

**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION
June 4, 2020
Zoom Video Communication**

CALL TO ORDER

Chair Lori Barreras called the meeting to order at 9:35 a.m.

Commissioners Present via Zoom Video Communications:

Chair Lori Barreras
Commissioner William Patmon
Commissioner Madhu Singh
Commissioner Juan Cespedes
Commission Carolyn Peters (Did Not Participate)

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 Singh to approve the May 7, 2020 minutes. Second by Commissioner Cespedes.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	DID NOT PARTICIPATE

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Rosalind Holmes v. Georgia Pacific
DAY76(28470)11212019
22A-2020-00644C

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

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

Rosie Lawrence v. ClubCorp dba Firestone Country Club
AKR73(40412)10042019 AMENDED
22A-2020-00082C

3. Respondent's Request for Reconsideration – Grant for Further Review - Continued

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

Jaclyn S. Koch v. Mark D. and Karla J. Lowe
DAYH6(28250)08192019
05-19-6560-8
22A-2019-03331F

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

4. Complainant's Request for Reconsideration – Deny – Insufficient Evidence

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

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

5. Issue Cease and Desist Order

Gilbert Abercrombie v. 4Lamm, LLC dba Fitness Zone
CLEG4(44862)09182018
22A-2018-03625F
Complaint No. 19-PUB-CLE-44862

Issue Cease and Desist Order - Continued

Yvonne Brinkley v. Aram Gosdanian, Derek Kinzer, Abbeyhill Realty & Management, LLC, Lyric Properties, LLC

COLH1(45201)05082017

05-16-7378-8

22A-2017-02370F

Complaint No. 18-HOU-COL-45201

James Coolidge v. Jill C. (Beckner) Syphrit

DAYH6(26629)08072017

05-17-0607-8

22A-2017-03374F

Complaint No. 18-HOU-DAY-26629

Housing Research & Advocacy Center v. Kimberly Shores

CLEH4(43462)06242016

05-16-5049-8

22A-2016-02197F

Complaint No. 17-HOU-CLE-43462

Linda Mullet v. Todd Cleavenger, Ohio Specialized Investments, Ltd. and Lori Sams

AKRH3(39142)08182017

05-16-5049-8

22A-2017-03418F

Complaint No. 18-HOU-AKR-39142

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

Valerie Obloza v. Franciscan Properties, Inc. and Noneman Real Estate Co.

TOLH2(39418)08202018

05-18-2740-8

22A-2018-03300F

Complaint No. 19-EMP-TOL-39418

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

Whitney Keller and Ronald Whitehead v. Christine J. Fink and Fink Properties

COLH1(46619)11262018

05-19-3542-8

22A-2019-00506F

Complaint No. 19-HOU-COL-46619

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

Schlyer Crawford v. Rosemary Hajost
COLH1(47161)07122019
05-19-5812-8
22A-2019-02740F
Complaint No. 19-HOU-COL-47161

Michael Carr v. iLink Real Estate Company, LLC et al.
TOLH(39381)07242018
05-18-2427-8
22A-2018-03010F
Complaint No. 19-HOU-TOL-39381

Tamika Hill v. FCA US LLC
TOL72(39580)11282018
22A-2019-00527C
Complaint No. 19-HOU-TOL-39381

Nicholas Ackerman v. Variety Wholesalers, Inc. dba Rose’s
AKRB3(39515)0416202018
22A-2018-01949C
Complaint No. 19-EMP-AKR-39515

Nicholas Ackerman v. Variety Wholesalers, Inc. dba Rose’s
AKRB3(39907)11202018
22A-2019-00494C
Complaint No. 19-EMP-AKR-39907

LaToya Stephens v. Tri-State Educational Systems, Inc. dba Ohio Business College
DAYB6(27359)07052018
22A-2018-02808C
Complaint No. 19-EMP-DAY-27359

8. Issue Formal Complaint

Michelle Williams v. Bexley House Apartments
COLH1(47182)07192019
05-19-5911-8
22A-2019-02845F

Fair Housing Advocates Association v. Cathy Blaney, Manager; The Abel-Bishop & Clark Realty Co. dba ABC Management; NPA Associates, Ltd. And Nelson Park Apartments
COLH1(47228)08062019
05-19-6095-8
22A-2019-03020F

Issue Formal Complaint - Continued

Sarah Shelley v. Ollah Combs, Owner; Nancy Combs, Owner; Combs Properties
TOLH2(39972)07122019
05-19-5912-8
22A-2019-02751F

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

Ralph Stoddard v. URSA Trucking, LLC dba URSA Logistics
AKRB3(40340)08192019
22A-2019-03214C

Eunice Bond v. Phillip Wittmer, Victor Wittmer and Wittmer Properties, LLC
CLEH4(45500)07242019 AMENDED
05-19-6587-8
22A-2020-00074F

Jaclyn Koch v. Mark D. and Karla Lowe
DAYH6(28250)08192019
05-19-6560-8
22A-2019-03331F

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

Sherry & Terry Mitchell v. Donna Geiser, Owner
DAYH6(28611)11132019
05-20-7617-8
22A-2020-01278F

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

9. Probable Cause – Schedule Conciliation

Randall Fuller v. City of Toledo, Fire & Rescue Department
TOLB2(40063)08192019
22A-2019-03144C

Probable Cause – Schedule Conciliation - Continued

Linda Evans v. Dollar Tree Stores, Inc.
TOLG2(40231)11122019
22A-2020-00477F

Heyam (Hannah) Hamdan v. Mark R. Burns, Burns Investments, Ltd., and Chervenik Realty, Inc. dba
Keller Williams Chervenik Realty
AKRH3(40436)10212019AMENDED
05-20-7057-8
22A-2020-00259F

Kimberly Pachis v. Jeff Piggot
AKRH3(40414)10052019 AMENDED
05-20-8418-8
22A-2020-00084F

Fair Housing Contact Service, Inc. v. Seven Stories East Unit Condominium Association, Inc.
AKRH3(40508)11292019
05-20-7596-8
22A-2020-00691F

Candice Dooley v. Robert Minton and Dividend Real Estate, Inc.
CLEH4(45548)10272019
05-20-7639-8
22A-2020-00320F

Fair Housing Resource Center, Inc. v. Shirley Begley and Tom Begley
CLEH4(45558)11042019 AMENDED
05-20-7356-8
22A-2020-00521F

Adam Michael Follrod v. Bernard Masonry
DAYA6(28176)07222019
22A-2019-02979C

*Split Determination: Probable Cause on the basis of other Respondent asking illegal questions during the interview and on the issue of failure to hire; No Probable Cause on the basis of age and on the issue of failure to hire for Charging Party

Leonard Price v. Merchants Security
DAYB6(28272)08292019
22A-2019-03384C

*Split Determination: Probable Cause on the basis of Disability and on the issue of Discharge and Failure to Hire; No Probable Cause on the basis of Race and on the issue of Discharge and Failure to Hire

10. Ratify Conciliation Agreement and Consent Order After A Finding of Probable Cause

Wendi Bowersock v. Catholic Charities Regional Agency dba Christina House and Debbie Chaffin
AKRH3(40393)06262019 AMENDED
05-19-6524-8
22A-2019-03530F

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

Roy Carroll v. Cuyahoga Community College
CLEK4(45504)10022019
22A-2020-00122F

Timothy Rense v. The Condo Management Company of America, LLC and Benton Village
Condominium Owners Association, Inc.
CLEH4(45578)11182019 AMENDED
05-20-8112-8
22A-2020-00711F

Roy Carroll v. Cuyahoga Community College
CLEK4(45737)03022020
22A-2020-01590F

Anita C. Stevens v. Harvest Properties & Pennswood Dr. Properties, LLC
DAYH6(28269)08272019
05-19-6789-8
22A-2019-03378F

Raymond Greene v. Mayflower Manor Apartments Ohio LP and Mayflower Manor Apartments GP
LLC
ADRH3(40547)01032020
05-20-7921-8
22A-2020-01059F

Loran Circle v. Springfield Ridge Condominium Association
ADRH3(40634)02242020
05-20-8403-8
22A-2020-01524F

Fair Housing Contact Service, Inc. v. JGOOB, LLC, Michele Butler and James Butler, Agent
ADRH3(40639)02282020
05-20-8304-8
22A-2020-01531F

Karolyn Berringer v. JGOOB, LLC, Michele Butler and James Butler, Agent
ADRH3(40635)02282020
05-20-8301-8
22A-2020-01525F

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

Ebony McClendon v. Best Buy
ADR6(28644)01292020 AMENDED
22A-2020-01248F

Kandice Powell v. MVD Connect
ADR76(28679)02112020
22A-2020-01503C AMENDED

Naomi Crowder v. KBR Services, LLC
ADR76(28747)03122020
22A-2020-01713C AMENDED

Arun Sharma v. IUEC Local #11
ADRA6(28803)05132020
22A-2020-01998C

12. Withdrawal of Charge – With Settlement

Deona Reid v. Milestone Retirement Communities, LLC
COL71(47344)09202019
22A-2019-03479C

Kameelah Guthridge v. State of Ohio, Bureau of Workers Compensation
COL71(47399)10092019 AMENDED
22A-2020-00098C

*Commissioner Patmon recused himself from participation in this case

Angela King v. Detroit Manufacturing Systems Toledo and Non-Automotive, LLC
TOL72(40111)09132019
22A-2019-03433C

Marcus Thomas v. National Education Seminars, Inc.
TOLB2(40134)09272019
22A-2019-03543C

Michael A. Brown v. NASG Seating Bryan, LLC
TOLB2(40135)09272019
22A-2019-03583C

Andre P. Parker v. Aimbridge Hospitality, LLC dba Courtyard by Marriott
TOL72(40174)10152019
22A-2020-00168C

Lama Shiban v. Fulton County Health Center
TOLB2(40272)11252019
22A-2020-00590C

Withdrawal of Charge – With Settlement - Continued

Derrick Bradley v. National Education Seminars, Inc.
TOL72(40321)12192019
22A-2020-00845C

Unique L. McCadney v. Value City Furniture, Inc.
TOLG2(40401)01312020
22A-2020-01223F

Emil Papenfuss v. Power Home Solar, LLC dba Power Home Solar and Roofing
CLEA4(45533)10162019
22A-2020-00240C

Kellie Glenn v. City of Lorain
CLE74(45740)03042020
22A-2020-01592C

Cynthia Boellekke v. Island Lake MHP LLC
DAYH6(28612)08162019
05-20-7818-8
22A-2020-01279F

Alyssa (Patterson) Dumas v. European Wax Center
ADR71(47663) 02112020
22A-2020-01309C

Lindsey Peterson v. Central Ohio Transit Authority
ADRA1(47720)03052020
22A-2020-01526C

Angela Rose Christian v. Danop, LTD dba Dunkin Donuts
ADR72(40248)11182019
22A-2020-00544C

Kathleen Halasy v. Hobby Lobby
ADRA2(40361)01092020
22A-2020-00992C

Robert Ingram v. Lourdes University
ADRA2(40378)01172020
22A-2020-01063C

Karen Trail v. City of Oregon, Oregon Municipal Court
ADR72(40405)02032020
22A-2020-01229C

Withdrawal of Charge – With Settlement - Continued

Kalvin Pickett v. ProMedica Health Systems, ProMedica Toledo Hospital
ADR72(40426)02202020
22A-2020-01396C

Donald Karcher v. Recovery Services of Northwest Ohio, Inc.
ADRB2(40441)02262020
22A-2020-01470C

Christopher Bair v. Mid Atlantic Diners, LLC
ADR73(40594)01302020
22A-2020-01359C

Christine Evans v. County of Stark, Community Action Agency
ADR73(40651)03102020
22A-2020-01607C

Theresa Morgan v. Liberty Healthshare
ADR73(40664)03232020
22A-2020-01838C

13. Withdrawal of Charge – Grant

John Hemric, Jr. v. Citizens Bank, N.A.
AKR73(40505)11262019AMENDED
22A-2020-00688C

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

Michael E. Hightower v. Toledo Metro Federal Credit Union
TOL72(40051)08122019
22A-2019-03064C

DeAnna McGarity v. ProMedica Toledo Children’s Hospital
TOLB2(40092)09042019
22A-2019-03321C

DeAnna McGarity v. The University of Toledo Medical Center
TOLB2(40140)10012019
22A-2020-00010C

Shelley Beard v. Owens State Community College
TOLA2(40213)11062019
22A-2020-00422C

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

Shelley Beard v. Owens Faculty Association/American Federation of Teachers, AFL-CIO
TOLA2(40270)11252019
22A-2020-00588C

15. Administrative Closure

Willie Williams v. Michelle Wilson, Manager for Freedom's Path; and Pinnacle Property Management Services, LLC
COLH1(47655)02072020
05-20-8099-8
22A-2020-01277F

Julianne Badreddine v. City of Toledo, Department of Public Utilities, Division of Sewer and Drainage
TOLA2(40473)03192020
22A-2020-01634C

Syeed Smart v. Crown Cork and Seal
AKR73(40682)04282020
22A-2020-01918C

Ederica Abramson v. Village of Beach City Police Department
AKRB3(40686)05012020
22A-2020-01929C

Window Booher v. Jay Industries, Inc. – Kronis Coatings Division
CLEA4(45806)04132020
22A-2020-01815C

Charles A. Price v. Jay Industries, Inc. – Kronis Coatings Division
CLEA4(45861)04132020
22A-2020-02063C

Henry Baker v. Jay Industries, Inc. – Kronis Coatings Division
CLEA4(45862)04132020
22A-2020-02062C

Kevin Walls v. Northwest Realestate LLC
DAYH6(28270)08222019
22A-2019-03379F

Jami Kaiser v. Kenadi Hair Studio
DAYB6(28276)08282019
22A-2019-03411F

16. No Jurisdiction – Dismiss (XNJ)

Kathleen Pier v. The Charles at Riggins and Oakwood Management Company
COLH1(47503)10232019
05-20-7147-8
22A-2020-00523F

El Houcein Ba v. CSI Cleaning Services, LTD
COLE1(47671)02132020
22A-2020-01347F

Briana Andujar-Balser v. Buckeye Body and Equipment
COLE1(47743)03182020
22A-2020-01644F

Juana Smith v. SR Cleaners, LLC dba Ross Cleaners
COLE1(47748)03232020
22A-2020-01649F

Joshua Jones v. The Superior Group
COLE1(47758)03272020
22A-2020-01677F

Christopher Curry v. Huck's Pallets, Inc.
COLE1(47768)04022020
22A-2020-01715F

Miyako Dishong v. Jasmine Elliston, Roommate
COLH1(47783)04202020
22A-2020-01862F

Erin Eckroad v. Aultman Hospital
AKRG3(40595)01302020AMENDED
22A-2020-01360F

Silas Landis v. Cleveland Clinic Akron General
AKRB3(40697)05082020
22A-2020-01968F

Marcia Ungar v. Menorah Park
CLEH4(45789)04042020
22A-2020-01798F

Rebecca Belcher v. MedData, Inc.
CLEE4(45792)04062020
22A-2020-01801F

No Jurisdiction – Dismiss (XNJ) – Continued

Cosmore Davis v. Associated Property Management
CLEH4(45816)04212020
22A-2020-01879F

Jon Brand Britton v. Euclid Indian Hills, LLC and AIY Properties, LLC
CLEH4(45860)05222020
22A-2020-02059F

Christine Hurless v. Hardin County Job and Family Services
DAYG6(28172)07172019
22A-2019-02924F

Barbara Niehaus v. Bay Point Real Estate, Scott Grevey, Owner
DAYE6(28192)07262019
22A-2019-02978F

Roxanne Gross v. A to Z Appliance Service
DAYE6(28210)08032019
22A-2019-03141F

Ronell L. Watts v. 10 Wilmington Place
DAYE6(28225)08092019
22A-2019-03167F

Roxanne Gross v. A to Z Appliance Service
DAYE6(28230)08132019
22A-2019-03185F

Bryant Butler v. XPO Logistics
DAYE6(28238)08142019
22A-2019-03208F

Bryant Butler v. XPO Logistics
DAYE6(28239)08142019
22A-2019-03210F

Laken Gibson v. Hoxworth Blood Center
DAYE6(28500)12052019
22A-2020-00797F

Elias Provitt v Sinclair Community College
DAYE6(28530)12182019
22A-2020-00979F

No Jurisdiction – Dismiss (XNJ) – Continued

Marlon Matthews v. Zheludova Tatiana
DAYH6(28614)09132019
22A-2020-01281F

Therone Bassett v. Meyer Tool Inc.
DAYE6(28773)04082020
22A-2020-01823F

17. No Jurisdiction – Dismiss

Judith Kelley v. Direction Home Akron Canton Area Agency on Aging
AKRG3(40574)01212020
22A-2020-01161F

Nicole Ashley Williams v. Third Street Family Health Services, Susan Baker, Brian Crum, Susan Dill, James Dolan, Karen Freeman, Jason Lawrence, Dr. Marissa Miller, Carol Payton, Pam Siegenthaler, Melissa Tommelleo, Avita Health Systems, Dale Saylor & Associates, CPA, Snyder Funeral Homes, The Dairy Belle, Mechanic Bank, Urban Minority Alcoholism & Drug Abuse Program and Weldon, Huston & Keyser, LLP
CLE74(45564)11122019 AMENDED
22A-2020-00467C

*Split Recommendation: No Probable Cause on the allegations raised against Respondent Third Street Family Services, No Jurisdiction (On the allegations raised against Respondents Susan Baker, Brian Crum, Susan Dill, James Dolan, Karen Freeman, Jason Lawrence, Dr. Marissa Miller, Carol Payton, Pam Siegenthaler, Melissa Tommelleo, Avita Health Systems, Dale Saylor & Associates, CPA, Snyder Funeral Homes, The Dairy Belle, Mechanics Bank, Urban Minority Alcoholism & Drug Abuse Outreach Program, and Weldon, Huston & Keyser, LLP)

Anthony Cochran v. City of Mansfield
CLEG4(45646)01072020
22A-2020-01121F

18. No Probable Cause – Dismiss

Danielle Seck v. HKT Teleservices
COL71(47271)08202019 AMENDED
22A-2019-03193C

Meiya Booker v. Nationwide Children's Hospital
COL71(47287)08272019 AMENDED
22A-2019-03282C

Kimberly Cutliff v. Brian Leve MD, Inc.
COLE1(47289)08292019
22A-2019-03286F

No Probable Cause – Dismiss - Continued

Sheena Gwynn v. State of Ohio, Department of Taxation
COL71(47314)09092019
22A-2019-03339C

Jennifer Small v. Brian Dorner MD, Inc., dba Dorner Plastic Surgery Inc.
COLA1(47334)09162019 AMENDED
22A-2019-03436C

Patricia Johnson v. Brian Dorner MD, Inc., dba Dorner Plastic Surgery Inc.
COLE1(47335)09162019 AMENDED
22A-2019-03437F

Lisa Shoemaker v. Brian Dorner MD, Inc., dba Dorner Plastic Surgery Inc.
COLE1(47336)09162019 AMENDED
22A-2019-03438F

Dexter Robertson v. State of Ohio, Bureau of Motor Vehicles
COLA1(47363)09232019
22A-2019-03566C

Dexter Robertson v. State of Ohio, Bureau of Workers Compensation
COLA1(47371)09232019
22A-2019-03579C

*Commissioner Patmon recused himself from participation in this case

Harold Franklin v. Kellen A. Showes, Asset Manager and Columbus Metropolitan Housing Authority
COLH1(47376)08172019
05-19-6556-8
22A-2019-03587F

William James v. Altercare of Hilliard Post-Acute Center, Inc.
COLG1(47379)10012019
22A-2020-00005F

Kimberly Mosley v. Ohio State University Physicians, Inc.
COL71(47383)10022019
22A-2020-00037C

*Commissioner Patmon recused himself from participation in this case

Otis Jackson v. Capitol Square Hotel, LLC dba Holiday Inn
COL71(47385)10042019
22A-2020-00061C

William James v. Altercare of Hilliard Post-Acute Center, Inc.
COLG1(47392)10072019
22A-2020-00073F

No Probable Cause – Dismiss - Continued

Marsha K. Tingler v. Minamyer Residential Care Services, Inc.
COLB1(47410)101020219
22A-2020-00126C

Petro Brown II v. Bunzl Retail Services, LLC
COL71(47420)10162019
22A-2020-00182C

Shavon Baugh v. 10 Below, LLC dba Simply 10
COLB1(47424)10172019
22A-2020-00213C

Mikel Henry v. Trudeau's Fence Co., Ltd
COL71(47427)10182019
22A-2020-00222C

Kurt A. Looper v. Columbus Metropolitan Library
COLA1(47483)11062019
22A-2020-00460C

Delbert Cooper v. DSI Security Services, Inc.
COLA1(47504)11192019
22A-2020-00525C

Allen M. Heard v. L&E Landscape Services, Inc. dba Reichle Brothers
COL71(47509)11192019
22A-2020-00530C

Charlotte Bowers v. AAJ Enterprises, Inc. fka Columbus Fair Auto Auction
COLB1(47511)11202019 AMENDED
22A-2020-00532C

Mohamed Ali v. Stratosphere Quality, LLC
COL71(47551)12132019
22A-2020-00802C

Mohamed Ali v. BMCH, INC. dba Triad Staffing
COL71(47552)12132019
22A-2020-00803C

Gwendolyn J. Thomas v. ADS Alliance Data Systems, Inc.
COLB1(47553)12152019
22A-2020-00819C

No Probable Cause – Dismiss - Continued

Sheena Gwynn v. State of Ohio, Department of Taxation
COL71(47567)12232019
22A-2020-00859C

Michael K. Asamoah v. Tigerpoly Manufacturing, Inc.
COL71(47570)12272019
22A-2020-00909C

Hemachandra Don Perera v. The Woda Group, Inc. and Woda Cooper Companies, Inc.
COLA1(47573)12272019
22A-2020-00912C

Stephanie Loraine Amaba v. The Buckeye Ranch, Inc.
COLB1(47588)01032020
22A-2020-00965C

Samuel Anthony Hommrich v. The Ohio State University
COLB1(47596)01072020
22A-2020-00994C

*Commissioner Patmon recused himself from participation in this case

Tonya N. Henderson v. Central Ohio Surgical Associates, Inc.
COL71(47627) 01232020
22A-2020-01096C

Melody Ward v. Teresa Ward, Regional Manager; Elizabeth J. Birch, Attorney for Jones Estates, LLC;
Jones Estates Avalon MHP, LLC c/o Paracorp Incorporated, Registered Agent; and Stackhouse
Management, LLC c/o Teresa Ward, Registered Agent
COLH1(47679)02192020
05-20-8269-8
22A-2020-01363F

Charlotte Bowers v. Cynthia Becton, Manager; and Community Housing Network, Inc. c/o Jennifer
Sharma, Chief Operating Officer
COLH1(47683)02202020
05-20-8183-8
22A-2020-01382F

May Abdel Elmaghrabi v. Glenwood United Methodist Church dba Glenwood Center for Early
Childhood
COL71(47714)03032020
22A-2020-01506C

Michael J. Dhondt v. Ohio Rural Electric Cooperatives, Inc.
COLA2(40145)10022019
22A-2020-00021C

No Probable Cause – Dismiss - Continued

Leenque Glass v. Dollar Tree Stores, Inc.

TOL72(40089)08302019

22A-2019-03318C

Shelby J. Meade v. Rite Aid of Ohio, Inc. dba Rite Aid Pharmacy

TOLG2(40099)09092019

22A-2019-03366F

Roy Lee Snow v. Mercy Health-St. Vincent Medical Center LLC

TOL72(40102)09102019

22A-2019-03370C

Kimberly Hady v. ProMedica Toledo Hospital c/o ProMedica Health System, Inc.

TOLA2(40105)09112019

22A-2019-03388C

April S. Sumrow v. Mercy Health – St. Vincent Medical Center LLC

TOL72(40132)09262019

22A-2019-03534C

Daniel Lake v. Toledo Tool and Die Company, Inc.

TOLB2(40300)09122019

22A-2020-00796C

Paul Parker v. EIDI Properties, Ltd.

TOLG2(40352)01062020

22A-2020-00959F

Walter Lucas v. Starbucks Coffee Company (Starbucks Corporation)

TOL72(40057)08142019

22A-2019-03081C

Doniell Duncan v. Lourdes University

TOL72(40097)09062019

22A-2019-03345C

Wayne Radford v. Sun Chemical Corporation

TOL72(40113)09142019 AMENDED

22A-2019-03435C

Steven Carter v. Clarios, LLC

TOLA2(40115)09172019

22A-2019-03470C

No Probable Cause – Dismiss - Continued

Michele Condrieh-Biszantz v. Linda R. Schaefer, Owner
TOLH2(40118)09182019
22A-2019-03472F

Rochelle Morrishaw v. International Union, United Automobile, Aerospace & Agricultural Implement
Workers of America-UAW Local 12
TOL72(40121)09202019
22A-2019-03474C

Rochelle Morrishaw v. Faurecia Emissions Control Systems NA, LLC
TOL72(40122)09202019
22A-2019-03475C

Michele Condrieh-Biszantz v. Linda R. Schaefer, Owner
TOLH2(40123)09192019
22A-2019-03476F

Robert Lomas v. A Renewed Mind
TOL72(40126)09202019
22A-2019-03480C

Wayne Radford v. Sun Chemical Corporation
TOL72(40203)10302019
22A-2020-00340C

Mona Bahouth-Kennedy v. Owens State Community College
TOLA2(40245)11152019
22A-2020-00539C

Mona Bahouth-Kennedy v. Owens Faculty Association, American Federation of Teachers, Local 4670
TOLA2(40246)11152019
22A-2020-00540C

Yolanda Banks v. Dollar Tree Stores, Inc.
TOL72(40262)11222019
22A-2020-00580C

Robert D. Wyse v. Sauder Woodworking Co.
TOLA2(40390)01272020
22A-2020-01140C

Jannah Hague v. Bite Me Twice Mediterranean Cuisine LLC
TOLE1(47345)09202019
22A-2019-03481F

No Probable Cause – Dismiss - Continued

Myra Davenport v. Next Generation Hospitality, LLC dba Staybridge Suites Canton
AKR73(40484)11182019
22A-2020-00549C

Diana L. Dubinsky v. Children’s Hospital Medical Center of Akron
AKRB3(40493)11202019
22A-2020-00566C

Karrie Bower-Stroup v. Bagh, Inc. dba Brookfield Sunoco
AKR73(40494)11202019
22A-2020-00570C

Gregory Dixon v. Akron Healthcare LLC dba Reach LTC Ohio
AKR73(40496)11212019
22A-2020-00573C

Frank Charlie Brown v. Northfield Park Associates LLC dba MGM Northfield Park
AKRA3(40515)12042019
22A-2020-00766C

Kenneth Plumb v. Peppers Fresh Market LLC
AKRA3(40528)12122019
22A-2020-00818C

Marjorie Calladine v. Grace Woods Senior Living, LLC
AKRB3(40534)12192019
22A-2020-00849C

Tiffany Vanwasshenova v. Don Lalinsky
AKRH3(40541)12222019
05-20-7877-8
22A-2020-00897F

Jose Reyes v. WDP Investments LLC
AKRH3(40542)12262019
22A-2020-00898F

Sandra Linn v. Oriana House, Inc.
AKRA3(40550)01032020
22A-2020-01061C

Marian Dingle v. A.E.S. Management Corporation II dba Popeye’s
AKRA3(40556)01082020
22A-2020-01074C

No Probable Cause – Dismiss - Continued

Larry Purnell v. Arconic, Inc.

AKR73(40583)01262020

22A-2020-01272C

Nicholas Abramson v. The Village of Marshallville, Police Department

AKR73(40586)01282020

22A-2020-01318C

Cornellius Barton v. Dave & Buster's Management Corporation, Inc.

AKR73(40591)01292020

22A-2020-01356C

Michael Reynolds v. Bridgestone Americas, Inc.

AKR73(40593)01302020

22A-2020-01358C

Nicholas Abramson v. The Village of Marshallville, Police Department

AKR73(40626)02192020

22A-2020-01515C

Ernest Mims v. King Apartments, Ltd. And John Janis Family Trust

AKRH3(40636)02272020

05-20-8302-8

22A-2020-01528F

Tri-County Independent Living Center, Inc. v. Rosidalia Knaus, Mark Knaus and Joseph Knaus

AKRH3(40673)11062019

22A-2020-01848F

Michael Robinson v. JPMorgan Chase Bank, N.A

AKRB1(47520)11252019 AMENDED

22A-2020-00600C

Phyllis J. Hollis v. ASM29108, Inc. dba My IGA Express

AKRG6(28469)11212019

22A-2020-00643F

Richard Georgevitch v. Allied Universal Security Services, LLC

CLEB4(45444)09022019

22A-2019-03363C

Brenda Ealey on behalf of Michael Ealey v. Cuyahoga Metropolitan Housing Authority and Henry Price

CLEH4(45508)10042019

22A-2020-00131F

No Probable Cause – Dismiss - Continued

Housing Research and Advocacy Center v. Vera B. Hall fka Vera Griffin
CLEH4(45529)10152019
05-20-8685-8
22A-2020-00187F

Thomas Loy v. Integrity Realty Group, LLC and SPP Properties LLC
CLEH4(45538)10212019 AMENDED
22A-2020-00260F

Rashad Leone v. ARK Management, LLC, Rena Golan, Chaim Cohen, Nahmias, LLC and Harel, L.L.C.
CLEH4(45541)10222019
05-20-8182-8
22A-2020-00307F

Anthony Cochran v. City of Mansfield
CLEG4(45551)10292019
22A-2020-00323F

Anthony Cochran v. City of Mansfield
CLEG4(45552)10292019
22A-2020-00324F

Anthony Cochran v. City of Mansfield
CLH4(45555)10302019
22A-2020-00398F

Nicole Ashley Williams v. Third Street Family Health Services, Susan Baker, Brian Crum, Susan Dill, James Dolan, Karen Freeman, Jason Lawrence, Dr. Melissa Miller, Carol Payton, Pam Siegenthaler, Melissa Tommelleo, Avita Health Systems, Dale Saylor & Associates, CPA, Snyder Funeral Homes, The Dairy Belle, Mechanic Bank, Urban Minority Alcoholism & Drug Abuse Program and Weldon, Huston & Keyser, LLP
CLE74(45564)11122019 AMENDED
22A-2020-00467C

*Split Determination: No Probable Cause on the allegations raised against Respondent Third Street Family Services, No Jurisdiction (On the allegations raised against Respondents Susan Baker, Brian Crum, Susan Dill, James Dolan, Karen Freeman, Jason Lawrence, Dr. Marissa Miller, Carol Payton, Pam Siegenthaler, Melissa Tommelleo, Avita Health Systems, Dale Saylor & Associates, CPA, Snyder Funeral Homes, The Dairy Belle, Mechanics Bank, Urban Minority Alcoholism & Drug Abuse Outreach Program, and Weldon, Huston & Keyser, LLP)

Vincent Washington v. Owners Management Company
CLEH3(45571)11132019
05-20-7862-8
22A-2020-00703F

Kelly Spehar v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB4(45593)12012019
22A-2020-00738C

*Commissioner Patmon recused himself from participation in this case

No Probable Cause – Dismiss - Continued

Abbie Grisham v. AJ Aristocrat Berea OPCO. LLC dba Aristocrat Berea Health and Rehabilitation
CLEA4(45594)12032019 AMENDED
22A-2020-00767C

Peter Saa v. River Road Restaurants, LLC dba IHOP
CLE74(45613)12122019
22A-2020-00925C

Tiffiney Roberts v. Family Promise of Greater Cleveland
CLE74(45663)01162020
22A-2020-01167C

Areon Coleman v. Whole Foods Market Group, Inc.
CLEB4(45665)01162020
22A-2020-01171C

Aisha Smith v. King Nut Company
CLE74(45666)01172020
22A-2020-01173C

Aisha Howard vv. Ohio Ambulance Solutions, LLC
CLE74(45676)01272020
22A-2020-01207C

Susan Brophy v. Dise and Company, Inc.
CLEE4(45693)01312020
22A-2020-01320F

Jessica Palagyi-Zupancic v. InterDesign, Inc.
CLE74(45695)02032020
22A-2020-01323C

Jonathan M. Moore, Sr. v. Crown Services, Inc.
CLEA4(45711)02192020
22A-2020-01491C

Raymond S. McMichael v. The Salvation Army and Perry Sealey
CLEG4(45718)02142020
22A-2020-01569F

Kevin Allen Ashby v. DFR Coventry Restaurants, Inc. dba Panini's Bar and Grill
CLEG4(45741)03042020
22A-2020-01593F

No Probable Cause – Dismiss - Continued

Mary McClatcher v. Giant Eagle, Inc,
CLEG4(45751)03092020
22A-2020-01756F

Marsha Thomas v. Mount Vernon Nazarene University
CLEK4(45768)03232020
22A-2020-01774F

Nicole Ashley Williams v. Jared Pollick
CLE74(45835)11122019
22A-2020-01973C

Nicole Ashley Williams v. Katherine Griffeth
CLE74(45836)11122019
22A-2020-01974C

Deborah A. Trojack v. Speedway LLC
CLEA3(40461)11042019
22A-2020-00390C

Richard Bennett v. The University of Akron
CLEB3(40523)11252019
22A-2020-00700C

Ederica Abramson v. City of East Cleveland, Police Department
CLE73(40652)03112020
22A-2020-01765C

Cierra Butler v. Eric Ellington
DAYG6(28155)07082029
22A-2019-02833F

Khuder Juma v. General Electric Aviation
DAY76(28163)07122019
22A-2019-02915C

Mark Evans v. Wayne Trail/Lincoln Electric
DAYA6(28166)07152019
22A-2019-02918C AMENDED

Adam Michael Follrod v. Bernard Masonry
DAYA6(28176)07222019
22A-2019-02979C

*Split Determination: Probable Cause on the basis of other Respondent asking illegal questions during the interview and on the issue of failure to hire; No Probable Cause on the basis of age and on the issue of failure to hire for Charging Party

No Probable Cause – Dismiss - Continued

Aaron Shafer v. Beavercreek City Schools
DAY76(28183)07242019
22A-2019-02938C

Anwar Crawford v. Love's Travel Stop
DAYB6(28184)07242019
22A-2019-02941C

Amy Hatfield v. Universal Truckload, LLC
DAY76(28211)0802019 AMENDED
22A-2019-03155C

Tawnya Henry v. Miami Valley Juvenile Rehabilitation Center
DAY76(28213)08072019
22A-2019-03168C

Antowon Davis v. XPO Logistics
DAY76(28226)08142019
22A-2019-03171C

Demetrious S. Pittman v. Oldcastle Building Envelope
DAY76(28246)08162019
22A-2019-03349C

Steven Neff v. Walmart Corporation
DAYB6(28260)08262019
22A-2019-03367C

Bryan Michael Marsh v. FedEx Ground Package System, Inc.
DAYB6(28263)08262019 AMENDED
22A-2019-03373C

Leonard Price v. Merchants Security
DAYB6(28272)08292019
22A-2019-03384C

*Split Determination: Probable Cause on the basis of Disability and on the issue of Discharge and Failure to Hire; No Probable Cause on the basis of Race and on the issue of Discharge and Failure to Hire

Jami Kaiser v. Kenadi Hair Studio
DAYG6(28274)08282019
22A-2019-03408F

Shelby Everson v. Mideast Machinery Movers, Inc.
DAYB6(28286)09062019
22A-2019-03537C

No Probable Cause – Dismiss - Continued

Tonia White v. Burlington Coat Factory of Texas, Inc.
DAY76(28302)09182019
22A-2019-03547C

Trina Grier v. Mahle Behr Dayton, L.L.C.
DAY76(28316)09242019
22A-2019-03556C

David Tomlinson v. Jonmichael & Sarah Pollok and Reef Point, LLC
DAYH6(28329)09302019 AMENDED
05-19-8180-8
22A-2020-00163F

Warren Easterling v. Miami Valley Pizza (Pizza Hut)
DAY76(28351)10082019
22A-2019-00217C

Warren Easterling v. Regional Transit Authority (RTA)
DAYB6(28352)10082019
22A-2020-00218C

Dolores Beatty v. Pete Bates, Owner
DAYH6(28366)10152019
05-20-9221-8
22A-2020-00328F

Gavin Wittenbach v. Mane, Inc.
DAYB6(28385)10172019
22A-2020-00355C

Darlene Booker-Powell v. Ed Bandenburg, Owner; EPB Properties LLC
DAYH6(28400)10242019
05-20-9003-8
22A-2020-00384F

Shara Washington & Walter Phillips v. Meadow Green Home Owners' Association
DAYH6(28459)082019 AMENDED
05-20-7091-8
22A-2020-00613F

Melissa Ridenour v. Beauty Systems Group
DAYB6(28512)12092019
22A-2020-00832C

No Probable Cause – Dismiss - Continued

Shavonne Proffitt v. Caterpillar
DAYB6(28515)12112019
22A-2020-00892C

Matthew Hudson v. Cincinnati Art Association
DAY76(28564)01072020
22A-2020-01108C

Cynthia Koons v. James A. Rhodes State College
DAYA2(39975)07172019
22A-2019-02821C

MOTION by Commissioner Patmon 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	DID NOT PARTICIPATE

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.

The Compliance Department, on behalf of the Fair Housing Advocates Association, requested the appearances for the following cases be removed from the agenda and rescheduled for a later date:

1. Fair Housing Advocates Association, Inc. v. Millenia Housing Management Ltd., Heritage Place Investments, LLC and Bethany Grunenwald
AKRH3(40302)07252019
22A-2019-03042F
2. Roberta Sanders v. Millenia Housing Management Ltd., Heritage Place Investments, LLC and Bethany Grunenwald
AKRH3(40394)09242019
22A-2019-03531F

MOTION by Commissioner Patmon to remove the foregoing cases from the agenda and reschedule them for a later date. 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.

HEARING OF APPEARANCE CASES

Appearance 1

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

Elizabeth M. Wood v. Legal Alternatives LLC
COLG1(47147)07092019
22A-2019-02687F

MOTION by Commissioner Peters 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

Fair Housing Advocates Association v. Cathy Blaney, The Abel-Bishop & Clark Realty Co. dba ABC Management, NPA Associates, Limited, and Nelson Park Apartments
COLH1(47228)08062019
05-19-6095-8
22A-2019-03020F

MOTION by Commissioner Cespedes to reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation. 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 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 go back to public session. 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.

Appearance 3

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

Edward Bickerstaff II v. Deacon 10, LLC dba Premier Protective Services
CLE74(45338)06252019
22A-2019-02747C

MOTION by Commissioner Patmon 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 3, Page 1, Item I-A

Robin Myles v. Fuyao Glass America, Inc.
DAY76(28137)07012019
22A-2019-02796F

MOTION by Commissioner Patmon 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	NO
Commissioner Juan Cespedes	YES
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 5

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

Sarah Shelley v. Ollah Combs, Owner; Nancy Combs, Owner; Combs Properties
TOLH2(39972)07122019
05-19-5912-8
22A-2019-02751F

MOTION by Commissioner Cespedes to uphold the previous 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.

Appearance 6

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

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

MOTION by Commissioner Patmon to uphold the previous 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 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 go back to public session. 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.

Appearance 7

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

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

MOTION by Commissioner Peters to reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Juan Cespedes	NO
Commissioner Carolyn Peters	YES

Motion carried.

Appearance 8

Commissioners' Agenda - Week 4, Page 3, Item II-A

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

MOTION by Commissioner Patmon 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.

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

James Vivolo v. CTT - Wooster Properties, LLC; Charlotte Tracy
CLEH4(45417)08122019
22A-2019-03246F

Kelly Spehar v. State of Ohio, Opportunities for Ohioans with Disabilities
CLEB1(47260)08152019 AMENDED
22A-2019-03125C

*Commissioner Peters recused herself from participation in this case

MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. 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 – with noted recusal

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause- Dismiss

John Anthony Sherrad v. Community Housing Network, Inc.,
Doug Decker, and Tashia Brown-McMullin
COLH1(47447)10282019
22A-2020-00287F

John Steven Olds v. PPG Industries, Inc.
DAY76(28252)08192019
22A-2019-03353C

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

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

Eunice Bond v. Wittmer Properties, LLC, Phillip Wittmer, and Vickie Wittmer
CLEH4(45500)07242019 AMENDED
05-19-6587-8
22A-2020-00074F

Mark Eugene Abercrombie v. Pride One Construction
Services, LLC
COLB1(47237)08072019
22A-2019-03051C

Julie Obraza v. Stow-Munroe Falls City School District
Board of Education
AKR73(40283)07222019
22A-2019-02896C

Deborah Sanders v. City of Cincinnati, Department of Public
Services, Sanitation
DAY76(28099)06122019
22A-2019-02611C

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

Moment of Silence in Remembrance of George Floyd

At 2:00 p.m., the meeting was paused to join Governor Mike DeWine and all Ohioans to observe a moment of silence in remembrance of George Floyd. The statewide moment of silence corresponded with the scheduled start of Floyd's memorial service in Minneapolis

Report from the Chief Legal Counsel

On May 11, 2020, the US Supreme Court heard oral arguments on a continuing struggle between the interplay of First Amendment religious freedoms and statutory protections of Title VII anti-discrimination laws. The specific issue was whether the Religion Clauses prevent discrimination claims brought by an employee against her religious employer, where the employee carried out religious functions. The Court accepted for review two cases from the Ninth District Court of Appeals (West Coast) involving teachers at Catholic schools, who sued under federal civil rights statutes because their contracts were nonrenewed.

In my own words, the Court is examining what exactly is the "ministerial" exemption and who gets to decide who qualifies - the church or the courts. Certain justices seem to lean to saying churches are in the best position to determine who the church ministers are. Other justices seem to suggest Title VII protections outweigh any employer's rights to make a blanket list of those who are exempted. A decision is anticipated this summer. In addition, we are awaiting the Court's decision in the consolidated cases of *Bostock v. Clayton Cty*; *Altitude Express, Inc. v. Zarda*; and *R.G. & G.R. Harris Funeral Homes, Inc. v. EEOC*, where the Court will give guidance of whether orientation and/or transgender status qualifies as "sex discrimination" under Title VII.

Report from Executive Director

General Agency Overview

- Region Inventory
 - Statistics
 - Total Case Inventory: 1,373
 - Regions:
 - Cleveland 212*
 - Columbus 320*
 - Akron 138*
 - Toledo 315*
 - Dayton/Cincinnati 388**

*Does not include the cases that were transferred to the region.

**After reducing the caseload in Dayton/Cincinnati by reassigning some (110 cases) of the inventory throughout the other regions for a more equitable distribution of cases.

- Hearings Unit Inventory
 - Total Hearings Case Inventory: 107
 - I am waiting for a list of litigation cases from the Attorney General's Office.

- Teleworking: We will continue to telework until further notice. When it is time to return to the workplace environment, we will follow the guidelines and protocols required to ensure that the staff return to work in a safe environment.
- I met with all exempt staff to discuss the email that we received regarding cost saving measures imposed relating to cost-savings days and the freeze on Step and cost of living increases. We will receive additional guidance and information as it comes available.
- Interns : We are having interns working within the Commission throughout the upcoming months. Depending upon their particular area of interest, the intern will be working with members of the Commission. The interns will work remotely.

Fiscal

- When OBM closes out the month of May, Dale Olinger will prepare the May FY2020 Finance Report and it will be forwarded to you.

Human Resources

- HR check-in teleconferences. These conferences are held every Friday. Following is a list of highlighted topics:
 - Employees shall continue to telework.
 - Interns must work 100% remotely.
 - Families First Act -criteria developed by the Dept of Labor have not changed even though daycares are opening. There should be conversation with the employee and each situation taken on a case-by-case basis. If the employee does not qualify for leave under the Families First Act, look at other options that may be available for the employee.

Compliance

- Financial Disclosure deadline was extended from May 15 to July 15.
- Ethics Training to be completed by November 30th.

Outreach/Education/Training

- MLK Art, Essay & Multimedia Contest: Although we are not sure whether we will be able to assemble, we are continuing to look for potential venues.
- Hall of Fame: Because of the remote work situation, it was discussed with the Commission how to proceed with the Hall of Fame. However, further discussion needs to be held with the Commission regarding the selection process.
- On 5/14/20, Bradley Dunn gave a continuing legal education course titled: *The Ohio Civil Rights Commission: An Update*.

Legislative

- Sub Bill to SB 308 regarding civil liability of service providers in emergency. There was a version of the bill which referenced Ohio Revised Code 4112.02. However, that reference has been removed, but Mary Turocy continues to monitor this bill.
- HB 352 regarding administrative exhaustion. There was an amendment that would toll the statute of limitations for the entire OCRC process. This was voted out of committee on May 12th. Mary is monitoring the progression of this bill.

Regional Operations/Activities

- Employee Engagement:
 - Cleveland has weekly staff meetings, but at each meeting there is a game component.
 - Toledo poem contest with the theme “Working for the Commission during the Pandemic.”

Kudos Korner

- Colleen Bonk is a volunteer for the Akron Municipal Court as a Mediator she has been doing this for approximately 2 years. The mediation program is now providing remote mediation services. Colleen mediates cases, such as landlord tenant, contract cases involving home or car repair, loan repayment and other small claims type matters. Colleen is a foster mother of two (ages 11 and 14) and she said that she is volunteering as a mediator “because she “really enjoy helping people problem solve, and I am good at it, so I get a real sense of accomplishment from being a Mediator.”
- Martha “Marti” Damm received a message of gratitude from a constituent who stated that “I would like to thank you for the thorough investigation you did, and thank you for the additional time to get in our response , we truly appreciated it.” She further stated “You are a great example of how an investigation should be done, just looking at the case in a fair and impartial way and using only the facts that were presented to you. ...Having said all that, I feel like I have lost a friend, as you were so understanding about the loss of our son. You listened to my ramblings when you were not required to, but sometimes it is easier to talk to someone you don’t know personally then it is to talk to a friend.”
- Bradley Dunn facilitated training on Implicit Bias” for the law firm of Brouse McDowell on May 4th. Following are comments about his illustrious presentation:
 - Very well done; interesting; thought provoking; practical applications apparent; greatly appreciate especially during this time- period that the session was made available to outside attorneys.
 - I think the format of the presentation was great. I liked the integration of the videos and visual aids.
- Thank you so much for hosting and offering this CLE (continuing legal education). I thoroughly enjoyed it which is rare for me.

Report from the Ohio Attorney General’s Office

Lori Anthony, Civil Rights Section Chief, congratulated the 2020 graduates and parents.

Remarks

The Compliance Director requested a vote on the following case:

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

Miami Valley Fair Housing Center v. Sexton Hillside LLC, et al.
DAYH6(27464)08232018; 05-18-5594-8; 22A-2018-03339
Complaint No. 19-HOU-DAY-27464

MOTION by Commissioner Chair Barreras to reject the recommendation to dismiss the formal complaint in the foregoing case. 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 Commissioners reflected on the tragedy involving George Floyd and the current state of the country. They expressed interest in supporting Governor DeWine in his efforts to address the issues facing the state of Ohio.

MOTION by Commissioner Cespedes to adjourn the public meeting. 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.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 4:47PM.

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Commissioner