



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

**May 17, 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
Commissioner Carolyn Peters

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.

Chair Barreras began the meeting by introducing a new Commissioner, Dr. Carolyn Peters from Dayton, Ohio. Commissioner Peters expressed that she was happy to be aboard.

APPROVAL OF MINUTES

MOTION by Commissioner Patmon to approve the April 26, 2018 minutes. Second by Commissioner Cespedes.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

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.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Trina R. Hickman v. FCA US LLC
TOL72(38030)02092017
22A-2016-02915C
Complaint No. 17-EMP-TOL-38030

Trina R. Hickman v. FCA US LLC
TOL72(38290)02092017
22A-2017-01287C
Complaint No. 17-EMP-TOL-38290

5. Probable Cause – Schedule Conciliation

Kaitlynn Heer v. Elena Mircea and IGM Associates, LLC
COLH1(45369)07172017
05-17-8834-8
22A-2017-03082F

Fair Housing Advocates Association v. The Enclave Unit Owners; Association and Christine Atchley,
Property Manager
COLH1(45395)07272017
05-17-8835-8
22A-2017-03178F

*Split Determination: Probable Cause on the issue of deny medical accommodation of an emotional support dog due to the basis of disability.

Kaitlynn Heer v. The Enclave Unit Owners' Association and Christine Atchley, Property Manager
COLH1(45401)07172017
05-17-9279-8
22A-2017-03208F

*Split Determination: Probable Cause on the issue of deny medical accommodation of an emotional support dog on the basis of disability.

Fair Housing Advocates Association v. Elena Mircea and IGM Associates, LLC
COLH1(45433)08092017
05-17-9278-8
22A-2017-03386F

Zakiyyah Muhammad v. Ridi Accounting LLC dba Stop & Go Stores
TOL72(38685)08292017
22A-2017-03515C

*Split Determination: Probable Cause on the basis of race regarding the issue of harassment/hostile work environment upon discovery; No Probable Cause on the bases of race and retaliation on the issues of promotion, discipline, terms and conditions (hours cut) and termination.

Grace Penker v. Mio's USA. LLC
DAY76(26599)07262017
22A-2017-03269C

Kathy Church (Mallory Church) v. Personal Wellness
DAYG6(26605)07282017
22A-2017-03271F

Jeannie Koepfer v. Beechmont Racquet Club
DAYG6(26687)08302017
22A-2017-03582F

Shenica Powell v. Liberty Center Mall Security
DAYG6(26903)12122017
22A-2018-00717F

6. Issue Formal Complaint

Stacey Haslett v. Republic Services of Ohio Hauling, LLC
COLA1(45294)06202017
22A-2017-02734C

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

Derek J. Pollock v. International Longshoremen's Association, Local 1982, AFL-CIO
TOL72(38511)06092017
22A-2017-02687C

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

Grayling Dunn v. Michaelmas Manor; Michaelmas Manor, An Ohio Limited Partnership; Michelle Smith, Manager; Vistula Management Company
TOLH2(38631)08032017
05-17-9117-8
22A-2017-03259F

Jameka Hanna v. The Ashtabula Clinic
CLE74(44435)01152018
22A-2018-01074C

RachelTT Hall v. The Ashtabula Clinic
CLE74(44527)03022018
22A-2018-01603C

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

Kalle Obeng v. Waterford at portage OH LLC and Beztak Management Company
ADRH3(39273)11092017
05-18-0889-8
22A-2018-00454F

Fair Housing Advocates Association v. Fairway Towers & Manor LLC, Dynasty Properties, and Kelly Slaten
ADRH3(39445)03052018
05-18-1316-8
22A-2018-01514F

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

Anthony Andrus v. Fairway Towers & Manor LLC, Dynasty Properties and Kelly Slaten
ADRH3(39460)03122018
05-18-1315-8
22A-2018-01611F

Isabella Rodriguez v. John H. Harris
ADRH3(39491)04032018
05-18-1352-8
22A-2018-01814F

Cheryl Deems v. April Haeflinger Community Manager; Fath Properties, et al.
ADRH6(26985)01192018
05-18-0483-8
22A-2018-01118F

Corrine Lefeld v. Woolpert, Inc.
ADRB6(27133)04022018
22A-2018-02023C

8. Withdrawal of Charge with Settlement

Yvette Thompson v. OSU Physicians
COL71(45874)02152018
22A-2018-01376C

Malikah McClain v. Little Dreamers, Big Believers
COL71(46015)04132018
22A-2018-01907C

John L. Marcson v. Sandusky County EMS
TOLB2(38644)08092017
22A-2017-03316C

Deborah S. Badertscher v. Hitchings Insurance Agency, Inc.
TOLE2(38684)08282017
22A-2017-03507F

LaVerna Warren v. The Residences of YWCA of Northwest Ohio; Lisa McDuffie, President & Chief Executive Officer; Shelly Ulrich, Associate Executive Officer; Pam LNU, Receptionist; Lynn LNU, Receptionist
TOLH2(38729)09282017
22A-2018-00008F

Withdrawal of Charge with Settlement - Continued

Juanese Franklin v. CAM/R.B., Inc. dba Arby's
AKR73(39423)02202018
22A-2018-01398C

Teresa Greathouse v. Mark R. Rasicci dba Rasicci's Pizza
AKRB3(39481)03272018
22A-2018-01726C

Mary Crockett v. City of Xenia
DAYA6(27071)03072018
22A-2018-01532C AMENDED

Jennifer Arnold v. Preferred Family Dental
DAY76(27095)03192018
22A-2018-01692C

Yaminah Cline and Rodney Matlock v. LC Communities New Albany Exchange, Marci Grimes, and Molly
ADRH1(45829)01272018
22A-2018-01133F

Rodney Matlock v. LC Communities
ADRA1(45830)01272018
22A-2018-01134C

Stacy Hoover v. Yokohama Tire Corporation
ADR71(45879)02162018 AMENDED
22A-2018-01367C

John Wooden v. Freedom Medical
ADRB1(45897)02262018
22A-2018-01441C

Rhonda A. Lasher v. Easterseals Central & Southwest Ohio
ADR71(45927)03142018
22A-2018-01598C

John Hensley v. Mao Shing, Inc. dba Mark Pi's Feast of the Dragon Buffet
ADRG1(45930)03162018
22A-2018-01614

Tera Jackson v. Waffle House
ADR71(45980)04022018
22A-2018-01792C

Withdrawal of Charge with Settlement - Continued

Antonio Dinkins v. Toledo Molding & Die, Inc.
ADR72(39076)03152018
22A-2018-01626C

Milton A. Shaw v. Spencer Forge and Manufacturing Company
ADR73(39333)01042018
22A-2018-01000C

Julian Hall v. Lowe's Home Centers, LLC
ADR73(39340)01082018
22A-2018-01036C

Jerome Everett v. Big Boy Restaurants International, LLC
ADR73(39361)01122018
22A-2018-01107C

Shardae Bayless v. Windstream Communications
ADR73(39415)02132018
22A-2018-01344C

Frank Jones v. Ohio Security Services, LLC dba OSS, Inc.
ADRB3(39441)03012018
22A-2018-01557C

Stephen Holbert v. Greyhound Lines, Inc.
ADRG4(34464)02042018
22A-2018-01292F

Michael A. Ruzicho v. Planet Fitness
ADR74(44413)01092018
22A-2018-00997C

Mary McClatcher v. Mentor Salt Cave
ADRG4(44490)02212018
22A-2018-01450F

Marcylyn Kelly v. Visiting Nurse Association of Ohio
ADR74(44509)02262018
22A-2018-01523C

Patricia Thompson v. Mentor Salt Cave
ADRG4(44517)03012018
22A-2018-01541F

JuQuita George v. Cleveland Heights University Heights School District
ADR74(44520)03052018
22A-2018-01562C

9. Withdrawal of Charge - Grant

Jason Hamby v. Village of Yellow Springs
DAY76(26905)10102017
22A-2018-00706C

Joseph Souders v. Deerfield Construction Company, Inc.
DAYB6(27085)03132018
22A-2018-01647C AMENDED

10. Withdrawal of Charge – Request For Notice of Right To Sue

Lisa K. Meyer v. The University of Toledo
TOLB2(38617)07272017 AMENDED
22A-2017-03235C

Lisa K. Meyer v. The University of Toledo
TOLB2(38739)09292017
22A-2018-00024C

Keith Kreszowski v. FCA US LLC
TOLB2(38840)11132017
22A-2018-00491C

Patricia O’Connell v. Lourdes University
TOLA2(38884)11302017
22A-2018-00610C

11. No Jurisdiction – Dismiss XNJ

Chomanique Evans v. Miami Jacobs
COLK1(45630)10272017
22A-2018-00288F

Melody Gaston v. McDonalds Medoza Company
COLE1(45743)12202017
22A-2018-00813F

Montez Hollins v. A Job Well Done Again
COLE1(45786)01092018
22A-2018-00948F

Rick Casto v. Fairfield County Adult Community Control
COLE1(45803)01122018
22A-2018-01056F

No Jurisdiction – Dismiss XNJ - Continued

Dalton (LNU) v. Ohio University
COLE1(45901)02272018
22A-2018-01461F

Monica Traylor v. Lasership
COLE1(45941)03202018
22A-2018-01664F

Deborah Kay Gibney and Brett Lewis Gibney for Brent Gibney v. The Franklin County Sheriff's
Department
COLG1(46031)04182018
22A-2018-01945F

Michael Manning v. ResourceMFG
TOLE2(38855)11162017
22A-2018-00507F

Shira Rebecca Sarna v. Crandall Medical Center
AKRE3(39429)02232018
22A-2018-01428F

James Dalton Stull v. Coshocton Metropolitan Housing Authority
AKRH3(39461)02012018AMENDED
22A-2018-01610F

Cherell Miller V. Serene Health Services LLC
AKRE3(39464)03142018
22A-2018-01644F

Ronald Garr v. Lutheran Metropolitan Ministry
CLEG4(44488)02212018
22A-2018-01448F

Erika Marchese v. Islander Apartments
CLEE4(44526)03082018
22A-2018-01602F

Jessica Galayda v. PSI
CLEG4(44585)04132018
22A-2018-01933F

Larry Minkins v. Red Lobster
DAYE6(26846)11162017
22A-2018-00558F

Lauren Bonner v. Candi Roberts, Weybridge Realty
DAYH6(26881)11102017
22A-2018-00661F

No Jurisdiction – Dismiss XNJ – Continued

Kieyla Slaughter v. Tylerscreek Landlord
DAYH6(26954)12212017
22A-2018-00959F

Holly Buroker v. Logan County Metropolitan Housing
DAYE6(27068)03062018
22A-2018-01530F

Jacob Gebhart v. Wal-Mart
DAYG6(27081)03112018
22A-2018-01585F

Angelique Battle v. Hamilton County Department of Development Disabilities
DAYG6(27086)03132018
22A-2018-01648F

12. No Jurisdiction – Dismiss

Bianca Branch v. Bath & Body Works
COLG1(45782)01092018 AMENDED
22A-2018-00944F

Vadim Tarshis v. Mandy Ginsberg, CEO, Match Group LLC (Tinder)
COLG1(45880)02172018 AMENDED
22A-2018-01368F

Mitchell Phelps v. Wal-Mart Stores East, Inc.
COLG1(45904)03012018
22A-2018-01492F

Rev. Pamela Pinkney-Butts v. Cuyahoga County
CLEG4(44593)04182018
22A-2018-02115F

Rev. Pamela Pinkney-Butts v. Cuyahoga County Board of Election
CLEG4(44594)04182018
22A-2018-02116F

Otis Stevens v. Cincinnati Development Fund, Inc.
DAYF6(26940)01042018
22A-2018-00905F

Jonathan Hooven v. Child Services
DAYE6(27149)04092018
22A-2018-02006F

13. Administrative Closure

Christine Zele v. AT&T Ohio Bell Telephone Company dba AT&T
CLEB4(44388)12132017
22A-2018-00805C

14. No Probable Cause – Dismiss

Gabriela Ramos P. Tavares v. SportsOhio, Inc.
COLG1(45284)06162017
22A-2017-02723F

Rita Schmitz v. City of Columbus Police Department
COLB1(45308)06262017
22A-2017-02773C

Shela Gipson v. Goodwill Industries of Central Ohio, Inc.
COLA1(45319)06292017
22A-2017-02857C

Daniel J. Guthrie v. Rocky Ridge Condominium Association, Stephanie Harrison, Ex-President and BJ Myers, Property Manager for Patterson Merkle & Company, LLC
COLH1(45327)07032017
05-17-9812-8
22A-2017-02867F

Hilary J. Murray v. The Green Landscaper, LLC
COL71(45345)07112017
22A-2017-02971C

Sharon Beckham v. Safe Auto Insurance Company
COLA1(45387)07252017
22A-2017-03166C

Fair Housing Advocates Association v. The Enclave Unit Owners; Association and Christine Atchley, Property Manager
COLH1(45395)07272017
05-17-8835-8
22A-2017-03178F

*Split Determination: No Probable Cause on the issue of threatened with eviction and forced to move due to the basis of disability.

Kaitlynn Heer v. The Enclave Unit Owners' Association and Christine Atchley, Property Manager
COLH1(45401)07172017
05-17-9279-8
22A-2017-03208F

*Split Determination: No Probable Cause on the issue of threatened with eviction and forced to move on the basis of disability.

No Probable Cause – Dismiss – Continued

Yormerys Martinez v. Groveport Madison Local School District
COL71(45406)08022017
22A-2017-03231C

Jay John Samuel v. State of Ohio, Department of Agriculture
COL71(45418)08042017
22A-2017-03287C

Dominique Wallace v. OhioHealth Corporation
COLB1(45419)08072017
22A-2017-03296C

A. Ruben Lopez v. State of Ohio, Department of Job and Family Services
COL71(45452)08182017
22A-2017-03426C

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

Tanya M. Middlebrook v. OhioHealth
COLB1(45454)08102017
22A-2017-03384C

Shirley Osborne v. State of Ohio, Department of Rehabilitation & Corrections
COL71(45466)08232017
22A-2017-03462C

Armani Strother v. Charley's Grilled Subs, LLC
COL71(45475)08292017
22A-2017-03521C

Robert Baker v. Bexley Public Library
COLG1(45482)08312017
22A-2017-03530F

David and Megan Anderson on behalf of Truman Anderson v. Hugs & Hearts Early Learning Center,
Inc.
COLG1(45503)09082017
22A-2017-03638C

Joshua D. Byers v. Rocal, Inc.
COL71(45540)09212017
22A-2017-03778C

Eve Lynne Abel v. Mount Carmel Health Providers III, LLC and Mount Carmel Health System
COLB1(45546)09262017 AMENDED
22A-2017-03824C

Rachel Scouler v. Lancaster Wings, Inc.
COL71(45555)09282017
22A-2017-03863C

No Probable Cause – Dismiss – Continued

Marshone Steele v. T. Marzetti -Quality Bakery
COL71(45579)10122017
22A-2018-00122C

Deborah Pardon v. ABC Restrooms, LLC
COL71(45584)10162017
22A-2017-00134C

Jessica A. Rayburn v. State of Ohio, Department of Rehabilitation and Corrections
COL71(45595)10182017
22A-2018-00177C

Edward Michael Supranowicz v. Shelly Baker, Property Manager and Vistula Mgr. Co
COLH1(45599)10182017
05-18-9873-8
22A-2018-00182F

Yvette M. Hopkins v. Safelite Solutions LLC dba Safelite AutoGlass
COL71(45663)11132017
22A-2018-00428C

Glenda Frost v. Royal Oak Financial Group
COLE1(45664)11132017
22A-2018-00429F

Glenda Frost v. Matthew Jehn
COLE1(45664)11132017
22A-2018-00430F

Sibyl B. Martin v. Republic Services of Ohio Hauling, LLC (Amended)
COL71(45671)11142017
22A-2018-00443C

Otis Davenport v. State of Ohio, Bureau of Worker's Compensation
COLA1(45691)12012017
22A-2018-00634C

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

Yvonne McDaniel v. HPI Schirm Farms LLC, IRT Management, LLC, dba Schirm Farm Apartments,
Robin Blagg, Property Manager, and Haley Moore, Leasing Agent
COLH1(45694)12022017
05-18-0412-8
22A-2018-00591F

Larome Myrick v. State of Ohio, Department of Youth Services
COL71(45724)12132017 AMENDED
22A-2018-00752C

No Probable Cause – Dismiss – Continued

Carlos H. Henderson v. SYSCO Cleveland, Inc.
COLB1(45745)12262017 AMENDED
22A-2018-00837C

Haley P. Anderson v. Bright Horizons Children’s Centers LLC
COLB1(45750)12212017 AMENDED
22A-2018-00850C

Shanel M. Davidson v. J.P. Morgan Chase National Corporate Services, Inc.
COL71(45757)01022018
22A-2018-00886C

John Lawrence v. Amazon Fulfillment Center CMH1
COLA1(45810)01192018 AMENDED
22A-2018-01046C

Tracy A. Clark v. City of Columbus, Department of Public Utilities
COL71(45849)02062018
22A-2018-01235C

Nikki Jenkins v. Columbus Public Health
COL71(45863)02122018 AMENDED
22A-2018-01318C

Farhan O. Egal v. Franklin County Children’s Services
COL71(45867)02142018 AMENDED
22A-2018-01333C

John D. Stricker v. Nutis Press, Inc.
COLA1(45890)02232018
22A-2018-01420C

José R. Morazán v. JPMorgan Chase Bank, National Association
COLB1(45894)02262018
22A-2018-01438C

Cherri Chattman v. State of Ohio, Department of Rehabilitation and Correction
COL71(45910)03062018 AMENDED
22A-2018-01508C

Mardi Morantz v. Comfort Dental Whitehall
COLG1(45982)04022018
22A-2018-01816F

Pamela D. Davis v. Karz Auto Group Inc.
COLG1(46012)04122018
22A-2018-01900F

No Probable Cause – Dismiss – Continued

Frances M. Robinson v. Hunt Club Apartments; Somerset Plaza, Inc.; Joe Goodell, Owner; Jackie June, Regional Manager; Chris Stevens, Property Manager
TOLH2(38598)07152017
05-17-9121-8
22A-2017-03120F

Bernard Pinckney v. Chelsea Garden Apartments LLC dba Chelsea Place Apartments; Angela Katafiasz, Manager
TOLH2(38602)07202017
05-17-9834-8
22A-2017-03215F

Bruce Davenport v. Commons At The Garden Lake Housing Limited Partnership; National Church Residences; Wendy Jackson, Property Manager
TOLH2(38624)07212017 AMENDED
05-17-8733-8
22A-2017-03258F

Christopher Westfall v. Rivello Archbold, LLC dba McDonald's
TOLB2(38622)08012017
22A-2017-03240C

Harold E. Holmes, Jr. v. Toledo Metro Federal Credit Union
TOLF2(38637)08042017
22A-2017-03265F

Johnita L. Upton v. FCA US LLC
TOL72(38652)08112017 AMENDED
22A-2017-03326C

Nathaniel J. Edwards v. Advanced Construction Group, Inc.
TOL72(38656)08142017
22A-2017-03336C

Daniel Delgado v. Johnson Controls, Inc.
TOL72(38657)08142017
22A-2017-03337C

Kristi L. Scales v. The Laurels of Toledo
TOL72(38658)08142017
22A-2017-03338C

Brittanie Honner v. Autoneum North America, Inc.
TOLB2(38664)08162017
22A-2017-03413C

No Probable Cause – Dismiss – Continued

Frances M. Robinson v. ProMedica Health System, Inc.
TOLB2(38666)08232017
22A-2017-03479C

Ashley M. Jackson v. Fresh Products, LLC
TOL72(38667)08172017
22A-2017-03417C

Laura Schambers v. FWT L.L.C. dba Saber-fwt
TOL72(38668)08172017
22A-2017-03419C

Raymond Scott v. Citizens Financial Group, Inc.
TOLG2(38670)08182017
22A-2017-03424F

Tina Martin v. Baumann Chevrolet Buick GMC, Inc.
TOL72(38672)08182017
22A-2017-03436C

Goldy L. Thompson v. Imperial Inc., an Ohio Corporation dba Supplemental Staffing
TOL72(38676)08232017
22A-2017-03477C

Goldy L. Thompson v. Ryan & Sons, Inc.
TOL72(38677)08232017
22A-2017-03478C

Jayme S. Novak v. Maumee Hotel LLC dba Best Western Toledo South Maumee
TOLB2(38681)08242017
22A-2017-03483C

Zakiyyah Muhammad v. Ridi Accounting LLC dba Stop & Go Stores
TOL72(38685)08292017
22A-2017-03515C

*Split Determination: Probable Cause on the basis of race regarding the issue of harassment/hostile work environment upon discovery; No Probable Cause on the bases of race and retaliation on the issues of promotion, discipline, terms and conditions (hours cut) and termination.

Lanita Wimberly v. Lucas County Court of Common Pleas, Regional Court Services
TOL72(38686)08292017
22A-2017-03516C

Douglas Dixon v. Mac's Convenience Stores LLC dba Circle K Great Lakes
TOLA2(38689)08312017
22A-2017-03588C

No Probable Cause – Dismiss – Continued

Alfonzo Pittman v. General Motors LLC
TOLB2(38691)08312017
22A-2017-03591C

Tyree L. Sherrer v. Cutter Apartments; Cutter Historic Apartments LLC; Wallick Properties Midwest LLC; Kourtney Dickinson, Manager; Eric Handy, Regional Supervisor; Lane Hurst, Residential Relations
TOLH6(26578)07152017
22A-2017-03151F

Domenico P. Sciaretta v. Refractory Specialties, Incorporated
AKRA3(39072)07032017
22A-2017-03021C

Domenico P. Sciaretta v. Unifrax I LLC
AKRA3(39073)07032017
22A-2017-03022C

Miguel R. Jimenez v. Starr Manufacturing, Inc.
AKRB3(39114)07242017
22A-2017-03187C

Edmund R. Papczun v. Wal-Mart Stores East, LP
AKRA3(39115)07252017
22A-2017-03188C

Paulette Robinson v. City of Canton, Waste Water Treatment
AKRB3(39152)08242017
22A-2017-03498C

Janice Graham v. Twinsburg City School District Board of Education
AKR73(39171)09062017
22A-2017-03641C

Lela Decembly v. AT&T Mobility LLC
AKR73(39191)09152017
22A-2017-03834C

Heather Worthen v. Tracy McKenica Besenyodi dba Tracy McKenica Agency Allstate Insurance
AKRA3(39218)09252017
22A-2018-00026C

Kimberly Clark v. FedEx Freight, Inc.
AKRB3(39275)11092017
22A-2018-00456C

No Probable Cause – Dismiss – Continued

Alex McMillin v. Greenwood Auto, Inc.
AKR73(39281)11142017
22A-2018-00460C

Robert McAbee v. Doug Bigelow Chevrolet, Inc. dba Doug Chevrolet
AKRA3(39297)11292017
22A-2018-00583C

Michael J. Hayden, Jr. v. Ambulance Service
AKR73(39298)11272017
22A-2018-00584C

Vicki Bishop v. Akron General Medical Center
AKRA3(39299)11292017
22A-2018-00585C

Edward White v. Deborah Fanoni
AKRH3(39312)12072017
22A-2018-00703C

John H. Harrison v. Industrial Security Service, LLC dba United American Security, LLC
AKRB3(39317)12122017
22A-2018-00784C

Todd Marcum v. City of Akron
AKRB3(39320)12152017
22A-2018-00783C

Tonimisa Cooley v. Apple Ohio LLC dba Applebee's Neighborhood Grill & Bar
AKR73(39326)12272017
22A-2018-00880C

Theresa Auch-Rice v. City of Wooster dba Wooster Community Hospital
AKRA3(39390)01312018
22A-2018-01247C

Melissa C. Jakubisn v. The Salem Community Theater, Karen Losito, and Justin Steele
AKRG3(39459)03122018
22A-2018-01593C

Tecokoa Irving v. LCF Food, Inc. dba Asian Chao
AKR73(39496)04052018
22A-2018-01876C

Tecokoa Irving v. Food Systems Unlimited, Inc. dba Asian Chao
AKR73(39497)04052018
22A-2018-01877C

No Probable Cause – Dismiss – Continued

Theresa Auch-Rice v. City of Wooster dba Wooster Community Hospital
AKR73(39513)04132018
22A-2018-01947C

Daniel A. Stomski v. Progressive Casualty Insurance Company
CLEA4(44173)08212017
22A-2017-03466C

Rachel Cheeks v. Eaton Industrial Corporation
CLE74(44184)08242017
22A-2017-03472C

Tamara Wright v. Greg and Beth Owens
CLEH4(44188)08252017
22A-2017-03513F

Dionna Mann v. Vatterott Educational Centers, Inc.
CLE74(44190)08282017
22A-2017-03529C

Demaris A. Smith v. Conrad's Tire Service, Inc.
CLE74(44194)08292017
22A-2017-03535C

Victoria Anglen v. Sheldon Roberson, Stephanie Dixon and FNU DeFreeze
CLEH4(44195)08302017
05-17-0934-8
22A-2017-03536F

Vanessa Massey v. City of Cleveland
CLE74(44249)10022017
22A-2018-00047C

Ladys Rivera v. Shapiro, Marnecheck & Palnik
CLEE4(44250)10032017
22A-2018-00053F

Michael Ruzicho v. Cleveland, LLC dba Larry Flynt's Hustler Club
CLE74(44292)10252017
22A-2018-00279C

Jean Lynch v. Lake County
CLEB4(44293)10252017
22A-2018-00280C

Michael Ruzicho v. Cleveland, LLC dba Larry Flynt's Hustler Club
CLE74(44298)10262017
22A-2018-00336C

No Probable Cause – Dismiss – Continued

Ericka James v. Wal-Mart Stores East, LP
CLE74(44299)10262017
22A-2018-00339C

Michael Ruzicho v. Cleveland, LLC dba Larry Flynt's Hustler Club
CLE74(44302)10292017
22A-2018-00342C

Olga Diaz v. Family Solutions, Inc.
CLE74(44345)11212017
22A-2018-00537C

Julia DiBaggio v. Northeast Shores Development Corporation
CLEE4(44346)11212017
22A-2018-00538F

David Lee v. Northern Frozen Foods, Inc.
CLEB4(44378)12072017
22A-2018-00757C

Yoysi Jauregui v. Cleveland Hopkins International Airport
CLE74(44411)01082018
22A-2018-00995C

Ariadne Popma v. Ronald McDonald House of Cleveland, Inc.
CLEH4(44466)02062018
22A-2018-01300F

Rev. Pamela Pinkney Butss v. The Cleveland Clinic Foundation
CLEG4(44500)02222018
22A-2018-01474F

Ruth Hinton v. Heartland Employment Services, LLC dba Manor Care-Euclid Beach of Cleveland OH,
LLC
CLEA4(44523)03062018
22A-2018-01568C

Dorothy Evans v. Team Wendy LLC
CLE74(44544)03232018
22A-2018-01697C

Michael Schuerger Sr. v. Lowe's Home Centers, LLC dba Lowe's
CLEB3(39291)11242017
22A-2018-00553C

No Probable Cause – Dismiss – Continued

Frederica Gillings v. Safeguard Properties Management, LLC
CLEB3(39354)01112018
22A-2018-01072C

Randi Burlew v. Jack Wolking and Comey & Shepherd, LLC
CLEH6(26736)09262017
05-17-1400-8
22A-2017-03865F

Alicia Jeanette Payne v. JC Penney
DAY76(26602)07282017
22A-2017-03278C

Lettie Davis v. SASR
DAY76(26620)08052017
22A-2017-03379C

Bonnie M. McGriff v. Beavercreek City School District Board of Education
DAYB6(26623)08092017
22A-2017-03415C

Jason M. Arnold v. Caterpillar
DAY76(26626)08092017
22A-2017-03402C

Stefanie M. Lyons v. Hometown Urgent Care
DAYB6(26628)08092017
22A-2017-03398C

Marva V. Carson v. Choices in Community Living
DAYB6(26651)08092017
22A-2017-03376C

Tony Anthony Joiner v. City of Lima
DAY76(26666)08162017
22A-2017-03438C

Kamarie Flowers v. TechSolve, Inc.
DAYB6(26676)08172017
22A-2017-03553C

Toi Anderson v. Speedway LLC
DAY76(26677)08142017
22A-2017-03554C

No Probable Cause – Dismiss – Continued

Rachel Russell v. Ametek
DAY76(26679)08222017
22A-2017-03556C

Bernadette Jones v Ravenwood Apts., et al.
DAYH6(26690) 08282017
22A-2018-03581F

Lettie Davis v. Crossmark, Inc.
DAY76(26692)08262017
22A-2017-03578C

Jerry Piper v. Roeder Cartage Co., Inc.
DAYB6(26694)08282017
22A-2017-03614C

Susan Lentz v. AES U.S. Services, LLC
DAYA6(26696)09012017
22A-2017-03612C

Claude Page v. Caterpillar Logistics
DAY76(26701)09072017
22A-2017-03701C

Timothy D. Abrams v. Wright State University
DAYB6(26702)09072017
22A-2017-03702C

Cody Keisler v. Littles Septic
DAY76(26758)10032017
22A-2018-00052C

Cecille Dean v. EAN Holdings, LLC dba Enterprise Rental
DAYG6(26824)11062017
22A-2018-00370F

Derrick Vargo v. Sprint/United Management Company
DAY76(26848)11212017
22A-2018-00576C

Marlon Hunter v. The Martin-Brower Company, LLC.
DAY76(26888)12072017
22A-2018-00683C

Marlon Hunter v. Staffmark Investment, LLC
DAY76(26889)12072017
22A-2018-00684C

No Probable Cause – Dismiss – Continued

Wanda Curtis v. American Showa
DAY76(27002)02052018
22A-2018-01249C

Diane Nolan v. Dayton Power & Light
DAYA6(27017)02092018
22A-2018-01350C

Monica Escobar v. University of Dayton
DAYB6(27059)02132018
22A-2018-01496C

Bryan Phelps v. Makino
DAYA6(27116)03262018
22A-2018-01739C

MOTION by Commissioner Patmon to approve the May 17, 2018 Confirmation Agenda. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

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.

APPEARANCE CASES

Appearance 1

Commissioners’ Agenda - Week 3, Page 1, Item II-B

Recommendation Upon Reconsideration: Reverse No Probable Cause to Probable Cause – Schedule Conciliation

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

Upon review of Respondent’s application for reconsideration, staff recommended the Commission reverse the previous finding of No Probable Cause to Probable Cause – Schedule Conciliation regarding the issue of harassment based on sex. Staff also recommended the Commission find No Probable Cause – Dismiss regarding the issue of termination based on retaliation. Both parties were present to discuss the case.

MOTION by Commissioner Patmon to issue a finding of Probable Cause – Schedule Conciliation on the issues of harassment and retaliation. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

Motion carried.

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

1. Findings Upon Reconsideration: No Probable Cause – Dismiss

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

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

Motion carried.

Commissioners' Agenda for Week 2
Page 1 of 1

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

Motion carried.

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

1. Findings Upon Reconsideration: Uphold Probable Cause

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

2. Findings Upon Reconsideration: No Probable Cause – Dismiss

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

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:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

Motion carried.

Report from the Ohio Attorney General's Office

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

Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers welcomed Commissioner Peters and wished her success. Ms. Demers also introduced extern, Olivia Neff. Olivia attends DePauw University where she majors in Global Health and Peace and Conflict. She minors in Philosophy.

Report from Executive Director

Executive Director, G. Michael Payton began his report by welcoming Commissioner Peters to the OCRC. He reported on a recently published editorial by the Columbus Dispatch urging the City of Columbus to have a greater sense of urgency when addressing racial discrimination within the police department. The editorial references two OCRC cases brought against the Columbus Police Department by African-American Officers who reported being called “monkeys” and “apes” including the “n” word by a white sergeant.

Chair Barreras, Mary Turocy and Director Payton met with the executive staff at the Ohio Historical Connection (formerly Ohio Historical Society) on May 11th to discuss holding the annual Dr. Martin Luther King, Jr. Art, Essay & Multimedia Contest at their facility.

Director Payton extended an invitation for the second annual photo reception on June 1, 2018 for high school students participating in Project Snapshot. Mary Turocy has been working with the Ohio Arts Council to coordinate the event.

Commissioner Singh, Akron Regional Director Bradley Dunn and Stephanie Demers attended a luncheon hosted by the Akron Urban League on May 8, 2018.

Director Payton introduced extern Ryan Scott from the University of Dayton. Ryan participates in a program facilitated by former Governor Bob Taft. He is majoring in Sociology and Human Rights Studies and has a Pre-law minor. Ryan is an aspiring attorney.

Duffy Jamieson is resigning his position as the Dayton regional director to move to Hawaii and work as an investigator for the Hawaii Civil Rights Commission. Director Payton, Chair Barreras and the Commissioners wished Duffy farewell. Duffy thanked everyone for the well wishes.

Bradley Dunn introduced extern Madeline Cobb. Madeline attends the College of Wooster where she is a Philosophy Major, Classical Studies Minor.

Remarks

Chair Barreras and the Commissioners once again welcomed Commissioner Peters.

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


Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	ABSTAIN

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 10:47AM.

* * *



Commissioner