



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
May 7, 2020
Zoom Video Communication**

CALL TO ORDER

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

Commissioners Present via Zoom Video Communications:

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

A quorum was present.

In Attendance via Zoom Video Communications:

Angela Phelps-White, 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; Inder LeVesque, Toledo Regional Director; Bradley Dunn, Akron Regional Director; Vera Boggs, Cleveland Regional Director; Deborah Heater, Dayton Regional Director; Beyan Asoba, Reconsideration Supervisor; Lori Anthony, Civil Rights Section Chief, Ohio Attorney General's Office

APPROVAL OF MINUTES

MOTION by Commissioner Peters to approve the April 9, 2020 minutes. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
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

Fredraia N. Evans v. Roush Honda
COL71(47091)06142019
22A-2019-02502C

Keefe L. Spicer, Sr. v. Eastland Towing
COLB1(47407)10072019
22A-2020-00121C

Romeo R. Eggleton v. Cardington Yutaka Technologies, Inc.
COL71(47414)10152019
22A-2020-00140C

Larry Lampley v. County of Summit, Deputy Sheriff's Office and Navy Federal Credit Union
AKRH3(40415)10072019
22A-2020-00085F

Michael Broadus v. The Little Tikes Company
AKR73(40571)01162020
22A-2020-01157C

Matthew Covey v. City of Akron and Jodie Forester
AKRH3(40579)01232020
05-20-7944-8
22A-2020-01267F

Mary Barath v. City of Rocky River
AKRG3(40603)02052020
22A-2020-01428F

James Vivolo v. Charlotte T. Tracy and CTT – Wooster Properties, LLC
CLEH4(45417)08122019
05-19-6638-8
22A-2019-03246F

James Stewart v. AFSCME Ohio Council 8
DAY76(28152)07092019
22A-2019-02816C

Richard & Polly Jason v. The Lawrence Community Management, Inc, and The Envoy Condominium Unit Owners Association
CLEH4(45428)08192019 AMENDED
22A-2019-03255F

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

Deborah Sanders v. City of Cincinnati, Public Service, Sanitation
DAY76(28099)06112019
22A-2019-02611C

John Steven Olds v. PPG
DAY76(28252)08192019
22A-2020-03353C

Alice Kitouni v. Jennifer Johnson, Property Manager; The Residences of Ohio Jerry Johnson Jr.
Investments
DAYH6(28411)10282019 AMENDED
05-20-7164-8
22A-2020-00399F

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

Alexis Gonzalez v. Donald Dell, Trustee/Owner
TOLH2(39980)07182019
05-19-5950-8
22A-2019-02841F

Shawn Fero v. Taylor Steel, Inc.
AKRB3(40430)10162019
22A-2020-00253C

*Split Determination: Probable Cause on the basis of disability on the issue of termination and failure to provide a reasonable accommodation / No Probable Cause on the basis of retaliation on the issue of termination

Teresa Shackelford v. Dayton Public Schools
DAY76(28128)06262019
22A-2019-02785C

3. Reconsideration By The Commission – Vacate Original No Jurisdiction Finding and Grant for Further Review

Earl Wayne Newhouse v. Medina Metropolitan Housing Authority, Skip Sipos, U.S. Department of Housing and Urban Development, Pamela Ashby, Michael Laribee, Judge Stephen M. McIlvaine, Sean Buchanan, Patrolman Blubaugh #37
CLEH4(45731)02282020
22A-2020-01582F

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

Renita Washington v. Vivial Media, LLC
DAYA6(27533)09262018
22A-2018-03667C
Complaint No. 19-EMP-DAY-27533

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

Eva Johnson v. Buckingham Coal Company, LLC
COL71(46792)02122019
22A-2019-01269C
Complaint No. 19-EMP-COL-46792

Stacey Atkinson v. Buckingham Coal Company, LLC
COL71(46812)02152019
22A-2019-01334C
Complaint No. 19-EMP-COL-46812

Brittany Blosser v. Buckingham Coal Company, LLC
COL71(46813)02152019
22A-2019-01335C
Complaint No. 19-EMP-COL-46813

Courtney Harris v. Buckingham Coal Company, LLC
COL71(46815)02152019
22A-2019-01337C
Complaint No. 19-EMP-COL-46815

Roger Supinger v. Fitzsimmons Surgical Supply, Inc.
DAYA6(27603)10292019
22A-2019-00259C
Complaint No. 19-EMP-DAY-27603

6. Issue Formal Complaint

Alyssa Young v. Silla West, CBB Sours Holdings, LLC
COLE1(47023)05152019
22A-2019-02244F

Alyssa Young v. Michael Brown (GENERO)
COLE1(47024)05152019
22A-2019-02245F

Issue Formal Complaint - Continued

The Fair Housing Center v. Sylvania Township
TOLH2(39868)05142019
05-19-5930-8
22A-2019-02285F

Fair Housing Advocates Association, Inc. v. Boulevard at Green, LLC fka Vision-Woda, LLC and
Vision Communities, LLC
AKRH3(40301)07252019
22A-2019-03041F

Jarree Jones v. Heartland of Riverview
DAY76(28083)06032019
22A-2019-02596C

Teresa Shackelford v. Dayton Public Schools
DAY76(28128)06262019
22A-2019-02785C

7. Probable Cause – Schedule Conciliation

Michelle Williams v. Bexley House Apartments, Laura Cochren, Regional Supervisor and Cindy
Latham, Property Manager
COLH1(47182)07192019
05-19-5911-8
22A-2019-02845F

Aubry Bradley v. Cleveland Ave Restaurant, Inc. d/b/a Sirens Gentlemen's Club
COL71(47233)08072019 AMENDED
22A-2019-03043C

*Split Determination: Probable Cause on the basis of retaliation and the issue of termination; and on the basis of age and the issue of an illegal entry on
Respondent's employment application; No Probable Cause on the basis of and on the issue of harassment

Ronald Church v. Matt Bednarik, All County NEO Property Management NEO Property Management
Group, LLC and Bath Properties
COLH3(40304)07252019
22A-2019-03083F

Sarah Balogh v. The Estate of Carol Currier, Owner; Jamie Currier, Owner; Beverlie Currier
TOLH2(40040)08062019
05-19-6178-8
22A-2019-03023F

Probable Cause – Schedule Conciliation - Continued

Joseph Zellia III v. Kohl's Department Stores, Inc.

AKR73(40331)08072019

22A-2019-03196C

*Split Determination: Probable Cause on the basis of retaliation on the issue of termination; No Probable Cause on the basis of sex discrimination on the issues of termination and different terms and conditions of employment

Rosie Lawrence v. ClubCorp dba Firestone Country Club

AKR73(40412)10042019AMENDED

22A-2020-00082C

Mary Kiser v. Bishop Park Estates, LLC, Bishop Park Estates I LLC and Bishop Park Estates II LLC

CLEH4(45460)09092019 AMENDED

05-19-6764-8

22A-2019-03489F

La Trecha Hudson v. Tommy Fluker Jr.

CLEH4(45464)09122019AMENDED

05-19-7056-8

22A-2019-03500F

Housing Research and Advocacy Center v. Deerhaven Group, LLC. 9000 Denison, LLC. and Virginia Cucu

CLEH4(45527)10152019

05-20-7415-8

22A-2020-00183F

Housing Research and Advocacy Center v. Deerhaven Group, LLC. 3884 West 33, LLC. and Virginia Cucu

CLEH4(45528)10152019

22A-2020-00186F

Marjean Colley per Dana R. Colley v. Forest Heights Subdivision; Agent Registrar/Manager, Thomas Arthur; and Board Members Larry Iery, Pamela K. Akers, Eloise White, William Johnson, and Cara Dobbins

DAYH6(28243)08162019

05-19-8983-8

22A-2019-03330F

Jaelyn S. Koch v. Mark D. and Karla J. Lowe

DAYH6(28250)08192019

05-19-6560-8

22A-2019-03331F

Probable Cause – Schedule Conciliation - Continued

Miami Valley Fair Housing Center v. Mark D. and Karla J. Lowe
DAYH6(28251)08192019
05-19-6561-8
22A-2019-03332F

Sherry and Terry Mitchell v. Dianna Geiser
DAYH6(28611)11132019AMENDED
05-20-7617-8
22A-2020-01278F

Amanda Smith v. Kristopher Roeller; RKR Communities Ltd., Owner
DAYH6(28652)11222019
05-20-7716-8
22A-2020-01409F

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

Jeffrey Brown v. Mercy Health Partners
TOL72(40175)10152019
22A-2020-00170C

Mikael Shiverick v. Kenneth Yant and The Kenneth L. Yant Revocable Trust
AKRH1(47328)09102019
05-19-6616-8
22A-2019-03420F

Ceirra McCort v. First Choice Property Management Services LLC
ADRH1(47639)12132019
05-20-7717-8
22A-2020-01129F

Housing Research & Advocacy Center v. Lin Miller, Gountis Properties, LLC, Nathan Miller and Rentec Direct LLC
ADRH4(45651)01102020
22A-2020-01130F

Fair Housing Resource Center, Inc. v. John K. Roberts
ADRH4(45679)11052019
05-20-7502-8
22A-2020-01210F

Housing Research & Advocacy Center v. Whitaker Properties LLC and Benward Properties LLC
ADRH4(45684)01292020
22A 2020 01216F

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

Housing Research & Advocacy Center v. Rent Due, LLC and Coventry Road, LLC
ADRH4(45686)01292020
22A 2020 01218F

Sheri Fischer v. Cedarville University
ADRA6(28672)02072020
22A-2020-01465C AMENDED

Kaycie Pagett v. Wilmington Green Ltd.; Tammy Bond, Property Manager; Showe Management Corporation
ADRH6(28705)02082020
05-20-8463-8
22A-2020-01493F

Samantha Dillon v. C. Hash Properties LLC; Molly Hash, Owner/Landlord
ADRH6(28719)03022020
05-20-8381-8
22A-2020-01626F

9. Withdrawal of Charge – With Settlement

Charmaine Marcum Stemple v. Ohio State University Wexner Medical Center
COLB1(47360)09252019
22A-2019-03533C
*Commissioner Patmon recused himself from participation in this case

Charmaine Marcum Stemple v. Ohio State University Wexner Medical Center
COLB1(47393)10072019 AMENDED
22A-2020-00072C
*Commissioner Patmon recused himself from participation in this case

Brad Rowland v. Yark Automotive Group, Inc.
TOL72(40047)08122019
22A-2019-03066C

Nina Rodriguez v. FCA US LLC
TOL72(40050)08122019
22A-2019-03063C

Kenny Green v. Neighborhood Housing Services of Toledo, Inc.
TOL72(40103)09112019 AMENDED
22A-2019-03386C

Willie Ann Moore v. Dollar Tree Stores, Inc.
TOLG2(40157)10072019
22A-2020-00096F

Withdrawal of Charge – With Settlement - Continued

Julie Garner v. Lucas County Sheriff's Office
TOL72(40436)02252020
22A-2020-01466C

Julie Garner v. Lucas County Sheriff's Office
TOL72(40462)03092020
22A-2020-01598C

Brinda Smith v. Countryside Animal Hospital
AKRB3(40551)01032020
22A-2020-01062C

Victoria George v. The East Ohio Gas Company dba Dominion Energy Ohio
AKRB3(40582)01242020
22A-2020-01271C

Michael C. Gerros v. Vitran Express, Inc. - Central Transport of Ohio
DAYB6(28108)06142019
22A-2019-02744C

Gregory Jolly v. DaiFuku America Corporation
ADR71(47538)12092019
22A-2020-00745C

Aisha K. Adams v. Midwest Motor Supply Co. dba Kimball Midwest
ADR71(47540)12092019
22A-2020-00749C

Stephen Withers II v. Panda Express, Inc.
ADR71(47575)12302019
22A-2020-00915C

Tarra Nystrom v. Healthy Worthington Resource Center & Food Pantry, Inc.
ADRE1(47620)01192020
22A-2020-01053F

Gregory Jolly v. Aerotek, Inc.
ADR71(47631)01272020
22A-2020-01105C

Morgan Petrides v. Barrel and Boar Westerville LLC
ADRE1(47660)02082020
22A-2020-01296F

Withdrawal of Charge – With Settlement - Continued

Jarred Keirn v. Haugland Learning Center
ADRB1(47705)02252020
22A-2020-01480C

Dominique Benefield v. Home Depot U.S.A., Inc.
ADR72(40406)02042020
22A-2020-01230C

Heather Obee v. Adient US LLC
ADRB2(40444)02272020
22A-2020-01473C

Heather Obee v. Manpower Incorporated of Toledo
ADRB2(40445)02272020
22A-2020-01474C

Gregory A Wood v. Aquarius Athletic Club, Inc. dba St. James Club
ADRA2(40476)03272020
22A-2020-01665C

Jeremy McFadden v. Dial America
ADR73(40642)03032020
22A-2020-01534C

Tony Lee Campaleo v. Save A Lot
ADRG6(28695)02172020
22A-2020-01631F AMENDED

Jasmine Fernandez v. MVCDC, Inc.
ADRB6(28710)02272020
22A-2020-01667C AMENDED

10. Withdrawal of Charge – Grant

Ryan Griffin v. Wright-Patt Credit Union Inc.
COLG1(47725)03092020
22A-2020-01562F

Emily Jackson v. Quest Diagnostics
TOL72(40384)01232020
22A-2020-01090C

Benson Frank Terrell v. One Source Employee Management
DAYB6(28271)08272019
22A-2019-03383C

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

Henry V. Curry v. QSR Michigan-Ohio Group, LLC dba Church's Chicken
TOLB2(40020)07292019 AMENDED
22A-2019-02954C

Henry V. Curry v. QSR Michigan-Ohio Group, LLC dba Church's Chicken
TOLB2(40048)08122019 AMENDED
22A-2019-03061C

Keith Kreszowski v. FCA US LLC
TOLB2(40100)09102019
22A-2019-03368C

Keith Kreszowski v. International Union, United Automobile, Aerospace & Agricultural Implement
Workers of America-UAW Local 12
TOLB2(40101)09102019
22A-2019-03369C

Lauren McCallum v. FCA US LLC
TOL72(40124)09202019 AMENDED
22A-2020-03477C

Lauren McCallum v. International Union, United Automobile, Aerospace & Agricultural Implement
Workers of America, UAW-Local 12
TOL72(40125)09202019 AMENDED
22A-2019-03478C

Jon Carsey v. Element Materials Technology Cleveland, Inc.
ADRB3(40573)01142020
22A-2020-01185C

12. Administrative Closure

Thomas Clark v. Heritage Thermal Services, Inc.
AKRB3(40545)12292019
22A-2020-00902C

Shahied Fateen Tucker-Saahir v. B & M Energy & Infrastructure, LLC
AKRA1(47606)01132020AMENDED
22A-2020-01009C

Sharon Hatcher v. Cuyahoga Metropolitan Housing Authority
CLEA4(45654)01132020
22A-2020-01134C

Administrative Closure - Continued

Marsha Thomas v. Mount Vernon Nazarene University
CLEK4(45770)03232020
22A-2020-01776F

Charles Long v. City of Lebanon
DAYG6(28268)08242019
22A-2019-03377F

Sarah Cicconetti v. Brooke & Brandon Quigley
DAYH6(28528)12172019
22A-2020-00888F

Steven Crawford v. Sue Felix; Cornerstone Management; Gerry Geisenger; Jeff Detzel; and, James Taylor, Tenant
DAYH6(28730)03092020
22A-2020-01627F

13. No Jurisdiction – Dismiss (XNJ)

Charles Comfort v. JPMorgan Chase
COLE1(47355)09242019
22A-2019-03510F

Myanna Staysniak v. Ohio Wesleyan University
COLE1(47565)12212019
22A-2020-00857F

Shedrick Williams v. State of Ohio, Department of Job and Family Services
COLE1(47690)02192020
22A-2020-01389F
*Commissioner Patmon recused himself from participation in this case

Alexis Schwilk v. Area Wide Protective
COLE1(47696)02242020
22A-2020-01434F

Mackenzie Touville v. The Mentor Network
COLE1(47699)02252020
22A-2020-01437F

Laurie Eichenlaub v. The Austin Lawrence Company
COLE1(47716)03032020
22A-2020-01508F

No Jurisdiction – Dismiss (XNJ) – Continued

Johnella Williams v. Natasha Downey & Humanity Plus Homes ELX LLC
COLE1(47733)03132020
22A-2020-01618F

Destiny Coleman v. The Opera Association of Central Ohio
COLE1(47782)04202020
22A-2020-01861F

Tatiana Morgan v. RS Resources, Inc.
AKRE3(40539)12202019
22A-2020-00893F

Davine Silva v. Youngstown Skate, Inc.
AKRG3(40597)02032020
22A-2020-01362F

Ibrahim Sammour v. J.B. Hunt Transport, Inc.
AKRE3(40624)02152020
22A-2020-01513F

Kathryn Bell-Moss v. Northcoast Behavioral Healthcare
AKRE3(40625)02172020
22A-2020-01514F

Sandy Zee v. Rosidalia Knaus, Mark Knaus, and Joseph Knaus
AKRH3(40672)11062019
22A-2020-01847F

Gary E. Smith v. Kenneth Wolford
CLEH4(45658)01142020
22A-2020-01162F

Jakia Colbert v. University Hospitals Ahuja Medical Center, Inc.
CLEE4(45722)02192020
22A-2020-01573F

Markesha Peace v. Setex
DAYE6(28173)07172019
22A-2019-02925F

Charles Long v. Blind Bob's
DAYE6(28354)10072019
22A-2020-00220F

No Jurisdiction – Dismiss (XNJ) – Continued

Sarah Lund v. The Golden Lamb
DAYG6(28374)10132019
22A-2020-00345F

Alyssa Clark v. Lisa Engleman; Loftis Southwest Ohio LLC
DAYH6(28613)08122019
05-20-7819-8
22A-2020-01280F

Seleta Bishop v. Union Savings Bank
DAYH6(28650)01292020
22A-2020-01408F

14. No Jurisdiction – Dismiss

Julianah Olobatuyi v. National Delivery Solutions
COL71(47270)08202019
22A-2019-03190C

Julianah Olobatuyi v. WORLDPAC, Inc.
COL71(47645)08202019
22A-2020-01195C

Christopher Lewis Hunt v. Fairfield Medical Center; and City of Lancaster, Division of Police
COLH1(47710)02192020
05-20-8399-8
22A-2020-01499F

Yolanda Bailey v. Arrowhead Behavioral Health, LLC
TOL72(40076)08222019
22A-2019-03236C

*Split Determination: No Probable Cause on the issue of different terms and conditions-job training on the basis of race; No Jurisdiction on the issue of different terms and conditions-job assignments, change in job duties on the basis of race

Rita Noel v. Richland County Children Services
CLEG4(45738)03022020
22A-2020-01591F

Rana Attia v. Mentor Exempted Village School District
CLEK4(45772)03232020
22A-2020-01778F

Carl C. Newman v. State of Ohio, Department of Public Safety
CLEG4(45802)04102020
22A-2020-01811F

No Jurisdiction – Dismiss - Continued

James P. Allen v. Cuyahoga Valley Church
CLEG4(45821)04232020
22A-2020-01899F

15. No Probable Cause – Dismiss

Gladys Sink v. State of Ohio, Department of Rehabilitation and Correction
COLB1(47145)07082019
22A-2019-02679C

Erin White v. American Food and Vending
COLB1(47174)07172019
22A-2019-02822C

Charles Comfort v. JPMorgan Chase
COLM1(47190)07222019Amended
22A-2019-02867F

Dwight Graham v. AMETEK Solidstate Controls
COL71(47197)07242019
22A-2019-02882C

Regina L. Thompson v. State of Ohio, Department of Rehabilitation and Correction
COL71(47200)07262019
22A-2019-02930C

Lindsay Redman v. Dollar General
COLG1(47209)07302019
22A-2019-02967F

Danaysha Banks v. Dollar General Corporation
COLB1(47212)07302019 AMENDED
22A-2019-02972C

Keith Maynard v. Gwynnie Bee/ Caastle
COLB1(47217)07292019
22A-2019-02991C

Robert Rippey v. State of Ohio, Department of Administrative Services
COLB1(47219)08032019 AMENDED
22A-2019-02996C

*Commissioner Patmon recused himself from participation in this case

No Probable Cause – Dismiss - Continued

Erin White v. American Food and Vending
COL71(47229)08062019
22A-2019-03024C

Baffour Agyare v. Marietta Memorial Hospital
COL71(47232)08082019
22A-2019-03034C

Aubry Bradley v. Cleveland Ave Restaurant, Inc. d/b/a Sirens Gentlemen's Club
COL71(47233)08072019 AMENDED
22A-2019-03043C

*Split Determination: Probable Cause on the basis of retaliation and the issue of termination; and on the basis of age and the issue of an illegal entry on Respondent's employment application; No Probable Cause on the basis of and on the issue of harassment

Brendaline Watkins v. City of Columbus, Division of Recreation and Parks
COL71(47247)08132019
22A-2019-03069C

Erin Eckroad v. Ohio Hospital for Psychiatry, LLC
COLG1(47250)08132019 AMENDED
22A-2019-03073F

Keith Douglas Inwood v. State of Ohio, Department of Rehabilitation and Correction
COLA1(47255)08132019
22A-2019-03118C

Stephanie Nichols v. State of Ohio, Department of Mental Health and Addiction Services
COLB1(47265)08192019 AMENDED
22A-2019-03146C

Stephanie Nichols v. State of Ohio, Department of Mental Health and Addiction Services
COLB1(47269)08212019
22A-2019-03200C

Magdy AbdElgawad v. Brittany Hickman
COLH1(47280)08262019
22A-2019-03251F

Tiffany Myers v. City of Columbus, Division of Police
COL71(47283)08242019 AMENDED
22A-2019-03258C

Terence Jacox v. Witness Group, LLC
COL71(47306)09062019
22A-2019-03326C

No Probable Cause – Dismiss - Continued

Michael Fuller v. Franklin County Juvenile Probation
COL71(47324)09122019 AMENDED
22A-2019-03409C

LaQuanna Shipp v. ABC Employment Holdings, LLC dba MS Companies
COL71(47332)09162019
22A-2019-03429C

Brandi Nicholson v. AG Hotel, LLC dba Studio 6
COL71(47347)09212019 AMENDED
22A-2019-03491C

Michael Fuller v. Franklin County Juvenile Probation
COL71(47375)09272019 AMENDED
22A-2019-03584C

William Harris v. Lowery Logging
COLA1(47386)10042019
22A-2020-00063C

Rachel Wingert v. ContiTech USA Inc.
COLB1(47406)10072019
22A-2020-00120C

Latisha Morris v. Comenity LLC dba Comenity Capital Bank
COLK1(47451)10282019 AMENDED
22A-2020-00290F

Audra Lynn Sebastian v. The City of Dublin
COL71(47465)10282019
22A-2020-00364C

Sacha Lea Moore v. The Opera Association of Central Ohio dba Opera Columbus
COL71(47494)11132019
22A-2020-00510C

Damon Dicks v. Saber Healthcare Group LLC dba London Health and Rehabilitation Center
COL71(47496)11142019 AMENDED
22A-2020-00512C

Brian S. Perry v. Keurig Dr. Pepper Holdings Inc. (DPS Holdings Inc.)
COLB1(47518)11252019
22A-2020-00578C

No Probable Cause – Dismiss - Continued

Tiffany Dorsey v. Compass Group USA, Inc. dba Chartwells
COLB1(47529)12022019 AMENDED
22A-2020-00665C

Chelsey Nulle v. Three Dog Investments, LLC dba The Lash Lounge
COLE1(47550)12112019
22A-2020-00777F

Lester Reynolds v. The Ohio State University
COLG1(47556)12162019 Amended
22A-2020-00823F
*Commissioner Patmon recused himself from participation in this case

Lester Reynolds v. City of Columbus, Police Department
COLG1(47566)12212019 AMENDED
22A-2020-00858F

Charlesqua El Rogers v. Sergey Levitskiy, Owner/Manager; and G&SG Investment, LLC c/o Grigoriy Levitskiy, Registered Agent
COLH1(47576)12292019 AMENDED
05-20-7903-8
22A-2020-00916F

Damon Dicks v. Saber Healthcare Group, LLC dba London Health & Rehabilitation Center, LLC
COL71(47592)01062020
22A-2020-00977C

Charlesqua El Rogers v. Sergey Levitskiy, Owner/Manager; and G&SG Investment, LLC c/o Grigoriy Levitskiy, Registered Agent
COLH1(47618)01212020 AMENDED
05-20-7903-8
22A-2020-01051F

Lester Reynolds v. City of Columbus, Police Department
COLG1(47632)01242020 AMENDED
22A-2020-01111F

Celestia S. Chapman v. Brentlinger Enterprises dba Midwestern Auto Group Dublin
COL71(47641)01292020
22A-2020-01160C

Christopher Lewis Hunt v. Becki Cain, Manager; Gilroc Rentals, Ltd. c/o Becki Cain, Registered Agent
COLH1(47710)02192020
05-20-8399-8
22A-2020-01499F

No Probable Cause – Dismiss - Continued

Kimberly Denman v. Community Housing Network, Inc. c/o Jennifer Sharma, Registered Agent;
Briggsdale Apartments II, LLC c/o LM Counsel Statutory Agent; and Katherine Williams, Community
Manager

COLH1(47718)03042020

05-20-8402-8

22A-2020-01518F

Michael Stretanski v. Banyan Cove Condominium Association; Fred J. Cerny, President Banyan Cove
Condominium Association

TOLH2(40016)07262019

05-19-6030-8

22A-2019-02935F

Brandon Slade v. Diamond Wipes International, Inc.

TOL72(40029)08012019

22A-2019-02987C

David Briggs v. ARS Aleut Remediation, LLC

TOL72(40030)08022019

22A-2019-02993C

Gabriel Jones v. City of Toledo, Department of Information, Communication & Technology

TOLB2(40031)08022019

22A-2019-02994C

Joyce M. Elmore v. Adient US LLC

TOL72(40032)08022019

22A-2019-02995C

Matthew Cook v. Manufacturing Business Development Solutions, LLC dba MBDS LLC

TOLB2(40037)08052019

22A-2019-03012C

Jimmie Reynolds, Jr. v. City of Toledo, Department of Public Utilities, Division of Sewer and Drainage

TOLB2(40038)08062019

22A-2019-03021C

Sheryl Thomas v. General Motors LLC

TOL72(40041)08082019

22A-2019-03035C

Marcia Rosemond v. Toledo Gaming Ventures, LLC dba Hollywood Casino Toledo

TOL72(40042)08092019 AMENDED

22A-2019-03045C

No Probable Cause – Dismiss - Continued

Wa-el Nasser v. Sopris Investments, LLC dba Yark Automotive Group
TOLG2(40044)08092019
22A-2019-03047F

Daniel Vargas v. Board of the Metropolitan Park District of the Toledo Area
TOLB2(40045)08092019
22A-2019-03048C

Robin Schroeder v. Adient US LLC
TOLA2(40052)08132019
22A-2019-03070C

Keymar Tucker v. ABC Employment Holdings, LLC dba MS Companies
TOL72(40053)08132019
22A-2019-03077C

Joseph John Bilek v. General Motors LLC
TOLA2(40055)08142019
22A-2019-03079C

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

Maurice Morris v. ProMedica Flower Hospital
TOLG2(40059)08152019
22A-2019-03091F

Angelique Kelly v. ViaQuest Residential Services, LLC
TOL72(40060)08162019
22A-2019-03117C

Charles R. Yarnell v. Board of Education of the Springfield Local School District
TOLB2(40064)08192019
22A-2019-03143C

Prakash Thombre v. Farmers' Market Association of Toledo, Inc.
TOLG2(40066)08192019 AMENDED
22A-2019-03149F

Holly Newman v. Ashlee Jones, Property Manager; Northgate Limited Dividend Housing Associates, Limited Partnership; Wingate Management Company, LLC; Michelle Houck, Compliance Specialist; Tina Hall, Caseworker; Nicole Skeldon, Assistant Manager; Tyler Justice, Maintenance Man
TOLH2(40069)08202019
05-19-6312-8
22A-2019-03153F

No Probable Cause – Dismiss - Continued

Den'zel Thompson v. The University of Toledo Medical Center
TOL72(40070)08202019
22A-2019-03177C

Wauneekea Arnholter v. Perry Prosthetics, Inc.
TOLM2(40072)08212019
22A-2019-03245F

Wauneekea Arnholter v. Perry Prosthetics, Inc.
TOLE2(40073)08212019
22A-2019-03244F

Dominique Wade v. M.G. VI, Inc. dba Days Inn
TOLB2(40074)08212019
22A-2019-03184C

Yolanda Bailey v. Arrowhead Behavioral Health, LLC
TOL72(40076)08222019
22A-2019-03236C

*Split Determination: No Probable Cause on the issue of different terms and conditions-job training on the basis of race; No Jurisdiction on the issue of different terms and conditions-job assignments, change in job duties on the basis of race

Velvet Goodwin v. Lutheran Homes Society, Inc. dba Genacross Lutheran Services Wolf Creek Campus
TOL72(40078)08222019
22A-2019-03238C

Thelma G. Garczynski v. R J P Inc. dba A-1 Heating and Improvement Co.
TOL72(40079)08232019
22A-2019-03239C

Sandra Weaver v. Rehmann Financial Group, LLC
TOLA2(40081)08272019
22A-2019-03272C

Joshua Ashmore v. Kelly Adesi- Beaubien, Manager; Marissa Ramirez, Manager; Jan Poole, Vice President; Eastpointe Apartments L.P.; Ten South Management Company LLC
TOLH2(40086)08282019
22A-2019-03315F

Dennis Rucker, POA for Gloria & Albert Rucker v. Cheryl Phalen, Manager, Country View Apartments; Jackie June, Supervisor, Country View Apartments; C.V. Developers, LLC
TOLH2(40087)08292019
22A-2019-03316F

No Probable Cause – Dismiss - Continued

Pamela Perryman v. CSL Plasma Inc.
TOL72(40088)08292019
22A-2019-03317C

David Briggs v. ARS Aleut Remediation, LLC
TOL72(40090)08302019
22A-2019-03319C

Odessa Tall v. Sam's East, Inc. dba Sam's Club
TOLB2(40195)10282019 AMENDED
22A-2020-00284C

James Fordham v. Estes Express Lines
TOL72(40218)11072019
22A-2020-00447C

Antoine T. Colbert v. City of Toledo, Department of Public Utilities, Division of Sewer and Drainage
TOL72(40263)11222019
22A-2020-00581C

Joshua Ashmore v. Eastpointe Apartments L.P.; Ten South Management Company LLC; Kelly Adesi-
Beaubien, Manager; Jan Poole, Vice President
TOLH2(40358)01082020
22A-2020-00991F

Joseph Zellia III v. Kohl's Department Stores, Inc.
AKR73(40331)08072019
22A-2019-03196C

*Split Determination: No Probable Cause on the basis of sex discrimination on the issues of termination and different terms and conditions of employment;
Probable Cause on the basis of retaliation on the issue of termination

Kathy Proctor v. The Village at Town Center LLC, Testa Enterprises, Inc., Testa Realty, Inc. dba Testa
Management and VTC Lofts, LLC
AKRH3(40348)08232019AMENDED
22A-2019-03277F

Mindi Cicco v. Stark Metropolitan Housing Authority
AKRH3(40374)09092019
05-19-6563-8
22A-2019-03415F

Bishop Olu-Cyrus v. City of Warren, Health Department
AKRH3(40383)09172019AMENDED
05-19-7167-8
22A-2019-03459F

No Probable Cause – Dismiss - Continued

Bruce Bowden v. General RV Center, Inc.
AKR73(40429)10172019
22A-2020-00252C

Grace Reed v. Columbiana Metropolitan Housing Authority
AKRH3(40435)09262019
05-20-6810-8
22A-2020-00258F

Ann Louise Karnofel v. Mirkin & Associates, Inc. dba Comfort Keeper
AKRH3(40441)10282019
22A-2020-00359F

Leonard Blackwell v. YRC Worldwide, Inc. dba YRC Freight
AKRA3(40442)10282019
22A-2020-00360C

Schanel Brown v. Summa Health System
AKR73(40458)11012019
22A-2020-00426C

Randy Harmer v. Prestress Services Industries of Ohio, LLC
AKRB3(40470)11062019
22A-2020-00498C

Nicholas Abramson v. The Village of Marshallville, Police Department
AKR73(40472)11072019
22A-2020-00488C

Larry R. Tawney, Jr. v. State of Ohio, County of Portage Sheriff's Office
AKRG3(40473)11082019
22A-2020-00499F

Sheila Dean v. Minerva Opco, LLC dba Arbors at Minerva
AKR73(40479)11122019
22A-2020-00506C

Stephanie Pierson v. Minerva Opco, LLC dba Arbors at Minerva
AKR73(40480)11122019
22A-2020-00508C

Martha Bohnak v. MBS Envision, Inc.
AKRA3(40482)11142019
22A-2020-00548C

No Probable Cause – Dismiss - Continued

Vyrone Finney v. Akron Board of Education
AKR73(40486)11182019
22A-2020-00551C

Ibrahim Sammour v. J.B. Hunt Transport, Inc.
AKRB3(40488)11152019
22A-2020-00553C

Marcus Moore v. Akron Metropolitan Housing Authority
AKRA3(40497)11212019
22A-2020-00593C

Brianna Butler v. Family Dollar Stores of Ohio, Inc.
AKR73(40517)12092019
22A-2020-00787C

Eries Golden v. Concordia of Ohio dba Concordia at Sumner
AKR73(40520)12102019
22A-2020-00790C

Dionna Beasley v. B & C Research dba Arconic Inc.
AKR73(40521)12102019
22A-2020-00791C

Nayda Olmo-Carmona v. Zidian Manufacturing, Inc.
AKRA3(40532)12172019
22A-2020-00847C

Dwayne Tucker v. Shin Etsu Silicones of America
AKR73(40544)12272019
22A-2020-00901C

Tammy Findley v. The Village of St. Edward Foundation
AKR73(40546)01032020
22A-2020-01060C

Twanna Askew v. Vespoint Publishing Company dba The Barberton Herald
AKRG3(40569)01152020
22A-2020-01155F

Carol Foster v. Camelot Village MHC, L.L.C.
AKRA3(40580)01242020
22A-2020-01268C

No Probable Cause – Dismiss - Continued

Carol Foster v. Continental Communities

AKRA3(40581)01242020

22A-2020-01270C

Sheko Poteete v. Haven of Rest Ministries Endowment Foundation

AKRH3(40589)01292020

05-20-7998-8

22A-2020-01332F

Kejuan Kelly v. Menard, Inc.

AKRG3(40599)02032020

22A-2020-01424F

Rodney Stevenson v. Jefferson Metropolitan Housing Authority

AKRH3(40605)11192019

05-20-8020-8

22A-2020-01429F

Joann Christian v. Portage Metropolitan Housing Authority dba Portage Landings

AKRH3(40611)02062020

22A-2020-01440F

Cynthia Curley v. New Leaf Residential Services Incorporated

AKR73(40638)02272020

22A-2020-01530C

Selena Hall v. John D’Altorio and Evergreen Real Estate Development Group, LLC dba Carter Manor Apartments

AKRH4(45439)08272019

22A-2019-03360F

Della Ramsey v. FedEx Ground Package System, Inc.

AKR74(45481)09202019

22A-2019-03511C

Ashley Reed v. Elyria Foundry Company LLC

CLE74(45442)08292019 AMENDED

22A-2019-03393C

Mary Lawrence McKinney v. Christopher and Cindylou Connell, Murwood Real Estates Group, LLC dba Keller Williams Greater Cleveland, Young Team, Inc. and Eytan Rosenblum

CLEH4(45454) 09042019

05-19-8462-8

22A-2019-03484F

No Probable Cause – Dismiss - Continued

Joy Brundidge v. The Federal Metal Company
CLE74(45461)09102019
22A-2019-03492C

Karen Aluma v. City of Cleveland, Department of Public Health
CLEA4(45463)09102019
22A-2019-03499C

Sabrina Woodall v. Realty Trust Services, LLC
CLEH4(45466)09132019
22A-2019-03502F

Dayna Robinson v. Louis Burroughs and Marcus LNU
CLEH4(45467) 09162019
05-19-8271-8
22A-2019-03493F

Latasha Thurman v. Four Points by Sheraton Cleveland Eastlake
CLEG4(45487)09232019
22A-2020-00041F

Ibrahim Sammour v. Black Horse Carriers Inc.
CLE74(45495)09262019
22A-2020-00056C

John Semonin v. Core-Mark International, Inc.
CLEB4(45516)10072019
22A-2020-00149C

Richard Eason v. Tendon Manufacturing Incorporated
CLE74(45517)10082019
22A-2020-00150C

Ebony Malone v. ACW Franchise Groups, LLC dba Wahlburgers
CLE74(45532)10102019
22A-2020-00239C

Carmen Lindsay v. Startek USA, Inc.
CLE74(45540)10212019
22A-2020-00262C

Valena Terrell v. Cuyahoga County Sheriff's Department – Division of Protective Services
CLE74(45559)11052019
22A-2020-00522C

No Probable Cause – Dismiss - Continued

Charles Hackett v. The Center for Families & Children dba El Barrio Workforce Development Center
CLEA4(45569)11132019
22A-2020-00698C

Kelly Spehar v, State of Ohio, Opportunities for Ohioans with Disabilities
CLEB4(45591) 12012019
22A-2020-00736C
*Commissioner Patmon recused himself from participation in this case

Kelly Spehar v, State of Ohio, Opportunities for Ohioans with Disabilities
CLEB4(45592) 12012019
22A-2020-00737C
*Commissioner Patmon recused himself from participation in this case

George Ervin v. State Farm Bank, F.S.B.
CLEF4(45595)12042019
22A-2020-00768F

George Ervin v. Ally Bank
CLEF4(45596)12042019
22A-2020-00770F

Tasha Martin v. Heinen's Inc.
CLEG4(45602)12062019
22A-2020-00779F

Christopher Lynch v. State of Ohio, Department of Rehabilitation and Correction
CLEB4(45607)12082019
22A-2020-00784C

Eugene Holley v. General Aluminum Manufacturing Company
CLE74(45610)12102019
22A-2020-00919C

Rachel Novak v. Fitness International, LLC dba L.A. Fitness
CLEG4(45614)12132019
22A-2020-00926F

Tracy Griffin v. Marc Glassman's Inc. dba Marc's
CLEA4(45616)12142019
22A-2020-00928C

Jonathan Moore v. Pace Personnel, Inc.
CLEA4(45624)12202019
22A-2020-00938C

No Probable Cause – Dismiss - Continued

Brian Leonard v. Bedrock Management Services, LLC
CLEG4(45626)12232019
22A-2020-00942F

Suzanne Turner v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB4(45629) 12232019
22A-2020-00945C
*Commissioner Patmon recused himself from participation in this case

Kathleen Lesiak v. University Hospitals of Cleveland
CLEG4(45639)01072020 AMENDED
22A-2020-01106F

Jonathan Moore Sr. v. Gorbett Enterprises of Solon Inc. dba Great Lakes Cold Storage
CLEA4(45641)01082020
22A-2020-01115C

Jonathan M Moore, Sr. v. PCC Airfoils, LLC
CLEA4(45712)02192019
22A-2020-01558C

Kelly Spehar v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB1(47312)09062019 AMENDED
22A-2019-03337C
*Commissioner Patmon recused himself from participation in this case

Aubreny Davis v. County of Cuyahoga
CLE73(40465)11052019
22A-2020-00440C

Melvin Wadley v. SelecTrucks of America LLC dba SelecTrucks of Cleveland
CLEF3(40489)11192019
22A-2020-00576F

Reba Kay Nolan v. Ohio University
DAYK6(28126)07012019
22A-2019-02804F

Mary E. Ross v. Ed Necco & Assoc. Inc. dba The Necco Center
DAYA6(28134)06282019
22A-2019-02791C

Vincia Rountree v. Public Library of Cincinnati & Hamilton County
DAY76(28171)07172019
22A-2019-02923C

No Probable Cause – Dismiss - Continued

Rodney Dewitt v. Al Pest Control Doctor
DAY76(28185)07242019
22A-2019-02939C

Ericka Henderson v. Hilton Garden Inn-West Chester
DAY76(28190)07262019
22A-2019-02974C

Georgia Hartzell v. Fraternal Order of Eagles
DAYA6(28191)07262019
22A-2019-02975C

Barbara Diehl v. AAA Mid Atlantic
DAYA6(28200)08022019
22A-2019-03123C AMENDED

Shanda Ceidlin v. Bellbrook Sugarcreek Schools
DAYA6(28215)08082019
22A-2019-03160C

Rebecca Marquis v. Pleasant Run; Hamilton, L.P.; Justin Shuman; Shannon Brock
DAYH6(28217)0626201
05-19-6036-8
22A-2019-03137F

Robert Eugene Shelton v. Cincinnati Fire Department
DAYB6(28220)08092019
22A-2019-03163C

Chong Schweitzer v. DMAX
DAY76(28221)08122019
22A-2019-03164C

Dwayne Hall v. State of Ohio, Department of Rehabilitation & Correction
DAYA6(28222)08082019
22A-2019-03165C AMENDED

Anthony L. Fallon (Andie) v. Grandview Drive Thru
DAY76(28232)0812019
22A-2019-03198C

Anthony L. Fallon (Andie) v. Grandview Drive Thru
DAY76(28233)0812019
22A-2019-03199C

No Probable Cause – Dismiss - Continued

Anthony L. Hopkins (Andie) v. Grandview Drive Thru
DAY76(28234)0813019
22A-2019-03202C

Anthony L. Hopkins (Andie) v. Grandview Drive Thru
DAY76(28235)0813019
22A-2019-03203C

Clifford J. Lawson v. Blanchester School District
DAYB6(28237)08152019
22A-2019-03206C

Abigail Costides v. Shaine and Vaneesa Jones, Property Managers; Richard & Donna E Willams Family LTD Trust Partnership; D E & Brad A & Kevin L Augsberger; Sunvalley Campground
DAYH6(28240)08162019
05-19-6355-8
22A-2019-03227F

Wali Shamsid-Deen v. Clark State Community College
DAYA6(28249)08192019
22A-2019-03352C

Jeffrey Johnson v. Dayton Phoenix-Group
DAYA6(28253)08222019
22A-2019-03354C

Kyra Wood v. Eastland Mobile Home Park
DAYH6(28255)07022019
05-19-6177-8
22A-2019-03333F

Leophas Smith v. Supplier Inspection Services
DAYB6(28266)08272019
22A-2019-03375C

Angel Mohr v. Van Wert County Hospital
DAYB6(28273)08272019
22A-2019-03385C

Chong Schweitzer v. DMAX
DAY76(28311)09202019
22A-2019-03553C

No Probable Cause – Dismiss - Continued

Brent Thane v. Beckett Ridge Communities, LLC
DAYH6(28320)08162019
05-19-6539-8
22A-2019-03577F

Mahesh Saxena v. State of Ohio, State Highway Patrol
DAYG6(28154)07082019
22A-2019-02818F

Rosalind Holmes v. Georgia Pacific
DAY76(28470)1121201
22A-2020-00644C

Housing Opportunities Made Equal v. GT Apartments LLC
DAYH6(28617)08162019
05-20-7418-8
22A-2020-01286F

Joe Jones, Jr. v. Brad Core and Craig Russell
DAYH6(28654)02032020
22A-2020-01410F

MOTION by Commissioner Singh to approve the May 7, 2020 Confirmation Agenda. Second by Commissioner Cespedes.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES – with noted recusals
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES – with noted recusals

Motion carried.

STAFF BRIEFING

The Director of Compliance informed those present that the notice requirements set forth in the Ohio Administrative Code Section 4112-1-04 had been complied with.

HEARING OF APPEARANCE CASES

Appearance 1

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

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

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

Roll Call Vote:

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

Motion carried.

Appearance 2

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

Recommendation Upon Reconsideration: Uphold Probable Cause

Alyssa Young v. Michael Brown (Genaro)
COLE1(47024)05152019
22A-2019-02245F

MOTION by Commissioner Cespedes to uphold the previous Probable Cause determination. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Appearance 3

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

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

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

Roll Call Vote:

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

Motion carried.

Appearance 4

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Otis Davenport v. State of Ohio, Bureau of Workers' Compensation
COLA1(47180)07182019 AMENDED
22A-2019-02844C

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

Motion carried.

Appearance 5

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

Recommendation Upon Reconsideration: No Probable Cause - Dismiss

Lyn Adanich v. AAA East Central
CLEA3(45307)06062019
22A-2019-02525C

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

Motion carried.

MOTION by Commissioner Patmon to take a recess. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

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

Roll Call Vote:

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

Motion carried.

Appearance 6

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

Recommendation Upon Reconsideration: Uphold Probable Cause

Miami Valley Fair Housing Center, Inc. v. Jorge Rosal and Lasor Investment I, LLC
DAYH6(28061)05222019
05-19-6137-8
22A-2019-02567F

MOTION by Commissioner Cespedes to uphold the previous Probable Cause determination. Second by Commissioner Peters.

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 1

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Kenneth L. Nice v. Jefferson County Veterans Service Commission
AKRB3(40327)08092019
22A-2019-03189C

Gregory Price v. Lowes Homes Improvement
AKRG3(40387)09162019
22A-2019-03516F

Candice Paige v. BG Retail, LLC dba Famous Footwear
AKRG4(45322)06132019
22A-2019-02488F

Dorinza Johnson on behalf of Dalona Johnson v. Youth Opportunities Unlimited
CLE74(45404)08122919
22A-2019-03115C

Minnie Marshall v. New Oak Hill Village, LLC and Richard Galicz
CLEH4(45435)06072019
05-19-6165-8
22A-2019-03285F

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause- Dismiss

Curtis Jones v Meigs County Sheriff's Office
DAYB6(28082)06062019
22A-2019-02589C

MOTION by Commissioner Cespedes to adopt the staff findings in the foregoing captioned case 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	YES
Commissioner Carolyn Peters	YES

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Joshua Forman v. The Home Depot USA Inc.
DAY76(28050)05162019
22A-2019-02426C

Adam Conway v. Randstad Staffing Services
DAY76(28054)05142019
22A-2019-02536C

MOTION by Commissioner Peters to adopt the 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	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Report from the Chief Legal Counsel

HB 197, which was approved by the Ohio House and Senate on March 25, 2020 and signed into law by Governor DeWine on March 27th, enacted a number of emergency measures for Ohioans coping with the fallout from the COVID-19 pandemic. Recognizing the difficulties in maintaining ordinary procedures where schools, businesses, governmental agencies, and courts are closed or are on significant restrictions, where persons are teleworking, when orders have been put in place ordering Ohioans to stay in place or stay in their homes, HB 197 seeks to help Ohioans with many issues, including challenges with navigating the legal system. Of particular note, HB 197 tolls all criminal, civil and administrative statutes of limitation. The tolling period was retroactive to March 9, 2020 and expires on the date the period of emergency ends or July 30, 2020, whichever is sooner."

Governor DeWine struck the bill's verbiage, which would have also tolled "deadlines." The agency's reconsideration process is a creature of agency administrative rule found in the Administrative Code. While the reconsideration timeline is not a statute of limitation and therefore not necessarily subject to the tolling provisions, the Governor's Office has expressed the desire that agencies, boards and commissions work with the public during this most difficult time. Though we have not had an inordinate number of untimely reconsideration submissions, we have received accounts of parties receiving our LODs weeks after mailing, stories of persons losing their homes and living out of cars, and other woes causing difficulty in timely submitting requests for reconsideration. Therefore, when an otherwise untimely RFR comes in during the epidemic, we are being lenient and allowing the RFR to go forward. So, if the Commissioners see a request on the agenda that appears to be beyond the 13-day window, that is why. Once the tolling period ends, we will cease this practice and go back to our strict count of 13 days.

Report from Executive Director

General Agency Overview

- **Statistics**

- Total Case Inventory: 1,216
 - Regions:
 - Cleveland 228
 - Columbus 335
 - Akron 145
 - Dayton/Cincinnati 508*

*We are currently in the process of reducing the caseload in Dayton/Cinti by reassigning some of the inventory throughout the other regions for a more equitable distribution of cases.

- I am waiting for a list of litigation cases from the Attorney General's Office.
- On April 10th, we received a memo from DAS titled Virtual Meeting Guidance for State Agencies, Boards and Commissions; Virtual Meeting Guidance for Local Governments and Political Subdivisions; and Virtual Meeting Solutions Appendix. DAS set forth recommendations for video-teleconference programs. In light of the information in the memo and based upon the additional research I conducted, I suspended the use of Zoom. Mary and Desmon agreed to experiment with OIT-DAS' recommendations.

As we as result, it was recommended that we use Zoom Webinar for the Commission Meeting because its functionality is more conducive to what we need than the other video-teleconference platforms. For internal meetings, where confidential personal information would be discussed, we will use Microsoft Teams. There is no extra cost for Teams because it is included in our Microsoft License, for which we are currently paying. Please note that this continues to be an evolving process so we will continue to make the necessary adjustments.

- The housing, public accommodation, and employment discrimination charges were updated to reflect a more precise translation of the Spanish language and are currently available online.
- The Secretary of State has a program for online notary services. We have two members of the staff who have expressed an interest in that program. This will allow us to perform online notarizations.
- HB 197 was passed and signed into law on March 27, 2020. In the Bill is a tolling of the statutes of limitations and time limitations. Stephanie prepared a thorough memo regarding the effect that the tolling provisions will have on the OCRC matters. The staff will continue business as usual and will address any tolling issues as they arise on a case by case basis. This prevents a complete interruption of the Commission's process.
- Effective April 29, 2020, a new procedure was instituted relating to the review of all OCRC cases. This new process will hopefully allow for a more linear reporting and handling of cases. It will ensure that the Commission's decisions are consistent, are in accordance with case precedence, and that there is a degree of continuity in the handling of cases. In addition, this new procedure will allow us to better use the skills and resources we have within the agency as well as those of the AAG. We will try this out and make whatever changes necessary as the need arises. Please note: the AG's office was apprised of this policy (I informed Cynthia Dungey) and the AG is in complete agreement.
- We are beginning to track cases where there are COVID-19 implications/allegations. To date, we have approximately eight (8) filed cases. These cases will be monitored closely.
- We are still scheduled to get interns and are currently working on how we can give them a valuable experience under the current working conditions.
- This is Public Service Recognition Week. Those who reached a milestone received a certificate of gratitude for their years of service with pins reflecting their years of service to follow. Those who have not reached a milestone received a certificate of gratitude for their service with OCRC pins to follow. The Executive Staff will receive electronic thank you cards. Each Region, including Central Office, will have separate virtual celebrations. PSRW logo is on the website and a scroll of testimonials about "Why I Serve" from staff members will be posted.

Fiscal

- Dale prepared the April FY2020 Finance Report.

Human Resources

- Stephanie Bostos-Demers, Judia Brown, Darlene Newbern and I participated in a meeting via Skype regarding Diversity and Inclusion Worksheet. The
- The Matrix Worksheet for Diversity and Inclusion has been completed.

Compliance

- Financial Disclosure deadline was extended from May 15 to July 15.
- Ethics Training to be completed by November 30.
- Securing Ohio/Cybersecurity Training should have been completed by May 1.

Legislative

There are no updates at this time.

Outreach/Education/Training

- You previously received an email with an update regarding the Hall of Fame event based upon your suggestions and recommendations from the April 9th meeting. There are no further updates.
- Bradley Dunn was asked by the Mayor of the City of Youngstown whether the Commission would train the 800 employees of the City of Youngstown as a preventive measure.
- On May 4th, Bradley Dunn gave a training on Implicit Bias for the law firm of Brouse McDowell.
- Vera attended “Bystander Intervention Training” via Webinar and she serves on the Cleveland SHRM Diversity and Inclusion Committee.

Regional Operations/Activities

- The Regions are rendering excellent customer service and producing quality work despite the current working conditions.
- The Regions continue to have virtual social gatherings to stay engaged as a staff.

Kudos Korner

Kudos to:

- Vera Boggs, Mary Turocy and Andrew Siefert for helping with the Spanish translation of the charge forms
- Desmon Martin and Mary Turocy for their efforts in recommending the best platform to use for the Commission and Internal meetings.

Public Service Recognition to:

- The entire OCRC staff for their commitment and dedication to helping others.
- The Executive Staff for their hard work and enthusiasm that keeps the rest of OCRC’s staff encouraged.
- Christine Hodge has extended her retirement date to be effective at the end of this month. As a result, I would like to extend our appreciation for her service and offer our best wishes as she embarks upon her new journey.

Report from the Ohio Attorney General’s Office

Shaon Tassie, Assistant Civil Rights Section Chief, introduced the new Toledo Assistant Attorney General. Ms. Tassie was one of a dozen attorneys involved in a task force to enforce the health director’s orders for Ohio. She acknowledged Stefan Schmidt for his involvement in a great settlement in a recent mediation.

Remarks

In honor of Public Service Recognition Week, the Commissioners thanked the staff for their service and great work. They also congratulated Christine Hodge on her retirement.

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	YES
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 2:38PM.

* * *



Commissioner