



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
September 7, 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
Commissioner Madhu Singh
Commissioner Juan Cespedes

Absent:

Commissioner Lori Barreras

A quorum was present.

OCRC Staff Present:

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/Director of Operations; Stephanie Demers, Chief Legal Counsel; Desmon Martin, Director of Enforcement and Compliance; 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; Duffy Jamieson, Dayton Regional Director; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Chief – Civil Rights Section, Ohio Attorney General’s Office; Sharon Tassie, Assistant Chief - Civil Rights Section, Ohio Attorney General’s Office.

Chairman Hubert welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Patmon to approve the August 17, 2017 minutes. Second by Commissioner Singh.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	ABSENT
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**

Vlado Nestorovski v. Mount Carmel Health System
COL71(44639)10202016
22A-2017-00412C

Namone Board v. Affinion Group, Inc
COL71(44653)10252016
22A-2017-01083C

Vadim Tarshis v. Todd Anthony Smith
COLG1(44815)12182016
22A-2017-01749F

Vadim Tarshis v. Todd Anthony Smith
COLG1(44817)12182016
22A-2017-01750F

Vadim Tarshis v. Mazah Mediterranean Eatery
COLG1(45285)06152017 AMENDED
22A-2017-02724F

Sue A. Dunbar v. Olde River Yacht Club Condominium Unit Owners' Association, Inc.
CLEE4(43772)01032017
22A-2017-00931F

Jeremiah Waseleski v. Dalcan, LLC dba Panera Bread
CLE74(44036)06012017
22A-2017-02584C

Jeremiah Waseleski v. Dalcan, LLC dba Panera Bread
CLEB4(44047)06092017
22A-2017-02640C

Jeremiah Waseleski v. Dalcon, LLC dba Panera Bread
CLEB4(44048)06092017
22A-2017-02641C

Jeremiah Waseleski v. Dalcon, LLC dba Panera Bread
CLE74(44062)06192017
22A-2017-02794C

Theresa Burgess v. Sinclair Community College
DAYK6(26048)11072016
22A-2017-00512F

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

Erick Moon v. State of Ohio, Department of Rehabilitation and Correction
DAY76(26077)11292016
22A-2017-00617C

Livia Stinson v. City of Cincinnati, Metropolitan Sewer District
DAY76(26301)03162017
22A-2017-01979C

Brenda Copes v. Community Investment Management Services, LLC, et al.
DAYH1(44685)11032016
22A-2017-00787F

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

Thomas M. Parker v. Carroll County Clerk of Common Pleas, Carroll County Probate Court and Judge John S. Campbell
AKRG3(39088)07102017
22A-2017-03083F

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

Nicole Price v. The Estate of Donald L. Bright
COLH1(44954)12012016 AMENDED
05-17-6336-8
22A-2017-02024F

Mary M. Thomas v. APS Medical Billing and Professional Consultants
TOLB2(38185)12072016
22A-2017-00670C

*Split Determination: No Probable Cause on demotion; Probable Cause on failure to accommodate

Nicole M. Purdy and Bryan St. John v. Robert 'Bob' Brown; Amended
DAYH6(26086)11302016
22A-2017-00676F

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

Amanda Roberts v. State of Ohio, Department of Rehabilitation and Corrections
COL71(44035)02192016
22A-2016-01708C
Complaint No. 16-EMP-COL-44035

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

Tynesha Banks v. Arlington Place, LLC et.al.
TOLH2(37618)01052016
05-16-4128-8
22A-2016-01063F
Complaint No. 16-HOU-TOL-37618

Pamela A. Stoklosa v. Mount Carmel Health Providers III & Mount Carmel Health System
COLA1(44401)04132016
532-2016-01306C
Complaint No. 17-EMP-COL-44401

6. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Martha Warren v. St. Clare Commons, LLC, et al.
TOLH2(37755)04252016
05-16-4674-8
22A-2016-01612F
Complaint No. 17-HOU-TOL-37755

7. Probable Cause – Schedule Conciliation

Donald Vroman II v. East Garden Apartments; Archbold Limited Partnership; Deardorf Property Management, Inc.; Deanna Walter, Property Manager
TOLH2(38100)10312016
05-17-6010-8
22A-2017-00266F

Christina Henderson v. Brookdale Senior Living Solutions
DAY76(26039)11092016
22A-2017-00575C

Randy Harris v. Ada Services
DAYE6(26101)12082016
22A-2017-00967F

8. Issue Formal Complaint

Nicole Price v. The Estate of Donald L. Bright
COLH1(44954)12012016 AMENDED
05-17-6336-8
22A-2017-02024F

Issue Formal Complaint - Continued

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

MarKia Sims v. Charter Communications, LLC
AKR73(38562)10032016
22A-2017-00014C

Angelo Harper v. Charter Communications, LLC
AKR73(38605)11012016
22A-2017-00314C

Carteria Pace v. Charter Communications, LLC
AKR73(38609)10032016
22A-2017-00318C

Jamie Napier v. West Chester Hospital/UC Health
DAY76(26037)11082016
22A-2017-00519C

9. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Dismiss Formal Complaint

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

10. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause – Close

Jon Paul Bruno v. Northstar Anesthesia of Ohio, LLC
AKRB3(38539)09142016
22A-2016-02877C

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

Fair Housing Advocates, Inc., v. Trotter's Landings Apartments and SARGB, Ltd.
COLH1(44610)10032016
22A-2017-01072F

Fair Housing Advocates, Inc. v. Pickaway County Metropolitan Housing Authority; and
Jill Roush for Williamsport Terrace Apartments
COLH1(44745)12022016
22A-2017-01074F

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

Amber & Daniel Andrews v. Jason W. Dotson
AKRH3(39094)07132017
05-17-9002-8
22A-2017-03094F

Dora Makse v. County of Summit, Department of Job and Family Services
AKR73(39107)07192017
22A-2017-03180C

Fair Housing Advocates, Inc. v Aster Court Apartments
DAYH6(25983)10132016
22A-2017-00303F

Fair Housing Advocates, Inc. v Mt. Adams Apartments
DAYH6(25960)09302016
22A-2017-00043F

Fair Housing Advocates, Inc. v Anthony Wayne Apartments
DAYH6(25961)09302016
22A-2017-00042F

Kandi Fowler v. Flagway #12 Gas Station/Convenience Store
DAYG6(26203)12032016
22A-2017-01194F

John Petty II v. GCA Services
DAY76(26537)06282017
22A-2017-02966C

Krystal A. Bennett v. Envelope 1, Inc.
ADR73(38968)05012017
22A-2017-02110C

Kristina Sanders v. Stark County Board of Developmental Disabilities
ADR73(38996)05152017
22A-2017-02378C

Christopher Freeze v. Riverview Mobile Home Park, Inc. et al
ADRH4(44033)06012017
05-17-8833-8
22A-2017-02616F

Doreen Hanna vs. United Cerebral Palsy
ADR74(44054)06152017
22A-2017-02785C

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

Housing Research & Advocacy Center v. G & L Properties Cleve, LLC dba G & L
Management; Louis Scott & Tammy Powers, Co-Trustees, Morris Company Ltd.
ADRH4(44061)06192017
05-17-9024-8
22A-2017-02793F

12. Withdrawal of Charge with Settlement

Clinton Ward v. Ken Mullins, Manager; Community Housing Network, Inc.; and
Hawthorne Grove, LLC c/o Community Housing Network
COLH1(45100)04052017
05-17-7802-8
22A-2017-02245F

Eric C. Miles v. Mary Nelson, Owner
COLH1(45256)06012017
05-17-8405-8
22A-2017-02605F

Linda Bayless v. Columbus Alzheimer Care Center
COL71(45382)07242017
22A-2017-03140C

Perry Venson v. Suiza Dairy Group, LLC dba Dean Foods
TOL72(38175)12022016 AMENDED
22A-2017-00639C

Samantha J. Eitniewer v. Toledo Lucas County Health Department
TOL72(38349)03142017
22A-2017-01601C

Zaneta Davis v. Nature Fresh Farms USA, Inc.
TOL72(38544)06222017
22A-2017-02746C

Brittany A. Sasum v. Lutheran Village at Wolfcreek
TOL72(38556)06272017
22A-2017-02842C

Adrienne N. Rouan v. Edward D. Jones & Co., L.P.
AKRB3(38760)01182017
22A-2017-01009C

Dianna Rhodes v. National Express, LLC dba Petermann, LLC
AKRA3(38806)02132017
22A-2017-01312C

Withdrawal of Charge with Settlement - Continued

Jonita Anderson v. Star Partner Enterprises, LLC dba Kentucky Fried Chicken
AKR74(43938)04102017
22A-2017-01909C

John Weakley v. Securitas Security Services USA, Inc.
CLE74(44020)05202017
22A-2017-02561C

Misty Ulm v. Kettering Health Network
DAYB6(26153)01052017
22A-2017-01106C

Angela Kemme v. TriHealth Hospital, Inc. dba Bethesda Butler Hospital
DAYB6(26299)03162017
22A-2017-01711C

Fernando Shelton v. Products & Service Co.
DAYE6(26406)05042017
22A-2017-02511F

Daronna Simmons v. The Central Community Health Board of Hamilton County, Inc.
DAYB6(26519)06262017
22A-2017-02923C

Napoleon Smith v. Reading Federal Credit Union
DAYE6(26542)07032017
22A-2017-02986F

Janet Richards v. Koester Pavilion
DAYA6(26557)07072016
22A-2017-02975C

Boni J. Probasco v. Harcum House
ADRB1(45190)05032017
22A-2017-02284C

Jacinta Laryea v. Sarah (LNU), Manager; Turtle Station OH Partners, LLC; and
Remington Station Apartments by Cortland
ADRH1(45244)05222017
05-17-8360-8
22A-2017-02655F

Emily R. Brunton v. Ohio State Optical Company, Inc.
ADR71(45261)06052017
22A-2017-02638C

Withdrawal of Charge with Settlement - Continued

Jeannette Cooper v. Crown Associates Inc.
ADRA1(45299)06232017
22A-2017-02750C

Erica D. Watkins v. TPUSA, Inc. dba Teleperformance USA
ADR71(45324)06302017
22A-2017-02862C

Carolyn Hunter v. HER Realtors c/o HER, LLC; Penny Smith, Realtor; Jo-Anne LaBuda, Listing Agent; Keller Williams Realty, Inc.; Capital Partners Realty, LLC c/o Brian Kemp, Agent/Registration; Sandra "Sandy" L. Raines, Listing Agent; and The Raines Group, Inc.
ADRH1(45331)07052017
05-17-8593-8
22A-2017-02870F

Zamora M. Garcia v. Mitec Automotive Inc. dba Mitec Powertrain
ADR72(38483)05232017
22A-2017-02438C

Casey M. Yoder v. Kimmel Corp
ADR72(38492)05262017
22A-2017-02483C

John Simmons v. Beal Construction Services
ADRA2(38560)06292017
22A-2017-02846C

Joseph L. Steel v. TCC Wireless, LLC
ADR72(38589)07112017
22A-2017-03043C

Joseph L. Steel v. Trion Solutions II, Inc.
ADR72(38590)07112017
22A-2017-03044C

Aria Hargrove v. Wenco Akron, LLC dba Wendy's
ADR73(38946)04182017
22A-2017-01899C

Marilyn Hilton v. Kendall House Inc., dba KFC
ADR73(39017)05242017
22A-2017-02523C

Samuel Lindsey v. City Yellow Cab Co.
ADR73(39075)07052017
22A-2017-03031C

Withdrawal of Charge with Settlement - Continued

Marvin Waddle v. James Shoenfelt
ADRH3(39090)07122017
22A-2017-03067F

Timothy Earl O'Bryant v. Richland Bank
ADRG4(44077)06272017
22A-2017-02830F

Eldaterina Djilovian v. Fluke Electronics Corporation
ADR74(44080) 06302017
22A-2017-02928C

Stacie E. Benton v. Mid-Ohio Cleaning Contractors of Columbus, Inc.
ADRB6(45177)04282017
22A-2017-02276C

13. Withdrawal of Charge – Grant

Tamesha Cantrell v. Dolgencorp, LLC dba Dollar General
COLG1(45147)04242017
22A-2017-02288F

Ronald L. Steward v. The City Of Columbus, Department of Public Utilities
COL71(45430)08142017 AMENDED
22A-2017-03495C

Jon Paul Bruno v. Youngstown Ohio Hospital Company, LLC dba Northside Medical Center
AKRB3(38754)01122017
22A-2017-01003C

Kenneth Dinkins v. Jane and Don Crosky
AKRH3(39117)07282017
22A-2017-03200F

Vernard Brown v. Maximum Accessible Housing of Ohio et al.
ADRH4(44107)07142017
22A-2017-03087F

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

Nicole Kraft v. Consolidated Graphics/Cyril Scott
COLB1(44914)01262017
22A-2017-01811C

Marsha L. Hill v. FCA US LLC
TOLA2(38221)12292016
22A-2017-00913C

Marsha L. Hill v. UAW Local 12
TOLA2(38222)12292016
22A-2017-00914C

Nikki L. Isbell v. State of Ohio, Department of Rehabilitation and Correction
TOL72(38232)01062017
22A-2017-00940C

15. No Jurisdiction – Dismiss XNJ

Langston Joiner v. Molina Healthcare
COLE1(45253)05302017
22A-2017-02613F

Cameron Strong v. Service Corporation International
COLE1(45297)06222017
22A-2017-02748F

Francis Eugene Brosie v. Doug and Susan Ray
COLH1(45413)08032017
22A-2017-03257F

Bianca McCrae v. Timothy A. McKee, Owner; Jacqueline M. McKee, Owner; McKee
Properties, LLC An Ohio Limited Liability Co.
TOLH2(38597)06122017
05-17-9008-8
22A-2017-03223F

Phyllis Alston v. Metro Regional Transit Authority
AKRE3(39023)05312017
22A-2017-02606F

Joseph Santell v. Youth Intensive Services, Inc.
AKRE3(39083)07082017
22A-2017-03059F

Pamela Jones v. Sharon and Richard Oliver
AKRH3(39097)06082017
22A-2017-03097F

Lisa Coria v. Wesleyan Village
CLEE4(44075)06262017
22A-2017-02828F

Stacy Dispenza-Gonzalez v. Francis Martone
CLEH4(44076)06262017
22A-2017-02829F

No Jurisdiction – Dismiss XNJ – continued

Essence Driscoll v. Homewood Suites by Hilton
CLEE4(44085)06302017
22A-2017-02933F

Jennifer Vinci v. Lake Metropolitan Housing Authority
CLEE4(44095)07082017
22A-2017-02958F

LaToya Crowe v. Springfield Metropolitan Housing Authority
DAYH6(26063)11162016
22A-2017-02802F

Tawanna Cook v. Miller Valentine Group
DAYH6(26092)12012016
22A-2017-00768F

Kimberly Sager v. Capital Cleaners
DAYE6(26151)01042017
22A-2017-02587F

Kimberly Sager v. Capital Cleaners
DAYE6(26183)01222017
22A-2017-02589F

Carl Firman v. Reiter Dairy
DAYE6(26250)02162017
22A-2017-02592F

Pepper Storer v. AKA (CAPT) Celina Aluminum
DAYE6(26270)02282017
22A-2017-01570F

16. Administrative Closure

David Bell v. PCC Airfoils LLC
TOLB2(38280)12012016 AMENDED
532-2017-00272C

Abenaah Hill v. United Collection Bureau, Inc.
TOL72(38285)02072017
22A-2017-01258C

Abenaah Hill v. United Collection Bureau, Inc.
TOL72(38294)02102017
22A-2017-01305C

Administrative Closure - Continued

Abenaah Hill v. United Collection Bureau, Inc.
TOL72(38473)05162017
22A-2017-02348C

John Jackson v. National Church Residences of Cuyahoga Falls, OH
AKRH3(38949)04052017
05-17-7311-8
22A-2017-01915F

Monte' Allen v. Family Christian Bookstore
DAYG6(26312)03222017, AMENDED
22A-2017-01715F

17. No Probable Cause – Dismiss

Seiti Butler v. Dave Gill Chevrolet, Inc.
COLB1(44663)11032016
22A-2017-00699C

Scott Stachler v. City of Delaware, Ohio
COLA1(44666)11022016
22A-2017-01218C

Shawn Patrick Mahan v. Belmont County District Library
COL71(44687)11142016
22A-2017-00828C

Yolanda Barnes v. State of Ohio, Department of Rehabilitation and Correction
COL71(44695)11152016
22A-2017-00695C

Natasha Dunlap v. CAD Capital, LLC d/b/a Panera Bread
COL71(44702)11162016
22A-2017-00825C

Sienna Bradley v. OhioHealth
COL71(44703)11152016
22A-2017-00595C

Joe Thompson v. Community Shelter Board
COL71(44709)11182016
22A-2017-00814C

Yolanda Barnes v. State of Ohio, Department Rehabilitation and Correction
COL71(44741)11142016
22A-2017-01040C

No Probable Cause – Dismiss – Continued

Tracy L. Brown v. Absolute Care, LLC
COL71(44806)12152016
22A-2017-01046C

Demond Chambliss v. The Ohio State University Medical Center
COL71(44810)12192016
22A-2017-01214C

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

Janice Carter v. Ohio Hospital for Psychiatry
COL71(44813)12142016
22A-2017-01347C

Diane James v. State of Ohio, Department of Education
COL71(44823)12212016
22A-2017-01213C

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

Carol T. Williams v. JP Morgan Chase
COLA1(44836)12292016
22A-2017-01203C

Jody Lynn Ulrich v. AMVETS Post #36
COL71(44845)01032017
22A-2017-01170C

Steve Sawyer v. Terracon Consultants
COLA1(44851)12162016 AMENDED
22A-2017-01343C

Antoine Ferguson v. PSC Metals
COL71(44883)01182017
22A-2017-01483C

Lisa Oyler v. Fairfield Medical Center
COL71(44901)01172017
22A-2017-01777C

Kelly Mabra v. Public Utilities Commission of Ohio (PUCO)
COL71(44903)01212017
22A-2017-01779C

Tamala West v. McDonald's Corporation
COL71(44943)02032017
22A-2017-01930C

No Probable Cause – Dismiss – Continued

Mary Jones v. U.S. Corrugated
COLA1(44955)02082017
22A-2017-02021C

Pamela Short v. JPMorgan Chase Bank, N.A.
COLB1(44964)02132017
22A-2017-01942C

Jonathan Schwendeman v. Marietta City School District Board of Education
COLB1(44968)02152017
22A-2017-01945C

Leslie C. Bailey v. FedEx Supply Chain, Inc. fka Genco I, Inc.
COL71(45054)03212017
22A-2017-01803C

Alicia A. Hoover v. JP Morgan Chase Bank, N.A.
COLB1(45077)04032017
22A-2017-02322C

Roslyn Devaux Spitzley v. Cardinal Health 110, LLC
COLA1(45086)04072017
22A-2017-02319C

Kevin D. Battle v. Hilton Management, LLC dba Hilton Columbus Downtown
COL71(45090)03302017 AMENDED
22A-2017-02233C

Amy White v. Nationwide Mutual Insurance Co.
COL71(45095)04042017
22A-2017-02239C

Rodney Sweigart v. Monica Tolliver, Manager; Ravine Bluff Limited Partnership c/o
Richard S. Zimmerman, Jr., Agent/Registrant; and Ravine Bluff Apartments
COLH1(45168)04162017
05-17-8362-8
22A-2017-02054F

Jennifer Carter v. Ashlie Carter
COLH1(45132)04192017
05-17-7793-8
22A-2017-02181F

Michael D. Jones v. The Urban Minority Alcoholism and Drug Abuse Outreach Program
of Franklin County
COL71(45139)04202017
22A-2017-02201C

No Probable Cause – Dismiss – Continued

Sheila D. Zoldak v. State of Ohio, Ohio Department of Commerce
COL71(45186)05032017
22A-2017-02336C

China Doughty v. The Ohio State University Wexner Medical Center
COL71(45222)05162017
22A-2017-02343C

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

Samuel Michael Schildkraut v. The Salvation Army; Information Helpline; Major Louis Patrick; Angela Goodson; John (Last Name Unknown), Supervisor; and Pete (Last Name Unknown), Supervisor
COLH1(45237)05232017
05-17-8320-8
22A-2017-02540F

Clarence Campbell v. Government Employees Insurance Company (GEICO)
COLA1(45260)06062017
22A-2017-02718F

Doug Aldridge v. State of Ohio, Department of Rehabilitation and Correction
COL71(45271)06082017
22A-2017-02656C

Malcom Dickson v. Donato's Pizza
COL76(44906)01252017
22A-2017-01792C

Melvin Marek, Jr. v. Toledo Tool and Die Company, Inc.
TOLB2(38139)11172016 AMENDED
22A-2017-00428C

Prentis Hubbard v. Midwest Terminal Maintenance, LLC
TOL72(38161)11292016
22A-2017-00573C

Anthony L. Bouyer v. Toledo Municipal Court
TOLA2(38201)12162016
22A-2017-00747C

Desiree Jane Beatty v. University of Toledo Police Department
TOL72(38202)12162016
22A-2017-00754C

Dustin Perkins v. Job1USA
TOLB2(38203)12162016
22A-2017-00759C

No Probable Cause – Dismiss – Continued

Victor Salazar v. Mercy Health-Tiffin Hospital
TOLB2(38204)12182016
22A-2017-00760C

Sara Green-Hamilton v. DECA Health, Inc.
TOLB2(38212)12212016
22A-2017-00848C

Jovan Bocvarov v. Board of Education of the Toledo City School District
TOL72(38214)12222016
22A-2017-00851C

David Grauer v. City of Galion
TOLB2(38217)12232016
22A-2017-00909C

Michael Noe v. Mobis North America, LLC
TOL72(38218)12232016
22A-2017-00910C

Marquis J. Hughley v. The Kroger Co.
TOL72(38219)12272016
22A-2017-00911C

Jeremy Sullivan v. The Kroger Co.
TOL72(38223)12292016
22A-2017-00915C

Dionca Bryant v. Mobis North America, LLC
TOL72(38224)12302016
22A-2017-00916C

Taylor Cunningham v. State of Ohio, Department of Rehabilitation and Correction
TOL72(38225)12312016
22A-2017-00917C

Michelle Bauer v. The University of Toledo
TOLB2(38226)01032017
22A-2017-00921C

Jeremy L. Heard v. Embassy Darlington, LLC
TOL72(38228)01042017
22A-2017-00923C

No Probable Cause – Dismiss – Continued

Mohamed A. Inshanally v. Libbey Glass Inc.
TOL72(38229)01042017
22A-2017-00924C

Carol Anne Edwards v. State of Ohio, Department of Mental Health & Addiction
Services
TOLB2(38238)01112017
22A-2017-000964C

Courtany Murphy v. The University of Toledo Medical Center
TOL72(38239)01132017
22A-2017-00985C

Julie L. Holden v. Buckeye Cablevision, Inc.
TOLB2(38267)01312017
22A-2017-01187C

Cle'Von Richardson v. Wal-Mart Stores East, LP
TOL72(38283)02072017
22A-2017-01256C

Abenaah Hill v. United Collection Bureau, Inc.
TOL72(38288)02082017
22A-2017-01278C

Abenaah Hill v. United Collection Bureau, Inc.
TOL72(38480)05212017
22A-2017-02412C

Demetria Johnson v. Akron Metropolitan Housing Authority
AKR73(38654)11252016
22A-2017-00599C

Elizabeth Kelly v. Sterling Jewelers, Inc.
AKR73(38697)12202016
22A-2017-00809C

Demetria Johnson v. Akron Metropolitan Housing Authority
AKR73(38752)01112017
22A-2017-01001C

Cheryl D. Makris v. R. Kashmiry & Associates
AKRB3(38773)01212017
22A-2017-01126C

No Probable Cause – Dismiss – Continued

Derrick Luton v. FAB Express, Inc.
AKR73(38784)01312017
22A-2017-01181C

Paulette Robinson v. City of Canton, Ohio Waste Water Treatment
AKRB3(38797)02072017
22A-2017-01286C

Luke Charles Metcalf v. AT & T Mobility Services, LLC
AKRB3(38798)02082017
22A-2017-01300C

Dora Makse v. County of Summit, Department of Job and Family Services
AKRA3(38865)03082017
22A-2017-01553C

Michael Hodnichak v. Rogers Industrial Products, Inc.
AKRA3(38874)03142017
22A-2017-01598C

Curtis Paschal v. Niles Sparkle Market, Inc.
AKRB3(38875)03152017
22A-2017-01602C

Sharyll Primus v. Robert Cady and Cheryle Reitz
AKRH3(38906)03272017
22A-2017-01890F

Paul Cunningham v. Robert Cady and Cheryle Reitz
AKRH3(38907)03272017
22A-2017-01894F

Sharyll Primus v. Portage Metropolitan Housing Authority
AKRH3(38910)03272017
05-17-9195-8
22A-2017-01891F

Kelly Ann Monegan v. United Automobile, Aerospace & Agricultural Implement
Workers of America - UAW
AKR73(38917)04032017
22A-2017-01760C

Ebony Harris v. Inner Peace Ever Light Home Care LLC
AKR73(38972)04212017
22A-2017-02205C

No Probable Cause – Dismiss – Continued

Victor G. Shaw, Jr. v. Home Savings Bank
AKR73(39076)07052017
22A-2017-03032C

Sharyll Primus v. Robert Cady and Cheryle Reitz
AKRH3(39093)07032017
05-17-8612-8
22A-2017-03093F

Sharon Adams v. Gerald Uebbing
AKRH3(44093)07072017
05-17-9120-8
22A-2017-03054F

John F. Cameron v. Carnation Rentals, Acorn Rentals, III, Ltd., and Jennifer Johnson Skolosh
CLEH4(43766)12292016 AMENDED
05-17-7014-8
22A-2017-00906F

J.C. Montgomery v. Hogan Services, Inc.
CLEA4(43794)01122017
22A-2017-00982C

Stephanie M. Rogers v. Bridges Rehabilitation Services LLC
CLE74(43822)01302017
22A-2017-01233C

Michelle Ventura v. Fresh Air Group, LLC
CLE74(43836)02032017
22A-2017-01277C

Sheri Lovett v. The Woodhawk Club Condominium Owners Association, Tammy Jacomin, Anil Bobba, Luke Estates, LLC
CLEH4(43899)03142017 AMENDED
05-17-8179-8
22A-2017-01623F

Damiend Strong v. Dave's Supermarket Inc.
CLE74(43935)04072017
22A-2017-01768C

Stephanie Massey v. University Hospitals Cleveland Medical Center
CLEB4(43952)03142017 AMENDED
532-2017-00747C

No Probable Cause – Dismiss – Continued

Walter H. Walters v. The Malish Corporation
CLEB4(43954)04122017
22A-2017-01874C

Lolita Binion v. HMS Host USA, Inc.
CLE74(43970)04242017
22A-2017-02047C

James Ingram v. Lake County YMCA
CLEG4(43979)05012017
22A-2017-02113F

Francina Stockwell v. Automile Inn, Inc.
CLEE4(44016)05252017
22A-2017-02555F

Lisa Pagan v. Custom Property Management Inc.
CLEE4(44021)05232017
22A-2017-02565F

Phil Hicks v. Butterfly Consulting Group, LLC
CLEG4(44027)05302017
22A-2017-02569F

Robert Manlet v. PPG Industries, Inc.
CLEB4(44028)05302017
22A-2017-02578C

Tomika Jones-McFarlane v. Hondros College of Nursing
CLEK4(44045)06082017
22A-2017-02635F

Johnny Deloach v. Boss Concrete, Inc.
CLEE4(44071)06212017
22A-2017-02819F

James J. Bell v. Council for Economic Opportunities in Greater Cleveland
CLEK4(44111)07152017
22A-2017-03109F

Angie Hedges v. Village of Thornville, Ohio
CLEG1(44861)01042017
22A-2017-01776F

Alexander Swint v. The MetroHealth System
CLEG3(38984)05082017
22A-2017-02297F

No Probable Cause – Dismiss – Continued

Hannah Soger v. Tienda La Raza, LLC dba Veracruz Mexican Restaurant
DAY76(26082)11292016
22A-2017-00713C

Andrew S. Watson v. Paradigm Industrial LLC
DAYB6(26093)12072016
22A-2017-00712C

Terrence Johnson v. Lowe's Home Centers, LLC
DAY76(26094)12072016
22A-2017-00708C

Morgan Felger v. Home Instead Senior Care
DAY76(26095)12072016
22A-2017-00715C

Jesse D. Ward v. Kroger Co.
DAYB6(26096)12082016
22A-2017-00718C

Ricky Wilkerson v Jill Henderson, Manager/ Northwood Apartments
DAYH6(26098)12092016
22A-2017-00788F

Kevin L. Allen v. Vancrest of Urbana, Inc.
DAYA6(26107)12142016
22A-2017-00859C

Selena King v. 1st Advance Security
DAYB6(26115)12152016
22A-2017-00796C

John Herman v. Fifth Third Bank
DAYF6(26123)12192016
22A-2017-00977F

Lucas Tiettmeyer v. Towne Park, LLC
DAYB6(26125)12202016
22A-2017-00842C

Brenda Kay Saylor v. City of Piqua
DAYB6(26128)12222016
22A-2017-00853C

Markeil Fletcher v. Dayton Public Schools
DAY76(26133)12282016
22A-2017-01020C

No Probable Cause – Dismiss – Continued

Dina Asal Shultz v. Liberty National Bank
DAYB6(26144)12282016
22A-2017-00973C

Kimberly Sager v. Capital Cleaners
DAYB6(26152)01042017
22A-2017-02588C

Teodore Rick Searey v. Fuyao Glass America, Inc.
DAYA6(26167)01122017
22A-2017-01027C

Kathleen Marshall v. Delaware North Companies Sportservice, Inc.
DAYB6(26217)12052016
532-2017-00303C

Julie Renee Gale v. Trinity Health System
DAYB6(26218)12212016 AMENDED
532-2017-00348C

George McCaulley v. Norwood Medical
DAY76(26255)02222017
22A-2017-01432C

George McCaulley v. Scioto Services
DAY76(26256)02222016
22A-2017-01433C

MOTION by Commissioner Patmon to approve the September 7, 2017 Confirmation Agenda. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

STAFF BRIEFING

The Compliance Director informed those present that the Commission had complied with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

The Compliance Director, with the Executive Director's approval, requested that the following cases be removed from the agenda:

Week 2, Page 1, Item I-A

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

*This case was removed because the parties reached a resolution during conciliation.

Week 3, Page 2, Item I-B

Logan Cheyenne Walker v. National Carton and Coating Co.
DAY76(25997)10212016
22A-2017-00290C

*This case was removed to allow the parties to appear at the next regularly scheduled meeting

MOTION by Commissioner Singh to approve the staff briefing and remove the aforementioned cases from the agenda. Second by Commissioner Cespedes.

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	ABSENT
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:

Monya McDowell v. Shelly & Sands, Inc.
CLE74(43725)12062016
22A-2017-00664C

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

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

Roll Call Vote:

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

Motion carried.

**Commissioners' Agenda for Week 1
Page 1 of 1**

1. No Jurisdiction - Dismiss

Buddy Struckman v. Hamilton County Justice Center HCJC
DAYG6(26447)05202017
22A-2017-02645F

Khristopher M. Deters v. Hamilton County Job and Family Services
DAYE6(26496)06082017
22A-2017-03011F

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

Roll Call Vote:

Chairman Leonard Hubert	YES
Commissioner William W. Patmon, III	YES
Commissioner Lori Barreras	ABSENT
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

Jon Paul Bruno v. Northstar Anesthesia of Ohio, LLC
AKRB3(38539)09142016
22A-2016-02877C

MarKia Sims v. Charter Communications, LLC
AKR73(38562)10032016
22A-2017-00014C

Carteria Pace v. Charter Communications, LLC
AKR73(38609)11032016
22A-2016-00318C

2. Proposed Amendment to Administrative Policy - Grant

Access to Commission Investigatory Files and Materials - Administrative Policy A-4

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 3
Page 1 of 2

1. Findings Upon Reconsideration- No Probable Cause – Dismiss

Eve Yvonne Wharton v. Ohio University
COL71(44759)12122016
22A-2017-01048C

Jodi R. Dusa v. Perfect Sweep, Inc.
TOL72(38108)11032016
22A-2017-02068C

Jodi R. Dusa v. Universal Property Services, LLC
TOL72(38109)11032016
22A-2017-00281C

Cheryl A. Johnson v. East Cleveland City School District
TOLB2(38210)10202016
22A-2017-02068C

Polad Shikhaliev v. Cleveland State University
AKRA4(43649)10202016
22A-2017-00200C

Housing Opportunities Made Equal v. Littlejohn Holdings Limited Partnerships
DAYH6(25982)09222017
22A-2017-02145F

Booker T. Patrick-Alexzander v. Emerald Performance Materials DbA Dystar
Hilton Davis Corp.
DAYB6(26177)01192017
22A-2017-01107C

B. Reverse No Probable Cause to Probable Cause – Schedule Conciliation

Richard N. Currin v. City of Dayton, Water Department
DAYB6(25998)10242016
22A-2017-00232C

*Split Determination: Probable Cause on the basis of disability; No Probable Cause on the basis of retaliation

2. No Jurisdiction – Dismiss

David Bondy v. AboutGolf, Limited
TOLA2(38289)02092017
22A-2017-01284C

Commissioners' Agenda for Week 3
Page 2 of 2

No Jurisdiction – Dismiss - Continued

Deborah Parker v. Judge Frank G. Forshione, Terri McNatt, Lifecare Family Health and Dental Center, Alexander A. Zumbar, Stark
County Treasurer
AKRH3(38785)01312017
22A-2017-01182F

Michael R. Stansell, Jr. v. State of Ohio, Department of Rehabilitation and Correction, Grafton Correctional Institution
CLEG4(44147)07252017
22A-2017-03307F

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

Greene County Sheriff's Office

- Jail Deputy
- Corrections Officer

MOTION by Commissioner Singh 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	ABSENT
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, updated the Commissioners on the matter of *Randi & Kirk Ray v. Randy Brinker, et al.* The Attorney General's office has filed an enforcement action against the Respondent. Ms. Anthony will continue to keep the Commissioners informed on this matter.

Report from the Chief Legal Counsel

Chief Legal Counsel, Stephanie Demers reported on the work of the Standardization Committee, formerly known as the Forms Committee. The Committee consists of Ms. Demers, Keith McNeil, Sandy Aukeman, Vera Boggs, Bradley Dunn, and Anita Jackson. Ad hoc assistance has been provided by various other employees. The fruits of the committee's labor have produced the revision of many policies and procedures as well as over 65 template forms including the Commission's letterhead. Ms. Demers presented a copy of the new letterhead to the Commissioners. The committee recently rolled out the revised forms in Akron, Cleveland, Dayton and Columbus with a trip to Toledo scheduled for the near future. She thanked the committee and gave special kudos to Vera Boggs and Sandy Aukeman for doing the lion's share of editing the forms and uploading them to appropriate sites.

Report from Executive Director

Executive Director G. Michael Payton began his report by reminding the Commissioners of the upcoming annual staff training day - Thursday, September 14, 2017. The event will include ethics training, a Commissioners' roundtable and a segment on implicit bias. Lunch will be provided.

Director Payton also introduced new externs, Kelsey Schiffer and Cara Guidaitis. Kelsey is a third year law student at Capital University Law School. Cara is an undergraduate student at Youngstown State University studying Political Science. She comes to the Commission through former State Representative, Dr. Vernon Sykes' Intergovernmental Relations Program. The Commissioners welcomed the externs to the agency.

Remarks

Chairman Hubert provided an update on the planning of the Ninth Annual Civil Rights Hall of Fame scheduled for October 5, 2017. The keynote speaker will be Les Wexner, CEO of L Brands. The master of ceremonies will be NBC4 news anchor Mike Jackson. In addition, the Fort Hayes High School Gospel Choir will perform.

MOTION by Commissioner Singh to adjourn the public meeting. Second by Commissioner Cespedes.

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:10AM.



Commissioner