



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

**January 31, 2019  
Administrative Hearing Room  
Rhodes State Office Tower  
Columbus, Ohio**

**CALL TO ORDER**

Chair Lori Barreras called the meeting to order at 9:30 a.m.

**Commissioners Present:**

Chair Lori Barreras  
Commissioner William Patmon  
Commissioner Madhu Singh  
Commissioner Carolyn Peters

**Absent:**

Commissioner Juan Cespedes

A quorum was present.

**OCRC Staff Present:**

G. Michael Payton, Executive Director; Darlene Newbern, Director of Operations; Stephanie Bostos 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 and Alternative Dispute Resolution; Aman Mehra, Columbus Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Kathy Haley-Ross, Acting Dayton Regional Supervisor; Beyan Asoba, Reconsideration Supervisor. Also in attendance: Lori Anthony, Chief – Civil Rights Section, Ohio Attorney General’s Office.

Chair Barreras welcomed everyone to the meeting.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Singh to approve the January 10, 2019 minutes. Second by Commissioner Peters.**

**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>ABSENT</b>
<b>Commissioner Carolyn Peters</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

Peter Serbo Kpan, Jr. v. State of Ohio, Bureau of Workers' Compensation  
COL71(46043)04232018 AMENDED  
22A-2018-01988C

\*Commissioner Patmon recused himself from participation in this case

Danyale Johnson v. Sandalwood Apartments of Toledo, Inc.; Sandalwood Apartments; Charlene Rittner, Property Manager  
TOLH2(39100)03272018  
05-18-1391-8  
22A-2018-01751F

Sue Lamb v. Saint-Gobain Performance Plastics Corporation  
AKR73(39526)04252018  
22A-2018-02056C

Margaret (Peggy) Roth v. LSC Communications US, LLC  
CLEA4(44610)04242018  
22A-2018-02156C

LaToya Stephens v. TriState Educational Systems  
DAYB6(27359)07052018  
22A-2018-02808C

Vivian Pitman v. Menard, Inc.  
DAY71(46155)06072018  
22A-2018-02511C

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

Sanad Al Madhagi v. JP Morgan Chase  
DAY 76 (27049) 02262018  
22A-2018-01484C

Miami Valley Fair Housing Center, Inc. v. Richard "Dick" L. Wuebker, Sr., et al.  
DAYH6(27060)03022018  
05-18-3622-8  
22A-2018-01600F

Tiffany Feltner v Richard "Dick" L. Wuebker, Sr., et al.  
DAYH6(27061)03022018  
22A-2018-01601F

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

Danny Mosley v. TS Tech USA Corporation and TS Tech Americas, Inc.  
COL71(46345)08132018  
22A-2018-03180C

Shirley Pagan v. Montgomery County Family Services  
DAYA6(27137)04032018  
22A-2018-02014C

**4. Respondent's Withdrawal of Request for Reconsideration – Grant**

Kenneth Brewer v. United Automobile, Aerospace & Agricultural Implement Workers of America –  
UAW Local 14  
TOLB2(39025)02132018  
22A-2018-01330C

\*Split Determination: Probable Cause on the issue of accommodation on the basis of disability; No Probable Cause on the issue of termination on the basis of disability

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

Chad Moody v. International Longshoremen's Assoc., Local 1892  
TOL72(38510)06092017  
22A-2017-02686C  
Complaint No. 18-EMP-TOL-38510

Derek Pollock v. International Longshoremen's Assoc., Local 1892  
TOL72(38511)06092017  
22A-2017-02687C  
Complaint No. 18-EMP-TOL-38511

Samantha Smitte v. CRM Companies, Inc., et al.  
CLEH4(44267)10172017  
05-18-9824-8  
22A-2018-00174F  
Complaint No. 18-HOU-CLE-44267

Housing Research & Advocacy Center v. CRM Companies, Inc., et al.  
CLEH4(44268)10172017  
05-18-9825-8  
22A-2018-00175F  
Complaint No. 18-HOU-CLE-44268

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

Della Thompson v. Millennium Management, LTD, et al.  
CLEH4(44361)10312017  
05-18-9775-8  
22A-2018-00629F  
Complaint No. 18-HOU-CLE-44361

Brenda M. Badgett v. Community Concepts, Inc.  
DAY76(26458)05242017  
22A-2017-02496C  
Complaint No. 18-EMP-DAY-26458

**6. Administrative Closure; Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Perry Burton Day v. State of Ohio, Department of Veterans Services - Georgetown  
DAY76(26991)01292018  
22A-2018-01174C  
Complaint No. 18-EMP-DAY-26991

**7. Probable Cause - Schedule Conciliation**

Victoria Urban v. TGM Worthington Green, Inc.; Cindy Daylong, Regional Property Coordinator; Luke Gillett, Manager; and TGM Communities, LLC  
COLH1(46252)07132018 AMENDED  
22A-2018-02887F  
05-18-2157-8

\*Split Determination: Probable Cause on the basis of sex on the issues of refusal to rent or deal and discrimination in the terms and conditions in the occupancy and services; No Probable Cause on the basis of disability on the issues of refusal to rent or deal and discrimination in the terms and conditions in the occupancy and services.

Rosalinda Lemaster v. State of Ohio, Department of Rehabilitation and Correction, Franklin Medical Center  
COL A1 (46439) 09172018  
22A-2018-03566C

Sara & Jonathan Baker v. Kemba Financial Credit Union, Inc. Randi Decker, Mortgage Loan Advisor  
TOLH6(27124)03062018  
05-18-0862-8  
22A-2018-01783F

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

Geoffrey Coccia v. State of Ohio, Department of Transportation

AKRB3(39498)04052018

22A-2018-01879C

\*Split Determination: Probable Cause on the basis of disability and retaliation and on the issue of failure to hire; No Probable Cause on the basis of disability and sex and on the issue of harassment and denial of full-time hire.

Bailey Gilchrist v. Exchange Housing, LLC, BRG Management, Inc. and Amanda Lowe and Ryan Rowe

AKRH3(39788)09132018

22A-2018-03551F

Lars St. John v. City of Lakewood, Lakewood Municipal Court

CLEG4(44563)03302018

22A-2018-01845F

\*Split Determination: Probable Cause on the basis of religion; No Probable Cause on the basis of race and retaliation

Mrinal Chakraborty v. Erin Roby, Mont Michel Apartments

DAYH6(27114)03262018

22A-2018-02017F

Miami Valley Fair Housing Center, Inc. v. Simply Management; Residenz LLC, et al.

DAYH6(27142)04052018

05-18-2202-8

22A-2018-01998F

## **8. Issue Formal Complaint**

Lisa Carkin v. Hoover Garden Apartments, LTD

COLH1(46174)04172018 AMENDED

05-18-1252-8

22A-2018-02591F

Nahla Abwini, Salma, Ahamad, Sarah, Zaina Queider v. WODA Group; Vicky Jordan; Virginia Druschel; Mary “Katie” Alig; WODA Group, Paigelynn Place Apartments

TOLH2(39009)02062018

05-18-1204-8

22A-2018-01232F

Willie Mitchell v. U-Haul Co. of Massachusetts and Ohio, Inc. dba U-Haul Co. of Northwestern Ohio

TOL72(39035)02202018 AMENDED

22A-2018-01389C

Donna Moore-James v. IET, Inc.

TOLB2(39038)02212018

22A-2018-01400C

## **Issue Formal Complaint**

Kenneth McKenzie v. Pilot Travel Centers LLC dba Pilot Flying J's  
AKR73(39419)02152018  
22A-2018-01362C

\*Chair Barreras recused herself from participation in this case

Nicholas Ackerman v. Variety Wholesalers, Inc. dba Roses  
AKRB3(39515)04162018  
22A-2018-01949C

Samantha Franks v. Dennis Sykes dba Ardon Partnership and Ardon Properties  
AKRH3(39649)07092018  
05-18-2127-8  
22A-2018-02860F

Sanad Al Madhagi v. JP Morgan Chase  
DAY76(27049)02262018  
22A-2018-01484C

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

Judy Garced and Luz Rosa v. National Church Residences, Teeya Home and Kirby Manor Senior,  
Limited Partnership  
CLEH4(44772)07262018  
05-18-3356-8  
22A-2018-03045F

Helen Williams v. Kurt Stimens Trustee of the Kurt Stimens Revocable Living Trust  
dated January 21, 2004  
CLEH4(44928)10092018  
05-19-3079-8  
22A-2019-00270F

Jamekia Stanford v. Latex Construction Company, Inc.  
ADR73(39775)09052018  
22A-2018-03467C

Demetrius Horton v. Lucas Insulation, LLC  
ADR73(39870)10262018  
22A-2019-00253C

Margeret Paden v. Fraternal Order of Eagles, #1476  
ADRB3(39877)10302018  
22A-2019-00310C

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

Robert Hayden Sr. v. New Choice Home Deco., Inc.  
ADR73(39885)11032018  
22A-2019-00392C

Sumerlee Woodard v. Curtis Wise  
ADRH3(39909)11162018  
05-19-3480-8  
22A-2019-00498F

Robin Campbell v. Blick Clinic Inc. dba Blick Clinic  
ADR73(39928)12052018  
22A-2019-00594C

Lott Smith v. Stark Metropolitan Housing Authority and Scott Griffith  
ADRH3(39951)12142018  
Inquiry #572517  
22A-2019-00785F

Yasee & Donnie Clark v. The Community Builders; Diane Wilson, Portfolio Manager, The Pointes at Avondale; Erin (LNU), Property Manager  
ADRH6(27609)10252018  
05-19-3262-8  
22A-2019-00684F

Housing Opportunities Made Equal v. Center Hill Terrace Apartments, LLC et al  
ADRH6(27631)11062018  
05-19-3401-8  
22A-2019-00694F

Michele Sommer v. Rentz Management Incorporated; et al  
ADRH6(27693)11282018  
05-19-3558-8  
22A-2019-00846F

Michael O'Donnell v. David Sharkey; Sharkey Properties LLC Rentals LLC  
ADRH6(27696)12102018  
22A-2019-00848F

### **12. Withdrawal of Charge – With Settlement**

Gregory Gronbach v. State of Ohio, Department of Transportation  
COLA1(46119)05212018  
22A-2018-02329C

Elaine M. Skelton v. Eastland Manor Apartments, LLC, et al.  
COLH1(46257)07162019  
22A-2018-02897F

## **Withdrawal of Charge – With Settlement - Continued**

Rhonda Sheree Agbaje v. Little Buckeye Learning Center  
COLB1(46659)12172018  
22A-2019-00712C

India Knight v. Nexstar Media Group, Inc.  
COL71(46260)07142018  
22A-2018-02910C

Essay Hamilton v. Toledo Tool and Die Company, Inc.  
TOLB2(39088)03242018  
22A-2018-01708C

Alisa Smith v. Promedica  
TOLB2(39125)04062018  
22A-2018-01854C

Jeffrey Willis v. UAW Local 12  
TOLA2(39167)04252018  
22A-2018-02087C

Dorene R. Bell v. Gary L. Lee and Canton Regional Property Owners Association, Inc.  
AKRH3(39890)11052018  
05-19-3746-8  
22A-2019-00397F

Ronald Garr v. Key Bank  
CLEG4(44920)10152018  
22A-2019-00264F

Andrea Wheeler v. Kings Local School District Board of Education  
DAYB6(27410)07262018  
22A-2018-03085C

Jacqueline Howell v. Licking Heights Local Schools  
ADRA1(46542)10222018  
22A-2019-00225C

Phesephone Campbell v. Franklin County Board of Developmental Disabilities  
ADRB1(46583)11082018  
22A-2019-00407C

Eric Hughes v. Columbus Metropolitan Housing Authority  
ADRH1(46607)11192018  
22A-2019-00473F



### **Withdrawal of Charge – With Settlement - Continued**

Mia Grau v. Holowicki Enterprises McDonald's dba McDonald's  
ADR71(46615)11222018  
22A-2019-00502C

Peggy Edwards v. RainSoft of Greater Columbus  
ADRA1(46620)11262018  
22A-2019-00508C

Mary O. Bennett and Bruce K Bennett v. James J. Florian, Appraiser; The William Fall Group  
ADRH2(39450)09122018 AMENDED  
05-18-3730-8  
22A-2018-03597F

Latrya Allen c/o Taylor N. Burns v. Lucas Metropolitan Housing Authority  
ADRH2(39463)09202018  
05-18-3752-8  
22A-2018-03680F

Daniel Ebert and Andria Dorsten Ebert v. James J. Florian, Appraiser; The William Fall Group  
ADRH2(39505)09092018  
05-18-3102-8  
22A-2019-00183F

Ricky Steed v. Shelly Materials, Inc. dba The Shelly Co.  
ADRB3(39897)11082018  
22A-2019-00410C

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

Daniel Mutigli v. Comprehensive Pain Management  
COL71(46496)10102018  
22A-2019-00093C

Jeffrey Willis v. FCA US LLC  
TOLA2(39166)04252018  
22A-2018-02088C

Candice German v. Olive Garden Italian Kitchen  
AKR73(39991)01172019  
22A-2019-01032C

Jonathan Howard v. Ohio Multi-County Development Corporation and Melissa Massey  
AKRH3(39994)01182019  
22A-2019-01048F

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

Liz Vizcarrondo v. Cowboy Earthworks, LLC  
CLEE4(44902)10052018  
22A-2019-00077F

Norris McGraw v. Joshua Manor Apartments, et al.  
DAYH6(27115)03262018  
22A-2018-02018F

Willis Nibert v. Cincinnati Metropolitan Housing Authority, et al.  
DAYH6(27120) 03232018  
22A-2018-01779F

Lonzie Combs v. Denise Lane  
DAY H6 (27178) 04202018  
22A-2018-01976C

Richard E. Neel v. Yellow Springs Police Department  
DAY76(27720)12182018  
22A-2019-01018C

Jon Perry v. Indian Hill Schools  
DAYB6(27729)12242018  
22A-2019-00924C

## **14. Withdrawal of Charge – Request for Notice of Right to Sue**

Tyra S. Garrett v. Mercy Health North LLC dba Mercy Integrated Laboratories  
TOL72(39128)04112018  
22A-2018-01886C

Maureen Agosti v. Abrams Home Furnishings, Inc., dba Ashley Furniture HomeStores  
TOLA2(39216)05182018  
22A-2018-02355C

Olivia Singleton v. PSA Airlines  
DAY76(27131)03302018  
22A-2018-02021C

Barbara Beckley v. Franklin Ridge Nursing Center  
DAY76(27374)07112018  
22A-2018-02861C

## **Withdrawal of Charge – Request for Notice of Right to Sue - Continued**

Barbara Beckley v. Franklin Ridge Nursing Center  
DAY76(27375)07132018  
22A-2018-02898C

### **15. No Jurisdiction - Dismiss**

Namaa Babieh v. Huntington Bank, Glen Brich  
COLF1(46348)08102018  
22A-2018-03184F

Ramona Battiste v. Sedgwick  
COLE1(46517)10172018  
22A-2019-00166F

Amber Thompson v. USI Insurance  
COLE1(46494)10092018  
22A-2019-00088F

Kelsi Walk v. Laboratory Corporation of America  
COLE1(46536)10232018  
22A-2019-00212F

Donna Herring v. Alicia Wade and Continent Village Apartments  
COLH1(46553)10272018  
22A-2019-00273F

Vincent Keels v. MPW Industrial Services, Inc.  
COLE1(46558)10292018  
22A-2019-00286F

Elizabeth Kellog v. Alpha Omicron Pi and Brook Clifford, Assistant Director of Properties  
COLH1(46578)11062018  
05-19-3399-8  
22A-2019-00391F

Essonya L. Myers-Thigpen v. Ardent Communities Tussing Place  
COLH1(46639)12042018  
22A-2019-00587F

Brandon Summers v. Luxfer Magtech Inc.  
TOLE2(39249)04032018  
473-2018-00882F

**16. No Jurisdiction – Dismiss (XNJ)**

Keith Shivers v. Jennie Kersettler, Manager; Morgan Communities;  
TOLH2(39420)08202018  
22A-2018-03302F

Javaughn Stewart v. Cutting Edge Countertops, Inc.  
TOLE2(39545)10302018  
22A-2019-00379F

Keith Shivers v. Megan McCorkle, Regional Manager, Morgan Communities; Jennie Kersettler, Manager,  
Morgan Communities; Chelsea Garden Apartments, LLC; Kirsten (LNU), Morgan Communities  
TOLH2(39573)08212018  
5-19-3436-8  
22A-2019-00523F

Traneece Johnson v. County of Summit, Department of Job and Family Services  
AKRE3(39880)10302018  
22A-2019-00314F

Martina Morse v. Paris Healthcare  
AKRE3(39882)10312018  
22A-2019-00325F

Shanarra Dozier v. FCA US LLC dba Mopar  
AKRE3(39879)10302018  
22A-2019-00312C

Dante Grant v. The Ohio Bell Telephone Company dba AT&T  
AKRE3(39898)11082018  
22A-2019-00427F

Richard L. Kuykendall v. Alliance for Children and Families, Inc.  
AKRH3(39990)11132018  
22A-2019-00429F

Richard L. Kuykendall v. Alliance for Children and Families, Inc.  
AKRH3(39901)11132018  
22A-2019-00430F

Phenicia Thomas v. Stark Metropolitan Housing Authority,  
Marty Chumney and Marvin Fox  
AKRH3(39952)12142018  
22A-2019-00786F

Dale Vokurka v. Air Power Dynamics, LLC  
CLEE4(44947)10302018  
22A-2019-00345F

**No Jurisdiction – Dismiss (XNJ) - Continued**

Abigail Murray v. Kamden Village Apartments and Annette LNU  
CLEH4(44964)11082018  
05-19-3420-8  
22A-2019-00463F

Paula Martin v. Hampton Inn Solon  
CLEE4(44975)11152018  
22A-2019-00469F

Sharmaine Hardy v. The Towers at Falling Waters and RentPath LLC  
CLEH4(44981)11192018  
05-19-3507-8  
22A-2019-00531F

Paula Martin v. Hampton Inn Solon  
CLEE4(44983)11152018  
22A-2019-00533F

April Bowins v. Manoranjan & Shaffer  
DAYE6(27182)04202018  
22A-2018-02131F

Angel Johnson v. Sanctuary of Ohio  
DAYE6(27185)04252018  
22A-2018-02031F

Isaac Asiamah v. ProLink Staffing and University of Cincinnati  
DAYE6(27231)05152018  
22A-2018-02617F

Anarose Knight v. Tabe Trucking Inc.  
DAYE6(27477)08282018  
22A-2018-03409F

Anarose Knight v. Tabe Trucking Inc.  
DAYE6(27478)08282018  
22A-2018-03408F

Amber Lowry v. Crocs  
DAYE6(27454)08272018  
22A-2019-00522F

Anthony Leaman v. Wal-Mart Stores East, L.P.  
DAYG6(27497)09062018  
22A-2018-03522F

**No Jurisdiction – Dismiss (XNJ) - Continued**

Melissa Laing v. Spherion  
DAYB6(27594)10232018  
22A-2019-00681F

Kateland Heard v. Mahle Behr, LLC  
DAYE6(27614)10312018  
22A-2019-00687F

**17. No Jurisdiction – Dismiss**

Stephen Montgomery, Sr. v. Columbus Ohio Prosecutor's Office  
COLG1(46513)10162018 AMENDED  
22A-2019-00161F

Fabian Shaw v. Preferred Compounding Corp.  
AKR73(39918)11292018  
22A-2019-00543C

**18. Administrative Closure**

Michael Ruzicho v. MLKA Properties, LLC dba Amber Cabaret  
CLE74(45025)12162018  
22A-2019-00818C

**19. No Probable Cause – Dismiss**

Stacey White v. SASR  
COL71(45952)03262018  
22A-2018-01705C

Stacey White v. Walmart  
COL71(45953)03262018  
22A-2018-01706C

Jennifer L. Shicks v. City of Columbus, Public Safety Department  
COLB1(45975)03302018  
22A-2018-01790C

Edward Michael Supranowicz v. Shelly Baker, Property Manager, Laura Geer, Assistant Manager,  
Kathleen Crowley, and Vistula Management Company  
COLH1(46308)08012018 AMENDED  
22A-2018-03053F

**No Probable Cause – Dismiss - Continued**

Maria Otero v. JP Morgan Chase, N.A.  
COLG1(46349)08132018 AMENDED  
22A-2018-03189F

Gail Jones v. State of Ohio, Department of Rehabilitation and Correction, Franklin Medical Center  
COLA1(46357)08172018  
22A-2018-03203C

David C. Baker v. National Church Residences, et al  
COLH1(46394)08302018  
22A-2018-03396F

Tyrone Thomas v. ABM Industry Groups, LLC dba ABM Facility Services  
COL71(46477)10022018  
22A-2019-00033C

Terry Michael Bobo v. Wal-Mart Stores East, LP  
COLB1(46506)10102018  
22A-2019-00115C

John Jennings v. Northland Preparatory and Fitness Academy  
COL71(46508)10152018  
22A-2019-00129C

TraQuan Donte Smith v. Metropolitan Environmental Services, Inc.  
COL71(46552)10292018  
22A-2019-00272C

Michael Cave v. Columbus City Schools  
COL71(45924)03142018 AMENDED  
22A-2018-01595C

Teresa Blankenship v. State of Ohio, Department of Job & Family Services  
COLA1(45956)03262018 AMENDED  
22A-2018-01743C

\*Commissioner Patmon recused himself from participation in this case

Keith Mack v. Amazon  
COL71(45967)03282018 AMENDED  
22A-2018-01760C

Michael Harrison Jackson v. State of Ohio, Department of Rehabilitation and Corrections  
COL71(45971)03262018  
22A-2018-01774C

**No Probable Cause – Dismiss - Continued**

Mike Stroud v. Hirschvogel Incorporated  
COL71(46001)04102018  
22A-2018-01869C

Kayla Frazier v. Franklin County Clerks of Courts  
COL71(46051)04262018  
22A-2018-02033C

Debra Cooley v. Columbus Park Apartments; Towne Properties Asset Management Company c/o Ralph E. Heyman, Registered Agent; Avnet III, LLC c/o VCorp Agent Service, Inc., Registered Agent; India Taylor, Assistant Manager; Kelly Givens, Manager; and Brett Huffman, District Manager  
COL H1 (46202) 06252018  
05-18-2117-8  
22A-2018-02698F

Ronald Santacroce v. Swift Transportation Company  
COL71(46236)07062018  
22A-2018-02821C

Victoria Urban v. TGM Worthington Green, Inc.; Cindy Daylong, Regional Property Coordinator; Luke Gillett, Manager; and TGM Communities, LLC  
COL H1 (46252) 07132018 AMENDED  
05-18-2157-8  
22A-2018-02887F

\*Split Determination: Probable Cause on the basis of sex on the issues of refusal to rent or deal and discrimination in the terms and conditions in the occupancy and services; No Probable Cause on the basis of disability on the issues of refusal to rent or deal and discrimination in the terms and conditions in the occupancy and services.

Tina Whittaker v. Lawrence M. Lewis, Owner; and Joyce Lewis, Owner  
COL H1 (46275) 07202018  
05-18-2291-8  
22A-2018-02944F

Marilyn J. Frueh v. The Ohio State University, Office of Human Resources  
COLB1(46286)07252018 AMENDED  
22A-2018-02977C

\*Commissioner Patmon recused himself from participation in this case

Jasper Swinehart and Joyce Stone v. Charles W. Jordan, Resident  
COL H1 (46298) 07252018  
05-18-2323-8  
22A-2018-02997F

Jeff G. DiFiore v. Comenity LLC dba Comenity Capital Bank  
COLF1(46354)08152018  
22A-2018-03200F



**No Probable Cause – Dismiss - Continued**

Kerri King v. Sasha Sepher, Property Manager; and Parc Apartments c/o Bonita25 Real Estate Investors, LLC, Registered Agent  
COLH1(46373)08082018 AMENDED  
05-18-2476-8  
22A-2018-03250F

Alphonso Simmons and Bianca Ford v. Myers Real Estate, Inc. c/o Robert P. Myers, Registered Agent; Ealar Gallagher, Owner; and Anne E. Hughes, Owner  
COLH1(46375)08142018 AMENDED  
05-18-2518-8  
22A-2018-03252F

Brittni Stewart v. Trillium Staffing Solutions  
COL71(46377)08212018  
22A-2018-03254C

Ashley Kelso v. GAT Airline Ground Support, Inc.  
COL71(46402)09042018  
22A-2018-03428C

Dr. Sarah Elizabeth Jones, DDS (Formerly Ash) v. J. Clarke Sanders, DDS, Inc. dba Stonecreek Dental Care  
COL71(46429)09132018  
22A-2018-03542C

Christopher Strickland v. The Kroger Co.  
COLG1(46443)09182018  
22A-2018-03583F

Laurence Maurice Williams v. Bob Evans Restaurants, LLC  
COLB1(46448)09212018  
22A-2018-03624C

Carla Dansby on behalf of Janessa Dansby and Markus Wright v. Andrea Boiser, Manager; Brisben Park Trails LP; and Park Trails Apartments  
COL H1 (46464) 09262018  
05-18-3072-8  
22A-2018-03661F

Joseph Earl Melvin v. Kenworth of Chillicothe  
COLA1(46485)10012018  
22A-2019-00065C

José Román v. G-Cor Automotive Corp.  
COL71(46549)10292018  
22A-2019-00260C

**No Probable Cause – Dismiss - Continued**

Eneshia Barnes v. Harborside Sylvania, LLC dba Sylvania Center  
TOL72(39103)03282018  
22A-2018-01754C

Raquel Ruiz v. Johns Manville  
TOL72(39107)03282018 AMENDED  
22A-2018-01764C

Kentrah Smith v. RMH Franchise Corporation dba Applebee's Neighborhood Grill & Bar  
TOL72(39113)03302018  
22A-2018-01785F

Safiya Smith v. RMH Franchise Corporation dba Applebee's Neighborhood Grill & Bar  
TOL72(39114)03302018  
22A-2018-01786F

Stephen C. Troupe v. FCA US LLC  
TOL72(39119)04042018  
22A-2018-01836C

Stephen C. Troupe v. United Automobile, Aerospace & Agricultural Implement workers of America –  
UAW Local 1435  
TOL72(39120)04042018  
22A-2018-01835C

Ricky Russell v. Baumann Auto Group Genoa, LLC  
TOL72(39127)04102018  
22A-2018-01878C

Cameron Hych v. East Toledo Family Center, Inc.  
TOL72(39123)04052018  
22A-2018-01844C

Gwendolyn Burkes v. Toledo Public Schools Board of Education  
TOLA2(39124)04062018  
22A-2018-01850C

James S. Cook v. Pioneer Hi-Bred International, Inc. dba DuPont Pioneer Hi-Bred  
TOLB2(39129)04112018 AMENDED  
22A-2018-01892C

Duane Williams v. The Andersons, Inc., DG Plant  
TOL72(39130)04122018  
22A-2018-01902C

**No Probable Cause – Dismiss - Continued**

Sharon Hill v. The University of Toledo  
TOLB2(39133)04132018  
22A-2018-01956C

Donna Daria v. Trilogy Management Services, LLC dba The Heritage  
TOL72(39134)04132018  
22A-2018-01957C

Scott Shepard v. Tim Sherman's Signature Harley-Davidson, Inc.  
TOL72(39141)04182018  
22A-2018-01965C

Tremon Hinton v. City of Toledo, Division of Water Distribution  
TOL72(39143)04192018  
22A-2018-01967C

Sherman Sweeney v. City of Toledo, Division of Water Distribution  
TOL72(39144)04192018  
22A-2018-01968C

Cora Shoemaker-Smith v. Matrix North American Construction, Inc.  
TOL72(39146)04192018  
22A-2018-01970C

Delesia Lucas Smith v. The Kroger Company  
TOLB2(39151)04232018  
22A-2018-02072C

Lonnie Wyse v. City of Toledo, Division of Water Distribution  
TOL72(39154)04242018  
22A-2018-02075C

Edmund Troy Smith v. City of Toledo, Sewer and Drainage Department  
TOL72(39155)04242018  
22A-2018-02076C

Edmund Troy Smith v. City of Toledo, Sewer and Drainage Department  
TOL72(39156)04242018  
22A-2018-02077C

Dollie Scott v. Mercy St. Anne Hospital LLC  
TOL72(39157)04242018  
22A-2018-02079C

## **No Probable Cause – Dismiss - Continued**

John Gibbs v. FCA US LLC  
TOLB2(39158)04242018  
22A-2018-02080C

Kimbrance Slay v. HM Solutions, Inc.  
TOL72(39159)04242018  
22A-2018-02081C

LaJuann Hayes v. City of Toledo, Division of Water Distribution  
TOL72(39162)04252018  
22A-2018-02084C

Danny Rome v. City of Toledo, Division of Water Distribution  
TOL72(39163)04252018  
22A-2018-02100C

Ibrahim Ibrahim v. State of Ohio, Department of Public Safety, Ohio State Highway Patrol  
TOL72(39169)04262018  
22A-2018-02091C

Jermone Allen v. Hand Construction  
TOL72(39176)04302018  
22A-2018-02150C

Jermone Allen v. State of Ohio, Bureau of Vocational Rehabilitation  
TOL72(39177)04302018  
22A-2018-02151C

Stacy Billups v. A & A Holdings, LLC dba Church's Chicken  
TOLG2(39412)08172018  
22A-2018-03216F

Amber Abraham v. Wood Lane Residential Services, Inc.  
TOL72(39243)05252018  
22A-2018-02459C

Mary Venables v. TPC Wire & Cable Corp.  
AKRB3(39478)03262018  
22A-2018-01723C

Geoffrey Coccia v. State of Ohio, Department of Transportation  
AKRB3(39498)04052018  
22A-2018-01879C

\*Split Determination: No Probable Cause on the basis of disability and sex and on the issue of harassment and denial of full-time hire; Probable Cause on the basis of disability and retaliation and on the issue of failure to hire

**No Probable Cause – Dismiss - Continued**

Lynda White for Avery White v. Tri-Arch 30, dba McDonald's  
AKR73(39516)04162018  
22A-2018-01950C

Judith L. Lee v. City of Norton, City Council  
AKR73(39552)05072018  
22A-2018-02287C

Tyscha Lang v. Summit County Court of Common Pleas  
AKR73(39554)05082018  
22A-2018-02288C

Roberto Torres v. K&D Management, LLC and Deloris Butler  
AKRH3(39561)05182018 AMENDED  
05-18-2326-8  
22A-2018-02295F

William White v. K&D Management, LLC and Deloris Butler  
AKRH3(39564)05142018 AMENDED  
05-18-3539-8  
22A-2018-02296F

Marcus Hall v. V & S Schuler Engineering, Inc.  
AKR73(39584)05222018  
22A-2018-02406C

Ederica Abramson v. Village of Beach City, Incorporated, Police Department  
AKR73(39603)05312018  
22A-2018-02656C

Rosylan Williams v. Rochling Automotive USA, LLP  
AKR73(39643)07052018  
22A-2018-02819C

Dena Jacobs v. Akron General Medical Center  
AKR73(39666)07192018  
22A-2018-03023C

Jessica Garretson v. Christian Children's Home of Ohio, Inc.  
AKRB3(39671)07232018  
22A-2018-03035C

Terri Kirkpatrick v. Wells Fargo Home Mortgage, Inc.  
AKRH3(39674)07242018  
22A-2018-03030F

**No Probable Cause – Dismiss - Continued**

Shavonna White v. DSWO Holdings, Inc. dba Dermatologist of Southwest Ohio  
AKR73(39683)06112018  
846-2018-17219

Richard Harbour v. State of Ohio, Department of Rehabilitation & Correction, Division of Parole and  
Community Services  
AKRB3(39748)08242018  
22A-2018-03363C

Devon Petway v. Incan, Inc. dba Ican Housing Solutions  
AKRH3(39797)09142018  
05-18-3159-8  
22A-2018-03578F

Devon Petway v. Stark Metropolitan Housing Authority  
AKRH3(39798)09142018  
05-18-3160-8  
22A-2018-03581F

John Johnson v. Community Support Services, Inc.  
AKRH3(39814)09282018  
05-18-3163-8  
22A-2019-00002F

Therese L.F. Elder v. Karen Danko  
AKRH3(39821)08162018  
22A-2019-00045F

Priscilla C. Kidd v. St. Bernard Soap Company  
AKR73(39829)07202018  
473-2018-01244

Lars St. John v. City of Lakewood, Lakewood Municipal Court  
CLEG4(44563)03302018  
22A-2018-01845F

\*Split Determination: Probable Cause on the basis of religion; No Probable Cause on the basis of race and retaliation

Carol Dudukovich and Jose Natal v. Madison Development Co., LLC and 1817 Nantucket, LLC  
CLEH4(44617)05022018 AMENDED  
05-18-2317-8  
22A-2018-02173F

Angela Taylor v. Emerald Development and Economic Network Inc. and Jennifer Griffin  
CLEH4(44631)05042018  
05-18-1415-8  
22A-2018-02224F

**No Probable Cause – Dismiss - Continued**

Laurel Thomas v. PNC Bank, National Association  
CLE74(44671)06052018  
22A-2018-02528C

Paula Martin v. Granada Apartments Co., and AIY Properties, Inc.  
CLEH4(44709)06152018 AMENDED  
05-18-2739-8  
22A-2018-02661F

Danita Love v. Village of Highland Hills  
CLE74(44713)06212018  
22A-2018-02701C

Kelly Woodard v. The E.W. Scripps Company dba WEWS -TV Channel 5  
CLE74(44743)07102018  
22A-2018-02902C

Kelly Noga v. The Ohio Bell Telephone Company dba AT&T  
CLEG4(44744)07112018  
22A-2018-02903F

Jeremy Plants v. Woodforest National Bank  
CLE74(44767)07232018  
22A-2018-03018C

Neil W. Howard v. Lubrizol Advanced Materials, Inc.  
CLE74(44789)08032018  
22A-2018-03110C

Ramona Coleman v. Woods Edge Rehab and Nursing, LLC  
CLE74(44883)09182018  
473-2018-01088

Tamika Santiago v. Xing Wanda, Inc. dba Ruby Thai Kitchen Southpark  
CLE74(44845)09042018  
22A-2018-03448C

Jason Brent v. American Landmark Properties, LLC  
CLE74(44852)09062018  
22A-2018-03486C

Brandon L. Moore v. Kurtz Bros., Inc.  
CLE74(44869)09222018  
22A-2018-03645C

## **No Probable Cause – Dismiss - Continued**

Darrin Roper v. Cemex, Inc.

CLE74(44888)09142018

473-2018-01357

Michelle Weigand v. Travel Resorts of Ohio, LLC dba Wally World Riverside Resort

CLEG4(44918)10102018

22A-2019-00242F

Sara Benasutti v. T-N-T Sawings, Inc.

CLE74(44889)07242018

22A-2018-01501C

Matthew Cantrall v. The Ohio Bell Telephone Company dba AT&T

CLEG4(44922)10162018

22A-2019-00245F

Michael Ruzicho v. COSTCO Wholesale Corporation

CLE74(44945)10292018

22A-2019-00341C

Michael Ruzicho v. COSTCO Wholesale Corporation

CLE74(44967)11122018

22A-2019-00466C

Keith Acey v. Cleveland Heights University Heights Public Library

CLE74(44971)11132018

22A-2019-00467C

EEOC Benefit Codes

Brandon Moore v. Kurtz Bros., Inc.

CLE74(44977)11172018

22A-2019-00475C

Michael Ruzicho v. COSTCO Wholesale Corporation

CLE74(45004)12092018

22A-2019-00633C

Michael Ruzicho v. Parking Company of America, Inc. dba Park Place Airport

CLE74(45007)12022018

22A-2019-00636C

Apostlett Pamela Pinkney-Butts v. Adams & Balog Real Estate LLC, Country Club Builders & Remodelers, Ltd., and George Balog

CLEH3(39562)05142018

22A-2018-02258F



**No Probable Cause – Dismiss - Continued**

Dennis McGarvey v. City Yellow Cab Co.  
CLEG3 (39611) 06072018  
22A-2018-02715F

Daniel Hargrove v. First Grace United Church of Christ  
CLE73(39776)09052018  
22A-2018-03573C

William Pippins v. Pavement Technology, Inc.  
CLE76(27623)11052018  
22A-2019-00365C

Janice Siler v. Sinclair Community College  
DAY76(27100)03192018  
22A-2018-01694C

Caroline Parker v. City of Cincinnati, Public Services Department  
DAY76(27105)03212018  
22A-2018-01695C

Jayne Palmer v. Fullenkamp Family Dentistry  
DAYE6(27108)03232018  
22A-2018-01737F

Cecelia Morris v. Payless ShoeSource, Inc.  
DAY76(27110)03232018  
22A-2018-02057C

Renita Sumlin v. Monika Kassinos Pouge  
DAYH6(27123) 03232018  
22A-2018-01782F

Damon Lee Roeder II v. Joanne Schnipke, Landlord  
DAYH6(27125)03282018  
22A-2018-01761F

Phyllis & Michael Cusick v. Robert Klackner; Carriage Hill Retirement Community  
DAYH6(27128)03292018  
22A-2018-01999F

Amanda Ertel v. InfraSource Construction LLC  
DAYB6(27129)03292018  
22A-2018-01784C

**No Probable Cause – Dismiss - Continued**

Nancy L. Marine v. HUTN Group, Inc.  
DAYB6(27135)04022018  
22A-2018-02024C

Levi Hock v Beach Manufacturing Company  
DAY76(27144)04092018  
22A-2018-01860C

Lynn LaMance v. Family Dollar Stores of Ohio, Inc.  
DAYG6(27147)04092018  
22A-2018-01619C

Lynn LaMance v. 2860 Hani Inc DBA Marathon Gas  
DAYG6(27148)04092018  
22A-2018-02012F

Tausha Huff v. Platinum Business Corporation  
DAY76(27152)04102018  
22A-2018-02010C

Andre Blasingame v. Public Library of Cincinnati and Hamilton County  
DAYG6(27154)04102018  
22A-2018-01979F

James Calvin v. Greater Dayton Premier Management, et al.  
DAYH6(27215)04032018  
05-18-1112-8  
22A-2018-02204F

Glenn Laws v. State of Ohio, Department of Veterans Services,  
Georgetown Veterans Home  
DAYA6(27350)06282018  
22A-2018-02761C

Tamara Starr v. Blazin Wings, Inc. dba Buffalo Wild Wings  
DAY76(27379)07162018  
22A-2018-02928C

Tiffany Lee v. Stepping Stones, Inc.  
DAYB6(27380)07162018  
22A-2018-02929C

**No Probable Cause – Dismiss - Continued**

Charles Thompson v. Titan Restaurant Group, Inc. dba Donato’s Pizza  
DAY76(27439)08092018  
22A-2018-03287C

Denise Revely v. Neyra Motor Cars, LLC dba Jaguar Land Rover of Cincinnati  
DAYA6(27462)08232018  
22A-2018-03331C

Jessica Reed v. Trap Your Moles  
DAYE6(27471)08272018  
22A-2018-03344F

Sherry Y. Green v. United Theological Seminary  
DAYK6(27526)09212018  
22A-2018-03692F

Sherry Y. Green v. US Bank  
DAYF6(27527)09212018  
22A-2018-03691F

Cory Pollard v. Tedia Company Inc.  
DAY76(27541)10012018  
22A-2019-00321C AMENDED

Mary Dingle v. Avidity Science, LLC dba CT Chemical, Inc.  
DAYE6(27593)10232018  
22A-2019-00240F

Rashad Swain v. Teamster Local 1199  
DAYB6(27601)10292018  
22A-2019-00292C

**MOTION by Commissioner Singh to approve the January 31, 2019 Confirmation Agenda. Second by Commissioner Peters.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES – with noted recusal</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES – with noted recusals</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Juan Cespedes</b>	<b>ABSENT</b>
<b>Commissioner Carolyn Peters</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.

### APPEARANCE CASES

#### Appearance 1

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

Recommendation Upon Reconsideration: Uphold Probable Cause Determination

Nicholas Ackerman v. Variety Wholesalers, Inc. dba Roses  
AKRB3(39515)04162018  
22A-2018-01949C

Upon review of the application for reconsideration in this matter, staff recommended the Commission uphold the previous Probable Cause determination. Both parties were present to discuss the case.

**MOTION by Commissioner Patmon to uphold the previous finding of Probable Cause. 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>ABSENT</b>
<b>Commissioner Carolyn Peters</b>	<b>RECUSE</b>

**Motion carried.**

**Appearance 2**

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Brandi Richardson v. A&D Home Health Professionals  
DAYB6(27042)02202018  
22A-2018-0145C

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Probable Cause determination. Both parties were present to discuss the case.

**MOTION by Commissioner Patmon to reverse the previous No Probable Cause determination to Probable Cause - Schedule Conciliation and authorize the executive director to issue a formal complaint if conciliation efforts fail. 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>ABSENT</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**

**Appearance 3**

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

David Jackson and Sandra Jackson v. Kimberlee McClellan, Kimberlee Real Estate, Inc.  
dba Majestic Realty, Janis Francis, and Re/Max Connection  
COLH1(46105)05152018 AMENDED  
05-18-1611-8  
22A-2018-02271F

Upon review of the application for reconsideration in this matter, staff recommended the Commission reinstate the previous No Probable Cause determination. Both parties were present to discuss the case.

**MOTION by Commissioner Patmon to reinstate the previous No Probable Cause determination. Second by Commissioner Peters.**

**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>ABSENT</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**

Appearance 4

Commissioners' Agenda - Week 3, Page 2, Item II-B

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

Steven R. Bederman v. Andes Bar & Grill  
COLE1(45915)03092018  
22A-2018-01566F

Upon review of the application for reconsideration in this matter, staff recommended the Commission reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation. The Respondent was present to discuss the case. The Charging Party was not present.

**MOTION by Commissioner Patmon to remand back to regional office for further investigation to secure and consider new information from Respondent. Second by Commissioner Peters.**

**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>ABSENT</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**

## Commissioners' Agenda for Week 1

### 1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Kenneth McKenzie v. Pilot Travel Centers LLC dba Pilot Flying J's  
AKR73(39419)02152018  
22A-2018-01362C

\*Chair Barreras recused herself from participation in this case

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

Courtney Stokes v. Plaza Properties, Inc.; Jameka Thompson; and Tracy Winegardner  
COLH1(46329)08072018AMENDED  
22A-2018-03113F

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

#### Roll Call Vote:

<b>Chair Lori Barreras</b>	<b>YES – with noted recusal</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>ABSENT</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**



## Commissioners' Agenda for Week 2

### 1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Jasmine Barry, Marcus Penn v. Roy and Tamara Jackson, Owners  
TOLH2(39069)03092018  
05-18-1218-8  
22A-2018-01556F

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

Michael Brown v. Akron Paint & Varnish, Inc.  
AKR73(39465)03142018  
22A-2018-01646C

Floyd Ellis, Sr. v. State of Ohio, Lottery Commission  
AKRG3(39615)06072018  
22A-2018-02865F

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

#### Roll Call Vote:

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

**Motion carried.**

## Commissioners' Agenda for Week 3

### 1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Lisa Carkin v. Hoover Garden Apartments, LTD and Missy Wile  
COLH1(46174)04172018 AMENDED  
05-18-1252-8  
22A-2018-02591F

Willie Mitchell v. U-Haul Co. of Massachusetts and Ohio, Inc.  
dba U-Haul Co. of Northwestern Ohio  
TOL72(39035)02202018 AMENDED  
22A-2018-01389C

Donna Moore-James v. IET, Inc.  
TOLB2(39038)02212018  
22A-2018-01400C

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

#### Roll Call Vote:

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

**Motion carried.**

## Report from the Ohio Attorney General's Office

Lori Anthony, Civil Rights Section Chief – Ohio Attorney General's Office, reported the Attorney General is sending a letter to General Motors offering to conduct a comprehensive training to approximately 2000 employees. If accepted, the Attorney General's Office will coordinate with the OCRC to conduct the training.

## Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers informed the Commissioners of the 7th circuit's recent decision in *Kleber v. Carefusion*, 2019 WL 290241 (Jan. 23, 2019), where the court, en banc, held disparate impact does not apply to job applicants under the ADEA. She also followed up with her presentation on emotional support animals from the retreat the prior day and provided the Commissioners with written materials. Lastly, Mrs. Demers informed the Commissioners she received a request from the Ohio Department of Mental Health & Addictive Services to conduct EEO training for their six regional facilities.

## Report from Executive Director

Executive Director G. Michael Payton reported on a meeting with the new Office of Budget and Management Director to discuss OCRC's budget for fiscal years 2020 & 2021. He is pleased with the OCRC's proactive efforts toward the budget. Director Payton thanked the Attorney General's Office for participating in the Commissioners' training.

## Remarks

The Commissioners expressed their appreciation of the staff and the awesome work they perform. The Commissioners also commended the Attorney General's efforts to conduct comprehensive training for General Motors. The Commissioners hope the UAW local union will be included in the training as well.

**MOTION by Commissioner Peters to adjourn the public meeting. 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>ABSENT</b>
<b>Commissioner Carolyn Peters</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:00PM.

\* \* \*



Commissioner