partnership, L.P., Owner's Management  
Company  
CLEH3(38377)06022016 AMENDED  
05-16-7055-8  
22A-2016-02020F

Graig Wilson v. Tomo Hibachi Restaurant and Lounge LLC  
CLE74(43682)10192016  
22A-2017-00535C

Jerome E. Francini v. Summa Health Systems, Akron City Hospital  
CLEA4(43683)10192016  
532-2017-00103C

Michael Ruzicho v. Phnom Penh Restaurant No. 2, Inc.  
CLEE4(43704)11182016  
22A-2017-00474F

James Ingram v. Fitness 19 OH 237, LLC  
CLEG4(43759)12282016  
22A-2017-00899F

Henry M. Todd v. Cleveland Browns Football Company LLC  
CLEB3(38644)11172016  
22A-2017-00470C

**No Probable Cause – Dismiss – continued**

Kimberly K. Woodbury v. Wright State University  
DAYA6(25604)04112016  
22A-2016-01488C

P. Ruby Mawasha v. Wright State University  
DAYB6(25639)04272016  
22A-2016-01721C

Michael Griffin v. City of Cincinnati  
DAY76(25666)05052016  
22A-2016-01856C

Kimberly A. Hill v. City of Dayton Police Department  
DAYA6(25679)05102016  
22A-2016-01855C

Ashley M. Holbrook v. Nationwide Biweekly  
DAYB6(25701)05182016  
22A-2016-01929C

Juli Angel v. CBS Personnel Service dba Staffmark  
DAY76(25705)05192016  
22A-2016-02079C

Regina Macklin v. Cincinnati State Technical Community College  
DAY76(25730)06082016  
22A-2016-02082C

James Daniels v. Navistar  
DAYB6(25754)06202016  
22A-2016-02293C

Perry O. Parsons v. Vallery Ford  
DAYA6(25763)06222016  
22A-2016-02471C

Shirley Jones v. The Ultra-Met Co.  
DAY76(25772)06282016  
22A-2016-02472C

Lucas Tiettmeyer v. Towne Park, LLC  
DAY76(25809)07212016  
22A-2017-00516C

Jordan R. Honaker v. Kettering Health Network  
DAY76(25855)08152016  
22A-2016-02775C

**No Probable Cause – Dismiss – continued**

James A. Chappell, Jr. v. City of Dayton  
DAY76(25856)08152016  
22A-2016-02777C

Shirley A. Jones v. The Ultra-Met Co.  
DAY76(25913)09082016  
22A-2016-02807C

D. Thomas Terwilliger v. The Beach Water Park  
DAY76(25916)09082016  
22A-2016-02939F

Marchel M. Alsop v. The Greater Dayton Regional Transit Authority  
DAYG6(25942)09272016  
22A-2017-00395F

Shirley Jean Lambert v. Atrium Medical Center  
DAYA6(25990)10192016  
22A-2017-00393C

Cassandra H. Chandler v. Senior Resource Connections  
DAYB6(26000)10242016  
22A-2017-00231C

Aerial St. Clair v. Networking Industries  
DAY76(26017)10312016  
22A-2017-00358F

Saundra L. Bastian v. Lowe's Home Centers, LLC  
DAYA1(44258)05172016  
22A-2016-01936C

**MOTION by Commissioner Patmon to approve the February 23, 2017 Confirmation Agenda. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES - with noted recusal</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.**

## 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. In addition, the Compliance Manager, with the Executive Director's approval, requested that the following appearance case be deleted from the Commissioners' agenda due to a successful conciliation:

### Week 3, Page 1, Item I-A

Jennifer Tyree v. Silver Springs Condominium Board; Myers Real Estate; Arnold Barzak, III; Mary Allee; Jean Myers; Joanne Hardin; Luanne Nordloh; Scott Huntsman; Marshall Bowden; Charlen Harris; Irene Kenney; and Roberta Fish  
COLH1(44171)04052016 AMENDED  
22A-2016-01170F

**MOTION by Commissioner Patmon to adopt the Compliance Manager's recommendation to remove the foregoing captioned case from the Commissioners' agenda. Second by Commissioner Barreras.**

### **Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</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 CASES**

**Appearance 1**

**Commissioners' Agenda - Week 1, Page 1, Item II-A**

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

Reginald Floyd v. Akron Board of Education  
AKRA3(38476)08092016  
22A-2016-02536C

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 Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</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 1, Page 1, Item II-A**

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

Dwayne K. Taylor v. OhioHealth Corporation dba Grant Medical Center  
COLG1(44187)03312016  
22A-2016-01643F

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 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>YES</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. Respondent's Request – Deny**

Ben Johnson v. City of Toledo, Division of Street, Bridges and Harbor  
TOLB2(37484)11302015  
22A-2016-00441C

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</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' Agenda for Week 2**  
**Page 1 of 1**

**1. No Jurisdiction - Dismiss**

Bridget Farkas v. County of Columbiana, Department of Job and Family Services, Child Support Enforcement Agency  
COLG3(38695)12192016  
22A-2017-00806F

Deborah A. Parker v. Judge Frank G. Forchione, County of Stark Treasurer, Alexander Zumbar, County of Stark Sheriff, George T. Maier, County of Stark Board of Developmental Disabilities, Daniel Sutter, Board President, State of Ohio, Department of Developmental Disabilities, Aultman Hospital  
AKRG3(38591)10242016  
22A-2017-00217F

*\*Split Determination: No Jurisdiction regarding Judge Frank G. Forchione, County of Stark Treasurer, Alexander Zumbar, County of Stark Sheriff, George T. Maier, County of Stark Board of Developmental Disabilities, Daniel Sutter, Board President, State of Ohio, Department of Developmental Disabilities; No Probable Cause regarding Aultman Hospital*

Stephen Kosti v. Total Attorneys  
DAYG6(26168)01122017  
22A-2017-00984F

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</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' Agenda for Week 3**  
**Page 1 of 2**

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

Robynne Lawrence v Banyan Capital Partners  
COLA1(44397)03222017  
532-2016-01145C

Rev. Pamela M. Pinkney Butts v. Nuban Corporation Land Servant, Inc. & Jimmie L. Pope, Sr.  
CLEH4(43424)06032016  
22A-2016-01992F

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

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

Richard Sturgis v. Management Consulting Inc. dba MANCON  
CLEE4(43509)07252016  
22A-2016-02421F

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

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

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</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**

Sharon Tassie, Assistant Civil Rights Section Chief – Ohio Attorney General's Office, introduced a new attorney to the Civil Rights section, Azure'D Metoyer. Chairman Hubert congratulated her and welcomed her to the Commission.

Ms. Tassie updated the Commissioners on the pending case against the Ohio Department of Transportation. The matter is scheduled for oral argument in Ashland County.

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

Chief Legal Counsel Stephanie Demers bid farewell to Dayton Regional Director Norman Gibson. He will truly be missed. February has proven to be a hectic month with planning and implementation of changes to the fair housing laws and now there is HB 2 – the employment bill – looming. There are some issues of concern in the bill, most notably a provision for election of remedies. Currently Charging Parties can file a charge with the OCRC and the agency has discretion to grant Withdrawal of Charge requests. Some of the changes include a blanket statute of limitations of 1 year for employment claims, while keeping retaliation and aid/abet claims at 6 months; elimination of individual supervisor liability as outlined in the Ohio Supreme Court case of *Genaro v. Central Transport, Inc.*; a limiting definition of employer to include only four or more employees who work 20 or more calendar weeks; and an unclear definition of tangible employment action. Under this bill, a Charging Party could not simultaneously file with the OCRC and file in court as they currently can – they would have to ELECT their remedy. There is concern this could reduce the number of charges the agency receives which could potentially impact the Federal contract with the United States Equal Employment Opportunity Commission. The agency is currently strategizing about ways to effectuate some changes the regulated business community seeks without harming Charging Parties and the agency.

## **Report from Executive Director**

Executive Director G. Michael Payton began his report by giving a legislative history of bills affecting civil rights protections. He then thanked Chairman Hubert and the staff for their hard work on the recent budget testimony before the House Finance Subcommittee.

A reminder that the annual MLK Art, Essay and Multimedia contest will be held on March 2, 2017 at 10am on the 31<sup>st</sup> floor of the Vern Riffe Center. Franklin County Auditor Clarence Mingo will be the Keynote speaker.

Director Payton revisited the OCRC slogan contest and once again presented the winning slogans to the Commissioners along with mockups as requested. Commissioners voted "Our Ohio - Diverse. Strong. Protected" as the winning slogan.

Finally, Director Payton thanked Norman Gibson for his years of public service and presented him with a proclamation and gifts. Mr. Gibson expressed his sincere appreciation and love for the agency. He wished the agency and all of its employees the best.

**Remarks**

Chairman Hubert and Commissioners once again congratulated Norman Gibson on his retirement and wished him well.


**MOTION by Commissioner Patmon 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>YES</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 12:42PM.

  
Commissioner

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