



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

**April 26, 2018  
Lobby Hearing Room  
Rhodes State Office Tower  
Columbus, Ohio**

**CALL TO ORDER**

Chair, Lori Barreras, called the meeting to order at 9:30 a.m. and welcomed everyone to the meeting of the Ohio Civil Rights Commission.

**Commissioners Present:**

Chair Lori Barreras  
Commissioner William Patmon  
Commissioner Madhu Singh  
Commissioner Juan Cespedes

A quorum was present.

**OCRC Staff Present:**

G. Michael Payton, Executive Director; Darlene Newbern, 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; Inder Levesque, Acting 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.

At the start of the meeting Chair Barreras recognized former Commissioner and Chairman Leonard Hubert for his years of service with the Ohio Civil Rights Commission. He was presented with a plaque and a gavel in honor of his service.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Patmon to approve the April 5, 2018 minutes. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Arshad Al-Sabur v. ADS Alliance Data Systems, Inc.  
COLB1(45485)09012017  
22A-2017-03560C

Claretha R. Jones v. The Data Entry Company  
COLB1(45626)10272017  
22A-2018-00287C

Dr. Dakota L. Douglass v. Morris Furniture Co., Inc.  
COL71(45684)11242017 AMENDED  
22A-2017-00546C

Phillip Doyle v. Chelsea Place Apartments; Angela Katafiasz, Manager; Ramona Schmeltz  
TOLH2(38486)05252017  
22A-2017-02445F

Mark Garnett v. Akron City School District Board of Education  
AKR73(39143)08182017  
22A-2017-03421C

Joyleena Jester v. Robert D. Costill, Bernard Calhoun and Dorothy Jones  
AKRH3(39147)08212017  
05-17-9683-8  
22A-2017-03456F

James Isaiah v. County of Summit  
AKR73(39173)09082017  
22A-2017-03815C

Lisa Beam v. The Mahoning County Sheriff's Office  
AKR73(39190)09152017  
22A-2017-03833C

Karen L. Johns v. Youngstown Real Estate Ventures, LLC dba Hollywood Gaming at Mahoning Valley Race Course  
AKR73(39304)11302017  
22A-2018-00616C

Deborah A. Moss v. University Hospitals Parma Medical Center  
CLEB4(44114)07162017  
22A-2017-03111C

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

Sonya Washington v. University Hospitals dba University Hospitals Ahuja  
CLEG4(44374)12062017  
22A-2018-00649F

Joyce Clyburn v. Columbus Library  
CLEA1(45758)12292017  
22A-2018-00887C

Richard Brady III v. Cincinnati Bell Telephone  
DAYA6(26516)06142017  
22A-2017-02906C

Heather Murray Fugate v. Abbott Nutrition  
DAY76(26521)06262017  
22A-2017-02916C

Roger D. Beisner v. YMCA of Darke County, Inc.  
DAYG6(26987)01292018  
22A-2018-01239F

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

Ashlee Robinson v. Lauren Epps, Manager; Stephanie Townsend, Regional Property Manager for Steadfast Management Company, Inc.; Steadfast Management Company, Inc. c/o CT Corporation System, Registered Agent; and Hilliard Partners, LLC c/o Rajagopalan Venkataran  
COLH1(45353)06132017 AMENDED  
05-17-8559-8  
22A-2017-03025F

\*Split Determination: Probable Cause on the basis of retaliation against Respondents Lauren Epps, Manager; Stephanie Townsend, Regional Property Manager for Steadfast Management Company, Inc.; and Steadfast Management Company, Inc.

David A. Ward v. Hemm's Glass Shops, Inc.  
DAY76(26836)11132017  
22A-2018-00573C

\*Split Determination: Probable Cause regarding retaliation and termination; No Probable Cause regarding sex and harassment

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

Howard Boddie v. Belcher Property Holdings LLC  
COLH1(45423)08092017  
22A-2017-03320F

**4. Withdrawal of Charge with Settlement – Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Kayla Meighen v. New AI Japan, Inc.  
AKR73(36895)05102013  
22A-2013-02141C  
Complaint No. 14-EMP-AKR-36895

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

Miami Valley Fair Housing Center v. Mark D. Langenbahn  
TOLH6(25785)07072016  
05-16-4948-8  
22A-2016-02462F  
Complaint No. 17-HOU-TOL-25785

**6. Issue Cease and Desist Order**

Miami Valley Fair Housing Center v. Mark D. Langenbahn  
TOLH6(25785)07072016  
05-16-4948-8  
22A-2016-02462F  
Complaint No. 17-HOU-TOL-25785

**7. Probable Cause – Schedule Conciliation**

Kari Gonzalez v. City of Toledo, Division of Fire and Rescue  
TOL72(38567)06302017  
22A-2017-02853C

Sammie L. Coleman, Jr. v. City of Toledo, Division of Streets, Bridges and Harbor  
TOL72(38575)07052017  
22A-2017-02950C

\*Split Determination: No Probable Cause on the issue of discipline based on race and retaliation; Probable Cause on the issue of disqualification from working as Alternate General Foreman based on race and retaliation.

Pamela D. Camper v. United Parcel Service, Inc.  
TOLA2(38585)07102017  
22A-2017-03039C

Keith Jones v. AK Tube LLC  
TOL72(38620)07312017  
22A-2017-03238C

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

Paula Bennett v. United Parcel Service, Inc.  
TOLA2(38626)08022017  
22A-2017-03242C

Pamela Camper v. United Parcel Service, Inc.  
TOLA2(38697)09082017  
22A-2017-03603C

Teresa Boord v. Charles and Sandra Beiling  
AKRH3(39164)09012017  
05-17-9926-8  
22A-2017-03628F

\*Split Determination: Probable Cause on the basis of disability on the issue of reasonable accommodation policy; No Probable Cause on the basis of disability on the issue of constructive eviction

Cheryl Berk v. Bexley Campus Apartments, LLC, Nancy Schonitzer,  
Smith Tandy Realty Management, Inc.  
CLEH1(45611)10232017  
22A-2018-00225F

Lonzie Combs v. Denise Lane  
CLEH6(26698)08082017  
22A-2017-03616F

### **8. Issue Formal Complaint**

David Chong v. United Parcel Services, Inc.  
TOL72(38445)05032017  
22A-2017-02140C

Saveon Holcomb v. United Parcel Services, Inc.  
TOL72(38464)05122017  
22A-2017-02314C

Arlene Mena v. Joseph L. & Roseanna R. H. Irelan, JS, Owners  
TOLH2(38478)05182017 AMENDED  
05-17-8611-8  
22A-2017-02383F

Rikia A. Layson v. American Red Cross Blood Services, Western Lake Erie Region  
TOL72(38489)0526201  
22A-2017-02469C

Mark Price v. Leah Stanovich  
AKRH3(39050)06162017  
05-17-8936-8  
22A-2017-02769F

## **Issue Formal Complaint - Continued**

David A. Ward v. R.C. Hemm Glass Shops, Inc.  
DAY76(26836)11132017  
22A-2018-00573C

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

Jessica Scott v. First Communities Management, Inc.  
ADR71(45855)02092018  
22A-2018-01319C

Carol Farmer v. Belmont Properties, Salem Manor Apartments and Salem Manor LTD  
ADRH3(39305)10272017  
05-18-9763-8  
22A-2018-00619F

Marjorie Harris v. Klettlinger Greenhouse  
ADRB3(39444)03052018  
22A-2018-01513C

### **10. Withdrawal of Charge with Settlement**

Carol Ann Farley v. Big Sky Express  
COL71(45574)10112017  
22A-2018-00105C

David Rodenbeck v. Mast Global Technologies  
COLB1(45688)11292017  
22A-2018-00571C

Nikia Blakeman v. Woody's Wing House, LLC  
COL71(45801)01122018 AMENDED  
22A-2018-01054C

Adetra White Butler v. ABC Health Care, Inc.  
TOLA2(38550)06242017 AMENDED  
22A-2017-02835C

Joe R. Davenport v. Autoneum North America, Inc.  
TOL72(38629)08022017  
22A-2017-03245C

Craig Miller v. EV-Laskey Manor, LLC fka Eagleview Properties, Robin Hall, Manager  
TOLH2(38632)08032017  
22A-2017-03260F

## **Withdrawal of Charge with Settlement - Continued**

Dante Myers v. TarpStop, LLC  
TOL72(38866)11212017  
22A-2018-00530C

Monica Kirkland v. Seville Meadows Rehabilitation and Nursing Center  
CLE73(39238)10182017  
22A-2018-00183C

Jalycia Carson v. McDonalds  
DAY76(26609)07312017  
22A-2017-03276C

Wendy M.K. Peters v. Wright State University  
DAY76(26616)08032017  
22A-2017-03430C

Rebecca Forbes v. Johnson Orthodontics  
DAY76(26695)08312017  
22A-2017-03611C

Wendy M.K. Peters v. Wright State University  
DAY76(26827)11072017  
22A-2018-000400C

Toni Lovins v. Rudra LLC  
DAYB6(26843)11152017  
22A-2018-00484C

Robert Stoumle v. DHL Supply Chain  
ADR71(45762)12312017  
22A-2018-00892C

Robert Stoumle v. DHL Supply Chain  
ADR71(45779)01082018  
22A-2018-00940C

Schlita R. Price v. Ascena Retail Group, Inc.  
ADR71(45824)01252018  
22A-2018-01122C

Darby Thomas v. Regency Arms Apartments  
ADRH1(45847)02052018  
22A-2018-01220F

## **Withdrawal of Charge with Settlement - Continued**

Ronald M. Cattrell v. The Residence at Riverpoint Place/Bray Co. Property Management; Bray Co.  
ADRH1(45843)02032018 AMENDED  
05-18-0171-8  
22A-2018-01203F

Jamel L. David v. Language Access Network, LLC dba Martti & Cloudbreak Health, LLC  
ADR71(45886)02232018  
22A-2018-01417C

Robert Stoumle v. DHL Supply Chain  
ADR71(45887)01162018  
22A-2018-01430C

Crystal Simpson v. Tier One  
ADRA1(45906)03012018 AMENDED  
22A-2018-01494C

Joan Craven v. The Commodore Perry Apartments; Monarch Investments & Management Group, LLC;  
MIMG XXIV Commodore Perry LLC A Colorado LLC  
ADRH2(38963)01102018  
05-18-0624-8  
22A-2018-01377F

Brooke Bubb v. Wasbro Rental Property, LLC; Jill Wagner, Manager/Team Member  
ADRH2(38972)01142018  
05-18-0605-8  
22A-2018-01378F

Sha’Kina Thompson v. Express Temporary Services  
ADR72(39017)02072017  
22A-2018-01290C

Jacob Laney v. Titan Tire Corporation of Bryan  
ADRB2(39036)02212018  
22A-2018-01393C

Mohammad Taissir Al-Nouri v. Quest Diagnostics  
ADRA3(39386)01292018  
22A-2018-01240C

## **11. Withdrawal of Charge - Grant**

Denise A. Johns v. The Ohio Automobile Club dba AAA Ohio Auto Club (AMENDED)  
COLB1(45844)02042018  
22A-2018-01204C



## **Withdrawal of Charge – Grant - Continued**

Kristen Anderson v. Timothy Begin, Owner; Begin Properties, LLC, An Ohio LTD Liability Company  
TOLH2(38537)06192017 AMENDED  
05-17-8812-8  
22A-2017-02738F

Ederica Abramson v. Elite Security Consultants, LLC  
AKR73(39265)11062017  
22A-2018-00388C

Curtis Jackson v. IUE Communication Workers of America Local 755  
DAY76(27052)02282018  
22A-2018-01498C

## **12. Withdrawal of Charge – Request For Notice of Right To Sue**

Leon C. Cade v. General Motors, LLC  
TOLB2(38603)07212017  
22A-2017-03216C

Leon C. Cade v. United Auto Workers Local 14  
TOLB2(38604)07212017  
22A-2017-03218C

Verdell Franklin v. City of Toledo, Division of Fire and Rescue  
TOL72(38605)07212017  
22A-2017-03220C

Verdell Franklin v. Toledo Fire Chiefs' Association, Local 3382  
TOL72(38606)07212017  
22A-2017-03221C

Christina Kuchle v. State of Ohio, Department of Natural Resources  
TOLB2(38762)10102017  
22A-2018-00110C

## **13. No Jurisdiction – Dismiss XNJ**

Michael Bridges v. Value City Furniture  
COLE1(45761)01022018  
22A-2018-00891F

Tyson Merriweather v. TS Tech Co., LTD.  
COLE1(45882)02202018 AMENDED  
22A-2018-01366F

**No Jurisdiction – Dismiss XNJ - Continued**

Tyson Merriweather v. TS Tech Co., LTD.  
COLE1(45907)02282018  
22A-2018-01495F

Hannah M. Fox v. American Linehaul Corporation  
COLE1(45979)03302018  
22A-2018-01789F

Kennyetta White v. University of Toledo Ryan White Program  
TOLE2(38915)12112017  
22A-2018-00777F

Bridgett Farkas v. Trinity Express Care  
AKRG3(39389)01302018  
22A-2018-01244F

Rhiannon Busch v. Unknown  
CLEH4(44421)12252017  
22A-2018-01873F

Reese Fry Jr. v. Truck Sales & Service, Inc.  
CLEE4(44483)02152018  
22A-2018-01920F

Rev. Pamela Pinkney Butts v. Cuyahoga County Board of Elections  
CLEG4(44504)02232018  
22A-2018-01479F

Jeffrey Thomas, Sr. v. Kentucky Fried Chicken  
CLEE4(44510)02262018  
22A-2018-01524F

Rev. Pamela Pinkney Butts v. Cuyahoga County Sheriff's Department  
CLEG4(44553)03282018  
22A-2018-01801F

Rev. Pamela Pinkney Butts v. WOIO, LLC  
CLEG4(44554)03292018  
22A-2018-01802F

Rev. Pamela Pinkney Butts v. Cuyahoga County Department of Health and Human Services  
CLEG4(44555)03282018  
22-2018-01803F

Rev. Pamela Pinkney Butts v. State of Ohio, Secretary of State  
CLEG4(44577)04122018  
22A-2018-01898F

## **No Jurisdiction – Dismiss XNJ – Continued**

Richard E. Schwartz v. City of Kenton  
DAYE6(26691)08252017  
22A-2017-03577F

Jennifer Mazzuckelli v. Monroe Terrace Apartments  
DAYH6(26819)09202017  
228-2018-00383F

Folakemi Adeyemi v. MP Bawbee Group, LLC  
DAYH6(26820)09072017  
22A-2018-00384F

Jamal Armstrong v. Griffen American Healthcare Reit II, Inc., et al.  
DAYH6(26879)11062017  
05-18-9805-8  
228-2018-00658F

Timothy Carter v. United Dairy Farmers  
DAYE6(27034)02192018  
22A-2018-01358F

Kendall Brown v. Fifth Third Bank  
DAYE6(27044)02212018  
22A-2018-01416F

### **14. No Jurisdiction – Dismiss**

Kathy Moore v. Child Guidance & Family Solutions  
AKRA3(39244)10232017  
22A-2018-00252C

\*Split Determination: No Probable Cause on the basis of termination; No Jurisdiction on the basis of promotion

Georgia Cox v. Dayton Public School Board of Education  
DAY76(26930)12222017  
22A-2018-00843C

### **15. Administrative Closure**

Alicia M. Murray v. Long Way Home LLC  
TOLE2(39044)02232018 AMENDED  
22A-2018-01462F

Eric Williams v. David Calvin  
CLEH4(44562)03292018  
22A-2018-01920F

## **Administrative Closure - Continued**

Pamela Pinkney-Butts v. Cuyahoga County  
CLEG4(44565)03282018  
22A-2018-01940F

Demetrius Dukes v. United Parcel Service  
DAYA6(26697)09022017  
22A-2017-03615C

Otis Stevens v. Speedy Maintenance Service, LLC.  
DAYE6(27037)02162018  
22A-2018-01361F

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

Stephanie L. Hines v. Advance Auto Parts, Inc.  
COLB1(45293)06202017  
22A-2017-02733C

Lindsey Clifford v. BiteSquad.com LLC  
COL71(45320)06302017  
22A-2017-02858C

Norman Collins v. American Showa, Inc.  
COLB1(45341)07102017  
22A-2017-02939C

Norman Collins v. Adecco USA, Inc.  
COLB1(45340)07102017  
22A-2017-02938C

David Hickman v. The Ohio State University, James Cancer Hospital  
COLG1(45343)07102017 AMENDED  
22A-2017-02951F

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

Susan Kelly v. Bayview Loan Servicing, LLC  
COLH1(45364)06132017 AMENDED  
22A-2017-03078F

Rebecca Bevis v. Ocean Dental  
COLB1(45377)07202017  
22A-2017-03128C

Kenneth White v. M&D Blacktop  
COL71(45388)07242017  
22A-2017-03157C

**No Probable Cause – Dismiss – Continued**

Holly Turner v. MPR Sand Terminals  
COLB1(45396)07272017  
22A-2017-03189C

David Hickman v. The Ohio State University, James Cancer Hospital  
COLG1(45399)07312017 AMENDED  
22A-2017-03197F

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

Janine C. Wass v. Village of Commercial Point  
COL71(45408)08032017  
22A-2017-03252C

Janine C. Waas v. Gary Joiner, Mayor  
COLE1(45409)08032017  
22A-2017-03253F

Mardi (Mardelle) J. Morantz v. Central Ohio Transit Authority  
COLG1(45411)08032017  
22A-2017-03255F

Jason Williams v. Scott Caskey, Property Manager and Pendleton Lake East Apartments  
COLH1(45440)07242017  
22A-2017-03395F

Tyson W. Freeman v. Westerville City School District Board of Education  
COL71(45458)08212017  
22A-2018-03435C

Mar'cia Baker v. COTA (Central Ohio Transit Authority)  
COL71(45476)08292017  
22A-2017-03522C

Amber Nicole Suttles v. Bella Two, LLC dba Phia Salon  
COL71(45479)08302017 AMENDED  
22A-2017-03525C

Nichole R. Delaney v. Columbus State Community College  
COLK1(45501)09072017  
22A-2017-03634F

Mar'cia Baker v. COTA (Central Ohio Transit Authority)  
COL71(45512)09122017  
22A-2017-03686C

Casey Dovana Stier v. Bella Two, LLC dba Phia Salon  
COL71(45601)10202017  
22A-2018-00201C

**No Probable Cause – Dismiss – Continued**

Carol McKinney v. Grove City Apartments, Melissa May and Jennifer Crager, Property Managers, and Schottenstein Real Estate Group  
COLH1(45640)10282017 AMENDED  
05-18-0997-8  
22A-2018-00354F

Janet Cutsinger v. Functional Pathways of Tennessee, LLC  
COLA1(45647)11062017  
22A 2018-00364C

Darryl E. Cummings v. Van Dyne-Crotty Co. dba Spirit Services Co.  
COL71(45659)11132017  
22A-2018-00424C

Reginald Washington v. Greater Columbus Convention Center  
COL71(45680)11212017  
22A-2018-00521C

Christina L. Gordon v. Aundria McKinniss, Manager; C&F Countryside, LLC c/o Scott Collier, Registered Agent; and Diane (Last Name Unknown), Manager  
COLH1(45682)11222017 AMENDED  
05-18-0048-8  
22A-2018-00544F

Joshua A. Harris v. State of Ohio, Department of Transportation  
COLA1(45715)12082017 AMENDED  
22A-2018-00677C

Sidy Ndiaye v. Lend A Hand Services, LLC AMENDED  
COL71(45723) 12132017  
22A-2018-00751C

Bhagavathy Perumal Pillai v. Tata Consultancy Services Limited  
COLB1(45726)12142017  
22A-2018-00755C

Todd Crowe v. State of Ohio, Department of Rehabilitation & Correction  
COLM1(45784)01092018  
22A-2018-00946F

Richard D. Odum v. Source One Transportation, LLC & Guttman Energy, Inc.  
COL71(45787)01112018  
22A-2018-00953C

**No Probable Cause – Dismiss – Continued**

Christina L. Gordon v. Aundria McKinnis, Manager; C&F Rocky Creek, LLC; C&F Countryside, LLC;  
and Mark (Last Name Unknown), Maintenance  
COLH1(45797)01172018 AMENDED  
05-18-0048-8  
22A-2018-00990F

Jordan Washington v. Panera Bread  
COL71(45820)01242018 AMENDED  
22A-2018-01092C

Tracy Goad v. Jackman Place Apartments; Maggie Rowe, CEO; Sarah Schaber, Director of Leasing;  
Capri Investment Group, LLC.  
TOLH2(38515)06122017  
05-17-8855-8  
22A-2017-02691F

Joshua J. Gregg v. Witt & Gaines, Inc.  
TOLE2(38570)07032017  
22A-2017-02940F

Latoya Brown v. Promedica Health System, Inc.  
TOL72(38573)07042017  
22A-2017-02943C

Sammie L. Coleman, Jr. v. City of Toledo, Division of Streets, Bridges and Harbor  
TOL72(38575)07052017  
22A-2017-02950C

\*Split Determination: No Probable Cause on the issue of discipline based on race and retaliation; Probable Cause on the issue of disqualification from working as Alternate General Foreman based on race and retaliation.

Aileen L. Heise v. Impact Products  
TOLB2(38578)07062017  
22A-2017-02947C

Dana Holzemer v. Lucas County Sheriff's Office  
TOLB2(38584)07082017  
22A-2017-03038C

LaVonda J. Johnson v. City of Toledo, Department of Public Utilities  
TOL72(38607)07242017  
22A-2017-03224C

Dionte W. Cannon v. South Bass Properties LLC  
TOLM2(38608)07242017  
22A-2017-03225F

**No Probable Cause – Dismiss – Continued**

Domonique Wysinger v. Broderon Enterprises of Michigan, LLC dba Popeye's  
TOL72(38609)07242017 AMENDED  
22A-2017-03226C

Stacey L. Quinn v. Ohio Virtual Academy  
TOLB2(38610)07242017  
22A-2017-03227C

Vanessa Rodriguez v. J.C. Penney Corporation, Inc.  
TOL72(38611)07242017  
22A-2017-03228C

Elmore Sturdivant v. City of Toledo, Division of Streets, Bridges and Harbor  
TOL72(38614)07252017  
22A-2017-03232C

Donita S. McWilliams v. Autoneum North America, Inc.  
TOL72(38616)07272017  
22A-2017-03234C

James R. Shull v. Home Depot U.S.A., Inc.  
TOL72(38621)07312017  
22A-2017-03239C

Davieyonna L. Larkett v. The Toledo Zoological Society dba Toledo Zoo and Aquarium  
TOL72(38623)08012017  
22A-2017-03241C

Patricia Sattler v. Midwest Eye Consultants Ohio, Inc.  
TOLA2(38628)08022017  
22A-2017-03244C

Donnell L. McCalebb v. Zeigler Habilitation Homes, Inc.  
TOL72(38640)08082017  
22A-2017-03299C

Donnell L. McCalebb v. Living Stream, Inc.  
TOL72(38641)08082017  
22A-2017-03300C

Dana Holzemer v. Lucas County Sheriff's Office  
TOLB2(38642)08082017  
22A-2017-03314C

Joshua Muller v. Malcom C. Richards, Inc. dba Supplemental Staffing  
TOL72(38654)08132017  
22A-2017-03333C



**No Probable Cause – Dismiss – Continued**

Joshua Muller v. Area Office on Aging of Northwestern Ohio, Inc.  
TOL72(38655)08132017  
22A-2017-03334C

Debra S. Hughes v. Toledo Area Regional Transit Authority  
TOL72(38660)08152017  
22A-2017-03341C

Ashley Cook v. State of Ohio, Department of Rehabilitation & Correction  
TOL72(38698)09082017  
22A-2017-03610C

Juan Rodriguez v. FCA US LLC  
TOLB2(38742)10022017  
22A-2018-00073C

Juan Rodriguez v. United Automobile, Aerospace and Agricultural Implement Workers of America,  
Local 12 Jeep Unit  
TOLB2(38743)10022017  
22A-2018-00074C

Salina Whiting v. Detroit Manufacturing Systems Toledo and Non-Automotive, LLC  
TOL72(38851)11162017  
22A-2018-00503C

Christopher Coleman v. University of Toledo Medical Center  
TOLB2(38858)11172017  
22A-2018-00510C

Allen Older v. Whirlpool Corporation  
TOL72(38956)01082018 AMENDED  
22A-2018-00932C

Joshua Johnson v. Houstons Trucking  
TOLE2(38953)01062018  
22A-2018-00929F

Richard Cochran v. Automation & Control Technologies, Ltd.  
TOL72(38792)10242017  
22A-2018-00267C

Mica James v. Union Savings Bank  
TOLH6(26607)07282017 AMENDED  
05-17-9804-8  
22A-2017-03352F

**No Probable Cause – Dismiss – Continued**

Michael Jones v. M3 Midstream LLC dba M5 Midstream, LLC  
AKR73(39064)06272017  
22A-2017-02825C C

Roxanne M. Filkorn v. Things Remembered, Inc.  
AKRA3(39146)08212017  
22A-2017-03452C

Alan Noah v. Market Ridge Apartments, Inc. and Charles Fuch  
AKRH3(39149)08222017  
05-17-9235-8  
22A-2017-03458F

Roger Baker v. Pike Station Inn II, LLC  
AKRB3(39159)08292017  
22A-2017-03519C

Teresa Boord v. Charles and Sandre Beiling  
AKRH3(39164)06272017  
05-17-9926-8  
22A-2017-03628F

\*Split Determination: No Probable Cause on the basis of disability on the issue of constructive eviction; Probable Cause on the basis of disability on the issue of reasonable accommodation policy

Sabur Jabbar v. Metro Regional Transit Authority  
AKRG3(39167)09052017  
22A-2017-03633F

Sheryl Spaulding v. Jeffrey Pulizzi  
AKRH3(39169)09062017  
05-17-9680-8  
22A-2017-03637F

Shatika Dickson v. East Akron Neighborhood Development Corporation, East Akron Homes Limited Partnership, and Alvin Smith  
AKRH3(39210)09222017 AMENDED  
05-17-9681-8  
22A-2017-03841F

Terrance Jackson v. Speedway LLC  
AKRG3(39231)10122017AMENDED  
22A-2018-00135F

Kathy Moore v. Child Guidance & Family Solutions  
AKRA3(39244)10232017  
22A-2018-00252C

\*Split Determination: No Probable Cause on the basis of termination; No Jurisdiction on the basis of promotion

**No Probable Cause – Dismiss – Continued**

Christopher Barton v. Akron Auto Auction, Inc.  
AKRB3(39245)10242017  
22A-2018-00253C

Jonathan Csatlos v. Mindy Covington Agency, LLC  
AKRB3(39252)10272017  
22A-2018-00294C

Rhubie Thomas-Donnie v. Metro Regional Transit Authority  
AKRA3(39257)11032017  
22A-2018-00351C

Nickole Coleman v. Scott & Vongprasom Deberte  
AKRH3(39262)09222017  
05-17-0269-8  
22A-2018-00391F

Keely Jones v. County of Summit, Department of Job and Family Services  
AKRA3(39286)11202017  
22A-2018-00524C

Jeanette Clemmons v. National Express, LLC dba Petermann, LLC  
AKR73(39288)11212017  
22A-2018-00534C

Edward Davis v. RJS Corporation  
AKR73(39314)12112017  
22A-2018-00705C

Judith Godfrey v. Georgetown of the Highlands Condominium Owners' Association and Frank DiNardo  
AKRH3(39325)12262017  
22A-2018-00879F

Mohammad Taissir Al-Nouri v. University Hospitals Health System, Inc. dba University Hospitals  
Portage Medical Center  
AKRA3(39383)01292018  
22A-2018-01236C

Mohammad Taissir Al-Nouri v. Akron General Medical Center  
AKRA3(39384)01292018  
22A-2018-01237C

Mohammad Taissir Al-Nouri v. Mercy Medical Center, Inc.  
AKRA3(39385)01292018  
22A-2018-01238C

**No Probable Cause – Dismiss – Continued**

AbiYah YisraYah v. Thomas 5 Limited dba Wendy's  
AKRG3(39405)08152017  
22A-2018-01324F

Greg Quesada v. Reidy Medical Supply, Inc.  
AKR73(39408)02082018  
22A-2018-01303C

Rachel Cheeks v. Eaton Industrial Corporation  
CLE74(44126)07282017  
22A-2017-03209C

Angela Rush v. Cuyahoga County Department of Health and Human Services  
CLEB4(44138)08022017  
22A-2017-03249C

Kathleen Regina Curtis v. Spirit Halloween Superstores LLC  
CLEA4(44154)08142017  
22A-2017-03361C

Karla M. Washington v. Phillips Medical Systems, Inc.  
CLE74(44157)08142017  
22A-2017-03364C

Kenneth L. McKenzie v. FedEx Freight, Inc.  
CLE74(44162)08152017 AMENDED  
22A-2017-03368C

Josephine Wobster v. Cleveland Metropolitan School District  
CLEB4(44205)09052017  
22A-2017-03601C

David Wallace v. United Parcel Service, Inc.  
CLEB4(44240)09262017  
22A-2017-03859C

Willie Smith v. Sarca Manufacturing  
CLE74(44256)10062017  
22A-2018-00148C

Earl Newhouse v. Medina Metropolitan Housing Authority and Wadsworth Housing Development Corporation  
CLEH4(44263)07292017  
22A-2018-00158F

Louise Jackson v. Cleveland Metropolitan School District  
CLEA4(44273)10182017  
22A-2018-00188C

**No Probable Cause – Dismiss – Continued**

Julianne Bell v. Earth Fare, Inc.  
CLE74(44333)11142017  
22A-2018-00464C

Krystina Nettgen v. Gress & Kennedy, Inc. dba Ridge Road Auto Parts  
CLE74(44352)11282017  
22A-2018-00569C

Marni Alward v. Marriot International, Inc.  
CLEB4(44366)12052017  
22A-2018-00637C

Sonya Washington v. The Cleveland Clinic Foundation  
CLEG4(44376)12062017  
22A-2018-00650F

Michael Ruzicho v. Mac Acquisition LLC dba Romano's Macaroni Grill  
CLE74(44380)12092017  
22A-2018-00759C

Sheila A. Foster v. Antonio Coreno  
CLEG4(44412)01092018  
22A-2018-00996F

Reginald Young v. Scipps Media, Inc. dba WEWS TV  
CLE74(44425)01162018  
22A-2018-01017C

Michael James v. Airgas USA, LLC  
CLE74(44446)01242018  
22A-2018-01148C

Derrick McGhee v. M8 Motors, Inc. dba Infiniti of Beachwood  
CLE74(44458)01312018  
22A-2018-01169C

Candice Marie Anderson v. BillPro Management Systems, Inc.  
CLEB4(44471)02072018  
22A-2018-01305C

Cynthia Danielson v. Medina County Clerk of Courts  
CLEB4(44472)02082018  
22A-2018-01306C

Lars St. John v. The Cleveland Clinic Foundation  
CLE74 (44480) 02132018  
22A-2018-01345C

**No Probable Cause – Dismiss – Continued**

Pamela Pinkney-Butts v. Greater Cleveland Regional Transit Authority  
CLEG4(44503)02232018  
22A-2018-01478F

Latrisa McCarigie v. LGC Associates, LLC  
CLE71(45662)11132017  
22A-2018-00427C

Kyara Godwin v. State of Ohio, Department of Rehabilitation and Correction  
CLE71(45673)11142017  
22A-2018-00450C

Mohamud Abdullahi v. National Electric Coil, Inc.  
CLE71(45675)11162017  
22A-2018-00476C

Vaughn D. George v. St. Mortiz Security Services, Inc.  
CLE71(45686)11272017  
22A-2018-00557C

Charles Alston Jr. v. State of Ohio, State Highway Patrol  
CLE71(45687)11272017  
22A-2018-00549C

Monique T. Thorton v. CareSource Management Group Co.  
DAY76(26556)07062017  
22A-2017-02967C

Papa A. Samb v. Spectrum Brands  
DAY76(26603)07282017  
22A-2017-03281C

Dannel Sheppard v. Vantiv, LLC  
DAY76(26608)07312017  
22A-2017-032868C

Jayara Carpenter v. Livingston Care Center  
DAY76(26612)08012017  
22A-2017-03284C

Jayme A. Collins-Arrington v. Livingston Care Center  
DAYA6(26613)08012017  
22A-2017-03283C

Ibra Seck v. Spectrum Brands  
DAY76(26614)08012017  
22A-2017-03437C

**No Probable Cause – Dismiss – Continued**

Willie S. Wilson v. Tommy Hilfiger  
DAYG6(26622)04262017  
22A-2017-03373F

Jorge Canales v. Atlas Roofing Corporation  
DAY76(26627)08092017  
22A-2017-03432C

Jack Alexander v. John Sreenan, Owner  
DAYH6(26630) 08102017  
22A-2017-03375F

Gregg Fledderjohann v. Celina City School District Board of Education  
DAYA6(26796)10192017  
22A-2018-00307C

Donna Hall v. Cincinnati Children’s Hospital Medical Center  
DAYA6(26871)12042017  
22A-2018-00675C

Bianca Graham v. Perkins & Marie Callenders, LLC dba Foxtail Foods  
DAY76(26897)12122017  
22A-2018-00746C

Tanya G. Walker v. Goodwill Easter Seals Miami Valley  
DAYB6(26898)12112017  
22A-2018-00715C

Bianca Graham v. CM Personnel Services, Inc.  
DAY76(26899)12122017  
22A-2018-00747C

Jared Chamberlain v. City of Urbana  
DAY76(27025)02132018  
22A-2018-01352C

**MOTION by Commissioner Patmon to approve the April 26, 2018 Confirmation Agenda. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**STAFF BRIEFING**

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

In addition, the Compliance Director, with the Executive Director’s approval, requested that the following case be deleted from the Confirmation agenda:

Darlene Maxwell v. Fluent Home Alarm  
ADRG1(45895)02262018  
22A-2018-01439F

\*The case was removed from the agenda because the Charging Party failed to provide a fully executed withdrawal form prior to the Commission meeting

**MOTION by Commissioner Patmon to approve the staff briefing and remove the aforementioned case from the Confirmation Agenda. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**



**APPEARANCE CASES**

**Appearance 1**

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

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

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

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

**MOTION by Commissioner Cespedes to reverse the previous finding of Probable Cause to No Probable Cause – Dismiss. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

Appearance 2

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Phillip Doyle v. Chelsea Place Apartments; Angela Katafiasz, Manager; Ramona Schmeltz  
TOLH2(38486)05252017  
22A-2017-02445F

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

**MOTION by Commissioner Cespedes to reinstate the previous finding of No Probable Cause – Dismiss.  
Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

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

**1. Findings Upon Reconsideration: No Probable Cause – Dismiss**

Lucy Jordan v. HCR ManorCare Services, Inc. dba Heartland of Uptown Westerville  
COLA1(45637)11022017 AMENDED  
22A-2018-00348C

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

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

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

**1. Findings Upon Reconsideration: Uphold Probable Cause**

Rikia A. Layson v. American Red Cross Blood Services Western Lake Erie Region  
TOL72(38489)05262017  
22A-2017-02469C

\*\*Commissioner Singh voted NO on this case

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

Laurel Thomas v. The PNC Financial Services Group, Inc.  
CLEA4(44181)08232017  
22A-2017-03469C

**3. Findings Upon Reconsideration: No Jurisdiction - Dismiss**

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

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

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

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

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

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

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES** (NO on 38489)</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**Commissioners' Agenda for Week 3**  
**Page 1 of 1**

**1. Findings Upon Reconsideration: Uphold Probable Cause**

Chad D. Moody v. International Longshoremen's Association, Local 1982, AFL-CIO  
TOL72(38510)06092017  
22A-2017-02686C

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

Brian Scott Weaver v., City of Columbus, Police Department  
COL71(45250)05262017  
22A-2017-02522C

Marvin K. Meeks v. Ram Construction Services  
TOL72(38562)06282017  
22A-2017-02848C

Vincent Dobrski v. Modfit Corp.dba Anytime Fitness  
AKRG3(39054)06192017  
22A-2017-02804F

Patrick D. Pisano v. Tempcraft Corporation dba Arconic  
CLEA4(44328)11092017  
22A-2018-00437C

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

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

**Report from the Ohio Attorney General's Office**

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office reported on a 5<sup>th</sup> Circuit court decision which found transgender/sexual orientation is cognizable as sex discrimination under Title VII.

**Report from the Chief Legal Counsel**

Chief Legal Counsel Stephanie Demers gave kudos to AG Civil Rights Section Chief, Lori Anthony and AAG Wayne Williams for their work on enforcing an order in the case of Ray v. Brinker.

**Report from Executive Director**

Executive Director, G. Michael Payton reported on outreach activities conducted by Director of Regional Operations, Darlene Newbern and Director of Housing Enforcement & Alternative Dispute Resolution, Ronnell Tomlinson with regarding to the 50<sup>th</sup> anniversary of the passage of the Federal Fair Housing Act. Darlene provided the keynote address at Lorain County's fair housing conference held at Lorain Community College on April 12, 2018. Darlene also provided the keynote address at the state conference for the Coalition on Housing and Homelessness in Ohio on April 10, 2018. Ronnell attended a reception on April 9, 2018 hosted by the Ohio Association of Realtors (OAR). OAR had previously provided Ronnell with the opportunity to appear in a video to discuss fair housing rights.

Director Payton introduced extern Aya Asoba who has been working with Mary Turocy in the Public Affairs department. He also introduced Rossie Hamby as the new Office Manager for the Cleveland and Akron regional offices. Lastly, Director Payton recognized former employee Keith McNeil who attended the meeting with his sister.

**Remarks**

Chair Barreras encouraged everyone to attend the Columbus Urban League Gala in August 2018.

**MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Cespedes.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:26AM.

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Commissioner