



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

**November 16, 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 Lori Barreras
Commissioner Madhu Singh

Absent:

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; Duffy Jamieson, Dayton Regional Supervisor; 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 October 26, 2017 minutes. 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	ABSENT

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Chester Boone v. The Ohio State University – James Cancer Hospital
COL71(45030)03072017 AMENDED
22A-2017-02132C

*Commissioner Patmon recused himself from participation in this case.

Travis E. V. Simpson v. Jordan Restaurant Group, LLC dba Popeyes Chicken
COL71(45412)08032017
22A-2017-03256C

Jeremiah Waseleski v. Dalcan LLC dba Panera Bread
CLEB4(44120)07212017
22A-2017-03169C

Chante Tibby v. State of Ohio, Opportunities for Ohioans with Disabilities
CLE71(45302)06232017
22A-2017-02759C

Roger D. Beisner v. Darke County YMCA
DAYG6(26206)01302017
22A-2017-01199F

Patricia Hamad v. State of Ohio, Department of Rehabilitation and Corrections
DAYB6(26343)12132016
22A-2017-02122C

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

Roxanne K. Saba v. United Steelworkers of America District 1 Local 12965
TOLA2(38493)05302017
22A-2017-02492C

Paul Cunningham v. State of Ohio, Civil Rights Commission, Bradley Dunn, and
Ta'Meka Brooks
CLEH3(39194)09122017
22A-2017-03784F

Paul Cunningham v. Portage County Courts
CLEG3(39197)09122017
22A-2017-03790F

Paul Cunningham v. Portage County Judges
CLEG3(39202)09122017
22A-2017-03795F

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

Sharyll Primus v. Portage County Judges
CLEG3(39203)09122017
22A-2017-03796F

Sharyll Cunningham v. Portage County Judges
CLEG3(39204)09122017
22A-2017-03797F

Sharyll Primus-Cunningham v. Portage County Courts
CLEG3(39205)09122017
22A-2017-03798F

3. Complainant's Request for Reconsideration – Deny - Untimely

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

Michael Thompson v. Owner's Management Company, St. Clair Place Cleveland, Ltd.
CLEH4(44011)05242017
22A-2017-02549F

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

Christina M. Brown v. Molina Healthcare of Ohio, Inc.
COLB1(45080)04052017
22A-2017-02321C

*Split Determination: No Probable Cause-Dismis on the basis of race and disability; Probable Cause – Schedule Conciliation on the basis of race and retaliation

Marlene Y. Cherry v. State of Ohio, Department of Transportation
COL71(45225)05192017
22A-2017-02516C

*Split Determination: No Probable Cause – Dismiss on issue of disciplined based on race; Probable Cause – Schedule Conciliation on issue of disciplined based on retaliation

Malcolm T. Tanksley v. The Franklin County Juvenile and Domestic Court
COL71(45286)06162017
22A-2017-02725C

*Split Determination: No Probable Cause – Dismiss regarding disciplined based on gender; Probable Cause – Schedule Conciliation regarding disciplined based on race

Respondent's Request for Reconsideration – Grant for Further Review - Continued

Tasha McGlothin v. Showe Management Corporation, Streetsboro Green Limited
Partnership and Cassandra Stewart
AKRH3(38837)02142017
05-17-7174-8
22A-2017-01439F

*Split Determination: Probable Cause – Schedule Conciliation regarding Respondent's application; No Probable Cause – Dismiss regarding Charging Party's allegations

Phyllis Johnson v. Meigs County Clerk of Courts
DAYE6(26198)01282017
22A-2017-01162F

5. Withdrawal of Charging Party's Request For Reconsideration – Reinstate Original Finding of No Probable Cause - Dismiss

Clinton Ward v. Ken Mullins/Community Housing Network, Inc.
COLH1(44847)01032017
22A-2017-01345F

6. Withdrawal of Respondent's Request For Reconsideration – Grant

Kamela Smith v. B& K Heating, Inc.
DAY76(26088)12022016
22A-2017-00767F

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

Nicole Price v. Donald Bright c/o The Estate of Donald Bright
COLH1(44954)12012016
05-17-6336-8
22A-2017-02024F
Complaint No. 17-HOU-COL-44954

Vashiti Peters v. James M. White, III
AKRH4(43558)08172016(Amended)
22A-2016-02645F
Complaint No. 17-HOU-AKR-43558

8. Probable Cause – Schedule Conciliation

Yvonne Brinkley v. Aram Gosdanian, Owner; Abbeyhill Realty & Management, LLC c/o Aram Gosdanian, Agent/Registrant; Lyric Properties, LLC c/o John Hyre, Agent/Registrant; and Derek Kinzer, Neighbor
COLH1(45201)05082017
05-16-7378-8
22A-2016-02370F

Drameen R. McClellan v. XO Nightclub
COLG1(44975)02212017
22A-2017-01985F

Trina Hickman v. FCA US LLC
TOL72(38290)02092017
22A-2017-01287C

*Split Determination: Probable Cause – Schedule Conciliation on the basis of retaliation/issue of training; No Probable Cause – Dismiss on the bases of race and sex/issue of training, on the bases of race, sex and retaliation/issues of overtime and extra work

Ronald Guthrie, Jr. v. Dolgen Midwest, LLC dba Dollar General
AKR73(38702)12212016
22A-2017-00846C

Beth Worley v. The Crossing Alliance, Ohio, LTD dba Carnation Cleaners
AKRE3(38791)01302017
22A-2017-01279F

*Split Determination: Probable Cause – Schedule Conciliation on basis of disability for the unlawful employment application inquiry; No Probable Cause - Dismiss on basis of sex, age and retaliation for the termination issue

Fair Housing Resource Center v. Revoe Robinson and Judith Robinson
CLEH4(44099)04102017
05-17-8437-8
22A-2017-03046F

Charles Stewart v. FeeCorp Corporation
DAYB6(26229)02092017
22A-2017-01295F

9. Issue Formal Complaint

Teri Smith v. Houck Properties III, L.L.C.; Darla Hall, Vice President of Operations
TOLH2(38165)11302016
05-17-6472-8
22A-2017-00605F

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

Issue Formal Complaint - Continued

Kamela Smith v. B & K Heating, Inc.
DAY76(26088)12022016
22A-2017-00767C

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

Jamie Monroe v. Clarice Miller
CLEH6(26459)05232017
05-17-9232-8
22A-2017-02598F

*Split Determination: No Probable Cause on the basis of retaliation regarding the eviction notice; Conciliation Agreement and Consent Order on the basis of disability regarding the issue of reasonable accommodation

Gwynn Smith v. Bayberry Cove
DAYH6(26266)02282017
22A-2017-01504F

Amanda Arnold v. Meadowview Apartments
DAYH6(26451)02132017
22A-2017-02681F

Jill Denison v. Auditor of State of Ohio
DAY76(26457)05242017
22A-2017-02495C

Ramona A. Cummings v. KW Capital Partners, Abbey Polk and Helen Nilsson
ADRH1(45557)09292017
22A-2017-03876F

Ibrahim Fofana v. Advanced Composites, Inc.
ADR76(26705)09062017
22A-2017-03619C

11. Withdrawal of Charge with Settlement

James "Lee" Graham v. Atlas Capital Services, Inc. dba Atlas Butler Heating & Cooling
COL71(45257)06022017
22A-2017-02575C

Kimberly D. Mickles v. Pristine Senior Living of Toledo, LLC
TOL72(38777)10132017
22A-2018-00132C

Withdrawal of Charge with Settlement - Continued

Carol Osborn v. Siffrin, Inc.
AKRB3(39009)05222017AMENDED
22A-2017-02415C

Leslie D. Green v. Family Solutions of Ohio, Inc.
CLEB4(44146)08082017
22A-2017-03306C

Stephanie L. Hall v. Columbus City Schools
ADR71(45344)07112017
22A-2017-02963C

Isaac Mason v. XPO Logistics
ADRB1(45432)08142017
22A-2017-03382C

Lidia Nunez v. Coopers Hawk Columbus, LLC
ADR71(45446)08162017
22A-2017-03403C

Stephanie Luedeke v. Central Ohio Gaming Ventures, LLC d/b/a Hollywood Casino Columbus
ADR71(45477)08302017
22A-2017-03523C

Matthew Daniels v. Huntington Bancshares Incorporated
ADR71(45497)09052017 AMENDED
22A-2017-003574C

*Commissioner Patmon recused himself from participation in this case.

Emir A. Dini v. Alliance Data
ADR71(45519)09152017
22A-2017-03716C

Nigel Bowman v. Team Fishel Surveying and Engineering, LLC
ADR71(45566)10042017
22A-2018-00055C

Michelle Bassiouni v. Mercy St. Charles Hospital
ADRA2(38615)07272017
22A-2017-03233C

Crystal Lutz v. Glass City Food Services Company, Inc.
ADRB2(38701)09122017
22A-2017-03677C

Konstantin Kairjak v. The Community Builders, Inc.
ADRA3(39126)08072017
22A-2017-03329C

Withdrawal of Charge with Settlement - Continued

Kevin J. Welch v. Darden Restaurants, Inc. dba Longhorn Steakhouse
ADR73(39162)08302017
22A-2017-03541C

Michael Stoll v. Kenda Tires
ADRA3(39224)10042017
22A-2018-00059C

Kimberly Buckanan-Payne v. HMSHost Corporation(HMS)
ADR76(26604)07282017
22A-2017-03272C

12. Withdrawal of Charge – Grant

Emir Dini v. State of Ohio, Department of Public Safety
COL71(45528)09182017
22A-2017-03727C

Emir A. Dini v. State of Ohio, Department of Rehabilitation and Correction
COL71(45530)09192017
22A-2017-03735C

Venesia Atoya Covington v. Linebarger Goggan Blair & Sampson, LLP
COL71(45590)10172017
22A-2018-00169C

Marcus Boykins v. Technoform Bautech North America, Inc.
AKR73(39211)09202017
22A-2017-03842C

Emir Dini v. U.S. Bank National Association
CLE74(44220)09182017
22A-2017-03759C

Crystal Lutz v. Phoenix Services, Inc.
ADRB2(38702)09122017
22A-2017-03678C

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

Erin Logue v. Lucas County Sheriff's Office
TOLA2(38321)02282017
22A-2017-01473C

14. No Jurisdiction – Dismiss XNJ

Shaunita Farmer v. Beacon Property Management for Taketa Williams
COLH1(45166)04122017
22A-2017-02052F

Natalie Rush v. Cordoba Real Estate Group and The Commons at Waters Edge
COLH1(45170)04112017
22A-2017-02057F

Nikki Matheny v. Modern Trailer Park and Don LNU
COLH1(45171)04082017
22A-2017-02055F

Corey Meldahl v. Abercrombie & Fitch
COLE1(45179)0432017
22A-2017-02278F

Ida Lewis v. State of Ohio, Department of Youth Services
COLE1(45263)06012017
22A-2017-02623F

Chad Smith v. Magnetic Springs Water
COLE1(45309)06262017
22A-2017-02780F

Nabeel Akhter v. FNU Smith, Owner of National Road Apartments
COLH1(45442)07242017
22A-2017-03397F

Shana Jackson v. Franklin County Board of Developmental Disabilities
COLE1(45468)08242017
22A-2017-03492F

Rick Wiseman v. Matt Forquer and St. Joseph Catholic Church
COLH1(45483)08152017
22A-2017-03531F

Brittany Lacy v. Glassburn Body Shop
COLE1(45473)08282017
22A-2017-03509F

Jennifer Long v. Riba Properties
COLH1(45484)08312017
22A-2017-03559F

No Jurisdiction – Dismiss XNJ - Continued

Nakisha (LNU) v. Firstsource Solutions USA
COLE1(45492)09012017
22A-2017-03569F

LaToya Munford v. Jefferson Chase Apartments
COLH1(45505)09082017
22A-2017-03642F

Mariah White v. Randstad
COLE1(45509)09112017
22A-2017-03652F

Terri Davis v. Peregrine Health Services of Columbus, LLC dba Summit's Trace
Healthcare Center
COLE1(45526)09162017
22A-2017-03724F

Daniel J. Guthrie v. BJ Myers, Property Manager
COLH1(45556)09282017
22A-2017-03864F

Adam Wasiljov v. Amazon
COLE1(45569)10072017
22A-2018-00069F

Taylor Cunningham v. The Daughter Project
TOLE2(38619)07282017
22A-2017-03237F

Phelisha Clark v. Schutz Container Systems, Inc.
TOLG2(38645)08092017
22A-2017-03317F

Justin Clark v. Schutz Container Systems, Inc.
TOLE2(38646)08092017
22A-2017-03318F

Rachel Krosky v. Blossom Music Center
AKRG3(39063)06262017
22A-2017-02824F

Byron Burgess v. Hard Rock Rocksino Northfield Park
AKRG3(39067)06292017
22A-2017-02999F

No Jurisdiction – Dismiss XNJ - Continued

Rachel Krosky v. City of Youngstown, Covelli Centre
AKRG3(39101)07172017
22A-2017-03102F

Marea Ludwig v. Hudson Park Estates Homeowners Association
AKRE3(39125)08062017
22A-2017-03291F

Kaila Watkins v. Danbury of Cuyahoga Falls, LTD
AKRE3(39145)08182017
22A-2017-03451F

Roxanne Musisca v. Diebold Nixdorf, Incorporated
AKRE3(39160)08292017
22A-2017-03520F

Kevin Crowell v. Penny Sibia
AKRH3(39260)09112017
22A-2018-00433F

Joseph Beck v. United Dairy Farmers
DAYE6(26085)11212016
22A-2017-00707F

Andre Bush v. Topicz
DAYE6(26262)02242017
22A-2017-01455F

John W. Davis v. Wireless Connection, Quick-Connect Comm
DAYE6(26339)04102017
22A-2017-02163F

Britiany Chatman v. Labor Works
DAYE6(26353)04162017
22A-2017-02127F

Anika Jones v. Hunters Run Apartments
DAYH6(26360)03102017
22A-2017-02500F

Rico Reid v. Chet & Donna Etan
DAYH6(26366)03282017
22A-2017-02503F

No Jurisdiction – Dismiss XNJ - Continued

Paul Carlisle v. NCS Global
DAYE6(26409)04202017
22A-2017-02506F

Erin Brenner v. Volunteers of America
DAYE6(26446)05202017
22A-2017-02993F

Christopher Trim v. Mahlebehr Dayton LLC
DAYE6(26473)05262017
22A-2017-02669F

Maria Young v. Memorial Health System
DAYE6(26548)07042017
22A-2017-03003F

Angela Dobbins v. State of Ohio, Industrial Commission
DAYE6(26619)08032017
22A-2017-03548F

Angel Kline v. Salvation Army Thrift Store
DAYE6(26675)08112017
22A-2017-03552F

15. Administrative Closure

Kathy Kelly v. Eddie Bauer
COL71(45115)04092017
22A-2017-02251C

Cynthia Pettit v. State of Ohio, Department of Natural Resources
TOLB2(38673)08182017 AMENDED
22A-2017-03474C

Alice Traylor v. Akron Metropolitan Housing Authority
AKRH3(39078)07072017
22A-2017-03034F

Keirian Kelly and Amina Clemons v. Owner's Management Company and St. Clair Place
Cleveland, Ltd. dba St. Clair Place
AKRH4(44158)08152017
22A-2017-03359F

16. No Probable Cause – Dismiss

Jane Gynn v. J. Matthew Leach, Inc.
COLB1(44394)02012017 AMENDED
22A-2017-02037C

Lavonda Williams v. Kim Moss, Property Manager for Bridlewood Apartments
COLH1(44849)01052017
22A-2017-01165F

Fabianne G. Torres Sanchez v. Amazon
COL71(44858)01092017
22A-2017-01340C

Raymona R. Smith v. ContactUS, LLC
COL71(44892)01232017
22A-2017-01478C

Thomas Gilbert v. Target Distribution Center
COL71(44893)01232017
22A-2017-01787C

Calvin Dowdell v. Adena Corporation
COL71(44899)01182017
22A-2017-01778C

Benjamin Frye v. Kyle Rowel, Property Manager for Worley Terrace; Wallick Property
Management Corp.; and Fred Jenkins Maintenance
COLH1(44911)01262017
05-17-6933-8
22A-2017-01485F

Sheryl Silver v. State of Ohio, Department of Health
COLB1(44919)01252017
22A-2017-01795C

Paris Trammell v. Arbors at Turnberry (Belinda Aldred)
COLH1(44922)01272017
22A-2017-01822F

Karen Crum v. Crown Services, Inc.
COLB1(44924)02012017
22A-2017-01900C

Karen Crum v. Blendon Park Condominium Association
COLB1(44925)02012017
22A-2017-01901C

No Probable Cause – Dismiss – Continued

Falacia Dragin v. City of Columbus, Department of Public Safety, Division of Police
COL71(44926)02012017
22A-2017-01919C

Elizabeth H. Taylor v. Crown Services, Inc.
COLA1(44929)02022017
22A-2017-01922C

Jeffrey L. Hogue v. State of Ohio, Department of Natural Resources
COLA1(44942)02032017
22A-2017-01929C

Amanda Queen v. Pearl Graham, Owner
COLH1(44947)02032017
22A-2017-02358F

Clime Taylor v. State of Ohio, Department of Youth Services
COLA1(44969)02162017 AMENDED
22A-2017-01791C

Yvonne Brinkley v. Aram Gosdanian, Owner; Patty Williams, Property Manager; and
Abbeyhill Realty and Management
COLH1(44996)02272017
05-17-7378-8
22A-2017-02133F

Ralph Johnson v. CPO Management Services, LLC and Yvette Joung, Property Manager
COLH1(44999)02272017
22A-2017-01992F

Marlon O. Evans v. Bob Evans Farms, LLC
COL71(45007)03012017
22A-2017-01785C

Mark Payne v. The Huntington National Bank
COL71(45010)03012017
22A-2017-01904C

*Commissioner Patmon recused himself from participation in this case.

Patronia Fowler v. Jaycee Village, Tom Roberts and Mark Bradley, Property Managers
COLH1(45020)03022017
22A-2017-01993F

Pamela N. Hoover v. Buckeye Health Plan
COL71(45031)03082017
22A-2017-01794C

No Probable Cause – Dismiss – Continued

Michelle Himes v. State of Ohio, Department of Public Safety
COL71(45044)03152017
22A-2017-01823C

Laura Ellen Gehres v. Kroger
COL71(45045)03152017
22A-2017-02195C

David Gillespie Jr. v. ODW Logistics, Inc.
COLB1(45046)03152017
22A-2017-01829C

David Gillespie Jr. v. Staffing Leadership Group, LLC
COLB1(45047)03152017
22A-2017-01826C

April Sturgess v. ITC Manufacturing, L.L.C.
COL71(45073)03292017
22A-2017-02003C

Tera Benson v. L Brands
COL71(45084)04062017
22A-2017-02011C

Lisa Pope v. Heather Ambrecht, Property Manager for Franklin Manor Apartments and
NDC Real Estate Management, Inc.
COLH1(45124)04132017
05-17-7737-8
22A-2017-02008F

Hamid Hamid v. IMS Barter
COLB1(45175)04282017
22A-2017-02356C

Zachary Hammonds v. Paramount Heating & Air
COLB1(45242)05232017
22A-2017-02719C

Pabi Bista v. L Brands-Mast Global
COL71(45251)05302017
22A-2017-02535C

Constantina “Dina” A. Agganis v. Ulta Salon, Cosmetics & Fragrance, Inc.
COLB1(45307)06262017
22A-2017-02772C

No Probable Cause – Dismiss – Continued

Nicole E. Kyles v. Nordstrom, Inc. dba Nordstrom Rack Easton Market
COL71(45321)06302017
22A-2017-02859C

Jarrod R. McDonald v. Halliburton Energy Services, Inc.
COL71(45323)06302017
22A-2017-02860C

Jeffrey B. Johnson v. Steiner Real Estate Services, LLC dba Steiner + Associates
COL71(45330)07052017
22A-2017-02869C

James Randy Mason v. State of Ohio, Bureau of Worker's Compensation
COLB1(45351)07132017
22A-2017-03016C

*Commissioner Patmon recused himself from participation in this case.

Nnamdi Ibe v. SP Plus Corporation
COLB1(45368)07172017
22A-2017-03081C

James Y. Karmeeit v. OHRH, LLC dba Ohio Health Rehabilitation Hospital (AMENDED)
COL71(45381)07212017
22A-2017-03136C

Montoya Lachelle Rogers v. Aetna Better Health Inc.
COL71(45384)07242017
22A-2017-03164C

DeMarco Michael Pettiford v. National Facility Services, LLC
COLB1(45392)07262017
22A-2017-03173C

Troy Capers v. Denny's, Inc.
COL71(45407)08022017
22A-2017-03294C

Phillip Williams v. State of Ohio, Department of Public Safety-Ohio Investigative Unit
COL71(45502)09082017
22A-2017-03636C

Emir A. Dini v. State of Ohio, Ohio Department of Higher Education
COL71(45522)09182017
22A-2017-03726C

Kathy Jefford v. Lower Lights Christian Health Centers
COL71(45533)09192017
22A-2017-03766C

No Probable Cause – Dismiss – Continued

Kimberly Ann Jordan Dabney v. State of Ohio, Department of Mental Health and
Addiction Services
COL71(45559)09292017
22A-2018-00027C

John Arment v. Sally Malone
COLH6(26661)07152017
05-17-9760-8
22A-2017-03669F

Chloe Gebers v. Philip J. Fry ETUX, Owner; Philip J. Fry, Owner; Amanda Beth Fry, Owner
TOLH2(38227)01042017
05-17-6751-8
22A-2017-00922F

Ronald Nagley v. James Cornell, Owner; Oak Hill Investment, LLC
TOLH2(38237)01112017
05-17-7392-8
22A-2017-00963F

Trina Hickman v. FCA US LLC
TOL72(38290)02092017
22A-2017-01287C

*Split Determination: Probable Cause – Schedule Conciliation on the basis of retaliation/issue of training; No Probable Cause –
Dismiss on the bases of race and sex/issue of training, on the bases of race, sex and retaliation/issues of overtime and extra work

Jovan Bocvarov v. Board of Education of the Toledo City School District
TOL72(38302)02162017 AMENDED
22A-2017-01364C

Daniel Delgado v. Johnson Controls Battery Group, Inc.
TOL72(38304)02172017
22A-2017-01384C

Kamara L. Harris v. Dolgen Midwest, LLC dba Dollar General
TOLG2(38311)02232017
22A-2017-01410F

Shawn Hudson v. Glenn Hunter & Associates, Inc.
TOL72(38312)02232017
22A-2017-01411C

Monica R. Austin v. State of Ohio, Department of Job and Family Services
TOLB2(38315)02242017
22A-2017-01415C

*Commissioner Patmon recused himself from participation in this case.

No Probable Cause – Dismiss – Continued

Monica R. Austin v. Ohio Civil Service Employees Association, AFSCME, Local 4800
TOLB2(38316)02242017
22A-2017-01416C

Sirena Campbell v. Downtown Toledo BMV, Inc.
TOL72(38323)03012017 AMENDED
22A-2017-01475C

Mathias A. Koehler v. Welch Packaging Group, Inc.
TOL72(38326)03032017
22A-2017-01493C

Gloria J. Walker v. Maumee Valley Restaurant Group LLC, dba Extra Virgin Food Services
TOLB2(38327)03032017
22A-2017-01494C

Jeremy Heard v. Embassy Darlington, LLC
TOL72(38333)03072017
22A-2017-01528C

Jeremy Heard v. Service Employees International Union, District 1199
TOL72(38334)03072017
22A-2017-01529C

Preston Wright II v. Welch Packaging Group, Inc.
TOL72(38336)03072017
22A-2017-01531C

Andrew M. Wright v. Welch Packaging Group, Inc.
TOL72(38339)03082017
22A-2017-01546C

Freddie Jackson v. Mobis North America, LLC
TOLB2(38341)03092017
22A-2017-01552C

Keith R. Perrine v. City of Toledo, Collins Park Water Treatment
TOLB2(38344)03102017
22A-2017-01588C

Deanna Manns v. JP Management Group, Inc.
TOLB2(38347)03132017 AMENDED
22A-2017-01599C

Jada Hinton v. Libbey Glass, Inc.
TOLB2(38348)03132017
22A-2017-01600C

No Probable Cause – Dismiss – Continued

Mathias A. Koehler v. Welch Packaging Group, Inc.
TOL72(38357)03172017
22A-2017-01620C

David Harvey v. United North Corporation
TOLB2(38362)03212017
22A-2017-01645C

Adriel J. Peterson v. Mercy Sienna Springs; Edna L. Gamblin, Manager; Phyllis Jones,
Assistant Manager
TOLH6(26146)01052017
22A-2017-00972F

Tonya R. Daniels v. Rose Oruma, Owner; C. Oberlin, Maintenance
TOLH6(26172)01172017
22A-2017-01115F

Eli Heller v. County of Portage, Public Defender's Office
AKR73(38774)01082017
22A-2017-00942C

Tracey Fikes v. Children's Hospital Medical Center of Akron dba Akron Children's
Hospital Physician Associates
AKRA3(38781)01272017
22A-2017-01150C

Beth Worley v. The Crossing Alliance, Ohio, LTD dba Carnation Cleaners
AKRE3(38791)01302017
22A-2017-01279F

*Split Determination: Probable Cause – Schedule Conciliation on basis of disability for the unlawful employment application inquiry;
No Probable Cause - Dismiss on basis of sex, age and retaliation for the termination issue

Philip Hutchen v. RRI I, LLC dba Red Roof Inn
AKRG3(38828)02212017
22A-2017-01400F

Fair Housing Advocates Association, Inc. v. Northcoast Property Management Company,
Ltd., Chesapeake Lofts Condominium Association, and Mid-States Bayfront
Development, LLC
AKRH3(38830)02212017
05-17-8075-8
22A-2017-01402F

Ollie Jennings v. Stark County Mental Health & Addiction Recovery, Homeless Hotline
AKRH3(38902)03112017
22A-2017-01885F

No Probable Cause – Dismiss – Continued

Ashley Jennings v. Stark County Mental Health & Addiction Recovery, Homeless Hotline
AKRH3(38903)03112017
22A-2017-01883F

Laura M. Griffith v. Rood Trucking Company Inc.
AKR73(38939)04102017
22A-2017-01882C

Francisca Mishler v. Digital Federal Credit Union
AKRF3(38952)04192017
22A-2017-02016F

Jenell L. Blackmon v. Akron General Medical Center
AKRA3(38997)05152017
22A-2017-02379C

Shatika Dickson v. METRO Regional Transit Authority
AKRG3(39029)05252017
22A-2017-02612F

Jon Fairburn v. The Fish & Game Club of Vienna, Inc.
AKRG3(39034)06072017
22A-2017-02630F

Deborah Parker v. City of Canton Building Inspection Department, City of Canton Code Enforcement Department, City of Canton Law Department, and Joseph Martuccio
AKRH3(39089)07102017AMENDED
22A-2017-03092F

Christine Macklin v. Owens Corning Foam Insulation, LLC
AKR74(43903)03152017
22A-2017-01628C

Christine Macklin v. Owens Corning Foam Insulation, LLC
AKR74(43924)03292017
22A-2017-01696C

Josephine Wobser v. Cleveland Metropolitan School District
CLE74(43888)03082017
22A-2017-01550C

Nicole M. Campbell v. City of Cleveland
CLEB4(43908)03162017
22A-2017-01635C

No Probable Cause – Dismiss – Continued

Reverend Pamela M. Pinkney v. Nuban Corp., Land Servant, Inc., Jimmie L. Pope, Sr., Penny Wise Trust, Emerald Development and Economic Network, Inc., and North East Ohio Health Services dba Connections: Health Wellness Advocacy, Cleveland Police Department, United States Postal Service
CLEH4(43985)05052017
22A-2017-02268F

Christina D. Costello v. State of Ohio, Department of Rehabilitation and Correction
CLE74(43993)05122017
22A-2017-02390C

Nicole Drayton v. The Cleveland Clinic Foundation
CLEA4(44022)05242017
22A-2017-02566C

Shaun Brown v. Lake County Recorder's Office
CLE74(44063)06202017
22A-2017-02795C

Ronald Garr v. Euclid Hillside Apartments LLC. And Deegan Management Inc.
CLEH4(44069)06242017
22A-2017-02817F

Rasheema S. Husain v. City of University Heights
CLE74(44082)07032017
22A-2017-02930C

Rachel Peters v. 4 Pets Clinic, LLC
CLEE4(44123)07252017
22A-2017-03171F

Rachel Peters v. David McClelland
CLEE4(44124)07252017
22A-2017-03186F

Charles L. Willoughby v. J. C. Penney Corporation, Inc.
CLE74(44149)08092017
22A-2017-03312C

Diane Relaford-Minor v. The Cleveland Clinic Foundation
CLE74(44171)08212017
22A-2017-03448C

Denise Washington v. Cleveland Dental Institute, LLC
CLEA4(44174)08182017
22A-2017-03453C

No Probable Cause – Dismiss – Continued

Rebbie Thomas v. Peerless Metal Products, Inc.
CLE74(44185)08252017
22A-2017-03510C

Christopher Price v. State of Ohio, Industrial Commission
CLE74(44192)08292017
22A-2017-03533C

*Commissioner Patmon recused himself from participation in this case.

Christopher Price v. State of Ohio, Industrial Commission
CLE74(44219)09182017
22A-2017-03758C

*Commissioner Patmon recused himself from participation in this case.

Kimberly Vedegys v. Linette Eady
CLEH4(44236)09252017
22A-2017-03826F

Terell Bell v. Greater Cleveland Regional Transit Authority
CLEG4(44244)09292017
22A-2017-03867F

Cynthia Williams v. Nationwide Mutual Insurance Company
CLE71(45311)06262017
22A-2017-02799C

Cheri Renee Erby v. Bermex, Inc.
CLE71(45375)07202017
22A-2017-03126C

Carol Workman v. 2526 Vera Avenue, LLC, JWJ Management, LLC
CLEH6(26359)03132017 AMENDED
05-17-7394-8
22A-2017-02212F

Darryl Williams v. The Ohio Bell Telephone Company
CLE76(26375)04232017
22A-2017-02167C

Lillian Young v. GD Eastern LLC and Christopher Alexander Hiter
CLEH6(26422)05102017
05-17-9762-8
22A-2017-02454F

No Probable Cause – Dismiss – Continued

Jamie Monroe v. Clarice Miller
CLEH6(26459)05232017
05-17-9232-8
22A-2017-02898F

*Split Determination: No Probable Cause on the basis of retaliation regarding the eviction notice; Conciliation Agreement and Consent Order on the basis of disability regarding the issue of reasonable accommodation

Danielle Williams v. OneMain Financial Group, LLC
DAY76(26072)10222017
846-2017-02240C

Abdou Samb v. United Steelworkers #1493
DAY76(26193)01102017
22A-2017-01156C

Danilla Elmore v. AT&T
DAYB6(26213)02022017
22A-2017-01236F

Corey Runyon v. Stratosphere Quality, LLC
DAY76(26215)02062017
22A-2017-01254C

Craig D. William v. Community Action Partnership of the Greater Dayton Area
DAYB6(26236)02142017
22A-2017-01374C

Timothy Cable v. City of West Carrollton
DAYA6(26239)02142017
22A-2017-01382C

Theresa Burgess v. Sinclair Community College
DAYK6(26240)02172017
22A-2017-01383F

Gwynn Smith v. Greene Metropolitan Housing Authority
DAYH6(26267)02282017
22A-2017-01505F

Raegan Daniels-Glynn v. Meadow Ridge Apartments
DAYH6(26416)05082017
22A-2017-02455F

Sherry Y. Green v. Chase Bank USA, N.A.
DAYF6(26468)05222017
22A-2017-03006F

No Probable Cause – Dismiss – Continued

Alejandro R. Alvarez v. University of Cincinnati, College of Medicine
DAYK6(26470)05302017
22A-2017-02676F

MarQuis A. Green v. Fuyao Glass America
DAY76(26478)05312017
22A-2017-02675C

Cathy Sanders v. Kroger Limited Partnership I
DAYB6(26479)05312017
22A-2017-02646C

Stephanie Brewer v. City of Cincinnati, Police Department
DAY76(26515)06232017
22A-2017-02905C

Livia Stinston v. City of Cincinnati, Metropolitan Sewer District (MSD)
DAY76(26526)06282017
22A-2017-02955C

John Locklear v. PNK (Ohio), LLC dba Belterra Park Gaming & Entertainment Center
DAY76(26535)06292017
22A-2017-02962C

Benita Dodds v. Community Concepts, Inc.
DAYA6(26544)07032017
22A-2017-02988C

David K. Corbitt v. City of Dayton Recreation & Youth Services
DAYA6(26549)07052017
22A-2017-02979C

Curtis M. Brooks v. City of Dayton Recreation & Youth Services
DAYA6(26550)07052017
22A-2017-02990C

Billie Ray Tweedie v. City of Dayton Recreation & Youth Services
DAYA6(26551)07052017
22A-2017-02976C

Mechelle Anderson v. White Castle System, Inc.
DAY76(26553)07062017
22A-2017-02989C

Carrie Dowell v. City West Apartments
DAYH6(26635)01282017
22A-2017-03544F

MOTION by Commissioner Patmon to approve the November 16, 2017 Confirmation 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	ABSENT

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.

In addition, the compliance department with the Executive Director's approval requested that the following case be deleted from the agenda:

PROBABLE CAUSE – SCHEDULE CONCILIATION

Averell Lee v. PNC Bank, National Association
CLEG4(43900)03142017
22A-2017-01624F

The parties had tentatively agreed to a satisfactory resolution in this matter.

MOTION by Commissioner Patmon to approve the staff briefing and remove the aforementioned case from the 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	ABSENT

Motion carried.

APPEARANCE CASES

Appearance 1

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

Recommendation Upon Remand: No Probable Cause – Dismiss

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

Upon review of Charging Party's application for reconsideration, staff recommended the Commission reinstate the previous finding of No Probable Cause – Dismiss.

MOTION by Commissioner Patmon to reinstate the previous 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	ABSENT

Motion carried.

Appearance 2

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

Recommendation Upon Remand: No Probable Cause – Dismiss

George McCaulley v. Scioto Services, LLC
DAY76(26256)02222017
22A-2017-01433C

Upon review of Charging Party's application for reconsideration, staff recommended the Commission reinstate the previous finding of No Probable Cause – Dismiss.

MOTION by Commissioner Patmon to reinstate the previous 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	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	ABSENT

Motion carried.

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

1. Findings Upon Reconsideration – No Probable Cause - Dismiss

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 LLC
COLG1(45285)06152017 AMENDED
22A-2017-02724F

**MOTION by Commissioner Singh to adopt the foregoing captioned cases on the
Commissioners' Agenda for Week 1. 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	ABSENT

Motion carried.

**Commissioners' Agenda for Week 2
Page 1 of 1**

1. Findings Upon Reconsideration – No Probable Cause - Dismiss

Joe Wright v. DRS Industries, Inc.
TOL72(38247)01202017 AMENDED
22A-2017-01016C

Joe Wright v. Supplemental Staffing
TOLA2(38248)01202017 AMENDED
22A-2017-01017C

2. No Jurisdiction - Dismiss

Terell Bell v. Octapharma Plasma
CLEG4(44245)09282017
22A-2017-03870F

Virginia Russell v. Louis Stokes Cleveland VA Medical Center
CLEG4(44282)10232014
22A-2018-00247F

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 3
Page 1 of 2

1. Findings Upon Reconsideration: No Probable Cause – Dismiss

Norharizah Sulaiman v. The Ohio State University
COLB1(44873)01122017
22A-2017-01369C

*Commissioner Patmon recused himself from participation in this case.

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

Merrilee Stewart v. IHT Insurance Agency Group
COL71(45019)03012017
22A-2017-01991C

Cassandra Thompson v. Fresh Products , LLC
TOLB2(38268)02012017
22A-2017-01188C

Jonathan Howard v. Big Lots Stores, Inc.
AKR73(38669)12072016
22A-2017-00728C

Deborah Parker v. City of Canton, Building Department, EMC
Mortgage LLC, JP MorganChase Bank, N.A., Real Time Resolutions,
Inc. and Alexander A. Zumbar, Stark County Treasurer
AKRH3(38786)01312017
22A-2017-01183F

Karen De Vaughn v. Ohio Democratic Party
CLEA4(43809)01172017 AMENDED
22A-2017-01131C

Selina King v. 1st Advance Security and Investigation, Inc.
DAYB6(26115)12152016
22A-2017-00796C

2. No Jurisdiction – Dismiss

Lisa E. May v. Wolfe Insurance Group
COLB1(45415)08062017
22A-2017-03285C

Commissioners' Agenda for Week 3
Page 2 of 2

No Jurisdiction – Dismiss - Continued

Michael Bush, Harold Williams, B&W Developmental Care Center LLC
v. Stark County Board of Developmental Disabilities
AKRG3(38788)02012017
22A-2017-01251F

Joanne Simmons v. Kenmore Place Apartments, RLJ Management,
Buckeye Community Thirty-Five, LP
AKRH3(39228)10062017
22A-2018-00102F

Henry Provitt v. City of Warren, Police Department
AKRG3(39242)10212017
22A-2018-00208F

3. Certification For A Bona Fide Occupational Qualification Based On Sex - Grant

Portage County Sheriff's Office
• Corrections Officer

**4. Consideration of Administrative Law Judge's Report and Recommendation;
Administrative Law Judge Recommends Cease and Desist Order**

Benjamin Taran v. Pipeline Energy Group, Inc. dba Carl Smith Pipeline
AKRA3(38079)09242015
22A-2015-03002C
Complaint No. 16-EMP-AKR-38079

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

Motion carried.

**Commissioners' Agenda for Add-On
Page 1 of 1**

1. Findings Upon Reconsideration: No Probable Cause – Dismiss

Patricia Hamad v. State of Ohio, Department of Rehabilitation and Corrections, Southern Ohio Correctional Facility
DAYB6(26343)12132016
22A-2017-02122C

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

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office reported on a presentation she recently gave with Assistant Attorney General Stefan Schmidt to a group of housing providers. She relayed the landlords' issues and concerns regarding animal assistants and background checks for transgender applicants.

Report from the Chief Legal Counsel

Chief Legal Counsel, Stephanie Demers is conducting 10 training sessions with Duffy Jamieson at the Ohio Department of Public Safety. She shared statistics regarding claims filed with the OCRC and EEOC:

1. Retaliation has now surpassed sex/pregnancy/harassment as the #2 filing with OCRC.
2. Race is still the #1 charge at the state level. However, in one year's time (FY 16 – 17), the retaliation charge intake has increased from 934 to 1276 (an increase of 342 or nearly 37%).
3. At the EEOC level, retaliation is now the #1 charge, surpassing race.
4. Looking at recent statistics from the federal fiscal year (October 1, 2016 – September 30, 2017), the OCRC, along with its partners at the Attorney General's Office, secured over \$5 million dollars for victims of discrimination.
5. OCRC charges are up 603 charges from the prior year.

Report from Executive Director

Executive Director G. Michael Payton announced that Sandy Aukeman is retiring after more than 27 years of service. For years, Sandy has been the resident statistician and ombudsperson. Director Payton thanked her for her great effort and wished her well. Ms. Aukeman expressed that she was grateful for the opportunities, for her co-workers, for the Commissioners and for being a part of the OCRC. Chairman Hubert and the Commission thanked Sandy for her service and wished her well.

Akron Regional Director Bradley Dunn introduced new investigator, Johanna Gooding. Ms. Gooding introduced herself and thanked the Commission for the opportunity. Chairman Hubert welcomed Ms. Gooding.

Remarks

Chairman Hubert and the Commissioners once again thanked Sandy Aukeman for her years of service and wished her well in retirement.

MOTION by Commissioner Singh to take a brief recess. 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	ABSENT

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	ABSENT

Motion carried.

Chairman Hubert and Commissioners reviewed nomination packets and voted Mr. Damien Johnson the winner of the 2018 Excellence in Teaching Diversity Award. This award is given to an Ohio grade 6-12 teacher who demonstrates exemplary dedication to diversity and teaching the lessons of civil rights in the classroom. Mr. Johnson teaches American Government at the MC2 STEM High School in Cleveland, Ohio.

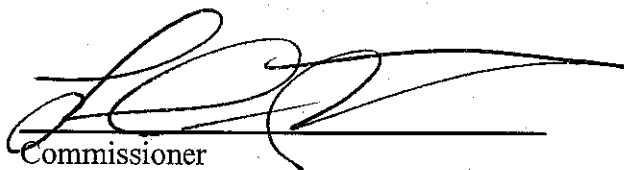
MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:35AM.


Commissioner

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