



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

**March 16, 2017**

**Wright State University  
Student Union - Atrium  
Dayton, 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, Mary Turocy, Director of Public Affairs and Civic Engagement; Desmon Martin, Director of Enforcement and Compliance; Ronnell Tomlinson, Director of Housing Enforcement and Alternative Dispute Resolution; Aman Mehra, Columbus Regional Director; Darlene Newbern, Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Kathy Haley-Ross, Acting Dayton Regional Director; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office.

Chairman Hubert welcomed everyone to the meeting. He thanked Wright State University for hosting the OCRC and he also thanked the students and faculty for their attendance. He recognized Wright State University as a founding sponsor of the Ohio Civil Rights Hall of Fame. He also gave special recognition to Dr. J. Michael Bernstein, JD for his continued support of the OCRC. Dr. J. Michael Bernstein, JD welcomed everyone on behalf of Wright State University. Dr. Edward Twyman welcomed everyone on behalf of the Bolinga Black Cultural Resource Center.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Patmon to approve the February 23, 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

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

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

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

Fair Housing Advocates Association 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

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

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

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

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

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

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

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

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

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

Anna Robinson v. CHS-Miami Valley Inc., dba Crossroads Rehabilitation and Nursing Care  
DAY76(25710)05242016  
22A-2016-01930C

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

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

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

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

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

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

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

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

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

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

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

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

David A. Elston v. City of Toledo  
TOL72(37576)01292016  
22A-2016-00831C  
Complaint No. 16-EMP-TOL-37576

**6. Authorize Attorney General to Initiate Action in Commons Pleas Court – Submitted by the Attorney General’s Office**

Jason Hick v. Aram S. Gosdanian and Abbeyhill Realty & Management, LLC  
COLH1(43074)01202016  
05-16-4464-8  
22A-2016-01262F  
Complaint No. 16-HOU-COL-43074

**7. Issue Cease and Desist Order**

Randi and Kirk Ray v. Randy Brinker, et al.  
COLH1(40697)12132013  
22A-2014-02381F  
Complaint No. 14-HOU-COL-40697

**8. Probable Cause – Schedule Conciliation**

Kimberly McKiddy v. Chartwell Condominium Owners’ Association, Inc.; Welles Bowen Investors, LLC; Joy Smothers, Welles Bowen Property Management; Judy Blockinger, Welles Bowen Property Management; Julie Miller, Chartwell Condominium Association Board Member; Patricia M. Freppel, Chartwell Condominium Association Board Member; Bob Beringer, Chartwell Condominium Association Board Member; Melanie Kriegal, Chartwell Condominium Association Board Member; Doris Johnson, Chartwell Condominium Association Board Member; Mildred Rothert, Chartwell Condominium Association Board Member  
TOLH2(37751)04212016 AMENDED  
05-16-4625-8  
22A-2016-01597F

Jacqueline M. Glinka v. Sylvania City School District Board of Education  
TOLB2(37832)06082016  
22A-2016-02016C

*\*Split Determination: Probable Cause on the issues of failure to accommodate, harassment, discipline, and forced on administrative leave based on disability; No Probable Cause on the issue of discipline, letter of reprimand based on religion.*

Jacqueline M. Glinka v. Ohio Educational Association/Sylvania Educational Association  
TOLB2(37833)06082016  
22A-2016-02017C

*\*Split Determination: Probable Cause on the issues of failure to file a grievance and provide representation based on disability; No Probable Cause on the issues of failure to file a grievance and provide representation based on religion.*

## **Probable Cause – Schedule Conciliation - Continued**

Kimberly McKiddy v. Chartwell Condominium Owners' Association, Inc.; Welles Bowen Investors, LLC; Joy Smothers, Welles Bowen Property Management; Judy Blockinger, Welles Bowen Property Management; Julie Miller, Chartwell Condominium Association Board Member; Patricia M. Freppel, Chartwell Condominium Association Board Member; Bob Beringer, Chartwell Condominium Association Board Member; Melanie Kriegal, Chartwell Condominium Association Board Member; Doris Johnson, Chartwell Condominium Association Board Member; Mildred Rothert, Chartwell Condominium Association Board Member  
TOLH2(37987)08312016  
22A-2016-02704F

Jacqueline M. Glinka v. Sylvania City School District Board of Education  
TOLB2(38076)10202016  
22A-2017-00174C

Housing Research & Advocacy Center v. Kimberly Shores  
CLEH4(43462)06242016  
05-16-5049-8  
22A-2016-02197F

Housing Research & Advocacy Center v. Carlton Dandridge, Deborah Sheppard  
CLEH4(43463)06242016  
05-16-6317-8  
22A-2016-02198F

Housing Research & Advocacy Center v. Laquita Boyd  
CLEH4(43466)06242016 AMENDED  
05-16-7271-8  
22A-2016-02200F

Curtis A. Wolfe v. Owner's Management Company  
CLEA4(43705)11182016  
22A-2017-00475C

Mary Mukes v. Claire Fisher and Doug Fisher, Owners, G to G Properties  
DAYH6(25857)08162016  
22A-2016-02948F

### **9. Issue Formal Complaint**

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

## **Issue Formal Complaint – continued**

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

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

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

Fair Housing Advocates Association v. Buckeye Community Thirty Five, LP dba Kenmore Place Apartments, Linda Collins and RLJ Management Co., Inc.  
AKRH3(38331)04252016  
05-16-4638-8  
22A-2016-01621F

Catherine Stewart v. Buckeye Community Thirty Five, LP dba Kenmore Place Apartments, Linda Collins and RLJ Management Co., Inc.  
AKRH3(38335)04282016  
05-16-4638-8  
22A-2016-01650F

### **10. Ratify Conciliation Agreement and Consent Order after a finding of Probable Cause**

Fair Housing Resource Center, Inc. v. Carnegie Group, LLC, JMIF, LLC, Lokal Real Estate, LLC, and Mark Ralofsky  
CLEH4(43336)04012016 AMENDED  
05-16-4481-8  
22A-2016-01463F

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

Todd M. McMullen v. DSW Inc.  
COLB1(44309)06132016  
22A-2016-02176C

Angela M. Sawyer v. Honey Baked Ham Company, LLC  
TOL72(38068)10172016  
22A-2017-00129C

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

Faith E. Garcia v. Triad Residential Solutions, LLC  
TOLB2(38078)10212016  
22A-2017-00182C

Tri-County Independent Living Center, Inc. v. Alpha Phi Alpha Homes Incorporated,  
E.T.L. Housing Corporation dba Wesley Tower and Nanette Washington, Manager  
AKRH3(38665)12052016  
05-17-7194-8  
22A-2017-00651F

Bronsen Robinson v. Mac's Convenience Stores, LLC dba Circle K - Great Lakes  
Division  
AKRG3(38746)01092017  
22A-2017-00945F

Tri-County Independent Living Center v. Medina Metropolitan Housing Authority  
ADRH3(38666)12052016  
05-17-6403-8  
22A-2017-00652F

Canice Guice v. The Mustard Seed Market and Café  
ADR73(38729) 12242016  
22A-2017-00886C

Christa Boske v. The Body Builders, Inc.  
ADRG3(38751)0111207  
22A-2017-01000F

Housing Research and Advocacy Center v. Johnathan Mlinarcik  
ADRH4(43780)01092017  
05-17-7012-8  
22A-2017-00943F

Housing Research and Advocacy Center v. Victoria Williams  
ADRH4(43781)01092017  
05-17-6171-8  
22A-2017-00954F

Penny S. Ross v. Greg & Linda S. Sipe, Owners  
ADRH6(26174)01182017  
22A-2017-01116F

Miami Valley Fair Housing Center, Inc. v. Greg & Linda S. Sipe, Owners  
ADRH6(26175)01182017  
22A-2017-01112F



## 12. Withdrawal of Charge with Settlement

Amber Young v. United Health Group/Optum Services  
COL71(44426)08192014  
22A-2016-02612C

Luckisha Townsend v. The Ohio State University – College of Dentistry  
COL71(44839)12272016  
22A-2017-01042F

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

Debra K. Cooley v. Central Management Company; Alan Litzelfelner, President; Colleen Dotson, Property Manager; Kevin (Last Name Unknown), Maintenance; Mike (Last Name Unknown), Maintenance; Chad (Last Name Unknown), Maintenance; and Apple Run Apartments  
COLH1(44917)01122017 AMENDED  
05-17-6951-8  
22A-2017-01430F

John Castillo v. Exel Inc. dba DHL Supply Chain (USA)  
TOL72(37974)08242016  
22A-2016-02665C

Jennifer Edwards v. Exel, Inc. dba DHL Supply Chain (USA)  
TOL72(37982)08292016  
22A-2016-02683C

Marla Y. Cole v. Springfield Local School District  
TOLA2(38166)11302016 AMENDED  
22A-2017-00611C

Marla Y. Cole v. Renhill Staffing Services, LLC  
TOLA2(38169)12012016  
22A-2017-00626C

Gloria Valentine v. 2219-27 Payne Ave. LLC and Mental Health Services for Homeless Persons, Inc. dba Frontline Service  
CLEH4(43727)12072016 AMENDED  
05-17-7157-8  
22A-2017-00666F

Natalie J. Middleton v. Chartwells / Compass Group  
DAY76(25930)09202016  
22A-2016-02933C

Serena Crawford v. Eaglewood  
DAY76(25991)10182016  
22A-2017-00390C

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

Tammy Carter v. Dave Arbogast Buick GMC  
DAY76(26169)01122017  
22A-2017-01431C

Regina Waugh v. Siemens Industry, Inc.  
DAY71(44308)06132016  
22A-2016-02146C

Juan Saucedo v. Engineering Excellence  
ADR71(44683)11082016  
22A-2017-00823C

Shirley Rodgers v. Columbus Metropolitan Library  
ADRB1(44684)11082016  
22A-2017-00830C

Jacques Dimarco Howard v. Amazon  
ADRB1(44688)11142016  
22A-2017-00691C

Christopher M. Balsley v. Amazon  
ADRB1(44707)11172016  
22A-2017-00810C

Harrison Steele v. State of Ohio Auditor of State  
ADRM1(44712)11182016  
22A-2017-01082C

Theodoris Perdue v. Shelly and Sands, Inc.  
ADRA1(44726)09142016 AMENDED  
532-2016-02171C

Calvin J. Rose v. Delaware Area Transit Agency  
ADRB1(44820)12152016  
22A-2017-01209C

Bonnie J. Ruber v. Pilot Dogs, Inc.  
ADR71(44830)12232016  
22A-2017-01204C

Tracey R. Woodley v. Wal-Mart Stores East, L.P.  
ADRB2(38129)11142016  
22A-2017-00383C

Elmore Sturdivant v. City of Toledo, Streets, Bridges and Harbor Department  
ADR72(38249)01202017  
22A-2017-01052C

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

James F. Smith, Jr. v. SSI Schaeffer Systems/US dba McLane Distribution Center  
ADR72(38270)02022017  
22A-2017-01223C

Angela Marie Sandman v. C & D Restaurants, LLC dba Tim Hortons  
ADRB2(38271)02022017  
22A-2017-01224C

Shelly R. Plummer v. TASC of Northwest Ohio  
ADR72(38303)02162017  
22A-2017-01366C

Kyle McElvany v. Summit Academy Management  
ADRB3(38677)12122016  
22A-2017-00742C

Max W. Weinrich v. Plastic Extrusion Technologies  
ADRB4(43750)12182016  
22A-2017-00838C

Lettie P. Reid v. Fath Properties; Lake of the Woods; Jordann Morgan, Regional  
Manager; Becky Alexander, Chief Operating Officer; Amber Bostic, Leasing  
ADRH6(25670)05062016  
22A-2016-01847F

### **13. Withdrawal of Charge – Grant – Request Notice of Right to Sue**

Molly A. White v. City of Fremont  
TOL72(37820)05312016  
22A-2016-01924C

Mark Hochstettler v. Legacy Farmers Cooperative  
TOLA2(37835)06082016  
22A-2016-02019C

Tina Seney v. Sylvania Township Police Department  
TOL72(37859)06212016  
22A-2016-02109C

Travesteen Lawson v. Mondelez Global LLC  
TOL72(37962)08172016  
22A-2016-02634C

**14. No Jurisdiction – Dismiss XNJ**

Randall Brothers v. Evolution Ag  
COLG1(44667)08222016  
22A-2017-00700F

Stewart A. Dawson v. COSI  
COLE1(44720)11172016  
22A-2017-00703F

Brandi Gale v. Marengo Fabricated Steel  
COLE1(44816)12162016  
22A-2017-01261F

Lauren McCallum v. FCA US LLC  
TOLE2(38037)09272016  
22A-2016-02973F

Samuel Oliver v. Mac's Convenience Stores, LLC dba Circle K  
AKRE3(38727)12092016  
22A-2017-00884F

Marissa Aceveddo v. Kids in the Sun – University Hospital  
CLEE4(43761)12262016  
22A-2017-00898F

Phillip O'Malley v. Travian Atkins, Musicians Towers, and Millennia Housing  
Management, Ltd.  
CLEH4(43804)12142016  
05-17-6481-8  
22A-2017-01059F

Yolanda Wilbanks v. State of Ohio, Bureau of Motor Vehicles  
COLG1(44859)01042017  
22A-2017-01463F

Thomas Albright, Sr. v. Nationwide Car Care Center  
CLEE4(43774)01052017  
22A-2017-00949F

Michael Devor v. Joseph Baran  
CLEH4(43806)01242017  
22A-2017-01061F

Michelle Swaisgood v. Changwei Yang, Youhuan Cui, Coldwell Banker Ward Real  
Estate, Jeff Dietrick, and Rob Ward  
CLEH4(43813)01252017  
22A-2017-01134F

**No Jurisdiction – Dismiss XNJ – continued**

Michael Ruzicho v. Cuyahoga Community College  
CLEE4(43868)02202017  
22A-2017-01426F

Rachael Smith v. Taco Bell  
DAYE6(25946)09282016  
22A-2017-01526F

Saul Herzog v. Miami Valley Hospital  
DAYE6(25974)10102016  
22A-2017-01524F

Theresa O’Hara v. Silverton Pointe Nursing & Rehabilitation  
DAY76(25988)10172016  
22A-2017-01538F

Bonita L. Johnson v. Cincinnati Public Schools  
DAYE6(26014)10152016  
22A-2017-01525F

Kristen Copeland v. Rite Price Foods (Save A Lot)  
DAYE6(26079)11282016  
22A-2017-00616F

Mica James v. 1st National Bank  
DAYE6(26102)12102016  
22A-2017-01523F

Paul Chaffin Jr. v. Werner's Smoke House  
DAYE6(26117)12152016  
22A-2017-00800C

Keith Transou v. Market Place Cafe  
DAYE6(26137)12272016  
22A-2017-01540F

**15. Administrative Closure**

Susan M. Sterling v. Heartland Employment Services, LLC dba HCR ManorCare  
TOLB2(37954)08102016  
22A-2016-02502C

Susan M. Sterling v. Heartland Employment Services, LLC dba HCR ManorCare  
TOLB2(38199)12152016 AMENDED  
22A-2017-00744C

## **Administrative Closure – Continued**

Juan L. Pitchford EL v. Midwest Curtainwalls, Inc.  
CLE74(43666)08302016  
532-2016-02090C

Matthew Aaron Mishak v. City of Elyria, Law Department  
CLEB4(43755)12222016  
22A-2017-00893C

### **16. No Probable Cause – Dismiss**

Re'Aunna Smith v. A& M Grocery, Inc.  
COLG1(44255)05162016  
22A-2016-02599F

Danna Allen Pace v. Allied Mineral Products, Inc.  
COL71(44283)06012016  
22A-2016-02025C

Danna Allen Pace v. Acloché, LLC  
COL71(44284)06012016  
22A-2016-02168C

Elois Marlene Craig v. State of Ohio, Department of Taxation  
COL71(44363)07052016  
22A-2016-02357C

Timothy Jay Henry v. State of Ohio, Ohio Department of Commerce - Division of Liquor Control  
COL71(44383)07052016  
22A-2016-02595C

Timothy Jay Henry v. State of Ohio, Ohio Department of Commerce - Division of Liquor Control  
COL71(44384)07062016  
22A-2016-02591C

Stephanie Dale v. Lori Yugovich and James Lozier, Owners  
COLH1(44429)04242016  
05-16-5030-8  
22A-2016-02584F

Christopher L. Nicol v. J. Harris Construction, Inc.  
COL71(44473)08172016  
22A-2016-02821C

Merrilyn Goodman v. Meeder Investment Management  
COL71(44477)08182016  
22A-2017-00067C

**No Probable Cause – Dismiss – continued**

Sheryl A. Littrell v. Mount Carmel Health Providers, Inc.  
COLA1(44478)08172016  
22A-2017-00167C

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

Linda Cruttenden v. OhioHealth Corporation  
COLA1(44490)08182016  
22A-2017-00159C

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

Angela Hill v. Andy Frain Services, Inc.  
COL71(44530)09082016  
22A-2017-00135C

Reginald T. Chapman v. The City of Columbus Recreation and Parks Department  
COLB1(44621)10172016  
22A-2017-00410C

Mychal J. Wade v. TrueBlue, Inc. dba SMX, LLC  
COL71(44659)11032016  
22A-2017-00506C

Brett Austin v. Columbus City Fire Department  
COLA1(44681)11072016  
22A-2017-00692C

Lianne Wright v. Zed Digital  
COL71(44693)11092016  
22A-2017-01089C

Patricia Ann Patton v. ABM Industry Groups, LLC  
COL71(44722)11212016  
22A-2017-01070C  
NO PROBABLE CAUSE – DISMISS (M-3) (cont'd.)

Obed L. Bullitt III v. The GAP, Inc.  
COLA1(44736)11282016  
22A-2017-01078C

Joyce E. Brooks-Harris v. Scioto Management Group, LLC & The Austin Lawrence  
Company, LLC (AMENDED)  
COLA1(44740)1201016  
22A-2017-01084C

Deonte Johnson v. Tim Hortons  
COL71(44750)12082016  
22A-2017-01050C

**No Probable Cause – Dismiss – continued**

Yvonne M. Henry v. The Franklin County Juvenile Detention Center  
COL71(44803)11112016 AMENDED  
22A-2017-01216C

Nakeissah Kellam v. Franklin County Domestic and Juvenile Court  
COL71(44837)12232016  
22A-2017-01044C

Odell Scott Boyd v. E.V. Bishoff Company  
COLE1(44855)01062017  
22A-2017-01166F

Patrick S. Jones v. Wal-Mart Stores East, LP  
COLA1(44856)01092017  
22A-2017-01354C

Tina Woronec v. Whirlpool Corporation  
TOL72(37784)05112016  
22A-2016-01782C

Tina Woronec v. Kelly Services, Inc.  
TOL72(37785)05112016  
22A-2016-01783C

Denise A. Hass v. Sylvania City School District Board of Education  
TOL72(37813)05262016  
22A-2016-01895C

Latrish Perryman v. Home Depot U.S.A., Inc.  
TOL72(37815)05262016  
22A-2016-01897C

Bobbie Jo Barnhart v. Genoa Limestone, LLC  
TOL72(37816)05262016  
22A-2016-01898C

Kimberly Cragel v. The Young Men's Christian Association of Greater Toledo  
TOL72(37818)05312016  
22A-2016-01921C

Tamika Moses v. Ply Gem Industries, Inc.  
TOLB2(37821)06012016 AMENDED  
22A-2016-01925C

Stacy Thomas v. Board of Education of the Toledo City School District  
TOLB2(37823)06022016 AMENDED  
22A-2016-01957C



**No Probable Cause – Dismiss – continued**

Glenn Whitt v. Tin Goose Diner, LLC  
TOLB2(37824)06032016  
22A-2016-01958C

Iesha Watkins v. Universal Protection Service  
TOL72(37825)06032016  
22A-2016-01959C

Paula Navarre v. Black & Veatch Construction, Inc.  
TOL72(37827)06062016  
22A-2016-01968C

Connie Butler v. Dolgen Midwest, LLC dba Dollar General  
TOLB2(37828)06062016  
22A-2016-01970C

Alexander Wrege v. The University of Toledo  
TOLB2(37830)06072016  
22A-2016-01986C

Thomas Faulkner v. FCA US LLC  
TOLB2(37831)06072016  
22A-2016-02000C

Jacqueline M. Glinka v. Sylvania City School District Board of Education  
TOLB2(37832)06082016  
22A-2016-02016C

*\*Split Determination: Probable Cause on the issues of failure to accommodate, harassment, discipline, and forced on administrative leave based on disability; No Probable Cause on the issue of discipline, letter of reprimand based on religion.*

Jacqueline M. Glinka v. Ohio Educational Association/Sylvania Educational Association  
TOLB2(37833)06082016  
22A-2016-02017C

*\*Split Determination: Probable Cause on the issues of failure to file a grievance and provide representation based on disability; No Probable Cause on the issues of failure to file a grievance and provide representation based on religion.*

Jeremy Mohler v. Board of Education of The Toledo City School District  
TOLB2(37840)06102016  
22A-2016-02034C

Heather Mohler v. Board of Education of The Toledo City School District  
TOLB2(37841)06102016  
22A-2016-02035C

Thomas Faulkner v. FCA US LLC  
TOLB2(37865)06242016  
22A-2016-02137C

**No Probable Cause – Dismiss – continued**

Willie Cox v. Mobis North America, LLC  
TOLA2(37893)07142016  
22A-2016-02272C

Mary L. Pugh v. Wal-Mart Stores East, LP  
TOLB2(37895)07142016  
22A-2016-02274C

Abenaah Hill v. Toledo Area Regional Transit Authority  
TOLG2(37910)07212016  
22A-2016-02325F

Mallory K. Imbery v. Toledo School for the Arts  
TOL72(37923)07272016  
22A-2016-02392C

Cecelia Geckeis v. Owens Community College  
TOL72(38112)11032016  
22A-2017-00291C

Denica Murph v. Ozzy-Two LLC dba Ozzy Apartments; Donald Heikes, Landlord  
TOLH6(25693)05162016  
05-16-4837-8  
22A-2016-01842F

Susan Lloyd v. Joshua Thornsbery  
AKRH3(38520)09082016  
22A-2016-02741F

Kristie K. Conley v. Your Caring Home, Inc.  
AKR73(38522)09092016  
22A-2016-02748C

Genia L. HERN v. Youngstown State University  
AKR73(38566)10052016  
22A-2017-00032C

Annette Stallings v. Family Dollar Stores of Ohio, Inc.  
AKR73(38570)10072016  
22A-2017-00077C

Titus Rice v. RS&B Industries, LLC  
AKRB3(38572)10102016  
22A-2017-00079C

**No Probable Cause – Dismiss – continued**

John William Franks v. DSI Bulk Transport, Inc.  
AKRA3(38573)10112016  
22A-2017-00080C

Anthony R. Strong v. Lamar Advertising of Youngstown, Inc.  
AKRA3(38584)10192016 AMENDED  
22A-2017-00180C

Frank Parms v. Greenstar Mid-America, LLC dba Waste Management  
AKR73(38590)10252016  
22A-2017-00215C

James Wofford v. S.E.T., Inc.  
AKRA3(38597)09122016  
532-2016-02154C

James G. Greene, D.D.S. v. The MetroHealth System  
AKR73(38598)09132016  
532-2016-02162C

Pamela L. Young v. Progressive Casualty Insurance Company  
AKRA3(38600)10272016  
22A-2017-00257C

Christopher Rinehart v. St. Edward Home dba The Village of St. Edward  
AKRB3(38616)11072016  
22A-2017-00326C

Jeremy Lieder v. Target Corporation  
AKRB3(38625)10052016 AMENDED  
532-2017-00012C

Franklin Ford v. TravelCenters of America, LLC dba Minit Mart  
AKRG3(38653)11252016  
22A-2017-00554F

Kevonna R. Torrence v. Oak Hill Manor, LLC  
AKR73(38646)11172016  
22A-2017-00458C

Tiana J. Jones v. Mercy Medical Center, Inc.  
AKR73(38685)12142016  
22A-2017-00776C

Tianna B. Flammer v. Community Support Services, Inc.  
AKRG3(38701)12212016  
22A-2017-00845F

**No Probable Cause – Dismiss – continued**

Susan Lloyd v. Rebecca Schaffer  
AKRH3(38706)12172016  
22A-2017-00863F

Susan Lloyd v. Staci Dalton Liddle  
AKRH3(38707)12172016  
22A-2017-00864F

Susan Lloyd v. Timothy Welms  
AKRH3(38709)12172016  
22A-2017-00866F

Susan Lloyd v. Jessica Susnik  
AKRH3(38710)12172016  
22A-2017-00867F

Susan Lloyd v. Pam Wilms  
AKRH3(38711)12182016  
22A-2017-00868F

Susan Lloyd v. Jeri Lynn Attebury  
AKRH3(38712)12182016  
22A-2017-00869F

Susan Lloyd v. Phillip Siwierka  
AKRH3(38713)12182016  
22A-2017-00870F

Susan Lloyd v. Jarid Kendzior  
AKRH3(38714)12182016  
22A-2017-00871F

Susan Lloyd v. Sarah Lance  
AKRH3(38715)12182016  
22A-2017-00872F

Susan Lloyd v. Rose Ewell Benci  
AKRH3(38716)12182016  
22A-2017-00873F

Susan Lloyd v. Eric Siwierka  
AKRH3(38717)12182016  
22A-2017-00874F

Susan Lloyd v. Cindy Simcox  
AKRH3(38718)12182016  
22A-2017-00875F

**No Probable Cause – Dismiss – continued**

Susan Lloyd v. Trisha Whitehead  
AKRH3(38719)12182016  
22A-2017-00876F

Susan Lloyd v. Tara Ellin  
AKRH3(38720)12182016  
22A-2017-00877F

Latasha Garland v. Wesley and Kelly Turk  
AKRH3(38722)12232016  
05-17-7199-8  
22A-2017-00879F

Susan Lloyd v. Curtis Overholt  
AKRH3(38756)01162017  
22A-2017-01005F

Bryan Patrick McMonagle v. State of Ohio, Department of Education  
AKRG3(38762)01172017  
22A-2017-01011F

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

Ronald Edgeron v. Cuyahoga Metropolitan Housing Authority and Velmarie Peoples  
AKRH4(43571)08302016  
22A-2016-02710F

Alicia Lytle v. The Michael Kaim Team and Blue Rock Select, LLC dba Berkshire  
Hathaway Home Services  
AKRH4(43575)08302016 AMENDED  
05-16-6008-8  
22A-2016-02714F

Rhonda Furlow v. The Board of Education of the Cleveland Metropolitan School District  
CLEB4(43409)05242016  
22A-2016-01939C

Devan K. Anderson v. Shooters on the Water, Inc.  
CLEG4(43449)06162016  
22A-2016-02091F

James J. Warmuth v. General Motors, LLC  
CLEB4(43491)07132016  
22A-2016-02583C

Kristen Bowman v. Hilltop Investment, LLC and Millennia Housing Management, Ltd.  
CLEH4(43494)06262016  
05-16-4846-8  
22A-2016-02276F

**No Probable Cause – Dismiss – continued**

Richard & Kellie Schultz v. Andito Ricks, Michael Thompson, and Green Planet  
Conservation LLC  
CLEH4(43537)06102016  
22A-2016-02613F

Achir Alalami v. The MetroHealth System  
CLEB4(43589)09082016 AMENDED  
22A-2016-02764C

Rhonda Furlow v. The Board of Education of the Cleveland Metropolitan School District  
CLEB4(43598)09142016  
22A-2016-02819C

Andito Ricks v. Richard & Kellie Schultz  
CLEH4(43604)09202016  
22A-2016-02883F

Tadashi Washay Allen v. Wal-Mart Stores East, LP  
CLEG4(43607)09202016  
22A-2016-02886F

Benjamin Malue v. Hawkins Sales of Ohio, Inc.  
CLE74(43618)09282016  
22A-2017-00003C

James J. Warmuth v. United Auto Workers, Local 1005  
CLEB4(43675)11072016  
22A-2017-00343C

Aujile Riley v. HHC Ohio, Inc. dba Windsor Laurelwood Center for Behavioral  
Medicine  
CLE74(43691)10312016  
22A-2017-00436C

Rabi Ridha v. Frontier Airlines, Inc.  
CLEG4(43694)11162016  
22A-2017-00440F

Zachery Sansom v. County of Cuyahoga, Department of Job and Family Services  
CLEG4(43700)10312016  
22A-2017-00445F

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

Antonese Spates v. Dolgen Midwest, LLC dba Dollar General  
CLEG4(43715)11282016  
22A-2017-00606F

**No Probable Cause – Dismiss – continued**

Romanika Jefferson v. Bob Evans Farms, LLC  
CLE74(43739)12132016  
22A-2017-00805C

Jennifer I. Fezell v. Bridgestone Retail Operations, LLC dba Credit First National  
Association  
CLEA4(43746)10072016  
532-2017-00037C

Shonta Kennedy v. The Diversity Center of Northeast Ohio  
CLEE4(43771)01022017  
22A-2017-00930F

Julius K. Nuriddin v. Greater Cleveland Regional Transit Authority  
CLEG4(43773)01032017  
22A-2017-00932F

Michael D. Plaster v. Dedicated Logistics, Inc.  
CLE74(43783)01062017  
22A-2017-00956C

Guyver Hopkins v. Beacon Software, LLC  
CLE74(43780)01112017  
22A-2017-00978C

Elaine Matthews obo Emanuel and Samuel Matthews v. Bridges Rehabilitation Services  
CLEB4(43824)01262017  
22A-2017-01235C

Kerry Shuttleworth v. Akron Metropolitan Housing Authority and The Community  
Builders, Inc.  
CLEH3(38412)06282016  
22A-2016-02221F

William Donato v. James Cantelupe, Tina Cantelup  
CLEH3(38414)06292016  
22A-2016-02222F

Michael Redding v. Marriott International, Inc.  
DAYB6(25714)05262016  
22A-2016-01976C

Kimberly Hill v. City of Dayton Police Department  
DAY76(25715)05262017  
22A-2016-01977C

**No Probable Cause – Dismiss – continued**

Bertha Bennett v. Forever 21 Retail, Inc.  
DAYB6(25734)06082016  
22A-2016-02473C

Sandra Harris v. Springboro Community Schools  
DAYB6(25743)06142016  
22A-2016-02154C

Theresa Carter v. Aramark Correctional Services, LLC  
DAY76(25751)06172016  
22A-2016-02291C

Tara Fulps v. Killerspots, Inc.  
DAYE6(25762)06212016  
22A-2016-02453F

Jami Green v. Frisch's Restaurants, Inc.  
DAYG6(25768)06262016  
22A-2016-02510F

Jasmine L. Brown v. The Wellington of Dayton  
DAY76(25778)07052016  
22A-2016-02455C

Kimberly Reid v. Wal-Mart Stores East, LP  
DAYA6(25783)07072016  
22A-2016-02294C

Jasmine L. Brown v. The Wellington of Dayton  
DAY76(25794)07130216  
22A-2016-02448C

Jennifer Belcamino v. Atos IT Solutions and Services, Inc.  
DAY76(25843)08082016  
22A-2016-02780C

Judith C. Sexton v. Abuse and Rape Crisis Shelter of Warren County  
DAYB6(25850)08102016  
22A-2016-02763C

Anthony Allen v. WestRock Company  
DAYB6(25859)08162016  
22A-2016-02778C

Michael Doty v. Firehouse Grill  
DAYB6(25879)08252016  
22A-2016-02926C



**No Probable Cause – Dismiss – continued**

Clifford Pierce v. Midwest Iron & Metal Co.  
DAY76(25880)08262016  
22A-2016-02865C

Tiara Coleman v. The Oaks of West Kettering  
DAY76(25895)08312016  
22A-2017-00403C

Leslie Caroots v. Digestive Specialists, Inc.  
DAYB6(25940)09262016  
22A-2017-00046C

Neal Chalmer Folck v. Ford Motor Company  
DAYA6(25962)10062016  
22A-2017-00301C

Sandra Jones v. Hamilton County Developmental Disabilities Services  
DAYA6(25987)10182016  
22A-2017-00396C

Kathy A. Hamilton v. Atrium Medical Center  
DAY76(25989)10192016  
22A-2017-00394C

Sheena Whetstone v. US Bank, N.A.  
DAY76(26027)11032016  
22-2017-00391C

Kirsten Overly v. Cincinnati Children's Hospital Medical Center  
DAY76(26031)11072016  
22A-2017-00513C

Julie Raadschelders v. Columbus State Community College  
DAY76(26036)09192016  
532-2016-02176

Bret Isaac v. City of Cincinnati, Police Department  
DAY76(26043)11142016  
22A-2017-00576C

Shayla Ross v. State of Ohio, Southwest Developmental Center  
DAY76(26055)11172016  
22A-2017-00565C

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

**No Probable Cause – Dismiss – continued**

Cathy Williams v. VXI Global Solutions, LLC  
DAYB6(26062)11222016  
22A-2017-00586C

Mark R. Winkle v. Edison Learning, Inc. dba Bridgescape  
DAY76(26105)12132016  
22A-2017-00803C

Kathy Hamilton v. Atrium Medical Center  
DAY76(26164)01112017  
22A-2017-01029C

Sarah Beth Wallace v. Chesapeake Union Exempted Village School District  
DAYB1(44716)11182016  
22A-2017-00786C

**MOTION by Commissioner Patmon to approve the March 16, 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

**APPEARANCE CASES**

**Appearance 1**

**Commissioners' Agenda - Week 1, Page 2, Item III-A**

**Consideration of Administrative Law Judge's Report & Recommendation to Issue a Cease and Desist Order; Respondent's Statement of Objections; Attorney General's Response Thereto:**

Betty Jo Gray v. "In Living Support"  
DAYE6(24315)05142014  
22A-2014-02255F  
Complaint No.: 15-EMP-DAY-24315

Betty Jo Gray v. Tailored Training Services LLC  
DAYE6(24316)05142104  
22A-2014-02469F  
Complaint No.: 15-EMP-DAY-24316

The Respondents' attorney presented the statement of objections. An attorney from the Ohio Attorney General's Office provided a response to the objections.

**MOTION by Commissioner Patmon to adopt the Administrative Law Judge's report and recommendation, deny the Respondent's objections and accept the Attorney General's response. 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.**

\*Chairman Hubert directed the Attorney General's office to prepare the final order.

**Appearance 2**

**Commissioners' Agenda – Week 3, Page 3, Item III**

**Certification for a Bona Fide Occupational Qualification based on Religion - Grant**

Echoing Hills Village, Inc.

Respondent's Representatives were present to answer Commissioners' questions.

**MOTION by Commissioner Patmon to Grant the Certification for a Bona Fide Occupational Qualification based on Religion to Echoing Hills Village, Inc. for the positions presented in their application. 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 3**

**Commissioners' Agenda - Week 3, Page 2, Item II-A**

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

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

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

**MOTION by Commissioner Patmon 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. Request for Reconsideration - Respondent's Request – Deny**

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

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

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

Adem Meta v. Cleveland Metropolitan School District  
CLE74(43455)06172016  
22A-2016-02116C

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

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

Dorothy Smith v. Dr. Mujeeb Ranginwala, Inc.  
DAYG6(25707)05192016  
22A-2016-01982F

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

**2. No Jurisdiction – Dismiss**

Danny Jaber v. Trans States Holdings, Inc. dba GoJet Airlines  
TOLB2(38141)11172016  
22A-2017-00450C

Bridget Farkas v. County of Columbiana, Job and Family Services,Child Support  
Enforcement Agency  
AKRG3(38770)01242017  
22A-2017-01123F

Bridget Farkas v. State of Maryland, Department of Human Resources, Carroll County  
Department of Social Services, Bureau of Support Enforcement  
AKRG3(38771)01242017  
22A-2017-01124F

Sarah Beth Wallace v. Open Door School  
DAYB1(44715)11182016  
22A-2017-00587C

Rochelle Sanders Prater v. Cincinnati State Technical and Community College  
DAYB6(25729)06082016  
22A-2016-02080C

**MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. 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 3**  
**Page 1 of 2**

**1. Request for Reconsideration – Respondent's Request – Deny**

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

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

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

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

Jasmyn Davis v. Fairhaven Apartments and Carol Helmling  
and Otto Falkenberg  
AKRH3(38471)07262016  
22A-2016-02524F

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



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

**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**

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office, updated the Commissioners on the case of Melanie Lane v. Little York Tavern which was before the 2<sup>nd</sup> District Court of Appeals in Dayton, Ohio. The Court rejected Little York Tavern's appeal of the lower court's decision, which affirmed the OCRC's Cease and Desist Order.

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

Chief Legal Counsel Stephanie Demers first wished Director of Operations, Keith McNeil a happy early birthday (his birthday was on March 17<sup>th</sup>). She then highlighted a case on the agenda for election in common pleas court, Jason Hick v. Abbeyhill Management Co. & Aram Gosdanian.

For the benefit of the students, faculty and staff present, Ms. Demers explained the distinction between a disparate treatment – indirect evidence – case from a direct evidence case. She stated that the Commission sees very few direct evidence cases and explained why this was a direct evidence matter, namely that Respondent made disparaging and discriminatory comments about African Americans. She advised this matter has been covered by the Columbus media and explained the next step would be for the Ohio Attorney General's Office to file a civil action in Franklin County Common Pleas Court seeking equitable relief from Respondents as well as damages for the Charging Party.

## **Report from Executive Director**

Executive Director G. Michael Payton began his report by recognizing Dr. J. Michael Bernstein and the great institution of Wright State University. Mr. Payton expressed appreciation for the long standing partnership with the university. He also recognized Larry Chan, vice president of legal affairs and general counsel for Wright State University.

The OCRC has partnered with the Ohio Arts Council to frame and post photographs taken by high school students in our central office. The OCRC has agreed to meet with students in their studios to provide an overview of civil rights. Vera Boggs, Cleveland Regional Director, visited the photo studio in Cleveland. Investigator Diane Benaugh has agreed to do the same in Cincinnati. Mr. Payton thanked Commissioner Cespedes for creating the partnership with the Ohio Arts Council.

Director Payton introduced Kathy Haley-Ross as the Acting Dayton Regional Director. Ms. Ross has worked for the OCRC in a number of positions over the years including investigator, supervisor, regional director, housing coordinator, and mediator. She retired from the OCRC in 2005 and returned as supervisor in 2007.

Finally, Director Payton expressed his sympathy and support to Chairman Hubert for the passing of his brother.

**Remarks**

Chairman Hubert and Commissioners once again thanked Wright State University for hosting the OCRC.

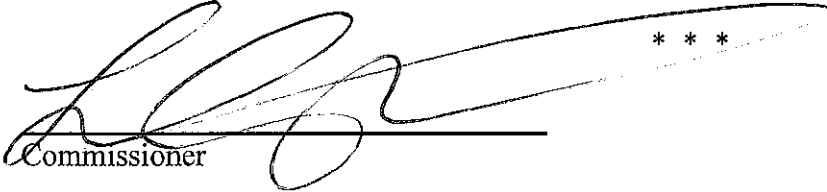
**MOTION by Commissioner Barreras to adjourn the public meeting. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>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 12:08PM.

  
Commissioner

\* \* \*