



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

May 18, 2017

**Lobby 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, Mary Turocy, Director of Public Affairs and Civic Engagement; Desmon Martin, Director of Enforcement and Compliance; 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.

APPROVAL OF MINUTES

MOTION by Commissioner Patmon to approve the April 27, 2017 minutes. 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.

CONFIRMATION OF STAFF FINDINGS

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

Antwan Dean v. Charter Communications, formerly Time Warner Cable Inc.
COLB1(44357)06232016 AMENDED
22A-2016-02377C

Jannalla Wadlington v. State of Ohio, Department of Rehabilitation and Correction
COLA1(44521)09012016
22A-2017-00122C

Ming Cheng Liu v. Genji LLC
CLEB4(43667)09012016
532-2016-02099C

Karen DeVaughn v. Hillary for America/Ohio Democratic Party
CLE74(43835)02052017
22A-2017-01276C

Richard Scott v. Bill Marine Auto Center, Inc.
DAY76(25781)07062016
22A-2016-02457C

Patrick James Ammon v. Wright State University
DAY76(25829)07252016
22A-2016-02555C

2. **Reconsideration by the Commission – Vacate Previous finding of No Probable Cause - Dismiss**

Lisa Huff v. YMCA of Greater Cincinnati
DAY76(25825)07262016
22A-2016-02794C

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

Sheela Agrawal v. Tangent Company LLC
AKRB3(38594)09062016
532-2016-02112C

**Split determination: Probable Cause on bases of retaliation and age regarding employment application; No Probable Cause on basis of disability*

Janequa Williams v. Family Life Counseling and Psychiatric Services
CLE74(43583)09012016
22A-2016-02747C

Amber Downs v. Dayton Country Club
DAY76(25813)07252016
22A-2016-02432C

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

David Elston v. American Federation of State, County and Municipal Employees Local 7
TOL72(37928)07282016
22A-2016-02403C

Joanne Simmons v. Buckeye Community Thirty Five, LP dba Kenmore Place
Apartments, Linda Collins and RLJ Management Co., Inc.
AKRH3(38525)09092016
05-16-5314-8
22A-2016-02770F

Linda Freeman v. Deegan Management, Inc., Meadowood Park Associates LLC Number
One, and R. Todd Deegan
CLEH4(43511)07192016 AMENDED
05-16-4908-8
22A-2016-02422F

**Split determination: Probable Cause on basis of retaliation; No Probable Cause on basis of race*

Roy Lee Schleeter v. Wannemacher Total Logistics
DAYA6(25805)07192016
22A-2016-02413C

Kara Kidd v. Peter Cremer North America
DAY76(25935)09212016 AMENDED
22A-2017-00047C

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

Kelley M. Barnes v. State of Ohio, Department of Job and Family Services
COLA1(42025)10132015
22A-2016-00190C
Complaint No. 16-EMP-COL-42025

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

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

Rebecca Delawder v. Superior Construction and Rental Management, LLC, et al.
DAYH6(25443)11132015
05-16-0134-8
22A-2016-02141F
Complaint No. 16-HOU-DAY-25443

7. Ratify Conciliation Agreement and Consent Order; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Rachelle Vaughn v. Owner’s Management Company
CLE73(38102)10132015
22A-2016-00078C
Complaint No. 16-EMP-CLE-38102

Jihan M. Musa v. PDQ Transportation, Inc.
DAY71(42094)11232016
22A-2016-00420C
Complaint No. 16-EMP-COL-42094

8. Authorize Attorney General to Initiate Action in Common Pleas Court – Submitted by the Attorney General’s Office

Peter Lawson v. Nancy Naugle
CLEH4(43349)02292016
05-16-4621-8
22A-2016-01522F
Complaint No. 17-HOU-CLE-43349

Fair Housing Advocates Association v. Nancy Naugle
CLEH4(43350)02292016
05-16-4622-8
22A-2016-01523F
Complaint No. 17-HOU-CLE-43350

9. Probable Cause – Schedule Conciliation

Jon Paul Bruno v. Northstar Anesthesia of Ohio, LLC
AKRB3(38495)08252016
22A-2016-02671C

Monica Wiggins v. Gregory Bosl and Northeast Neighborhood Homes
CLEH4(43574)08302016
05-16-5714-8
22A-2016-02713F

**Split determination: Probable Cause against Respondent Bosl; No Probable Cause against Respondent Northeast Neighborhood Homes*

Housing Research & Advocacy Center v. James Kotowski
CLEH4(43930)09092016
05-17-7716-8
22A-2017-01732F

10. Issue Formal Complaint

Linda Freeman v. Deegan Management, Inc., Meadowood Park Associates LLC Number One, and R. Todd Deegan
CLEH4(43511)07192016 AMENDED
05-16-4908-8
22A-2016-02422F

11. Ratify Conciliation Agreement and Consent Order after a finding of Probable Cause

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

Chris Silbaugh v. Park Hill Properties Limited Liability Company dba Park Hill at Fairlawn, Lee Zarkovacki and Brian Merrick
AKRH3(38489)08182016
05-16-5270-8
22A-2016-02657F

Housing Research & Advocacy Center v. John E. Brooks and 6406 Bradley Avenue LLC
CLEH4(43391)05102016
05-16-0853-8
22A-2016-01787F

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

Amy L. Lawson v. JACK Thistledown Racino LLC
CLEB4(43473)06302016
22A-2016-02225C

Jason L. Ross v. Hands On Central Ohio, Inc.; and Leena Scott, Supervisor
COLH1(44444)08082016
05-16-5047-8
22A-2016-02816F

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

Joan Beyer v. Debbie Kubena Yatsko, Medina Metropolitan Housing Authority,
Southwick Manor Apartments, LLC
CLEH4(43635)10142016
05-17-7256-8
22A-2017-00094F

Frederick Harper v. As America, Inc. dba American Standard Brands
CLE74(43749)12162016
22A-2017-00837C

Victoria Fulks v. Susan Jennings
DAYH1(44516)08312016
22A-2016-02785F

Housing Research & Advocacy Center v. Anitra Handley Boyt and Arlene Dadley
ADRH4(43778)01092017
05-17-7651-8
22A-2017-00952F

Miami Valley Fair Housing Center, Inc. v. Larisa Solomon
ADRH6(26303)03172017
22A-2017-02143F

13. Withdrawal of Charge with Settlement

Shaniqua Elaine Scott v. State of Ohio, Department of Administrative Services
COL71(44675)11042016
22A-2017-00705C

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

Brenda V. Carter v. EBE Healthcare, Inc.
COL71(45051)03202017
22A-2017-01801C

Holly Pina v. City of Toledo, Fire and Rescue Department
TOLA2(37932)08022016
22A-2016-02437C

Mercedes Tinnin v. Pitt-Ohio Express, Inc.
TOL72(38002)0909201
22A-2016-02754C

Ariel Greenleaf v. The Waterford at Levis Commons
TOL72(38116)11072016
22A-2017-00329C

Withdrawal of Charge with Settlement - Continued

Samantha M. Willig v. Signet Jewelers
AKRB3(38619)11072016
22A-2017-00332C

Samantha M. Willig v. Sterling Jewelers, Inc. dba J.B. Robinson Jewelers
AKRB3(38620)11072016
22A-2017-00333C

Samantha M. Willig v. Sterling Jewelers, Inc.
AKRB3(38621)11072016
22A-2017-00334C

Beverley Somai v. H&Y Property Holding LLC, Bob Newman & Newman Property
Management, Ltd.
AKRH3(38950)04192017
22A-2017-01916F

Trenisha Rodgers v. Morrison Management Specialists, Inc.
CLE74(43634)10052016 AMENDED
22A-2017-00060C

Yaqub Nur v. Cuyahoga Metropolitan Housing Authority and Santiago Hughes
CLEH4(43638)10172016
22A-2017-00105F

Lauren Smith v. Boxer Property Management Corporation
CLEB4(43838)11232016
532-2017-00235C

Arthur Horrison v. Clean All Services, Inc.
DAYB6(26140)12312016
22A-2017-00968C

Bridgette Showman v. DR DAS, Ltd.
ADRE1(44908)01252017
22A-2017-01477F

Karen J. Dolloff v. Lowe's Home Centers, LLC
ADRA1(44940)02032017
22A-2017-01927C

Christine Hendricks v. Newbridge Academy
ADRA1(44946)02062017
22A-2017-02386C

Withdrawal of Charge with Settlement - Continued

Aretha Hardin v. Rise and Dine Restaurants, Inc. dba Sunny Street Cafe
ADR71(45033)03092017
22A-2017-01819C

Brannon Gore v. Ohio Machinery Co. dba Ohio CAT
ADR72(38360)03212017
22A-2017-01633C

Sabur Jabbar v. Akron Metro Regional Transit Authority
ADRG3(38827)02142017
22A-2017-01399F

Anajaira Lebron Henry v. Ohio CVS Stores, LLC
ADRG3(38812)02142017
22A-2017-01330F

Donte A. Hawkins v. Alliance National Limited Partnership dba DeMilta Iron & Metal
Ltd.
ADR74(43787)01132017
22A-2017-00979C

Lisa Ann Taylor v. Quick Fix Low Cost Spay and Neuter
ADR74(43818)01272017
22A-2017-01229C

Deborah Bingham v. Giant Eagle, Inc.
ADRA4(43877)02282017
22A-2017-01462C

Deborah Bingham v. Giant Eagle, Inc.
ADR74(43922)03282017
22A-2017-01727C

John Maria Sylvia III v. Edge Plastics, Inc.
ADR74(43929)04032017
22A-2017-01730C

James Rogers v. Derringer Food Services, Inc.
ADRB6(26317)03272017
22A-2017-01710C

14. Withdrawal of Charge – Grant

Bernave Quevedo v. Leon Restaurant Group, Ltd. dba El Jalapenos Authentic Restaurant
CLEE4(43904)03152017
22A-2017-01629F

Withdrawal of Charge – Grant - continued

Darren Keith Townsend v. City of Kettering
DAY76(26053)11172016
22A-2017-00568C

Ronald Wolfe v. Southwestern Ohio Rapid Transit Authority (SORTA)
ADR76(26296)03152017
22A-2017-02062C

15. Withdrawal of Charge – Grant – Request Notice of Right to Sue

Laura A. Greer v. Health Design Plus, Inc.
TOLB2(38194)12132016
22A-2017-00735C

Laura A. Greer v. University Hospitals Health System, Inc.
TOLB2(38195)12132016
22A-2017-00736C

16. No Jurisdiction – Dismiss XNJ

Christina Trimmer v. Ohio State University Wexner Medical Center
COLE1(44983)02162017
22A-2017-01503F

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

Timothy Powell v. Franklin Medical Center
COLE1(44988)02192017
22A-2017-02156F

Aaron O'Brien v. Cindy Oates
COLH1(44998)02182017
22A-2017-02296F

Stephanie Christian v. EMX Industries
TOLE2(38208)09302016
846-2016-32747F

Abenaah N. Hill v. United Collection Bureau
TOLE2(38325)03022017
22A-2017-01491F

Christopher Mays v. Newton Falls Dairy Queen, Inc. dba Dairy Queen
AKRE3(38818)02162017
22A-2017-01389F

No Jurisdiction – Dismiss XNJ – continued

Danielle Davis v. Adams Funeral Home, Inc.
AKRE3(38876)03152017
22A-2017-01656F

Chelsea Guardado v. Life Line Screening
AKRE3(38881)03182017
22A-2017-01661F

Gloria Dunnivan v. Heartbeats to the City, Inc.
AKRE3(38988)05092017
22A-2017-02294F

Dawna Frederick v. Mike Park
CLEH4(43876)02172017
22A-2017-01722F

George Hill v. Veterans Administration Louis Stokes C.A.R.E.
CLEG4(43878)02282017
22A-2017-01516F

Marjan Kozhovski v. Pepsico, Inc.
CLEE4(43892)03092017
22A-2017-01610F

Akilah Brown v. Rosemary Center
CLEE4(43907)03152017
22A-2017-01632F

Jeff Mullins v. Medical Mutual of Ohio
CLEE4(43911)03162017
22A-2017-01638F

Lorraine D'Amico v. City of Youngstown, Laura Fulmer, and Maureen O'Neil
CLEH3(38873)03142017
22A-2017-01627F

Donald Young v. State of Ohio, Department of Job and Family Services
DAYG6(25915)09082016
22A-2017-01559F

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

Melissa J. Capps v. Miami Valley Hospital
DAYE6(26076)11222016
22A-2017-01556F

Patience Isaacs v. Middletown Police Department
DAYG6(26136)12242016
22A-2017-01564F

No Jurisdiction – Dismiss XNJ – continued

Patience Isaacs v. Children Services Hamilton Ohio
DAYG6(26139)12282016
22A-2017-01565F

Shatasha Dillard v. Creative Extruded Products, Inc.
DAYE6(26142)01032017
22A-2017-02282F

James Holland v. KFC
DAYE6(26178)01152017
22A-2017-02331F

Brian Rickard v. Westwood Carwash
DAYE6(26253)02212017
22A-2017-02283F

17. Motion to Reopen XNJ

Molly LaFond v. NetJets Inc.
COL71(45055)03102017
22A-2017-01923C

18. Administrative Closure

Molly LaFond v. NetJets Inc.
COL71(45055)03102017
22A-2017-01923C

Edwin Joseph Muller III v. HumaCare - Consolidated Employee Management, Inc.
COLB1(45122)04122017
22A-2017-02312C

Joseph Williams v. Copper Moon
CLEG4(43728)12072016
22A-2017-00749F

Teresa Hill v. James T. Hutta, D.D.S., Inc.
CLEA4(43945)03162017
473-2017-00565C

Michael Ruzicho v. Giant Eagle, Inc.
CLE74(43965)04212017
22A-2017-02043C

Administrative Closure - continued

Lisa Huff v. YMCA of Greater Cincinnati
DAY76(25825)07262016
22A-2016-02794C

19. No Probable Cause – Dismiss

Rosezella McBride v. Ohio Stater Student Housing
COLA1(44364)07072016
22A-2016-02573C

Taneisha Dubose v. Quantum Health, Inc.
COLB1(44373)07012016
22A-2017-00826C

Tracy A. Everetts v. Pearl Graham
COLH1(44382)07082016
05-16-8031-8
22A-2016-02365F

Scott Howard v. Sawmill Road Management Company, LLC, Kendra Brinkley and Rick Post
COLH1(44386)07072016
22A-2016-02566F

Larel Barnette v. Community Properties of Ohio
COLH1(44405)07192016
05-16-5483-8
22A-2016-02604F

Leenora Vessel v. State of Ohio, Department of Mental Health
COL71(44413)07192016
22A-2017-00099C AMENDED

Margaret R. Appiah v. Pataskala Oaks Care Center
COL71(44415)07202016 AMENDED
22A-2016-02586C

David Rodenbeck v. Morgan Stanley Smith Barney LLC
COLB1(44418)07262016
22A-2016-02609C

Steven Crump v. Lafayette Hotel
COLG1(44419)07262016
22A-2016-02967F

No Probable Cause – Dismiss – continued

Dedra Stephens v. Mark Sutherland, Owner, Ramona Grey, and Amber Hancock
COLH1(44430)07222016
22A-2016-02962F

Michele Tartt v. State of Ohio, Department of Job and Family Services
COLB1(44463)08082016
22A-2017-00063C

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

Raven Thomas v. Charles Jia, Property Manager and Columbus Apartel
COLH1(44474)08172016
05-16-5683-8
22A-2016-02813F

Ariel Watkins v. Charles Jia, Property Manager and Columbus Apartel
COLH1(44475)08172016
05-16-5746-8
22A-2016-02812F

Randall William Wheeler v. T. Marzetti Company
COL71(44506)08302016
22A-2017-00123C

Barbara Anderson v. iQor Holdings US Inc.
COLA1(44524)09062016
22A-2017-00136C

Michele Tartt v. State of Ohio, Department of Job and Family Services
COLB1(44582)09212016
22A-2017-00409C

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

Michael Buchanan v. Mapfre USA Corp.
COL71(44588) 09272016
22A-2017-00242C

Teddi Anderson v. State of Ohio, Department of Rehabilitation and Correction
COLA1(44607)10112016
22A-2017-00497C

Christy E. Asah v. State of Ohio, Department of Rehabilitation and Correction
COL71(44611)10112016
22A-2017-00464C

Brandon Wymer v. Speed Commerce Corp.
COL71(44614)10132016
22A-2017-00493C

No Probable Cause – Dismiss – continued

Carlos Arriaga v. All Ohio Masonry Restoration, LLC
COL71(44647)10242016
22A-2017-00508C

Daniel Chapman v. Wal-Mart Stores East, LP
COLA1(44690)11072016
22A-2017-01090C

Sharyl L. Jones v. Mount Carmel Health Systems
COLB1(44694)11102016
22A-2017-01085C

Nikki Heath v. Ohio Rural Electric Cooperatives, Inc.
COLA1(44701)11162016
22A-2017-00818C

Denise M. Crowder v. State of Ohio, Ohio Department of Rehabilitation and Correction
COLB1(44710)11182016
22A-2017-00820C

Heidi LaJohn-Marty v. Athens City School District Board of Education
COLA1(44719)11212016
22A-2017-00817C

Yalanda Trapp v. Groveport Madison Local School District
COL71(44732)11222016
22A-2017-01086C

Yalanda Trapp v. Petermann, Ltd.
COL71(44733)11222016
22A-2017-01081C

Delia N. Wilson-Newsome v. Imagine Schools, Inc.
COL71(44838)12272016 AMENDED
22A-2017-01043C

Nasser Hussain v. Fine Line Auto Body, Inc.
COLG1(44840)12292016
22A-2017-01169F

Frank D. Morrow v. Worthington Industries
COL71(44848)01042017
22A-2017-01367C

Nehemiah Alonzo Edwards v. Jimmy John's
COL71(44888)01202017
22A-2017-01357C

No Probable Cause – Dismiss – continued

Gabriel P. Artis III v. Donatos Pizzeria, LLC dba Jane's Dough Foods
COL71(44907)01252017
22A-2017-01804C

Jarrod Watts v. State of Ohio, Department of Public Safety
COLB1(44916)01302017
22A-2017-01825C

Qiana Stewart v. Nationwide Children's Hospital
COL71(44918) 01302017
22A-2017-01824C

Denise M. Crowder v. State of Ohio, Ohio Department of Rehabilitation and Correction
COLB1(44967)02142017
22A-2017-01944C

Gabriel P. Artis III v. Snider-Blake Columbus, LLC
COL71(45155)01252017 AMENDED
22A-2017-01816C

Peter Gorsevski v. Bowling Green State University Faculty Association
TOL72(37933)08022016
22A-2016-02478C

Alan R. Wheeler v. Board of Education of the Millcreek-West Unity Local School
District
TOLA2(37936)08032016
22A-2016-02481C

Tiffanie M. Foreman v. JGS Cleaning Services, LLC dba T.A.S.K. Cleaning Services
TOLE2(37937)08032016
22A-2016-02482F

Tammy Stevens v. JGS Cleaning Services, LLC dba T.A.S.K. Cleaning Services
TOLE2(37938)08032016
22A-2016-02483F

Donald Gerdeman v. General Motors LLC
TOL72(37939)08052016 AMENDED
22A-2016-02484C

Christopher Durham v. Columbia Gas of Ohio, Inc.
TOLB2(37942)08072016
22A-2016-02489C

No Probable Cause – Dismiss – continued

Tiera McNeil v. Franciscan Care Center
TOL72(37947)08092016
22A-2016-02495C

Ashara Johnson v Granite City Restaurant Operations, Inc. dba Granite City Food & Brewery LTD
TOL72(37948)08092016
22A-2016-02496C

Willie M. Pettaway v. Payless ShoeSource, Inc.
TOLA2(37950)08092016
22A-2016-02498C

Marvina C. Pettaway v. Dean Foods Company
TOL72(37965)08192016
22A-2016-02637C

Wendy Griffith v. FCA US LLC
TOL72(37969)08222016 AMENDED
22A-2016-02641C

Wendy Griffith v. UAW Local 12
TOL72(37970)08222016
22A-2016-02642C

Christina Falero v. Mercy St. Vincent Medical Center
TOLA2(37972)08242016
22A-2016-02660C

Christina Falero v. International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-UAW Local 12
TOLA2(37973)08242016
22A-2016-02661C

Frank C. Clemons v. KUKA Toledo Production Operations, LLC
TOL72(38008)09132016
22A-2016-02776C

Charles McLennan v. Wireless Boys LLC dba Boost Mobile
TOLG2(38050)10042016
22A-2017-00020F

Kermit Marshall v. LeSaint Logistics, LLC
TOLA2(38097)09222016
532-2016-02185C

No Probable Cause – Dismiss – continued

Wendy Griffith v. FCA US LLC
TOL72(38114)11072016
22A-2017-00322C

Elaine M. Bostater v. First Federal Savings and Loan Association of Lorain
TOLA2(38121)09292016
532-2016-02228C

Jasmine Byrd v. Hospice of Northwest Ohio
TOL72(38254)01262017
22A-2017-01127C

Rayvon Smith v. Northfield Park Associates, LLC dba Hard Rock Rocksino
AKRG3(38587)10082016
22A-2017-00185F

Julia P. Owens v. Evant, Inc.
AKRA3(38599)10262016
22A-2017-00255C

Raja Smith v. Northfield Park Associates, LLC dba Hard Rock Rocksino
AKRG3(38611)11032016
22A-2017-00320F

Emily Pasco v. Dairy Queen of Rayland, LLC
AKRB3(38615)11042016
22A-2017-00325C

Chauntel Jackson v. State of Ohio, Department of Rehabilitation and Correction
AKR73(38624)10122016 AMENDED
22A-2017-00437C

Kimberly Miller v. The Cleveland Clinic Foundation
AKRA3(38626)10162016
22A-2017-00624C

Robert Foster, III v. Merriman CCRC, Inc. dba The Merriman
AKR73(38649)11212016
22A-2017-00530C

Ontaria Dawkins v. Dr. Nanette Vandevender Ltd.
AKRE3(38652)11252016
22A-2017-00552F

Gloria Blackmon v. Kohan Retail Investment Group LLC dba Chapel Hill Mall
AKRG3(38664)12022016
22A-2017-00650F

No Probable Cause – Dismiss – continued

Kenneth Babak v. Jo-Ann Stores, LLC
AKRA3(38667)12072016
22A-2017-00726C

Marcus Malone v. NextGen Climate Action Committee
AKRA3(38693)10242016
532-2017-00090C

Lakesha Penland v. Summit County Combined General Health District
AKR73(38723)12232016
22A-2017-00880C

Robert J. Alestock v. City of Akron, Division of Fire
AKR73(38750)01122017
22A-2017-00999C

William O. VanDyke v. Akron-Urban Minority Alcoholism Drug Abuse Outreach
Program, Inc.
AKR73(38753)01122017
22A-2017-01002C

Kieve R. Johnson v. Stark Area Regional Transit Authority
AKRG3(38769)01242017
22A-2017-01102F

Jayson Israel v. Mobile Now of Ohio (Mobile Now, Inc.)
AKR73(38809)02132017
22A-2017-01315C

Myracle Givens v. Whipple Auction & Realty, Inc.
AKRH3(38833)02222017
05-17-7812-8
22A-2017-01404F

LeTeyonna J. Beard v. Alliance Healthcare Solutions, LLC
AKR73(38858)03062017
22A-2017-01537C

Melissa Marshall v. Northfield Park Associates, LLC dba Hard Rock Rocksino
AKRG4(43660)10262016
22A-2017-00254F

Angela Thomas v. Watersedge Landing Apartments, B & P Web Properties, LLC, Briane
Heine and Anne Insley
AKRH4(43697)11022016
05-17-6007-8
22A-2017-00451F

No Probable Cause – Dismiss – continued

Christina Hoffman v. Bank of New York Mellon and Specialized Loan Servicing, LLC
AKRH4(43726)12062016
05-17-7074-8
22A-2017-00665F

Lucius M. Rowser v. Sai Nath Enterprise, Inc. dba Towne Manor Motel, Towne Manor Motel, LLC and Bobby Patel
AKRH4(43845)02092017
22A-2017-01302F

Monica Wiggins v. Gregory Bosl and Northeast Neighborhood Homes
CLEH4(43574)08302016
05-16-5714-8
22A-2016-02713F

**Split determination: Probable Cause against Respondent Bosl; No Probable Cause against Respondent Northeast Neighborhood Homes*

Christy Hostacky v. State of Ohio, Department of Rehabilitation and Correction
CLE74(43588)09082016
22A-2016-02762C

Jami Rouser v. Walton Properties, LLC
CLEH4(43590)09092016
05-16-6400-8
22A-2016-02765F

Jalia James v. Tamara Hrynik and Walton Properties, LLC
CLEH4(43591)09102016
05-16-6411-8
22A-2016-02766F

Fanta D. Smith v. 3G Operating Company LLC dba Wickliffe Country Place
CLE74(43593)09122016
22A-2016-02768C

Christy Hostacky v. State of Ohio, Department of Rehabilitation and Correction
CLE74(43665)09132016
532-2016-02157C

Edward Stevens v. Tesla Motors, Inc.
CLEA4(43669)10282016 AMENDED
22A-2017-00264C

Jeffrey Owens v. Riddell/All American (All American Sports Corporation) dba Riddell
CLE74(43708)11212016
22A-2017-00536C

No Probable Cause – Dismiss – continued

Rufus Kinsey v. Eaton Industrial Corporation
CLE74(43709)11222016
22A-2017-00537C

Jennifer Young v. Southwest General Health Center
CLE74(43719)11292016
22A-2017-00610C

Leticia Walker v. Shiloh Industries, Inc.
CLE74(43741)12122016
22A-2017-00832C

Clarence Lee Griffin v. Harvard Avenue Performance Academy
CLE74(43753)12192016
22A-2017-00840C

Fay Hanks v. OhioGuidestone
CLE74(43777)01062017
22A-2017-00951C

Kevin Traylor v. JRayl Transport, Inc.
CLE74(43789)01132017
22A-2017-00981C

Ikea D. Clark v. Allied Universal Security Services, LLC
CLE74(43817)01272017
22A-2017-01228C

David Tica v. SMRK Inc. dba 7-Eleven
CLEB4(43825)02022017
22A-2017-01237C

Michael Ruzicho v. Cuyahoga Community College
CLE74(43856)02202017
22A-2017-01409C

James Ingram v. Dolgen Midwest, LLC dba Dollar General
CLEG4(43881)03022017
22A-2017-01519F

Ursula J. Nevels v. Acme Lifting Products, Inc.
CLEE4(43898)03142017
22A-2017-01616F

Zenia R. Nash Johnston v. Bryant & Stratton College, Inc.
CLEB3(38633)11142016
22A-2017-00378C

No Probable Cause – Dismiss – continued

Jennifer Perez v. Innomark Communications
DAY76(25800)07182016
22A-2016-02475C

Joseph Stewart v. Continental dba Veyance Technologies
DAYA6(25841)08082016
22A-2016-02556C

Portia Baker v. Caterpilllar, Inc.
DAY76(25849)08102016
22A-2016-02563C

Antoria S. Deleon v. State of Ohio, Department of Rehabilitation and Correction
DAY76(25851)08102016
22A-2016-02798C

Ali Enami v. The Fifth Third Bank
DAYF6(25853)08122016
22A-2016-02941F

Tiffani Richardson v. Crowne Plaza Hotel
DAY76(25854)08132016
22A-2016-02864C

Brandon Robinson v. United Automotive Enhancements, LLC dba National Auto Spa of Ohio
DAYE6(25860)08162016
22A-2016-02945F

Scarlet Goodwin v. Bane Staffing
DAY76(25861)08162016
22A-2016-02779C

Leah Yates v. Morris Furniture Co., Inc.
DAYA6(25864)08172016
22A-2016-02793C

Rachel Patten v. Bane Staffing
DAY76(25865)08172016
22A-2016-02760C

Jesse Goodwin v. Bane & Associates, Inc. dba Bane Staffing
DAY76(25866)08172016
22A-2016-02759C

No Probable Cause – Dismiss – continued

Demitria Boscarino v. Lock 27 Brewing, LLC
DAY76(25870)08192016
22A-2016-02947C

Robert E. Reynolds II v. CareSource Management Group Co.
DAYB6(25872)08222016
22A-2016-02943C

Deborah Greenlee-Murrell v. Easter Seals TriState
DAY76(25875)08202016
22A-2017-00401C

Mica M. Shaw v. City of Cincinnati
DAYB6(25876)08222016
22A-2016-00789C

John Blair v. Fairfax, Inc.
DAYB6(25878)08232016
22A-2016-02858C

Marcia Griesmeyer v. CoorsTek Medical
DAYA6(25884)08242016
22A-2016-02857C

Angela Fryman v. Rehab Medical Associates, Inc. & Dr. James Hoover
DAYA6(25887)08312016
22A-2016-02868C

Sheila Ursin v. Prodigy Title Agency LLC
DAY76(25897)09022016 AMENDED
22A-2016-02929C

Loretta Glynn v. Luther Neeley
DAYH6(25899)08312016
05-16-5692-8
22A-2016-02951F

Kenneth Shane Hurt v. Norfolk Southern Railway Company
DAY76(25902)09072016
22A-2016-02856C

Karen Lamb v. Green Tokai Co., LTD
DAY76(25947)09302016
22A-2017-00298C

No Probable Cause – Dismiss – continued

Glen Curry v. Jill Reck
DAYH6(26026)11032016
22A-2017-00518F

Corey S. Cato v. Diversity-Vuteq LLC
DAYB6(26034)08252016
532-2016-02071

Tamyra Faith Laughman v. Nolan, Giere & Company
DAYE6(26131)12222016
22A-2017-00856F

Dante Irby v. The Detail Doctor, LLC / Johnny Car Wash
DAY76(26147)01052017 *AMENDED
22A-2017-00971C

Alisa Tye v. Montgomery Care Center
DAYA6(26197)01302017
22A-2017-01196C

Kelly Bowman v. Good Samaritan College of Nursing and Health Science
DAYK2(26001)10212016
22A-2017-00388F

Deborah Dickson v. Greif, Inc.
DAYA2(37958)08152016
22A-2016-02630C

David Clingerman v. Tom Ahl Chrysler Dodge, Inc.
DAYB2(37964)08172016
22A-2016-02636C

**MOTION by Commissioner Patmon to approve the May 18, 2017 Confirmation Agenda.
Second by Commissioner Singh.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES - with noted recusal
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.

The Compliance Department, with the Executive Director's approval, requested that the following item be deleted from the Commissioners' agenda:

Week 1, Page 1, Item II

Response to Active Aggressor Policy

The Ohio Department of Administrative Services had suggested changes to the policy prior to approval. The policy will be resubmitted once the changes have been finalized.

MOTION by Commissioner Patmon to remove the foregoing captioned item from the Commissioners' Agenda. 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.

APPEARANCE CASES

Appearance 1

Commissioners' Agenda - Week 2, Page 1, Item II-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss:

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

Upon review of Charging Party's Request for Reconsideration, staff recommended the Commission uphold the previous finding of No Probable Cause – Dismiss. The parties 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:

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 2, Item II-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss:

Sandra Harris v. Springboro Community City School District Board of Education
DAYB6(25743)06142016
22A-2016-02154C

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 represented by legal counsel.

MOTION by Commissioner Patmon to take a brief 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 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 Cespedes to reverse the Regional finding of No Probable Cause to Probable Cause – Schedule Conciliation. 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.

Appearance 3

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

Recommendation Upon Reconsideration: Reverse Probable Cause to No Probable Cause - Dismiss:

Dwayne A. Sharpe v. City of Dayton
DAYB6(25758)06212016
22A-2016-02157C

Upon review of Respondent's Request for Reconsideration, staff recommended the Commission reverse the previous Regional finding of Probable Cause to No Probable Cause – Dismiss. Both parties were presented to discuss the case.

MOTION by Commissioner Cespedes to uphold the previous Regional finding of Probable Cause. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	NO
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

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

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 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.

Appearance 4

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

Recommendation Upon Remand: No Probable Cause - Dismiss:

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

Upon review of Charging Party's Request for Reconsideration, staff recommended the Commission uphold the previous Regional finding of No Probable Cause – Dismiss. Both parties were represented by legal counsel.

MOTION by Commissioner Cespedes to reverse the previous finding of No Probable Cause to Probable Cause – Schedule Conciliation and authorize the Executive Director to issue a formal complaint if conciliation efforts fail. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	ABSENT
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. No Jurisdiction – Dismiss

Deborah A. Parker v. United States Bankruptcy Court
AKRG3(38944)04142017
22A-2017-01863F

2. Motion to Adopt Proposed Policies and Procedures – Grant

- a. Access to Commission Investigative Files and Materials Commissioner Comments
- b. Weapons in the Workplace Policy

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:

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

Motion carried.

Commissioners' Agenda for Week 2
Page 1 of 1

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

Linda Freeman v. Deegan Management, Inc., Meadowood Park Associates LLC Number One, and R. Todd Deegan
CLEH4(43511)07192016 AMENDED
05-16-4908-8
22A-2016-02422F

2. Findings Upon Reconsideration- No Probable Cause – Dismiss

Larry J. Vasko v. Toledo-Lucas County Health Department
TOLA2(37906)07212016
22A-2016-02315C

3. Findings Upon Reconsideration – Reverse No Probable Cause to Probable Cause – Schedule Conciliation

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

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

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

Nyonyfon Ndikintum v. iPreCheck, LLC
DAY76(25737)06132016
22A-2016-02069C

2. Findings Upon Reconsideration- No Probable Cause – Dismiss

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

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

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

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

3. No Jurisdiction – Dismiss

Dennis Blaylock v. CLE Transportation Company
CLEE3(38632)11102016
22A-2017-00377F

James Blackmon v. Abel Metal Processing, Inc.
CLEE4(43679)11082016
22A-2017-00376F

Phillip Hawkins v. AARP Foundation
CLEE4(43752)12192016
22A-2017-00839F

Tyron Gray, Jr. v. Mansfield Police Department
CLEG4(43925)03302017
22A-2017-01729F

Rose Mullet v. M D Realty, Ltd.
CLEE4(43933)04042017
22A-2017-01746C

Commissioners' Agenda for Week 3
Page 2 of 2

4. Certification for a Bona Fide Occupational Qualification Based on Sex - Grant

Cuyahoga County Board of Developmental Disabilities

- Community Integrated Employment Specialist
- Substitute Workshop Specialist

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

Report from the Ohio Attorney General's Office

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office, had nothing to report.

Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers expressed thanks for work completed by Sharon Tassie and Andrew Seifert.

Report from Executive Director

Executive Director G. Michael Payton introduced intern Jada Woods from the University of Dayton - Statehouse Civics Scholars Program. Jada is a senior at the University of Dayton and will be serving as an OCRC intern for the next 8 weeks. Her faculty advisor is former Ohio Governor Bob Taft. Jada thanked the Commission for the opportunity.

Mary Turocy said goodbye to outgoing intern Delaney Whitaker and introduced incoming intern Maddie Bellman. Maddie is a student at Denison University and will serve as an OCRC intern for the summer. Both interns thanked the Commission for the opportunity.

Remarks

Chairman Hubert and Commissioners welcomed the new interns and thanked the outgoing intern for her service. The Commissioners also thanked the regional staff for doing great work on cases.

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

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 4:30PM.



Commissioner

* * *