



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

June 8, 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 (began participation at disposition of Warmuth v. General Motors case – see page 26)

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.

APPROVAL OF MINUTES

MOTION by Commissioner Singh to approve the May 18, 2017 minutes. Second by Commissioner Barreras.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	NOT PRESENT
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**

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

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

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

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

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

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

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

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

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

Timothy Powell v. State of Ohio, Department of Rehabilitation and Correction
COLE1(44988)02192017
22A-2017-02156F

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

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

4. Motion to Re-Open XNJ

Stephanie Christian v. EMX Industries
TOLB2(38208)09302016
846-2016-32747C

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

5. Probable Cause – Schedule Conciliation

Kimberly Coleman v. Dearth Management Bennington Glen
COL71(44499)08232016
22A-2017-00211C

Anton Williams v. United Parcel Service, Inc.
TOL72(37909)07212016
22A-2016-02324C

Tommy L. Adams v. United Parcel Service, Inc.
TOL72(37914)07252016
22A-2016-02356C

Dewayne Spears v. United Parcel Service, Inc.
TOL72(37918)07252016
22A-2016-02382C

Paula Bennett v. United Parcel Service, Inc.
TOLA2(37919)07262016
22A-2016-02383C

Keith L. Wiggins v. United Parcel Service, Inc.
TOL72(37940)08052016
22A-2016-02485C

Lora Blanton v. United Parcel Service, Inc.
TOL72(37941)08042016
22A-2016-02486C

Ricki Woodard v. United Parcel Service, Inc.
TOL72(37943)08082016
22A-2016-02490C

Willie Fontaine v. United Parcel Service, Inc.
TOL72(37956)08102016 AMENDED
22A-2016-02516C

Probable Cause – Schedule Conciliation - Continued

Pamela D. Camper v. United Parcel Service, Inc.
TOL72(37966)08222016
22A-2016-02638C

Antonio L. Lino v. United Parcel Service, Inc.
TOL72(37975)08252016
22A-2016-02666C

George Moorer v. United Parcel Service, Inc.
TOL72(37979)08262016
22A-2016-02670C

Wilbur Robinson v. Buckeye Cablevision, Inc. dba Buckeye Broadband
TOL72(37983)08292016
22A-2016-02684C

**Split Determination: Probable Cause on the issue of suspension based on race; No Probable Cause on the issue of suspension based on retaliation; No Probable Cause on the issue of harassment based on race and retaliation.*

Cody Frye v. Autoneum North America, Inc.
TOL72(37999)09062016
22A-2016-02743C

Tommy L. Adams v. United Parcel Service, Inc.
TOL72(38004)09122016
22A-2016-02756C

Dewayne Spears v. United Parcel Service, Inc.
TOL72(38018)09162016
22A-2016-02846C

Anton Williams v. United Parcel Service, Inc.
TOL72(38022)09192016
22A-2016-02895C

Douglas V. Stephens v. United Parcel Service, Inc.
TOLA2(38023)09192016
22A-2016-02897C

Ricki Woodard v. United Parcel Service, Inc.
TOL72(38028)09212016
22A-2016-02898C

Edward E. Pettaway v. United Parcel Service, Inc.
TOL72(38057)10112016
22A-2017-00037C

Probable Cause – Schedule Conciliation - Continued

Melvina Flowers v. United Parcel Service, Inc.
TOL72(38059)10122016
22A-2017-00048C

Eldridge Edgcombe, Jr. v. United Parcel Service, Inc.
TOL72(38086)10262016
22A-2017-00236C

Kimberly Collins-Stewart v. United Parcel Service, Inc.
TOL72(38103)11012016
22A-2017-00269C

Anthony Allen v. United Parcel Service, Inc.
TOL72(38104)11012016
22A-2017-00270C

Trina R. Hickman v. FCA US LLC
TOL72(38030)09222016 AMENDED
22A-2016-02915C

Rufus H. Simmons v. United Parcel Service, Inc.
TOL72(38143)11212016
22A-2017-00522C

Donnell Haskins v. United Parcel Service, Inc.
TOL72(38144)11212016
22A-2017-00523C

Perry Loggins III v. United Parcel Service, Inc.
TOL72(38156)11282016
22A-2017-00556C

Allen Peace v. United Parcel Service, Inc.
TOL72(38157)11282016
22A-2017-00557C

MarKia Sims v. Charter Communications, LLC
AKR73(38492)08222016
22A-2016-02663C

Carteria Pace v. Charter Communications, LLC
AKR73(38493)08222016
22A-2016-02664C

Probable Cause – Schedule Conciliation - Continued

Jody Hayes (deceased) v. B & P WEB Properties, LLC and Brian Heine
CLEH4(43592)09122016
05-16-5328-8
22A-2016-02767F

Melissa Cutlip v. Genesis by the Lake, Inc., Northern Ohio Recovery Association
CLEH4(43699)11032016 AMENDED
05-17-6002-8
22A-2017-00443F

Colleen Cleveland v. Dave's Supermarket, Inc.
CLE74(43906)03152017
22A-2017-01631C

Melissa Collins v. Mark & Virgie Hunter; Owners
DAYH6(26011)10132016
05-17-5693-8
22A-2017-00514F

6. Issue Formal Complaint

Ronada Vargas v. The Bon-Ton Stores, Inc.
COL71(44660)11032016
22A-2017-00696C

Vashiti Peters v. James M. White, III and AIY Properties, Inc.
AKRH4(43558)08172016 AMENDED
22A-2016-02645F

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

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

Ndikintum Nyonyfon v. IPrecheck
DAY76(25737)06132016
22A-2016-02069C

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

Issue Formal Complaint - Continued

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

Matthew Noe v. Steak n Shake, Inc.
DAY76(25792)07312016
22A-2016-02445C

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

James L. Hamilton, Jr. v. Fairdale Mini Mart
COLG1(44379)07122016
22A-2016-02353F

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

8. Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (M-2)

Eric C. Miles v. Mary Nelson, Owner
COLH1(44605)10072016 AMENDED
22A-2017-00469F

Joseph Stankiewicz v. George A. & Pamela J. Smith
AKRH3(38904)03192017 AMENDED
05-17-8066-8
22A-2017-01889F

Colette A. Mapp v. Tri-County Extended Care
ADRG6(26259)02272017
22A-2017-01457F

Danielle Goshay v. Monarch Investments, et al; Kaelin Snider, Office Manager
ADRH6(26279)03032017
22A-2017-01578F

Miami Valley Fair Housing Center, Inc. v. Carol A. Ferguson & Robert O. Ferguson,
Owners
ADRH6(29293)03132017
22A-2017-02528F

9. Withdrawal of Charge with Settlement

Sharlene Summerville v. Community Housing Network, Jazmene Craig, Tonya Fransen, Dee Marbra, Yearling Green Apartments, and Yearling Green 1, LLC
COLH1(44513)08302016
05-16-5991-8
22A-2017-00141F

Kendra Leonard v. Ohio Hospital for Psychiatry
COLB1(44670)083116
532-2016-02107

Michelle Smith v. KinderCare Education LLC, dba KinderCare Learning Center
COL71(44846)01032017
22A-2017-01371C

Rowanda Williams v. American Electric Power Service Corporation
COL71(45079)04032017
22A-2017-02005C

Alimamy S. Kargbo v. Worthington Meadows Townhomes
COLH1(45191)05042017
05-17-8064-8
22A-2017-02357F

Miranda Arnold v. Madonna Homes, LLC; Vistula Management Company; Troy Alexander, Former Property Manager, Vistula Management Company; Andrew Kott, Property Manager, Vistula Management Company
TOLH2(38308)02212017
05-17-7691-8
22A-2017-01388F

Nichole Graham v. Anderson International Corp.
AKR73(38694)11142016
532-2017-00211C

William L. Wortman v. Iron Rock Capital, Incorporated
AKRB3(38802)02102017
22A-2017-01310C

Mario & Polly DiCocco v. Northcoast Property Management Company, Ltd., Chesapeake Lofts Condominium Association, Chesapeake Lofts, and Mid-States Bayfront Development, LLC
AKRH3(38866)03062017
05-17-8076-8
22A-2017-01594F

Withdrawal of Charge with Settlement - Continued

Allison Henry v. Gateway Health Care Centre, LLC
AKRB4(43629)10062016
22A-2017-00053C

Robert L. Montgomery v. Veard Antlers Ltd., United Property Management Company,
Robbie Bellino
CLEH4(43865)02212017 AMENDED
22A-2017-01425F

Jason A. Hamby v. Village of Yellow Springs
DAY76(25832)08032016
22A-2016-02513C

Cassandra Bailey v. Mar-Con Tool Co.
DAY76(26065)11182016
22A-2017-01021C

Debra C. Kessler v. Engage HBS
ADRA1(44958)10052017
532-2017-00050C

Kristen C. Becker v. Prairie Township, Ohio
ADR71(44973)02172017
22A-2017-01798C

Kayla Frazier v. The Young Men's Christian Association of Central Ohio c/o Stephen C.
Ives
ADRH1(44991)02242017 AMENDED
05-17-7254-8
22A-2017-01959F

Michael Lewis v. Utica Emergency Squad
ADR71(44993)02232017
22A-2017-02094C

Devin McElhannon v. Friedman Integrated Real Estate Solutions
ADR71(45014)03032017
22A-2017-01788C

Erika Grimes v. Huntington Bancshares Incorporated
ADRB1(45050)03202017
22A-2017-01903C

Tabatha L. Harrah v. Laboratory Corporation of America
ADR71(45059)03152017
22A-2017-01994C

Withdrawal of Charge with Settlement - Continued

Jared R. Baumgartner v. Jensen Bridge
ADRB2(38295)02102017
22A-2017-01306C

James Hicks v. Rahee Hospitality Inc. dba Comfort Inn & Suites
ADRB2(38337)03072017
22A-2017-01532C

Leslie N. Ruch v. Brown & Brown of Ohio, LLC
ADRB2(38355)03162017
22A-2017-01618C

Steven R. Riley v. Advanced Comfort Products, Inc.
ADR72(38365)03232017
22A-2017-01648C

Nathaniel John Edwards v. Advanced Roofing Services, Inc.
ADR72(38387)03312017 AMENDED
22A-2017-01700C

Roosevelt Birl, III v. Ameridial, Inc. dba Ameridial
ADR73(38918)04032017
22A-2017-01762C

Samuel Roberson v. Brewster Cheese Company
ADR73(38846)03022017
22A-2017-01496C

Beth Isaiah v. Dave Walter Inc. dba Dave Walter BMW
ADRG3(38834)02222017
22A-2017-01436F

William F. Adkins, Jr. v. Stark County Regional Transit Authority
ADRA3(38861)03072017
22A-2017-01542C

Carla Oden v. Northeast Ohio Nephrology Associates, Inc.
ADR73(38871)03132017
22A-2017-01596C

Trent Kollar v. Tekfor, Inc.
ADR73(38916)04032017
22A-2017-01759C

William Roberts v. City of Warren Ohio
ADRA3(38954)04202017
22A-2017-02012C

Withdrawal of Charge with Settlement - Continued

Rosalie Catalano v. Sinclair Community College
ADRA6(26284)03072017
22A-2017-01555C

10. Withdrawal of Charge with Settlement After Finding of Probable Cause – Dismiss

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

11. Withdrawal of Charge – Grant

Central Ohio Fair Housing Association, Inc., v. Community Housing Network, Jazmene Craig, Tonya Fransen, Dee Marbra, Yearling Green Apartments, and Yearling Green 1, LLC
COLH1(44512)08302016
05-16-6333-8
22A-2017-00140F

Christopher Beal v. Huntington Bank
COL71(45199)05082017
22A-2017-02381C

Robert J. Bunker v. Carter Lumber Company dba Carter-Jones Lumber Company
AKRB3(38506)08312017
22A-2016-02687C

Brenda Robinette v. Joken Properties, LLC, John Anderson, Bill & Karen Anderson, and Hayes Realty, Inc.
AKRH3(38934)04052017
22A-2017-01867F

Phillip Russo v. Industrial Labor Services, LLC
AKRA3(38941)04112017
22A-2017-01907C

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

Billy J. Jefferson v. Pepsico, Inc.
TOL72(37986)08302016
22A-2016-02703C

Billy J. Jefferson v. Pepsico, Inc.
TOL72(38009)09142016
22A-2016-02801C

Withdrawal of Charge – Grant – Request Notice of Right to Sue - Continued

Rosalind Arscott v. Jeep Country Federal Credit Union
TOL72(38020)09162016
22A-2016-02848C

Billy J. Jefferson v. Pepsico, Inc.
TOL72(38024)09192016
22A-2016-02900C

Alfred T. Phillips v. Toledo Area Regional Transit Authority
TOLA2(38041)09302016
22A-2016-02984C

13. No Jurisdiction – Dismiss XNJ

Austin Seymour v. Goodwin Family Foods
COLB1(44738)11212016
22A-2017-02448C

John McLendon v. Brothers Bar and Grill
COLG1(44864)01072017
22A-2017-02449F

Shawn Voelker v. Transworld Systems Inc.
COLG1(44900)01182017
22A-2017-02450F

Tina Foston v. Comfort Inn
COLG1(44982)02162017
22A-2017-02451F

Jamie Bouscher v. Columbus City School District
COLE1(45003)02252017
22A-2017-02452F

Sasha Reid v. Sasha Santee
AKRH3(38900)03032017
22A-2017-01752F

Crystal Macey v. Vienna Woods Townhomes Limited Partnership
AKRH3(38901)03062017
22A-2017-01756F

Roosevelt Birl III v. Ameridial
AKRE3(38914)03312017
22A-2017-01757F

No Jurisdiction – Dismiss XNJ – continued

Heather Ball v. Taco Bell
AKRE3(38919)04042017
22A-2017-01764F

Emberley Broadhead v. Bryn Mawr Apartments
CLEH4(43926)03142017
22A-2017-01964F

Courtney Nemergut v. Wickliffe License Bureau
CLEE4(43932)03212017
532-2017-00778F

Rachel Chaves v. Tara (LNU), Bandera Company
CLEH4(43943)04062017
22A-2017-01872F

William Blalock v. New Day USA
CLEH4(43975)04212017
22A-2017-02085F

December Pritchett v. Avalon Manor
CLEH4(43982)04202017
22A-2017-02186F

William Lambert v. Providence Healthcare Management, Inc.
CLEE4(44001)05162017
22A-2017-02398F

William Simmons v. Kaico Properties, Ltd.
CLEH4(44014)09152016
22A-2017-02443F

DeAndre Williams v. City of Cincinnati
DAYA6(25842)08082016
22A-2017-02068C

Karen Jones v. RMI International
DAY76(25923)09132016
22A-2017-02485C

Kayla Cacolici v. Signature Health, Inc.
DAYB6(26069)09302016
532-2016-02233C

Galen Spiegler v. Alyssa Gans, MD
DAYG6(26181)01202017
22A-2017-02585F

No Jurisdiction – Dismiss XNJ – continued

Ian Bartlett v. AM & PM Employment
DAYE6(26291)03102017
22A-2017-01975F

14. Administrative Closure

Anna Thamba v. Supportive Living Solutions; Bisirat Sium, Manager; Kathy (LNU),
Supervisor
TOLH6(26277)03062017
22A-2017-01561F

LeTisha Underwood v. Teed Wafle and Teed Wafle & Associates, LLC
AKRH3(38878)03162017
22A-2017-01658F

Joseph Stankiewicz v. George Smith
AKRH3(38882)03192017
22A-2017-01662F

Karen DeVaughn v. Hillary for America/Ohio Democratic Party
CLEE4(44010)02152017
22A-2017-02424F

15. No Probable Cause – Dismiss

Sheena Gwynn v. State of Ohio, Department of Taxation
COL71(44362)07052016
22A-2016-02359C

Benny M. White v. Nationwide Life Insurance Company
COL71(44457)08102016
22A-2016-02966C

Sheree Overstreet v. FedEx Ground Package System, Inc.
COLB1(44464)08122016
22A-2016-02964C

Shamsa B. Ali v. Sunrise Academy, a tradename registered to Islamic Society of Greater
Columbus
COL71(44467)08142016
22A-2017-00069C

Elton Bowman v. Giant Eagle, Inc., dba Market District Express
COL71(44480)08192016
22A-2017-00138C

No Probable Cause – Dismiss – continued

Ida M. Lewis v. State of Ohio, Department of Youth Services
COLA1(44485)08222016
22A-2017-00108C

Gertrude Silver v. The Inn at Winchester Trail
COL71(44507)08302016
22A-2017-00157C

Vanessa Cosby v. I-Force Labor, LLC
COL71(44514)08312016
22A-2017-00145C

Vanessa Cosby v. HighCom Security, Inc.
COL71(44515)08312016
22A-2017-00146C

Charmaine M. Kimble v. Forward Air
COL71(44520)09012016
22A-2017-00133C

Leenora Vessel v. State of Ohio, Department of Mental Health
COL71(44539)09122016
22A-2017-00103C

Bridgette Stevens v. Print Syndicate, Inc.
COL71(44554)09192016
22A-2017-00224C

Robert Morgan v. Auto Zone
COL71(44556)09162016
22A-2017-00481C

Dr. Ruchira Datta v. The Ohio State University
COLB1(44563)09162016 AMENDED
22A-2017-00486C

April Lewis v. O'Charley's
COL71(44590)09292016
22A-2017-00482C

Latoya Little v. Davita Dialysis
COL71(44599)09292016
22A-2017-00592C

Don Motley v. Canon Business Process Services, Inc.
COL71(44626)10072016
22A-2017-00683C

No Probable Cause – Dismiss – continued

Latoya Little v. RNA-Davita Dialysis, LLC
COL71(44642)10252016
22A-2017-00500C

Carolyn Willis v. State of Ohio, Department of Health
COL71(44650)10202016
22A-2017-01079C

Susan Chalfant v. America's Best Value Inn-Heath/Newark
COL71(44651)10232016
22A-2017-01039C

Carolyn Willis v. State of Ohio, Department of Health
COL71(44656)09092016
22A-2017-01080C

Keith Milton v. Frank Brunckhorst Co., LLC
COL71(44725)11222016
22A-2017-01093C

Steven Carter v. Maryhaven, Beth Laurenz, Community Housing Network, Inc., and Lois Jones
COLH1(44826)12222016
22A-2017-01173F

Rubén Eduardo López v. Interstate Cleaning Corporation
COL71(44843)12272016
22A-2017-01370C

Charles A. Forman v. State of Ohio, Department of Rehabilitation and Correction
COLA1(44880)02242017
22A-2017-01814C

Brenda Pontius v. East Guernsey Local Schools
COLA1(44886)01122017 AMENDED
22A-2017-01487C

Michael Adkins v. Wallick Property Management
COLH1(44890)01202017
22A-2017-01355F

LaShon R. Maupin v. ContactUs, LLC
COLA1(44891)01232017
22A-2017-01786C

No Probable Cause – Dismiss – continued

Pierre Wright v. State of Ohio, Department of Mental Health and Addiction Services
COL71(44941)02032017
22A-2017-01928C

Mirda Ramos-López v. SK Food Group, Inc.
COL71(44951)02072017
22A-2017-01934C

Kayla May v. JP Morgan Chase Bank
COL71(44961)02082017
22A-2017-02453C

Jody L. Clayworth v. Eastland-Fairfield Career & Technical Schools
COLA1(44976)02212017
22A-2017-01815C

Lisa M. Conner v. Westminster dba Miracle Manor Property Owner LLC
TOLB2(37971)08242016
22A-2016-02659C

Wilbur Robinson v. Buckeye Cablevision, Inc. dba Buckeye Broadband
TOL72(37983)08292016
22A-2016-02684C

**Split Determination: Probable Cause on the issue of suspension based on race; No Probable Cause on the issue of suspension based on retaliation; No Probable Cause on the issue of harassment based on race and retaliation.*

Elizabeth Steward v. Custom Deco, LLC
TOLB2(37990)08312016
22A-2016-02707C

Penelope J. Windle v. Anne Grady Corporation dba Anne Grady Center
TOLA2(37992)09012016 AMENDED
22A-2016-02709C

Esther Fanning v. Functional Pathways of TN LLC
TOLA2(37993)09012016
22A-2016-02717C

Tinika Woods v. State of Ohio, Department of Mental Health and Addiction Services
TOL72(37995)09022016
22A-2016-02721C

Alvina Wright v. State of Ohio, Mental Health & Addiction Services
TOL72(37996)09022016
22A-2016-02722C

No Probable Cause – Dismiss – continued

Ebony L. Brown v. Reactive Resin Products Co. dba RRP Packaging
TOL72(37997)09022016
22A-2016-02723C

Natalyn P. Newson v. City of Toledo, Lucas County Planning Commission
TOL72(38000)09062016
22A-2016-02744C

Razhane Evans v. Parkcliffe at Home LLC dba Alzheimer's Community
TOL72(38003)09092016 AMENDED
22A-2016-02755C

Chris V. Ellis v. InfoCision, Inc.
TOL72(38006)09092016 AMENDED
22A-2016-02833C

Mary Jo Selleck v. Lucas County, Sheriff's Office
TOL72(38010)09142016 AMENDED
22A-2016-02834C

Tianna T. Barber v. Alcore Oregon, LLC dba Lane Park of Oregon
TOL72(38011)09142016
22A-2016-02836C

Ebony Thomas v. Rent-A-Center East, Inc.
TOL72(38012)09142016
22A-2016-02837C

Karen Lewis Bland v. Dana Limited
TOLB2(38017)09162016
22A-2016-02843C

Joshua A. Garza v. FedEx Ground Package System, Inc.
TOL72(38019)09162016
22A-2016-02847C

Kassandra Grant v. Toledo Lucas County Health Department
TOL72(38021)09162016
22A-2016-02850C

Carol L. Miller v. International Automotive Components Group North America, Inc.
TOL72(38029)09212016
22A-2016-02904C

Katina Sadowy v. Toledo Lucas County Health Department
TOL72(38031)09222016
22A-2016-02916C

No Probable Cause – Dismiss – continued

Angela L. Ondrus v. Owens State Community College, Toledo Campus
TOL72(38035)09242016 AMENDED
22A-2016-02925C

Cassandra D. Parker v. The Toledo Hospital
TOLB2(38040)09282016
22A-2016-02975C

Meenal R. Hogan v. State of Ohio, Department of Mental Health and Addiction Services
TOL72(38048)10042016
22A-2017-00019C

Paul Musaelyants v. Advance Stores Company, Inc. dba Advance Auto Parts
TOLB2(38094)09222016 AMENDED
532-2016-02188C

Naquetta Jackson v. Moran Foods, LLC dba Save-A-Lot, Ltd.
TOL72(38095)09282016
532-2016-02217C

James A. Maldonado v. FCA US LLC
TOLA2(38120)09272016
532-2016-02227C

Alvina Wright v. State of Ohio, Mental Health & Addiction Services
TOL72(38386)03312017
22A-2017-01699C

Sarah Laury v. Sam's East, Inc.
AKR73(38575)10112016
22A-2017-00090C

Patricia A. Amadio v. Classic Optical Laboratories, Inc.
AKRB3(38576)10122016
22A-2017-00091C

Jennifer Fike v. State of Ohio, Department of Natural Resources
AKR73(38582)10182016
22A-2017-00175C

Phyllis Bowens v. Blick Clinic, Inc.
AKRB3(38622)11072016
22A-2017-00335C

Luanne Lusic v. Mason Equity Group, LLC
AKRA3(38656)11302016
22A-2017-00619C

No Probable Cause – Dismiss – continued

Diamond Davis v. GOJO Industries, Inc.
AKR73(38680)12142016
22A-2017-00765C

Bobbi Butler v. Anjani Holding Company LLC dba Charley's Grilled Subs
AKR73(38684)12022016
22A-2017-00775C

Nicole Carter v. State of Ohio, Department of Rehabilitation & Correction
AKR73(38688)12182016
22A-2017-00779C

Diane Muncy v. The General Metals Powder Company dba GMP Friction Products
AKRB3(38689)12182016
22A-2017-00780C

Diamond Davis v. GOJO Industries, Inc.
AKR73(38691)12192016
22A-2017-00782C

Bridget Farkas v. Community Legal Aid Services, Inc.
AKRG3(38696)12192016
22A-2017-00808F

Christie Rush v. Board of Education, Akron City School District
AKRB3(38698)12202016
22A-2017-00811C

Toccaro Varner v. The Great Escape Room Akron, LLC
AKRE3(38725)12272016
22A-2017-00882F

Patricia Heib v. Hooberry & Associates, Inc.
AKRB3(38735)01032017
22A-2017-00918C

Reginald McCullars v. Kent State University
AKRB3(38767)01232017
22A-2017-01100C

Bridget Farkas v. Community Legal Aid Services, Inc.
AKRG3(38772)01242017
22A-2017-01125F

Lesley Stigall v. Pentair Residential Filtration, LLC
AKR73(38789)12052016
532-2017-00288C

No Probable Cause – Dismiss – continued

Brandon Murkins v. Cleveland Clinic Akron General Medical Center
AKR73(38800)02102017
22A-2017-01308C

Larry Hudkins v. City of Cuyahoga Falls, Auditor
AKRG3(38821)02182017
22A-2017-01392F

Douglas Lee v. Wal-Mart Stores East, LP
AKRG3(38826)02212017
22A-2017-01398F

David Coones v. Summa Health System
AKR73(38853)03042017
22A-2017-01515C

Naineesh Burde v. HGG Eaton Ridge LLC dba Eaton Ridge Apartments and Gross
Builders, Ltd.
AKRH3(38864)03082017
22A-2017-01554F

Vernon Rendell v. Consulate Health Care, LLC, Mount Royal Villa, Inc., Debbie Wilcox,
Stephen Kenyon, Nate Root
CLEH4(43646)10192016
05-17-5812-8
22A-2017-00173F

Lauren K. Garwood v. Three C Counseling, Inc.
CLE74(43655)10252016
22A-2017-00245C

Elmer Westerfield v. JSM Groups LLC dba Sleep Inn & Suites
CLEG4(43734)12092016
22A-2017-00752F

Taye Von Wells v. HC Nationwide, LLC
CLE74(43742)12142016
22A-2017-00833C

Syrron Lewis v. MUY Hamburger Partners, LLC dba Wendy's
CLE74(43745)12162016
22A-2017-00835C

Randy Williams v. Nestle Prepared Foods Company dba Nestle
CLEB4(43756)12232016
22A-2017-00894C

No Probable Cause – Dismiss – continued

James Cooper v. Berry Global, Inc. fka Berry Plastics Corp.
CLEA4(43757)12232017
22A-2017-00895C

Natalie Slusher v. Lorain County Community College
CLEK4(43760)12252016
22A-2017-00897F

Zakiya Jackson-Boyd v. Lifeline for the Empowerment and Development of Consumers,
Inc.
CLEB4(43784)01102017
22A-2017-00957C

Donzel Sheppard v. City of Cleveland
CLEG4(43799)01192017
22A-2017-00998F

Delores Cook v. Evergreen Cooperative Corporation
CLE74(43814)01262017
22A-2017-01220C

Deborah A. Isaak-Shapiro v. Jewish Family Service Association of Cleveland
CLEB4(43815)01262017
22A-2017-01221C

Gail C. Curry v. Slovene Home for the Aged
CLE74(43827)02032017
22A-2017-01264C

Meredith Cooper v. The L. D. Kichler Co.
CLE74(43848)02032017
22A-2017-01326C

Duane Griffin, Jr. v. State of Ohio, Department of Developmental Disabilities
CLE74(43849)02132017
22A-2017-01327C

Walter A. St. Clair v. Ameri-Cal Corporation
CLE74(43895)03102017
22A-2017-01613C

Rhonda Simonton v. Alpha Phi Alpha Homes Inc.
CLEB4(43948)02282017
532-2017-00639C

No Probable Cause – Dismiss – continued

Lisa M. Cook v. Firelands Regional Medical Center
CLE72(38328)03062017
22A-2017-01508C

Darlene Tisdale v. Dayton Board of Education
DAYA6(25874)08242016
22A-2016-02866C

Angela Morris v. Cincinnati Children's Hospital
DAYA6(25896)09022016
22A-2016-02796C

Teresa Powell v. Pitney Bowes, Inc.
DAYA6(25898)09012016
22A-2016-02931C

Matthew Streby v. Taitech, Inc.
DAYE6(25900)09052016
22A-2016-02932F

Diana Ayala v. Goodwill Easter Seals
DAY76(25903)09062016
22A-2016-02952C

Michael Griffith v. City of Cincinnati
DAY76(25905)09082016
22A-2016-02805C

Kris Flynn v. Wilmington Healthcare Group, Inc. dba Wilmington Nursing &
Rehabilitation Center
DAYB6(25908)09072016
22A-2017-01460C

Emanuel Brown v. Metokote Corporation
DAY76(25914)09082016
22A-2016-02854C

Demetra Blue v. Toward Independence
DAY76(25921)09132016
22A-2016-02860C

Angela Denney v. Abbyshire Nursing Home
DAYB6(25924)09132016
22A-2016-02956C

No Probable Cause – Dismiss – continued

Phillip Taylor v. Caterpillar
DAY76(25926)09152016
22A-2016-02938C

Eliza Lomax v. Meijer, Inc.
DAY76(25928)09192016
22A-2016-02954C

Amanda Penix v. Von Maur
DAY76(25932)09202016
22A-2017-00297C

Beenah Harrell v. Ohio Citizen Action
DAY76(25944)10032016
22A-2017-00296C

Beenah Harrell v. Working America
DAY76(25945)10032016
22A-2017-00111C

Robert Sammons v. Cherryhill Management, Inc.
DAYB6(25949)10042016
22A-2017-00115C

Warren Easterling v. TJK-ELS West End, Inc. dba Dominos Pizza
DAY76(25950)10042016
22A-2017-00116C

Della Reese v. Volunteers of America of Greater Ohio
DAY76(25952)10042016
22A-2017-00117C

William Pierce v. Barnal Fastener Corporation
DAYB6(25967)10072016
22A-2017-00304C

Gina Watson v. Ohio Ambulance Solutions, LLC
DAYA6(25975)10112016
22A-2017-00113C

Frank Plassenthal v. Lowe's Home Centers, LLC
DAYA6(25981)10132016
22A-2017-00292C

Jack Jones v. Dayton Cold Storage, LLC dba Dayton Frozen Solutions
DAY76(26016)10282016
22A-2017-00402C

No Probable Cause – Dismiss – continued

Frederick Williams v. Kaiser Aluminum Fabricated Products LLC
DAYB6(26033)08252016
523-2016-02084C

Theresa Doods v. Cuyahoga County, Division of Children & Family Services
DAYB6(26035)09302016
532-2016-02239C

Harold Wooden v. Harco Manufacturing Group, LLC
DAYA6(26058)11182016
22A-2017-00566C

Jaime Sexton v. Mid Ohio Employment dba Spherion Staffing
DAY76(26070)09302016
846-2016-02461C

Kathy Richardson v. Wentworth Apts., et al
DAYH6(26091)12052015
22A-2017-01023F

Catherine Cominey v. Walter Sellers Apts.
DAYH6(26148)01052017
22A-2017-00970F

Robert Crockrel v. Taco Bell of America, LLC
DAY76(26207)01302017
22A-2017-01380C

Mark Winkle v. Edison Learning Inc.
DAY76(26258)02232017
22A-2017-01461C

Lori Conley v. Millwood, Inc.
DAY71(44528)09072016
22A-2016-02859C

Betty Cannon v. Lima Rehab & Nursing
DAYA2(38034)09232016
22A-2016-02919C

Lauren N. Pace v. Wright State University
DAYK4(43561)08292016
22A-2016-02781F

**MOTION by Commissioner Cespedes to approve the June 8, 2017 Confirmation Agenda.
Second by Commissioner Barreras.**

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	NOT PRESENT
Commissioner Lori Barreras	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES

Motion carried.

STAFF BRIEFING

The Compliance Manager informed Commissioners that the Commission is in compliance with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

APPEARANCE CASES

Appearance 1

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss:

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

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 uphold the Regional finding of No Probable Cause – Dismiss. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

Appearance 2

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss:

James J. Warmuth v. UAW Local 1005
CLEB4(43675)11072016
22A-2017-00343C

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

Roll Call Vote:

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

Motion carried.

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.

Appearance 3

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss:

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

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

Roll Call Vote:

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

Motion carried.

COMMISSIONERS' AGENDAS

Commissioners' Agenda for Week 2

Page 1 of 1

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

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

2. Findings Upon Reconsideration- No Probable Cause - Dismiss

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

3. No Jurisdiction – Dismiss

Jeremiah Waselski v. Dalcan Limited Liability Company dba Panera Bread
AKRB3(38951)04192017
22A-2017-02015C

Thomas M. Parker, Jr. v. Metlife Life Insurance Company
AKRG3(38839)02232017
22A-2017-01441F

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 3
Page 1 of 1

1. Findings Upon Reconsideration- No Probable Cause – Dismiss

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

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

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

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

Mark Chard v. Parkbridge Investment Group, Kerry Baker, and Robert Fryber
DAYH6(25814)07252016
22A-2016-02436F

Anthony Allen v. WestRock Services, Inc. dba WestRock
DAYB6(25859)08162016
22A-2016-02778C

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

2. Certification For A Bona Fide Occupational Qualification Based on Sex - Grant

Ohio Department of Rehabilitation and Correction
• Penal Workshop Specialist

3. Proposed Policy and Procedure – Grant

Payroll Submission of Time Procedure

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

Roll Call Vote:

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

Motion carried.

**Commissioners' Agenda for Week 3 – Add-On
Page 1 of 1**

1. Authorize 2.5% Cost of Living Salary Increase - Grant

Schedule E-2 Exempt Employees

MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 3 – Add-On. 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, reported that Assistant Attorneys General, David Oppenheimer and Wayne Williams provided training to the OCRC Akron and Cleveland regions at the Cuyahoga Valley National Park. They also attended the Underground Railroad presentation by the U.S. National Parks Service.

Report from the Chief Legal Counsel

In response to an inquiry by Commissioner Barreras regarding multiple findings of probable cause against the United Parcel Service (UPS), Chief Legal Counsel Stephanie Demers thanked the efforts of the Toledo regional office for their hard work on the cases. She particularly recognized the work of Darlene Newbern, Bill Baskin, Sue Sekel, and Melissa Erford for their diligent efforts in interviewing witnesses and conducting a multi-day on-site. She reported that the case was not easy to investigate. UPS did not initially cooperate, which necessitated the issuance of subpoenas. Specifically, the case involves allegations of a racially hostile work environment, including nooses and rebel flags in the workplace and racially charged text messages and conversations, as well as allegations of failure to promote African-American workers. The Commission found that managers/supervisors were aware of the culture and failed to take appropriate remedial action.

Report from Executive Director

Executive Director G. Michael Payton reported that the OCRC held a reception in Central Office on June 2nd to recognize the Cleveland and Cincinnati high school students who participated in the joint partnership with the Ohio Arts Council referred to as Project Snapshot. Chairman Hubert and Commissioner Cespedes addressed the audience and congratulated the students.

Chairman Hubert was featured in a Call & Post article for being hosted by the Baptist Ministers' Conference during an organizational meeting on May 16, 2017.

Director Payton commended Chairman Hubert and the executive staff for work on the budget testimony provided at the budget hearing in the Senate.

Duffy Jamieson has been selected to serve as the OCRC's Dayton/Cincinnati Regional Director. Duffy is a retired former 28 year employee in the Attorney General's office, 25 of which her served in the Civil Rights Section while serving 13 years as assistant chief of the section. Director Payton thanked Kathy Haley-Ross for serving as acting regional director.

Remarks

Chairman Hubert and Commissioners welcomed Duffy Jamieson back. Commissioner Cespedes thanked the staff for hosting the Ohio Arts Council Project Snapshot event. Chairman Hubert commended Commissioner Cespedes on the partnership with the Ohio Arts Council. Chairman Hubert also thanked the executive staff for their hard work on the budget testimony and interns Jada Woods and Maddie Bellman for attending the Senate budget hearing.

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

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:15PM.


* * *

Commissioner