



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

**November 21, 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 Madhu Singh
Commissioner Juan Cespedes
Commissioner Carolyn Peters

A quorum was present.

Commissioners Absent:

Commissioner William Patmon

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 Enforcement and Alternative Dispute Resolution; Aman Mehra, Columbus Regional Director; Angel Stone, Columbus Regional Supervisor; Inder LeVesque, Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Deborah Heater, Dayton Regional Supervisor; Beyan Asoba, Reconsideration Supervisor. Also in attendance: Lori Anthony, Civil Rights Section Chief, Ohio Attorney General's Office.

Chair Barreras welcomed everyone to the meeting.

APPROVAL OF MINUTES

MOTION by Commissioner Peters to approve the October 24, 2019 minutes. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

Charmaine Marcum Stemple v. The Ohio State University, Wexner Medical Center
COLB1(46713)01092019
22A-2019-00960C

*Commissioner Patmon previously recused himself from participation in this case

David L. Moss, Jr. v. Ohio University
COLK1(46725)01122019 AMENDED
22A-2019-00991F

Maurice Worrell v. Amazon.com Services, Inc. dba Amazon Fulfillment Center
COL71(46731)01162019
22A-2019-01022C

Zeeshan Pasha v. State of Ohio, Department of Medicaid
COLA1(46969)04212019 AMENDED
22A-2019-01989C

*Commissioner Patmon previously recused himself from participation in this case

Maurice Worrell v. Amazon.com Services, Inc. dba Amazon Fulfillment Center
COL71(47141)07032019
22A-2019-02664C

Ranada L. Johnson v. Partners in Home Care, LLC
TOL72(39669)02042019
22A-2019-01243C

Jill Strong v. Catapult Staffing
DAY76(27695)12102018
22A-2019-00849C

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

Robert W. Johnson v. Nationwide Insurance Company
COLG1(47066)06022019 AMENDED
22A-2019-02392F

Robert W. Johnson v. Victoria Fire & Casualty Company
COLG1(47067)06022019 AMENDED
22A-2019-02393F

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

Dabreeca Osborn v. Hearts On Call, Inc.; JP Management Group, Inc.
DAY76(27771)01222019
22A-2019-01289C

Natasha Hufford v. 1840 W. 3rd LLC d.b.a. Future Home Care
DAY76(27772)01222019
22A-2019-01290C

Natasha Hufford v. JP Management Group, Joyce M. Patrick Hubbard, Amber McCool
DAY76(27773)01222019
22A-2019-01294C

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

Crystal Zimmerman v. City of Steubenville
COLH1(46763)11082018
05-19-4828-8
22A-2019-01115F

*Split Determination: Probable Cause based on Race; No Probable Cause based on Religion, Familial Status, and Disability

Dipanjnan Nag v. The Ohio State University
COL71(46784)02082019
22A-2019-01252C

*Split Determination: Probable Cause on the basis of retaliation and the issue of termination only

*Commissioner Patmon previously recused himself from participation in this case

Donna Richmond v. Site Worx, LLC
DAYA6(27750)01102019
22A-2019-01016C

5. Respondent's Withdrawal of Request for Reconsideration – Grant

Raechel Peters v. Orange Township Fire Department
COL71(46633)12032018
22A-2019-00588C

6. Consideration of Motion of Respondent's Counsel to Appear Pro Hac Vice Before the Ohio Civil Rights Commission - Grant

Lynnette Negair v. Continental Structural Plastics, Inc.
TOL72(40056)08142019
22A-2019-03080C

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

Ashlee Robinson v. Steadfast Management Company, Inc., et al.
COLH1(45353)06132017AMENDED
05-17-8559-8
22A-2017-03205F
Complaint No. 18-HOU-COL-45353

Jessica McCormick v. Charter Communications
COLB1(45627)10272018
22A-2018-00289C
Complaint No. 18-EMP-COL-45627

Cabernet Mancini v. Mac LTT, Inc.
AKR73(39731)08162018
22A-2018-03273C
Complaint No. 19-EMP-AKR-39731

Shyanne Robinson v. Carolyn King & Tennis King
AKRH3(39789)09132018
22A-2018-03552
Complaint No. 19-EMP-AKR-39731

Nicholas Kavouras v. City of Cleveland, Department of Public Safety
CLE74(44533)03132018
22A-2018-01608C
Complaint No. 19-EMP-CLE-44533

Alisha Lange v. BND Rentals, Inc. dba Vandalia Rental
DAY76(27077)03092018
22A-2018-01654C
Complaint No. 19-EMP-DAY-27077

Maryam Chertmanova v. Dayton Children’s Hospital
DAY76(27246)05222018
22A-2018-02368C
Complaint No. 19-EMP-DAY-27246

Laurie A. Merritt v. Bent Tree Townhomes Master Association, Inc., et al.
DAYH6(27428)08032019
22A-2018-0329F
05-18-5330-8
Complaint No. 19-HOU-DAY-27428

8. Authorize Attorney General to Initiate Action in Common Pleas Court; Dismiss Formal Complaint - Submitted by the Attorney General's Office

Fair Housing Resource Center, Inc. v. Kenneth L. Baker and Diana Baker
CLEH4(45157)07232018 AMENDED
05-18-2220-8
22A-2019-01625F
Complaint No. 19-HOU-CLE-45157

9. Issue Formal Complaint

Dipanjan Nag v. The Ohio State University and The Ohio State Innovation Foundation
COL 71(46784)02082019
22A-2019-01252C

Eva Johnson v. Buckingham Coal Company, LLC
COL71(46792)02122019
22A-2019-01269C

Stacey Atkinson v. Buckingham Coal Company, LLC
COL71(46812)02152019
22A-2019-01334C

Brittany Blosser v. Buckingham Coal Company, LLC
COL71(46813)02152019
22A-2019-01335C

Courtney Harris v. Buckingham Coal Company, LLC
COL71(46815)02152019
22A-2019-01337C

Fair Housing Advocates Association v. Ollah Combs, Owner; Nancy Combs, Owner; Combs Properties
TOLH6(27691)12072018 AMENDED
05-19-4476-8
22A-2019-00845F

Tamika Hill v. FCA US LLC's Toledo Machining Plant
TOL72(39580)11282018
22A-2019-00527C

Sally Glombowski v. City of Toledo, Fire and Rescue Department
TOLA2(39611)12192018
22A-2019-00796C

10. Probable Cause – Schedule Conciliation

Waseem Smidi v. SouthernCare, Inc.

TOL72(39683)02132019

22A-2019-01279C

Cara A. Good v. Ralph's Appliance, Inc.

TOL72(39695)02222019

22A-2019-01399C

*Split Determination: No Probable Cause on the issue of harassment on the bases of sex/female-pregnancy and retaliation; on the issue of demotion on the basis of retaliation; Probable Cause on the issue of demotion on the basis of sex/female-pregnancy; Upon discovery, on the issue of reasonable accommodation on the basis of sex/female-pregnancy.

Walter R. Jenkins, Jr. v. ProMedica Health System, Inc. dba ProMedica Flower Hospital

TOL72(39750)03212019

22A-2019-01650C

*Split Determination: No Probable Cause on the issues of discipline and terms and conditions (performance review ratings) on the bases of race and retaliation; On the issue of unpaid administrative leave on the basis of race; Probable Cause on the issues of harassment; terms and conditions (with the exception of performance review ratings); and denial of promotion on the bases of race and retaliation; On the issue of unpaid administrative leave on the basis of retaliation

Karen O'Kelly v. Associated Property Management LLC and The Kames Condominium Owners' Association

AKRH3(40107)03122019

05-19-5049-8

22A-2019-01605F

*Split Determination: Probable Cause on the basis of disability, on the issues of reasonable accommodation and interference;
No Probable Cause on the basis of Retaliation, on the issue of advertisement

Andrea Beckman v. Stoney Pointe Land LLC, National Church Residences and Kyra Turner

AKRH3(40145)04042019AMENDED

05-19-5299-8

22A-2019-01802F

*Split Determination: Probable Cause on the basis of disability, on the issue of reasonable accommodation and policy;
No Probable Cause on the basis of retaliation, on the issue of differential treatment

Daniel Gongora v. Typhon Security Services of Ohio, LLC

AKRA3(40177)04282019

22A-2019-02067C

*Split Determination: Probable Cause on the basis of Age and Disability, on the issue of employment application; No Probable Cause on the basis of Race, Age, National Origin and Retaliation, on the issue of demotion, harassment, different terms and conditions and reduced hours

Keith Jones v. Elizabeth Berezky and Geza Berezky

CLEH4(45168)03192019 AMENDED

05-19-7061-8

22A-2019-01678F

*Split Determination: Probable Cause on the basis of familial status and gender on the issue of rental application inquiries;
No Probable Cause on the basis of race on the issue of refusal to rent

Probable Cause – Schedule Conciliation – Continued

Anne M. Star and Emily C. Star v. Hunters Manor LLC and GMS Management Co., Inc.
CLEH4(45321)02272019
05-19-5410-8
22A-2019-02487F

*Split Determination: Probable Cause on the basis of disability regarding the issue of terms and conditions of tenancy; on the basis of disability and familial status regarding the issue of rental application inquiries, No Probable Cause on the basis of disability and retaliation regarding the issue of refusal to rent

Dr. Aaron R. Abney v. Maria Joseph Living Care Center; Nick Anderson, Administrator;
Foundations Health Solution
DAYH6(27811)02042019
05-19-6583-8
22A-2019-01222F

Miami Valley Fair Housing Center v. Maria Joseph Living Care Center;
Nick Anderson, Administrator; Foundations Health Solution
DAYH6(27812)02042019
05-19-7157-8
22A-2019-01223F

H.O.M.E v. Charter Residential, LLC; Jay (LNU), Charter CommercialMMP, LLC;
C/O Paul Gallenstein
DAYH6(27968)02082019
22A-2019-01881F

11. Withdrawal of Charge with Settlement After a Finding of Probable Cause - Close

Kechan J. Davis v. Hearthside Food Solutions, LLC
TOL72(39639)01122019 AMENDED
22A-2019-01047C

Kechan J. Davis v. Impact Employment Solutions, Inc.
TOL72(39705)03012019
22A-2019-01481C

12. Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause - Close

Raechel Peters v. Orange Township Fire Department
COL71(46633)12032018
22A-2019-00588C

Housing Opportunities Made Equal v. William J. Holbrook
TOLH6(27719)12182018
05-19-3756-8
22A-2019-00867F

13. Ratify Conciliation Agreement and Consent Order Prior to Final Determination

Gene & Kristina Valentino v. Christopher Brooks
AKRH3(40131)01272019
05-19-4489-8
22A-2019-01702F

Lauren Javier v. Cathy Calabrese, Manager; Kristin Lutz, Manager; Indian Creek Village Apartments;
and Indian Creek c/o A. R. Building
COLH1(47308)09062019
05-19-6439-8
22A-2019-03228F

Ray Hayes v. Aero's Food Service Inc. dba Variety's Restaurant
AKRG3(40370)09082019
22A-2019-03405F

Joseph P. Ferguson, Sr. v. Columbia Gas of Ohio, Inc.
CLE72(39775)04042019
22A-2019-01778C

Marie Miller v. National Church Residences, Kirby Manor Senior Limited Partnership,
Teeya Horne, Ron Simmons, and Marian Bremmer
CLEH4(45410)08062019
22A-2019-03220F

Marie Miller v. National Church Residences, Kirby Manor Senior Limited Partnership,
Teeya Horne
CLEH4(45440)08282019
22A-2019-03390F

Marie Miller v. National Church Residences, Kirby Manor Senior Limited Partnership,
Teeya Horne, and Carolyn Hasberry-Anderson
CLEH4(45474)09172019
22A-2020-00026F

Jorge Rodriques v. Seven Stories Board, Western Reserve Property Management Company,
Doni Laconi, David Swope and Chuck Rife
ADRH3(40357)08302019
05-19-6766-8
22A-2019-03306F

Housing Research & Advocacy Center v. ALMiCO. LLC dba ALMiCO Properties
and State Hill Property LLC
ADRH4(45309)06072019 AMENDED
05-19-6256-8
22A-2019-02526F

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

Housing Research & Advocacy Center v. ALMiCO, LLC dba ALMiCO Properties
and Tremont Flats, LLC
ADRH4(45383)06072019
22A-2019-03096F

Monica Lightfoot v. Lobos Management, Inc., The Shorewood and 15500 Lakeshore, LLC
ADRH4(45473)08162019
05-19-6499-8
22A-2020-00025F

Miami Valley Fair Housing Center, Inc. v. Kevin R. Herman; Herman Management, LLC;
Barclay Square Condominium Owners
ADRH6(28205)08022019
05-19-6817-8
22A-2019-03135F

Michael Schenck v. Kevin R. Herman; Herman Management, LLC;
Barclay Square Condominium Owners
ADRH6(28206)08022019
05-19-6785-8
22A-2019-03136F

Tonyelle Rutledge v. Cantina Hospitality, LLC
ADR76(28290)09112019
22A-2019-03465C

Nathaniel Baldwin Jr. v. Sims-Lohmen, Inc.
ADR76(28291)09122019
22A-2019-03536C

Christina Hyatt v. Foundations Health Solutions, LLC dba Terrace View Garden
ADRA6(28300)09172019
22A-2019-03545C

Raymond Jones v. Wittenberg University
ADR76(28325)09262019
22A-2020-00156C

Meagan Williamson v. Angie Grullon, Property Manager; Governors Square Apartments
ADRH6(28317)09242019
05-19-6820-8
22A-2019-03565F

Sonya Townsend v. Ahresty Wilmington Corporation
ADR76(28330)09302019
22A-2020-00147C

14. **Withdrawal of Charge – With Settlement**

Ashley Turner v. Amazon.com Services, Inc.
COL71(46710)01082019
22A-2019-00934C

Ashley Turner v. Amazon CMH2
COLB1(46727)01142019
22A-2019-00994C

Jaime McVay v. State of Ohio, Opportunities for Ohioans with Disabilities
COL71(46806)02152019
22A-2019-01332C

*Commissioner Peters recused herself from participation in this case

Patricia Dailey v. Aetna Resources LLC
COLA1(47079)06112019
22A-2019-02463C

Maximino Hernández v. V&S Columbus Galvanizing, LLC
COLB1(47089)06142019
22A-2019-02500C

Stacey Bryant v. State of Ohio, Department of Taxation
COL71(47249)08132019
22A-2019-03072C

Dianne Cowell v. American Red Cross, Western Lake Erie Region
TOLB2(39883)05172019
22A-2019-02303C

Quintus L. Wright v. Kwik Parking, Inc.
TOL72(39973)07172019
22A-2019-02819C

Shanell Haywood v. Wen Ohio, LLC dba Wendy's
TOL72(39989)07232019
22A-2019-02865C

Frederick Thomas v. Wildcat, LLC
TOL72(40034)08052019 AMENDED
22A-2019-03008C

Amber Andrews v. Vince Naska
AKRH3(40271)07182019
05-19-6314-8
22A-2019-02838F

Withdrawal of Charge – With Settlement - Continued

Leon Davis v. North Coast Container, LLC
CLE74(45360)07102019
22A-2019-02757C

Leslie Mills v. American Enterprise Group “AEG” dba Great Western Insurance Company
DAYE6(28027)05062019
22A-2019-02198F

Nanyamka Thompson v. Grifols dba PlasmaCare, Inc.
DAY76(28331)10012019
22A-2020-00164C

Tyrone Renell McCain v Buckeye Broadband
ADR72(40096)09062019
22A-2019-03344C

Tyeesha Banks v. Argus Corporation
ADR72(40133)09262019
22A-2019-03535C

Mary Elizabeth Holtsberry v. Van Wert County Department of Job & Family Services
ADRB2(40027)07312019
22A-2019-02970C

Shalonda Swain v. GioMare Group, LLC
ADR73(40149)04082019 AMENDED
22A-2019-01843C

Margaret R. Imholte v. Hungarian Club
ADRA3(40345)08232019
22A-2019-03274C

Lisa White v. Colonade West Partners, Ltd. dba Kamden Village Apartments
ADRH4(45436)06142019
05-19-6164-8
22A-2019-03284F

Vanessa Pirela v. Ryan Ball Insurance
ADRE4(45455)09062019
22A-2019-03485F

Beata Dolub v. Zmar Kojani
ADRH4(45490)09242019
05-19-7060-8
22A-2020-00044F

Withdrawal of Charge – With Settlement - Continued

Cynthia Carmichael v. Hill View Retirement Center
ADR76(28278)09032019
22A-2019-03361C

Heather Bland v. Fuyao Glass America
ADRB6(28310)09202019
22A-2019-03552C

15. Withdrawal of Charge – Grant

Billie Jo Crabtree v. Fishel Company
COL71(46985)04262019
22A-2019-02055C

Josh Tuzzolo v. JC Penney Company, Inc.
COLB1(47278)08232019
22A-2019-03242C

William E. Hayden v. Cherryhill Management, Inc.
DAY76(28131)06252019
22A-2019-02788C

16. Withdrawal of Charge – Request for Notice of Right to Sue

Mary C. Huber v. The University of Findlay
TOLA2(39674)02052019
22A-2019-01249C

Dena Grevis-Smith v. Toledo Public Schools Board of Education
TOLA2(39710)03042019
22A-2019-01531C

Joy Webster v. A Renewed Mind
TOLB2(39725)03122019
22A-2019-01569C

Shawn Liggons v. General Motors LLC
TOLB2(39731)03142019
22A-2019-01587C

Shawn Liggons v. United Auto Workers Local 14
TOL72(39732)03142019 AMENDED
22A-2019-01588C

17. Withdrawal of Charge – Request for Notice of Right to Sue - Continued

Quida Maclin v. Metrocom, Inc.
AKRB3(40136)03282019
22A-2019-01736C

Leslie Lee v. St. Joseph Care Center dba St. Joseph Senior Living
AKR73(40463)01292019
22A-2020-00433C

Angela Barnard v. Marsh & McLennan Agency
DAYB6(27922)03192019
22A-2019-01949C

18. Withdrawal of Charge After a Finding of Probable Cause – Request for Notice of Right to Sue

Larice Matthews v. FCA US LLC
TOL72(39600)12122018
22A-2019-00652C

19. Administrative Closure

Bernadette McIntosh v. NFI Interactive Logistics, LLC
TOL72(40199)10242019
22A-2020-00294F

Robert Yoder v. Pilot Plastics, Inc.
AKR73(40189)05072019
22A-2019-02192C

Pastine Russell v. MCP Buckeye Park, LLC, Nina Crisp and Mary Lou Dashner
AKRH3(40244)06252019
05-19-6982-8
22A-2019-02607F

Housing Opportunities Made Equal HOME v McMillian Apartments, LLC; Jennifer Cole, Corporation Officer; Kristen (LNU), Leasing Agent Live at Verge
DAYH6(27969)02082019; 05-19-4570-8; 22A-2019-01882F

Housing Opportunities Made Equal HOME v Aaron Sandlin, Property Manager; Raymond and Patricia Schneider; To Life, LTD
DAYH6(27970)02082019
05-19-4541-8
22A-2019-01883F

Administrative Closure - Continued

Brilee Myers v. Child Focus
DAYG6(28371)10132019
22A-2020-00336F

Charles Feltner v Meg Callahan, Property Manager; Springboro Commons; Romar Management; Julie Gallagher, Manager and Thelma LNU, Night Manager
DAYH6(28227)08142019
22A-2019-03175F
05-19-6527-8

20. No Jurisdiction – Dismiss (XNJ)

Billie Jo Crabtree v. The Fishel Company
COLE1(46996)05022019
22A-2019-02114F

Dalton Secoy v. Campus Heights
COLE1(47163)07122019
22A-2019-02752F

Marquel Grensteiner v. Luma Property Management, LLC; and Center Court Apartments
COLE1(47164)08152019
22A-2019-03126F

Davin Corde v. Wildwood Apartments and Courtney LNU, Property Manager
COLH1(47293)08292019
22A-2019-03292F

Crystal Causey v. Huntington National Bank
COLE1(47304)09042019
22A-2019-03324F

Beverly R. Hullender v. RLJ Management Co., Inc. dba River Park Manor; and Bobbi Price, Manager
COLH1(47311)09062019
22A-2019-03336F

Ada Thompson v. ECS Solutions Inc.
COLE1(47323)09122019
22A-2019-03407F

Barbara Sowell v. Reliant Capital Solutions
COLE1(47339)09182019
22A-2019-03454F

No Jurisdiction – Dismiss (XNJ) - Continued

Tameka Donaldson, Ed.D v. Regency Arms c/o Burlington Capital Properties, LLC_
COLH1(47351)09202019
22A-2019-03497F

Jackie Stewart v. Sedgwick
COLE1(47353)09232019
22A-2019-03507F

Lisa Bray v. Riverside Methodist Hospital Demsey Center
COLE1(47358)09252019
22A-2019-03518F

Molly Hurley v. 32 Heatherdown Drive, LLC dba Aloft Columbus Westerville
COLG1(47373)09272019
22A-2019-03581F

Kirsten Ingram & Kirstie Schack v. Steve Brown, Landlord; BROHAAS LLC
TOLH2(40120)08062019
05-19-6511-8
22A-2019-03473F

Alex J. Petrov v. Wal-Mart Stores East, LP
TOLE2(40226)11112019
22A-2020-00501F

Dante Lavell v. Air Enterprise LLC
AKRE3(40292)07242019
22A-2019-03029F

Robert Foster III v. Seasons (Embassy) Nursing and Rehabilitation
AKR73(40293)07242019
22A-2019-03030C

Olivia Chiochetti v. Tractor Supply Company
AKR73(40325)08062019
22A-2019-03187C

Kimberly Cohol v. BRT Extrusions, Inc.
AKRE3(40353)08282019
22A-2019-03302F

Tabitha Crabtree v. Bill Kloeper
AKRH3(40361)08292019
22A-2019-03310F

No Jurisdiction – Dismiss (XNJ) – Continued

Sally Knight v. Captain Jeffrey Hardy
AKRA3(40363)09022019
22A-2019-03398C

Leila Cruz v. CWV Family Housing, Ltd. dba Chanelwood Apartments and Lakiesha (LNU)
AKRH3(40364)09022019
22A-2019-03399F

Sally Knight v. Salvation Army
AKRA3(40373)09092019
22A-2019-03414C

Larry Wilgus v. Holmes By-Products Co., Inc.
AKRG3(40377)09112019
22A-2019-03521F

Mandy Propp v. Nextgen RCM Services, LLC
AKR73(40424)10072019
22A-2020-00199C

Heather McNally v. Cleveland State University
AKRE4(45373)07172019
22A-2019-03013F

Rontonda Johnson v. New York Life
CLEE4(45396)07292019
22A-2019-03108F

Clarissa William v. Delaware Golf Carts Rentals
CLEG4(45397)07292019
22A-2019-03109F

Ronald Garr v. Heights Libraries-Noble Branch
CLEG4(45407)08062019
22A-2019-03217F

Luther Whiteside v. Emerald Development and Economic Network Inc.,
Julie Demor and Roxanne Might
CLEH4(45433)08212019
22A-2019-03269F

Melissa Basich v. The Cleveland Clinic Foundation
CLEE4(45438)08222019
22A-2019-03280F

No Jurisdiction – Dismiss (XNJ) - Continued

Candice Dooley v. Robert Minton and Dividend Real Estate, Inc.
CLEH4(45546)10242019
22A-2020-00316F

Lisa Harbaugh v. Alan Leporati
CLEH4(45457)09062019
22A-2019-03487F

Brenda Gainey v. Fort Hamilton Hospital
DAYE6(27867)02242019
22A-2019-01712F

Michael Moorefield v. Harco Manufacturing Group
DAYE6(27870)02272019
22A-2019-01716F

Alex Healey v. Pathway Insurance
DAYE6(27901)03052019
22A-2019-01855F

Jessica Ann Messenger v. Hugh Taylor
DAYH6(27913)03132019
22A-2019-01873F

Lisa Taylor v. Day Air Credit Union
DAYG6(28084)06062019
22A-2019-02598F

Robert Heist v. FedEx Ground
DAYG6(28114)06142019
22A-2019-02763F

Michelle Richter v. Lincrest Inc.
DAYE6(28169)07162019
22A-2019-02921F

Zachary Danner v. State of Ohio, Department of Rehabilitation and Correction, DCI
DAYE6(28199)07312019
22A-2019-02989F

Nathaniel Crutcher v. Allen County Juvenile Court
DAYE6(28244)08162019
22A-2019-03347F

21. No Jurisdiction – Dismiss

Don R. Fairfax v. Hogan Dedicated Services, LLC
COL71(47329)09132019
22A-2019-03425C

Michael Brown v. Ingle Barr, Inc.
COL71(47441)10252019
22A-2020-00270C

Edwardo Torres II v. Troy Villa Community; Kelsey LNU, Manager Troy Villa MHC LLC
TOLH2(39714)03062019
05-19-4710-8
22A-2019-01539F

*Split Determination: No Probable Cause on the issue of terms and conditions, refusal to accept late rent payments, attempted eviction, denied repairs and inflated purchase price on the basis of race and color; No Jurisdiction on the issues of towed vehicle and related notices on the basis of race and color.

Jonathan Howard v. Civil Rights Commission, Akron; Temekia Brooks, Manager; Mr. Dunn; Colleen B.; Jose Rolison; Secretary/Receptionist
TOLH3(40462)11052019
22A-2020-00410F

Sonya Washington v. City of Beachwood Police Department
CLEG4(45518)10082019
22A-2020-00152F

Brandy L. Breggins on behalf of Gabriel Breggins v. Wellington Exempted Village School District dba Westwood Elementary School
CLEG4(45523)10142019
22A-2020-00160F

Sherry Y. Green v. United Theological Seminary
DAYB6(27846)02142019
22A-2019-01459C

Sherry Y. Green v. Verizon Wireless
DAYF6(28019)04302019
22A-2019-02260F

Nathaniel Walker v. O'Rourke Wrecking Company
DAY76(28149)04092019
22A-2019-02030C

Murwan Owais v. American Telephone & Telegraph Company
DAYG6(28247)08162019
22A-2019-03350F

22. No Probable Cause – Dismiss

Rebekah Matthews v. Village at Sunbury Mills, LTD
COLH1(46685)12202018 AMENDED
05-19-3830-8
22A-2019-00810F

Alauna Parsley v. Cross Keys Apartments
COLH1(46692)01032019
22A-2019-00877F

Michael Adkins v. Community Properties of Ohio Management Services, LLC
COLH1(46694)01032019
22A-2019-00885F

Zandrea Wheatley v. The Heights at Worthington
COLH1(46716)01092019 AMENDED
05-19-7166-8
22A-2019-00966F

Carla Daniels v. American Bonding Company, Inc.
COL71(46719)01102019
22A-2019-00970C

Dawn Shreffler-Lee v. American Bonding Comp., Inc.
COL71(46730)01152019
22A-2019-01015C

Robert Jackson v. RXP Wireless Verizon
COL71(46732)01172019 AMENDED
22A-2019-01036C

Dawn Shreffler-Lee v. American Bonding Comp., Inc.
COL71(46751)01252019
22A-2019-01093C

Debra Cooley v. Community Shelter Board
COLH1(46762)01292019
22A-2019-01108F

Lauren Bowman v. Morales, Inc.
COL71(46776)02012019
22A-2019-01179C

Joseph Abram v. The Home Depot
COL71(46781)02062019
22A-2019-01214C

No Probable Cause – Dismiss - Continued

Edwin Daniel v. YMCA of Central Ohio
COLH1(46789)02122019
22A-2019-01264F

Bethan Day v. Laboratory Corporation of America
COLB1(46796)02132019 AMENDED
22A-2019-01282F

Nina Marley v. Recovery Works
COL71(46799)02132019
22A-2019-01285C

Andrea C. Anderson v. State of Ohio, Department of Rehabilitation and Correction,
Franklin Medical Center
COL71(46801)02142019 AMENDED
22A-2019-01297C

Sharell Miller v. Caruso Logistics
COL71(46803)02152019
22A-2019-01301C

LaKisha Jefferson v. Mast Global Logistics
COL71(46808)02152019 AMENDED
22A-2019-01314C

LaKisha Jefferson v. Mast Global Logistics
COL71(46810)02182019
22A-2019-01341C

Samantha Potts v. Autozone
COL71(46821)02192019 AMENDED
22A-2019-01353C

Debbie Cameron v. Verizon Wireless
COLB1(46828)02212019
22A-2019-01144C

Demetrius Harvey v. Philips North America, LLC
COL71(46848)02282019
22A-2019-01476C

Demetrius Harvey v. Ryder
COL71(46849)02282019
22A-2019-01477C

No Probable Cause – Dismiss - Continued

DeSean Benson v. The Haynes School, Inc. d/b/a Kiddie Academy
COL71(46865)03072019 AMENDED
22A-2019-01537C

Jennifer Shicks v. City of Columbus, Department of Public Safety
COLB1(46873)03122019
22A-2019-01558C

Helen Naluzze v. Aramark Food Services, LLC
COLG1(46880)03132019
22A-2019-01597F

Julia Ann Kempher v. State of Ohio, Department of Rehabilitation and Correction
COL71(46896)03192019 AMENDED
22A-2019-01647C

Andre Tucker v. OhioHealth Corporation
COL71(46910)03272019
22A-2019-01714C

Deshai Butler v. Charter Communications, LLC dba Spectrum
COLB1(46921)04012019
22A-2019-01747C

Bonita Cordi v. State of Ohio, Department of Agriculture
COLB1(46973)04232019
22A-2019-02018C

Katelyn Dunn v. Penske Truck Leasing Co., LP
COL71(46978)04252019 AMENDED
22A-2019-02040C

Otis Davenport v. State of Ohio, Bureau of Worker's Compensation
COLA1(47039)05232019 AMENDED
22A-2019-02331C

Emir Dini v. Jeff Wyler Toyota
COLF1(47088)06102019
22A-2019-02499F

Jeanne Magers v. Glenbrook Apartments Newark, LLC c/o Charles H. McClenaghan, Registered Agent;
and Glenbrook Drive Apartments
COLH1(47016)04082019 AMENDED
05-19-5081-8
22A-2019-02218F

No Probable Cause – Dismiss - Continued

Elizabeth Kerchner v. Ganzhorn Suites, Inc.
COLA1(47018)05122019 AMENDED
22A-2019-02220C

Gina Moore v. Michael Christensen, Esq.
COL71(47045)05222019
22A-2019-02337C

Amy Gunn v. U.S. Bank, N.A.
COL71(47051)05242019 AMENDED
22A-2019-02365C

Melissa Sauer v. Associa/Real Property Management & Community Management Solutions c/o Jennifer White; The Courtyards of Powell Condominium Association c/o K&C Service Corporation; and Associa/Real Property Management & Community Management Solutions, Inc. c/o CT Corporation System
COLH1(47081)04142019 AMENDED
05-19-5352-8
22A-2019-02465F

Brian Richard Weaver v. The City of Gahanna
COLB1(47084)06122019
22A-2019-02478C

Robert Bryant v. Coca Cola Bottling Company Consolidated
COL71(47095)06142019 AMENDED
22A-2019-02511C

Jemayne Tyshe Nolen v. State of Ohio, Department of Rehabilitation and Correction, Franklin Medical Center
COL71(47072)06062019
22A-2019-02443C

Larale Rose v. Coca Cola Bottling Company Consolidated
COL71(47101)06172019 AMENDED
22A-2019-02535C

Traci Williams v. Eden at Whitehall; New Life Properties of Ohio, LLC c/o Corporation Service Company; and New Life Properties c/o New Life Multi-Family Management, LLC
COLH1(47105)06182019 AMENDED
05-19-6013-8
22A-2019-02549F

No Probable Cause – Dismiss - Continued

Kristin Maybriar v. State of Ohio, Department of Job and Family Services
COL71(47106)06182019 AMENDED
22A-2019-02551C

Lasheem Curry v. Coca Cola Bottling Company Consolidated
COL71(47113)06202019 AMENDED
22A-2019-02570C

Devin Reese v. Scioto Downs, Inc. dba Eldorado Gaming Scioto Downs
COLG1(47129)06282019
22A-2019-02649F

Briana K. Hayden v. Alvis House, Inc.
COL71(47175)07172019
22A-2019-02828F

Otis Davenport v. State of Ohio, Bureau of Worker's Compensation
COLA1(47180)07192019
22A-2019-02844C

Lela Jackson v. Gregory Crafter, Owner
COLH1(47191)07222019
22A-2019-02866F

Lisa Blue v. Lexington Park Apartments; Kathryn Wilson, Manager; Cassie Arline, Manager; and
Lindsey Sidner, Manager
COLH1(47195)07222019 AMENDED
05-19-5941-8
22A-2019-02871F

Khory Ellison v. HKT Teleservices
COL71(47204)07262019 AMENDED
22A-2019-02945C

Shirron Gardner-Jackson v. First Step Recovery Center, LLC
COL71(47208)07302019
22A-2019-02965C

Rachel Thomas v. Gerke and Gerke, LLC dba True Rest Float Spa
COL71(47214)08012019
22A-2019-02977C

Sherryl Lynn Eberhard v. State of Ohio, Department of Natural Resources
COLA1(47216)07292019
22A-2019-02990

No Probable Cause – Dismiss - Continued

Andre Tucker v. A Kid Again, Inc.
COL71(47230)08082019
22A-2019-03033C

Michael Agung v. Bar 23
COLG1(47242)08122019
22A-2019-03054F

Mohamed Ali v. Honda of America Manufacturing Plant
COL71(47254)08152019
22A-2019-03085C

Ronald Abbate v. CSL Plasma
COL71(47325)09112019
22A-2019-03423C

Patrick Donaldson v. Jefferson Avenue Apartments
COLG1(47356)09252019
22A-2019-03512F

Amanda Moore v. FCA US LLC
TOL72(39676)02062019
22A-2019-01251C

Tiffany R. Doss v. Argus Corporation
TOL72(39679)02112019
22A-2019-01272C

Cara A. Good v. Ralph's Appliance, Inc.
TOL72(39695)02222019
22A-2019-01399C

*Split Determination: No Probable Cause on the issue of harassment on the bases of sex/female-pregnancy and retaliation; on the issue of demotion on the basis of retaliation; Probable Cause on the issue of demotion on the basis of sex/female-pregnancy; Upon discovery, on the issue of reasonable accommodation on the basis of sex/female-pregnancy.

Gary Thomas v. Commons at The Garden Lake Housing Limited Partnership; National Church Residences; Wendy Jackson, Property Manager
TOLH2(39713)03062019
05-19-4431-8
22A-2019-01540F

Edwardo Torres II v. Troy Villa Community; Kelsey LNU, Manager Troy Villa MHC LLC
TOLH2(39714)03062019
05-19-4710-8
22A-2019-01539F

*Split Recommendation: No Probable Cause on the issue of terms and conditions, refusal to accept late rent payments, attempted eviction, denied repairs and inflated purchase price on the basis of race and color; No Jurisdiction on the issues of towed vehicle and related notices on the basis of race and color.

No Probable Cause – Dismiss - Continued

David Boyd v. American Red Cross Blood Services, Western Lake Erie Region
TOL72(39716)03082019
22A-2019-01542C

Yolanda Naisha Washington v. Mercy Health – St. Vincent Medical Center LLC
TOL72(39718)03082019 AMENDED
22A-2019-01543C

Julie Broadwell v. The Cocoon Shelter
TOLA2(39730)03142019
22A-2019-01585C

Laron Gregory v. Johnson Controls Battery Group, LLC dba Clarios
TOL72(39724)03112019 AMENDED
22A-2019-01567C

Geri Griffin v. Biomat USA, Inc.
TOLA2(39727)03132019
22A-2019-01577C

Brian Surfus v. N N Metal Stampings, Inc. (Pennant, Inc.)
TOLA2(39735)03152019
22A-2019-01593C

John Gibbs v. FCA US LLC
TOLB2(39737)03152019
22A-2019-01599C

Yolanda Naisha Washington v. United Auto Workers Local 12
TOL72(39739)03192019 AMENDED
22A-2019-01633C

Michelle Murphy v. Steeplechase Apartments; SC Phases III & IV LLC An Ohio LLC; Sara Ruple,
Property Manager; Katrina Young, Leasing Agent; Sara LNU, Previous Property Manager; Morgan
Communities Management LLC; Bethany LNU, Regional Manager
TOLH2(39741)03182019
05-19-5310-8
22A-2019-01631F

Henry Allen v. Glendale Senior Living, LLC
TOL72(39744)03202019
22A-2019-01639C

No Probable Cause – Dismiss - Continued

Dennis Hilt v. B & W Welding, Inc.

TOLA2(39746)03212019

22A-2019-01642C

Daniel Vargas v. Board of the Metropolitan Park District of the Toledo Area

TOLB2(39748)03202019 AMENDED

22A-2019-01652C

Walter R. Jenkins, Jr. v. ProMedica Health System, Inc. dba ProMedica Flower Hospital

TOL72(39750)03212019

22A-2019-01650C

*Split Determination: No Probable Cause on the issues of discipline and terms and conditions (performance review ratings) on the bases of race and retaliation; on the issue of unpaid administrative leave on the basis of race; Probable Cause on the issues of harassment; terms and conditions (with the exception of performance review ratings); and denial of promotion on the bases of race and retaliation; On the issue of unpaid administrative leave on the basis of retaliation.

Kimberly Parrish v. Whirlpool Corporation

TOLB2(39752)03212019

22A-2019-01658C

Latoya Batey v. Dana Inc

TOL72(39753)03212019

22A-2019-01659C

Amanda Moore v. United Automobile, Aerospace and Agricultural Implement

Workers of America, Local 12 Jeep Unit

TOL72(39755)03222019

22A-2019-01661C

Wade Sanecki v. The Village of Ottawa Hills

TOL72(39756)03222019

22A-2019-01668C

Alicia Stasher v. Lutheran Homes Society, Inc. dba Genacross Lutheran Services-Wolf Creek Campus

TOL72(39759)03262019

22A-2019-01705C

Mariah Calvelage v. The Defiance College

TOLB2(39765)03292019

22A-2019-01737C

Raquel Ruiz v. Johns Manville

TOL72(39766)03292019

22A-2019-01741C

No Probable Cause – Dismiss - Continued

Mariah Robinson v. State of Ohio, Department of Rehabilitation and Correction, Division of Parole and Community Services, Adult Parole Authority

TOL72(39780)04042019

22A-2019-01783C

Unique L. McCadney v. Goldwing Ventures, Inc. dba Subway

TOLG2(39808)04152019

22A-2019-01926F

Leonard Dehabey v. Zoll Medical Corporation

TOL72(39840)05012019

22A-2019-02107C

Maria Heard v. County of Summit, Juvenile Detention Center

AKR73(40101)03072019

22A-2019-01579C

Karen O’Kelly v. Associated Property Management LLC and The Kames Condominium Owners’ Association

AKRH3(40107)03122019

05-19-5049-8

22A-2019-01605F

*Split Determination: No Probable Cause on the basis of Retaliation, on the issue of advertisement; Probable Cause on the basis of disability, on the issues of reasonable accommodation and interference

Courtney Janish v. State of Ohio, Medical Board

AKR73(40120)03202019

22A-2019-01689C

Alisa Forney v. Urban Ounce of Prevention Behavioral Health Services, Inc.

AKRB3(40137)03282019

22A-2019-01738C

Andrea Beckman v. Stoney Pointe Land LLC, National Church Residences and Kyra Turner

AKRH3(40145)04042019 AMENDED

05-19-5299-8

22A-2019-01802F

*Split Determination: No Probable Cause on the basis of retaliation, on the issue of differential treatment; Probable Cause on the basis of disability, on the issue of reasonable accommodation and policy

Antoinette East-Jenkins v. The University of Akron

AKR73(40160)04182019

22A-2019-01985C

No Probable Cause – Dismiss - Continued

James Hall v. Canton Drop Forge, Inc.

AKR73(40163)04222019

22A-2019-02012C

Daniel Gongora v. Typhon Security Services of Ohio, LLC

AKRA3(40177)04282019

22A-2019-02067C

*Split Determination: No Probable Cause on the basis of Race, Age, National Origin and Retaliation, on the issue of demotion, harassment, different terms and conditions and reduced hours; Probable Cause on the basis of Age, and Disability on the issue of employment application

Teandra Harsey v. Portage County Sheriff's Office, David W. Doak, Sheriff

AKR73(40186)05062019

22A-2019-02188C

Ashley Brantley v. 786 Properties, LLC dba Quality Inn and Suites

AKR73(40190)05102019

22A-2019-02279C

Denise Jordan v. Fleischer Investments I, LLC and Chris Fleischer

AKRH3(40191)04292019

05-19-5284-8

22A-2019-02233F

Kieve Rayshawn Johnson v. Wal-Mart Stores East, LP

AKRG3(40202)05172019

22A-2019-02316F

Sheena Griffin v. Mercy Health – St. Elizabeth Youngstown Hospital

AKR73(40254)06282019

22A-2019-02644C

Kieve Rayshawn Johnson v. Wal-Mart Stores East, LP

AKRG3(40285)07232019

22A-2019-02898F

Demetrius Bewley v. Guided Transitions For Supported Individuals, LLC

AKR73(40286)07232019

22A-2019-02899C

Rhonda Carson v. Holy Trinity Lutheran Church

AKRG3(40290)07232019

22A-2019-03027F

Rodnesia Williams v. The Cleveland Clinic Foundation

AKR73(40295)07242019

22A-2019-03032C

No Probable Cause – Dismiss - Continued

Matthew Bliler v. Tony and Tina Wolfe dba T & T Rentals, Shawn McCrea and Jason Drobney
AKRH3(40352)08262019
22A-2020-00495F

Ebony Thompson v. Blick Clinic, Inc. dba The Blick Center
AKR73(40355)08282019
22A-2019-03304C

John Montecalvo v. Department of Veterans Affairs
AKRG3(40391)09232019
22A-2019-03527F

Lacey Lee Mosher v. The MotherCare Midwifery Center
AKRG3(40395)09252019
22A-2020-00004F

Dreyon Wynn v. Cleveland State University
AKR74(45195)04112019
22A-2019-01914C

James O. Brewington II v. Harold Penwell, Susan Penwell, and Western Reserve Realty Group, Inc.
AKRH1(47057)05292019
05-19-5353-8
22A-2019-02379F

Fredda Haythorne v. City of Toledo
CLE74(39728)03132019 AMENDED
22A-2019-01578C

Ronda May v. FCA US LLC
CLE72(39781)04052019
22A-2019-01790C

Timothy R. Fadel, Fadel & Beyer, LLC v. Tunnel Hill Partners, LP dba Sunny Farms Landfill, Inc.
CLEB2(39820)04222019 AMENDED
22A-2019-02275C

Cecelia Davis-Bolden v. University Hospitals Home Care Services, Inc.
CLEA4(45128)02262019
22A-2019-01494C

Patricia Tripp v. PJK Parma Properties, LLC and Kevin Kelly
CLEH4(45137)02272019
05-19-5373-8
22A-2019-01503F

No Probable Cause – Dismiss - Continued

Linda Bickerstaff v. City of Cleveland, Department of Law
CLEA4(45150)03072019
22A-2019-01557C

Monica Schuld v. City of Seven Hills
CLE74(45161)03142019
22A-2019-01629C

Keith Jones v. Elizabeth Berezky and Geza Berezky
CLEH4(45168)03192019 AMENDED
05-19-7061-8
22A-2019-01678F

*Split Determination: Probable Cause on the basis of familial status and gender on the issue of rental application inquiries;
No Probable Cause on the basis of race on the issue of refusal to rent

Eric Cephus v. Dynasty Properties, LLC and Mary Palumbo
CLEH4(45177)03252019 AMENDED
05-19-5109-8
22A-2019-01749F

Ida Sugufara Elizabeth Berezky and Geza Berezky
CLEH4(45178)03252019
22A-2019-01751F

Rita Chavers v. Bonnaville, LLC and Carilyn Bonner
CLEH4(45183)03282019
05-19-5110-8
22A-2019-01757F

Alice Hall-Battle v. Cuyahoga Metropolitan Housing Authority, Tiffany Wright, Eric Williams,
Diaon Taylor and Ana Santingo
CLEH4(45186)03292019
22A-2019-01760F

Felicia Bivins v. Cuyahoga County, Sheriff's Department
CLEB4(45188)03312019
22A-2019-01804C

Fred N. Pietrantozzi v. Keldur Avcin and James Avcin
CLEH4(45190)04012019
22A-2019-01805F

No Probable Cause – Dismiss - Continued

Ronald Foster v. The A.M. McGregor Home, Ann Conn, Crystal Langley,
Adam Houston and Erica Lamar
CLEH4(45191)04022019 AMENDED
05-19-5990-8
22A-2019-01808F

Michael Ruzicho v. Wal-Mart Stores East, LP
CLE74(45236)04302019
22A-2019-02102C

Michael Ruzicho v. Wal-Mart Stores East, LP
CLE74(45237)04302019
22A-2019-02104C

Kelly Foley v. Applied Industrial Technologies, Inc.
CLEB4(45252)05072019
22A-2019-02232C

Arlisha Tell v. East Cleveland Public Library
CLEB4(45053)05092019
22A-2019-02349C

Quartez Lewis v. City of Cleveland, Department of Port Control
CLE74(45300)06032019
22A-2019-02507C

Neal Patterson v. Stark Enterprises dba Paymax Services< Inc.
CLEA4(45310)06072019
22A-2019-02527C

Michael Ruzicho v. Wal-Mart Stores East, LP
CLE74(45320)06112019
22A-2019-02486C

Anne M. Star and Emily C. Star v. Hunters Manor LLC and GMS Management Co., Inc.
CLEH4(45321)02272019
05-19-5410-8
22A-2019-02487F

*Split Determination: Probable Cause on the basis of disability regarding the issue of terms and conditions of tenancy; on the basis of disability and familial status regarding the issue of rental application inquiries, No Probable Cause on the basis of disability and retaliation regarding the issue of refusal to rent

John Kurtz v. City of Independence, Police Department
CLEB4(45361)07092019
22A-2019-02761C

No Probable Cause – Dismiss - Continued

Heather Coles v. Ashland Parenting Plus
CLEB4(45392)07272019
22A-2019-03104C

Sandra Blandon v. Esperanza, Inc.
CLEA4(45398)07302019
22A-2019-03112C

Mary McClatcher v. Thomas 5 Limited dba Wendy's Painesville
CLEG4(45425)08152019
22A-2019-03266F

Terrence McCormack v. State of Ohio, Department of Rehabilitation and Correction,
Northeast Reintegration Center
CLEA4(45445)09042019 AMENDED
22A-2019-03395C

Ray A. Slaughter v. Related Companies
DAY76(27791)01282019
22A-2019-01312C

Christa Lee v. Related Companies
DAY76(27792)01282019
22A-2019-01313C

Shawon Gullette v. PNC Bank, N.A.
DAYG6(27813)02042019
22A-2019-01418F

Cynthia Norbut v. Wright State University
DAY76(27815)02042019
22A-2019-01420C

Brandi Wright v. US Bank
DAYB6(27820)02032019
22A-2019-01226C

William Archibald v. SpartanNash Associates, LLC
DAYB6(27821)02032019 AMENDED
22A-2019-01227C

Rita Reynolds v. Kettering Health Network
DAYA6(27831)02082019
22A-2019-01437C

No Probable Cause – Dismiss - Continued

Stanley Taylor v. Jessica Pritchard; et al
DAYH6(27833)02112019
22A-2019-01221F

Miami Valley Fair Housing Center, Inc. v. Jessica Pritchard; et al.
DAYH6(27834) 02112019
22A-2019-01448F

Walter Rowe v. Towne Properties Asset Management Company
DAYA6(27840)02142019
22A-2019-01395C

William Shaw v. Ageis Protective Services
DAYA6(27845)02142019
22A-2019-01457C

Elizabeth Ann Dock v. Nitto, Inc.
DAY76(27847)02152019
22A-2019-01460C

Joshua Smith-Carter v. Kroger's
DAY 76 (27848) 02192019
22A-2019-01462C

Presley Reed v. Penske Truck Leasing
DAY76(27851)02202019
22A-2019-01464C

Kevin Gibbs v Aaron James Adkins; Butler County Sheriff's Office;
Butler County Sheriff Richard K. Jones
DAYH6(27852)02152019
05-19-6915-8
22A-2019-01449F

Kevin Gibbs v Aaron James Adkins; Stephen B. Maynard; Fairfield Police Department
DAYH6(27856)02202019
22A-2019-01452F

Sheila Shields v. Chateau at Mountain Crest
DAYA6(27866)02232019
22A-2019-01711C

Angela Partington v. Dayton Phoenix Group
DAYB6(27874)02282019
22A-2019-01828C

No Probable Cause – Dismiss - Continued

Carolyn McDermott v. Hallmark Marketing Company, LLC
DAYB6(27883)03062019
22A-2019-01834C

William David Marcum v. John Latham c/o Ashcraft Sand and Gravel Company, Inc.
DAYB6(27885)03062019
22A-2019-01836C

Naomi Kestner v. Adecco USA, Inc.
DAY76(27888)03082019
22A-2019-01841C

Naomi Kestner v. Assurant Specialty Property
DAY76(27889)03082019
22A-2019-01847C

Jonathan Pincus v. Mad River Local Schools
DAY76(27891)03082019
22A-2019-01848C

W. Terry Burdine v. Premier Investment Casting
DAYA6(27896)03062019
22A-2019-01853C

Roger Ogletree v. Sarica Manufacturing
DAYB6(27903)03132019
22A-2019-01892C

William David Marcum v. Ashcraft Sand and Gravel Company, Inc.
DAY76(27905)03142019
22A-2019-01903C

Howard R. Travis v. J. Rettenmaier USA LP
DAYA6(27916)03122019
22A-2019-01944C

Connie Locker v DaVita Kidney Care
DAYA6(27924)03182019
22A-2019-01951C

Aaron Thomas Jr. v. Caruso Logistics
DAY76(27914)03132019
22A-2019-01939C

No Probable Cause – Dismiss - Continued

Annette Jones v. Clark County Developmental Disabilities
DAY76(27925)03182019
22A-2019-01953C

Lenetta Harrison v. Central State University
DAY76(27927)03202019
22A-2019-01997C

Michael Hatfield v. YMCA of Greater Cincinnati (BlueAsh)
DAYB6(27929)03212019
22A-2019-01814C

Eric Crutchfield v. City of Cincinnati, Greater Cincinnati Water Works
DAY76(27930)03212019
22A-2019-01788C

Anthony Head v. Dayton Public Schools
DAY76(27933)03222019
22A-2019-01719C

Deloris Carter v. City of Cincinnati, Public Service, TROD
DAYA6(27936)03252019
22A-2019-01789C

Sonia Slomba v. Central State University
DAY76(27937)03252019
22A-2019-01791C

Evan Roberts v. Innomark Communications
DAYB6(27939)03232019
22A-2019-02000C

Taylor Lawrence v. The Wornick Company
DAY76(27940)03262019
22A-2019-01794C

Latasha Walker v. Wal-Mart Stores East, LP
DAYG6(27951)03272019
22A-2019-01797F

Antoninette Ashe v. Green Tokai
DAY76(27952)03272019
22A-2019-02009C

No Probable Cause – Dismiss - Continued

David Glidewell v. Ziegler Tire & Supply Co., Inc.
DAYB6(27954)01242019
22A-2019-02014C

Monica Hoskins v. Anthem Blue Cross Blue Shield
DAYB6(27956)03282019
22A-2019-01799C

Kevin Belcher v. National Heritage Academies, Inc. d/b/a NHA Emerson Academy
DAY76(27961)03292019
22A-2019-02084C 01990C

Sabrina Tombs v. Mt. Airy Gardens Rehabilitation and Care Center
DAYB6(27965)04022019
22A-2019-01813C

Scott Ahart v. State of Ohio, Department of Rehabilitation & Correction, Ross Correctional Institution
DAY76(27976)04042019
22A-2019-01815C

Sonia Slomba v. Central State University
DAY76(27981)04092019
22A-2019-02057C

Joyce Okwuoha v. Dayton Children's Hospital
DAYA6(28092)06082019 AMENDED
22A-2019-02706C

Floyd Tidwell III v. Carter Express
DAY76(28122)06242019
22A-2019-02774C

Toby Myrick v. Clovernook Country Club
DAYA6(28151)07092019
22A-2019-02815C

Ryan T. MacConnell v. The Dayton Performing Arts Alliance
DAYA6(28344)10072019
22A-2020-00188C

MOTION by Commissioner Singh to approve the November 21, 2019 Confirmation Agenda. Second by Commissioner Peters.

Roll Call Vote:

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

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.

The compliance director, with the executive director's approval, requested that the following cases be removed from the agenda:

Larice Matthews v. FCA US LLC
TOL72(39600)12122018
22A-2019-00652C

*Charging Party's attorney requested to withdraw the charge to pursue the matter in federal court

Phenicia Thomas v. Stark Metropolitan Housing Authority, Marvin Fox and Martin Chumney
AKRH3(39966)12212018
22A-2019-00886F

*Respondent requested to reschedule the appearance due to a scheduling conflict

The compliance department, with the executive director's approval, requests the following case be removed as an appearance:

Jill Strong v. Catapult Staffing
DAY76(27695)12102018
22A-2019-00849C

*Charging Party's attorney wished to withdraw the request to appear before the Commissioners

MOTION by Commissioner Singh to approve the staff briefing. Second by Commissioner Cespedes.

Roll Call Vote:

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

Motion carried.

HEARING OF APPEARANCE CASES

Appearance 1

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Pamela Kindle v. Office of the Sandusky County Prosecuting Attorney
TOLA2(39610)12172018
22A-2019-00781C

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 Cespedes to reinstate the previous No Probable Cause determination. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Appearance 2

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Amy Day v. University of Akron
CLEK3(39989)01112019
22A-2019-00995F

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 Cespedes to reinstate the previous No Probable Cause determination. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Appearance 3

Commissioners' Agenda - Week 4, Page 2, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Joshua Ashmore v. Eastpointe Apartments LP; Ten South Management Company;
Kelly Adesi-Beaubien, Property Manager; Marissa Ramirez, Manager
TOLH2(39577)11242018 AMENDED
05-19-4210-8
22A-2019-00521F

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 Peters to reinstate the previous No Probable Cause determination. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Cespedes to take a brief recess. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Peters to go back to public session. Second by Commissioner Cespedes.

Roll Call Vote:

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

Motion carried.

Appearance 4

Commissioners' Agenda - Week 4, Page 1, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Charmaine Marcum Stemple v. The Ohio State University, Wexner Medical Center
COLB1(46713)01092019
22A-2019-00960C

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 Peters to reinstate the previous No Probable Cause determination. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Peters to take a lunch recess. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Peters to go back to public session. Second by Commissioner Singh.

Roll Call Vote:

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

Motion carried.

Appearance 5

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Brian Richard Weaver v. The City of Gahanna
COLB1(46726)01132019
22A-2019-00992C

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

Roll Call Vote:

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

Motion carried.

Appearance 6

Commissioners' Agenda - Week 4, Page 1, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Andre Rashaun Vactor, Sr. v. State of Ohio, Department of Rehabilitation and Correction,
Reformatory for Women
COL71(46649)12032018
22A-2019-00616C

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 Cespedes to reinstate the previous No Probable Cause determination.
Second by Commissioner Singh.**

Roll Call Vote:

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

Motion carried.

Appearance 7

Commissioners' Agenda - Week 4, Page 1, Item I-A

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Kia Walcott Carter and Carrington Carter v. The State Bank and Trust Co.; and
Kim Donovan, Vice President/Residential Underwriter
COLH1(46653)12132018
05-19-3762-8
22A-2019-00666F

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 Singh to reinstate the previous No Probable Cause determination. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: Reverse No Probable Cause to No Jurisdiction – Dismiss

Debra Cooley v. Holy Family Soup Kitchen
COLG1(46827)02212019
22A-2019-01382F

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Wendy Katherine Wyss v. JPMorgan Chase Bank, National Association
COLA1(46736)01202019
22A-2019-01044C

Kevin J. Keller v. Air Wisconsin Airlines LLC
DAYB6(27674)11272018
22A-2019-00515C

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	ABSENT
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Marvin Meeks, Sr. v. Monro, Inc.
TOL72(39601)12122018
22A-2019-00653C

Marvin Meeks, Sr. v. Monro, Inc.
TOL72(39655)01222019
22A-2019-01153C

Kathleen Cameron v. Seven Seventeen Credit Union, Inc.
AKRB3(40029)01312019
22A-2019-01203C

Lisa M. Brady v. The Alliance Group Agency, Inc.
CLEE4(45082)01242019
22A-2019-01120F

MOTION by Commissioner Peters 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	ABSENT
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 4
1 of 3

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Charlotte Gibson v. Summa Health System, Akron City Hospital
CLE73(40065)02212019
22A-2019-01413C

Barry Ramsey v. Eaton Family Credit Union, Inc.
CLEF4(45124)02222019
22A-2019-01407F

Jon Perry v Indian Hill Exempted Village School District
DAYB6(27725)12212018
22A-2019-00920C

2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Robert W. Johnson v. Nationwide Mutual Insurance Company
COLG1(47066)06022019 AMENDED
22A-2019-02392F

Robert W. Johnson v. Victoria Fire & Casualty Company
COLG1(47067)06022019 AMENDED
22A-2019-02393F

3. Insufficient Evidence to Meet Evidentiary Burden; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Steven Bederman v. Andes Restaurant, LCC
COLE1(45915)03092018
22A-2018-01566F
Complaint No. 19-EMP-COL-45915

4. Remedy is Moot; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Lars St. John v. City of Lakewood, Lakewood Municipal Court
CLEG4(44563)03302018
22A-2018-01845F
Complaint No. 19-PUB-CLE-44563

Commissioners' Agenda for Week 4
2 of 3

5. Adopt Administrative Law Judge's Report and Recommendation to Issue Cease and Desist Order

Linda Mullet v. Todd Cleavenger, Ohio Specialized Investments,
Ltd. And Lori Sams
AKRH3(39142)08182017
22A-2017-03418F
Complaint No. 18-HOU-AKR-39142

Sheryl Siegel v SWX Cleveland, LLC
CLE74(44117)07022017
22A-2017-03132C
Complaint No. 18-EMP-CLE-44117

James Coolidge v. Jill C. (Beckner) Syphrit
DAYH6(26629)08072017
05-17-0607-8
22A-2017-03374F
Complaint No. 18-HOU-DAY-26629

6. Adopt Administrative Law Judge's Report and Recommendation to Issue Cease and Desist Order; Deny Respondent's Statement of Objections; Adopt Attorney General's Response Thereto

Jody Hayes (deceased) v. B & P WEB Properties, LLC and Brian Heine
CLEH4(43592)09122016
05-16-5328-8
22A-2016-02767F
Complaint No. 17-HOU-CLE-43592

7. Special Discussion Item

Excellence in Teaching Diversity Award

MOTION by Commissioner Cespedes to award Mr. John Wilson the Commission's 2020 Excellent in Teaching Diversity Award. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 4
3 of 3

MOTION by Commissioner Singh to adopt staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 4. Second by Commissioner Cespedes.

Roll Call Vote:

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

Motion carried.

Report from the Ohio Attorney General's Office

Lori Anthony reported on the rising trend of OCRC staff being subpoenaed. The Attorney General's Office is working diligently to represent the staff during these proceedings. In addition, the Civil Rights Section has moved to a new location on the 15th floor.

Report from the Chief Legal Counsel

Chief Legal Counsel Stephanie Demers commended the Attorney General's office for their assistance with subpoenas. She also reported that all but 3 employees have completed the annual ethics training.

Report from Executive Director

EEOC Training Conference Outreach: Several of our staff attended and assisted the EEOC in holding a training conference in Columbus on November 13th. The conference was attended by mostly human resource professionals. Stephanie Bostos-Demers provided a well-received presentation on retaliation and Denise Johnson participated in a very good panel discussion on LGBTQ issues. Sonya Steele provided an excellent presentation on mediating workplace disputes. Mary Turocy and Pam Allen volunteered to assist the EEOC with registration. Director Payton and Desmon Martin also attended the conference.

House Bill No. 352 (Administrative Exhaustion) Legislative Testimony: The OCRC provided testimony in support of House Bill No. 352 ("HB 352") on November 19th before the House Civil Justice Committee. The bill would require all employees who believe their civil rights have been violated to first file a charge of discrimination with the OCRC and request a notice of the right to sue from the OCRC before then filing a private lawsuit, among other items (damage caps, age revision, affirmative defense, personal supervisory liability). Director Payton commended Mary Turocy for writing splendid testimony and working with and informing legislators on why the OCRC supports passage of HB 352. Mary previously arranged for Chair Barreras and Director Payton to meet with Representative Thomas West (Canton) on November 5th to discuss the legislation. Chair Barreras, Darlene Newbern, Mary Turocy, Stephanie Bostos-Demers, and intern Hannah Sylvester attended the hearing. Staff will keep the Commissioners updated as the bill moves through the legislature.

Bradley Dunn introduced new investigator, John Sulik. John previously served as an intern and is a graduate of the University of Akron Law School.

Remarks

The Commissioners thanked Director Payton and expressed appreciation for his assistance with the pending legislature. They also wished everyone a happy and safe Thanksgiving holiday. A special thanks was given to Trooper Anthony Kovach for his assistance at the meetings. Commissioner Singh expressed a desire to have the parties curb vulgar language when presenting to Commissioners. Commissioner Peters announced her reappointment to the board of Opportunities for Ohioans with Disabilities.

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

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 2:45PM.

* * *



Commissioner