

**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION  
May 15, 2014  
Lobby Hearing Room, Rhodes Office Tower  
Columbus, Ohio**

**CALL TO ORDER**

Chairman Hubert called the meeting to order at 9:30 a.m.

**Commissioners Present:**

Chairman Leonard Hubert  
Commissioner Lori Barreras  
Commissioner Stephanie Mercado  
Commissioner Tom Roberts  
Commissioner William W. Patmon, III

A quorum was present.

**OCRC Staff Present:**

G. Michael Payton, Executive Director; Keith McNeil, Regional Counsel/Director of Operations; Stephanie Bostos Demers, Chief Legal Counsel; Desmon Martin, Director of Enforcement and Compliance; Aman Mehra, Columbus Regional Director; Norman Gibson, Dayton Regional Director; Darlene Newbern, Toledo Regional Director Vera Boggs, Cleveland/Akron Regional Director; Ronnell Tomlinson, Director of Housing/Alternative Dispute Resolution; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Mercado to approve the April 24, 2014 minutes. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>ABSTAIN</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Anjomedea Taylor v. Ohio Health\*

COL71(40302)06062013

22A-2013-02676C

\*Commissioners Patmon and Barreras recused themselves from participation in this case

Lonnee E. Thomas v. Center of Vocational Alternatives for Mental Health, Inc.

COL71(40341)06202013

22A-2013-02807C

Jeffrey Ransom v. Owens-Brockway Glass Container, Inc.

COLA1(40346)06252013

22A-2013-02740C

Jeanine Wendy Molock v. State of Ohio, Department of Education\*

COLA1(40348)06142013

22A-2013-02801C

\*Commissioner Patmon recused himself from participation in this case

Jay Wollenburg v. Board of Education of the Ottawa Hills Local School District

TOLA2(36014)07012013

22A-2013-02604C

Lynn Downing v. Elaine Zajac

AKRH3(37024)07292013

05-13-1254-8

22A-2013-02927F

Nazih M. Darwiche v. Kent State University

CLEA3(37210)11252013

22A-2014-00504C

Robert J. Meyer v. State of Ohio, Department of Transportation

DAYA6(23722)07022013

22A-2013-03408C

Karen A. Mathis-Seiter v. Animal Care Center

DAYE6(23777)07292013

22A-2014-01070F

Tony Jackson v. The Board of Education of the Jackson City School District

DAY76(24078)12232013

22A-2014-00782C

**2. Reconsideration by the Commission – Vacate Previous Issuance of Formal Complaint**

Housing Research and Advocacy Center v. Jerome Horton  
AKRH4(42045)06242013 AMENDED  
05-13-1060-8  
22A-2013-02586F

**3. Respondent’s Request for Reconsideration – Grant for Further Review**

David and Sue Dunbar v. Linda and Richard Mussig  
AKRH3(37046)08092013  
05-13-1517-8  
22A-2013-03029F

Fair Housing Advocates Association v. Linda and Richard Mussig  
AKRH3(37047)08092013  
05-13-1544-8  
22A-2013-03028F

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

Harla Williams (nka Harla Allen) v. FHL Enterprises, LLC and Gary Lee  
AKRH3(35831)06202011  
05-11-1169-8  
22A-2011-03279F  
Complaint No. 11-HOU-AKR-35831

Stark County Fair Housing Department v. FHL Enterprises, LLC and Gary Lee  
AKRH3(35832)06202011  
05-11-1168-8  
22A-2011-03280F  
Complaint No. 11-HOU-AKR-35832

Fair Housing Advocates Association v. UMH OH Colonial Heights, LLC, and Terri Prokorym, Community Manager  
AKRH3(36605)10292012  
05-13-1487-8  
22A-2013-00389F  
Complaint No. 13-HOU-AKR-36605

Brenda Mamula v. UMH OH Colonial Heights, LLC, and Terri Prokorym, Community Manager  
AKRH3(36606)10292012  
05-13-1486-8  
22A-2013-00390F

Complaint No. 13-HOU-AKR-36606

**Withdrawal of Charge with Settlement; Dismiss Formal Complaint – Submitted by the Attorney General’s Office - continued**

Dale West v. Lawn Tech Inc.

CLE74(40919) 05122011

22A-2011-03213C

Complaint No. 11-EMP-CLE-40919

Valerie Cruz Figueroa v. Catholic Health Partners dba Mercy Regional Medical Center\*

CLEB4(41715)09182012

22A-2012-03113C

Complaint No. 13-EMP-CLE-41715

\*Commissioner Mercado recused herself from participation in this case

**5. Independent Settlement; Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Dean Edward Arlington v. ANYI Apartments, LLC

COLH1(34539)11142006

22A-2008-00022F

Complaint No. 07-HOU-COL-34539

Naim Tiffany Wingo v. Alexander E. Grebelsky

COLH1(36316)01052009

05-09-0447-8

22A-2009-01610F

Complaint No. 09-HOU-COL-36316

Janine and Lemuel King v. Village of Holland, et al.

TOLH2(31035)01242007

22A-2007-02614F

05-07-0592-8

Complaint No. 07-HOU-TOL-31035

Trudy Vicary v. Village of Holland, et al.

TOLH2(31049)02022007

22A-2007-02810F

05-07-0606-8

Complaint No. 07-HOU-TOL-31049

Toledo Fair Housing Center v. Village of Holland, et al.

TOLH2(31050)02022007

22A-2007-02777F

05-07-0609-8

Complaint No. 07-HOU-TOL-31050

**Independent Settlement; Dismiss Formal Complaint – Submitted by the Attorney  
General’s Office – continued**

Cheryl A. Smith v. Barbara Benschoter  
TOLH2(33285)08042009  
05-09-1670-8  
22A-2009-03701F  
Complaint No. 10-HOU-TOL-33285

Jennifer Hardwick v. Randall and Rebecca Schwilk  
TOLH2(33921)06162010  
22A-2010-03825F  
Complaint No. 10-HOU-TOL-33921

Lisa Elliott v. Anthony Apostos  
CLEH4(39749)07102009  
22A-2009-03986F  
Complaint No. 10-HOU-CLE-39749

Miami Valley Fair Housing Center, Inc. v. Gilbert Court at the Greene, et al.  
DAYH6(19210)03162007  
22A-2007-03454F  
Complaint No. 08-HOU-DAY-19210

Nicole McDonald v. Arthur Burton  
DAYH6(19325)05142007  
22A-2007-04992F  
Complaint No. 07-HOU-DAY-19325

Amy Rippel-Elton v. AandR Reck Sunset Terrace MHP, LTD  
DAYH6(19382)06112007  
05-07-1074-8  
22A-2008-00191F  
Complaint No. 07-HOU-DAY-19382

Alhassan Abdel-Rashid v. Thomas and Gloria Veskauf  
DAYH6(19924)04072008  
22A-2008-03531F  
Complaint No. 09-HOU-DAY-19924

Miami Valley Fair Housing Center, Inc. v. Stone Crossing Apartments  
DAYH6(20120)08202008  
22A-2009-02803F  
Complaint No. 09-HOU-DAY-20120

**6. Issue Dismissal Order – Submitted by the Attorney General’s Office**

Diana Labiche v. Greater Toledo Urban League  
DAY72(32433)08112008  
22A-2008-04552C  
Complaint No. 09-EMP-DAY/TOL-32433

**7. Common Pleas Court Election; Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Fair Housing Contact Service v. Liberty Street Apartments, et al.  
AKRH3(35365)10082010  
22A-2011-00902F  
Complaint No. 11-HOU-AKR-35365

**8. Probable Cause – Schedule Conciliation**

Jewel R. Phillips v. Paul Tran and Associates, Inc. dba Espres Nails and Spa\*  
CLEB4(42155)08302013  
22A-2013-03213C  
\*Split recommendation; Probable Cause finding on the issue of Hostile Work Environment; No Probable Cause finding on the issue of Discharge

Brenda Smith v. Larry and Ruth Barnette  
DAYH6(23821)08222013  
05-13-1352-8  
22A-2013-03162F

Miami Valley Fair Housing Center, Inc. v. Jack Conley and Emogene Conley  
DAYH6(23855)09132013  
05-13-1489-8  
22A-2014-01110F

Algirdas Aukstuolis v. Matthew D. and Elizabeth A. Malone, Owners  
DAYH6(24063)12102013  
05-14-0235-8  
22A-2014-00654F

**9. Issue Formal Complaint**

Fair Housing Contact Services, Inc. v. Robert Helming, Jr.  
CLEH3(37001)07152013  
05-13-1148-8  
22A-2013-02693F

**Issue Formal Complaint - continued**

Chris A. Lee v. Aaron's, Inc.  
CLE74(42026)06102013  
22A-2013-02394C

Housing Research and Advocacy Center v. Stephen D. Carver and Renate G. Carver  
CLEH4(42047)06022013 AMENDED  
05-13-1543-8  
22A-2013-02565F

**10. Ratify Conciliation Agreement after a Finding of Probable Cause**

Housing Research and Advocacy Center v. Jerome Horton  
AKRH4(42045)06242013 AMENDED  
05-13-1060-8  
22A-2013-02586F

Housing Research and Advocacy Center v. Edward C. Long and Mary A. Long  
CLEH4(42044)06242013 AMENDED  
05-13-1534-8  
22A-2013-02563F

Rebel Stroman v. Pilot Travel Centers LLC (PTCLLC)  
CLEG3(36968)06172013  
22A-2013-02504F

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

Christine Wilcox v. Harper Management Services, Inc. dba McDonald's  
COLB1(40408)07172013  
22A-2013-03189C

Rebel Stroman v. Pilot Travel Centers LLC  
AKRG3(37040)08062013  
22A-2013-02943F

Fair Housing Contact Service, Inc. v. Donna Wolfe  
AKRH3(37252)12232013 AMENDED  
05-14-0726-8  
22A-2014-00824F

Housing Research and Advocacy Center v. Cleveland Scene and CEGW, Inc.  
AKRH4(42152)08232013 AMENDED  
05-13-1306-8

22A-2013-03269F

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

Housing Research and Advocacy Center v. Jason Zaroslinski  
AKRH4(42325)01222014 AMENDED  
05-14-0412-8  
22A-2014-00986F

Richard K. Bush v. Clerac, LLC dba Enterprise Rent-A-Car  
ADR72(36272)11152013  
22A-2014-00406C

Amanda Johnson et al v. Glenwood Estates Inc. et al; S-K Home Sales; S-K  
Developments, Inc.; Stevie (LNU), Manager, Glenwood Estates Inc.  
ADRH2(36469)03252014  
05-14-0687-8  
22A-2014-01649F

Lourie Ham fka Lourie M. Roosevelt v. Lutheran Homes Society, Inc.  
ADRA2(36497)04102014  
22A-2014-01659C

Willa Boyd v. Summit Management Services, Inc., Angelica Henley and Jewish Senior  
Housing  
ADRH3(37344)03072014  
05-14-0655-8  
22A-2014-01384F

Latoria Eason v. Lake Erie Preparatory School/I Can Schools  
ADR74(42371)03032014  
22A-2014-01341C

Eloise Harris v. AIY Properties, Inc./Audino Giovanni  
ADRH4(42372)03052014  
22A-2014-01357F

Housing Research and Advocacy Center v. Erik Campbell/Better Business Property, LLC  
ADRH4(42392)03252014  
22A-2014-01553F

Miami Valley Fair Housing Center, Inc. v. Timothy Baker, Baker Rental Property, and  
Jens LLC  
ADRH6(24206)03062014  
22A-2014-01482F



## 12. Withdrawal of Charge with Settlement

Christine R. Drenner v. PADMNABH Inc. dba Quality Inn  
TOL72(36009)07012013  
22A-2013-02598C

Jessica L. Drenner v. PADMNABH Inc. dba Quality Inn  
TOL72(36010)07012013  
22A-2013-02599C

Rock Nissen v. State of Ohio, Department of Rehabilitation and Correction  
TOL72(36041)07112013  
22A-2013-02665C

Jennifer Murawski v. The TJX Companies, Inc. dba T.J. Maxx  
TOLB2(36263)11132013  
22A-2014-00387C

Kimberly Light v. Lutheran Homes Society, Inc. dba Lutheran Village at Wolf Creek  
TOL72(36403)02242014  
22A-2014-01206C

Tiara Williams v. Lutheran Homes Society, Inc. dba Lutheran Village at Wolf Creek  
TOL72(36404)02242014 AMENDED  
22A-2014-01207C

Steve Urbina v. Cintas Corporation  
TOLA2(36439)03102014 AMENDED  
22A-2014-01383C

James E. Dolan v. SAI Living, Inc.  
AKRB3(37380)03282014  
22A-2014-01549C

Charles and Gail Walker v. Federal National Mortgage Association  
AKRH3(37383)04012014  
05-14-0772-8  
22A-2014-01607F

Charles Robinson v. Lake Metropolitan Housing Authority, Frank Bedenk, Christopher  
Butler, Rick Ziemak and Mike Cody  
AKRH4(42237)10242013  
05-14-0038-8  
22A-2014-00306F

Ledeane L. Dungey v. Liberty Retirement Community  
DAYB6(23756)07182013  
22A-2013-03350C

## **Withdrawal of Charge with Settlement – continued**

Eric Hill v. Keen Investment Inc. dba Olympic Garage  
DAYE6(24142)02032014  
22A-2014-01090F

Kevin Black v. UC Health dba University Hospital\*  
DAYB6(24143)02032014  
22A-2014-01091C

\*Commissioner Patmon recused himself from participation in this case

Kevin Black v. Aramark Healthcare Support Services Inc.  
DAYB6(24144)02032014  
22A-2014-01092C

Miesha Burton v. UC Health dba University Hospital\*  
DAY76(24153)02102014  
22A-2014-01104C

\*Commissioner Patmon recused himself from participation in this case

Miesha Burton v. Aramark Healthcare Support Services, LLC  
DAY76(24154)02102014  
22A-2014-01105C

Tamara Knisley v. Urbana Village North, Ltd, Wallick Properties Midwest, LLC; Valerie Gano, Lisa Landis, Robert Daines  
DAYH6(24184)02202014  
05-14-0557-8  
22A-2014-01312F

Tamara Knisley v. JAN, Ltd., dba Ronez Manor Apartments; Wallick Properties Midwest, LLC; Judy Cairnes, Robert Daines, Jean Lameier  
DAYH6(24185)02202014  
05-14-0559-8  
22A-2014-01313F

Eric Hill v. Keen Investment Inc. dba Olympic Garage  
DAYE6(24251)04072014  
22A-2014-01693F

Julie M. McDowell v. Wal-Mart Stores East LP  
DAY71(40499)08222013  
22A-2013-03364C

Sonja Burgess v. Guardian Care Services  
ADRB1(40783)02072014  
22A-2014-01295C

## **Withdrawal of Charge with Settlement – continued**

Hilary Opara v. Crown Pointe Care Center  
ADR71(40828)03052014  
22A-2014-01578C

Nkechi Uma v. Crown Pointe Care Center  
ADR71(40829)03052014  
22A-2014-01534C

Katherine C. Dodd v. Window World Penn Ohio LLC dba Window World of  
Youngstown  
ADR73(37295)02052014  
22A-2014-01035C

Janice L. Singer v. Anthraper Enterprises, Inc.  
ADR73(37345)03072014  
22A-2014-01385C

Alanna Klapp v. TerraSource Global Corporation  
ADR73(37322)02202014  
22A-2014-01189C

Nereste Gaston v. Artiflex Manufacturing, LLC  
ADR74(42368)02272014  
22A-2014-01301C

Kimberly Waite v. Dorchester Village, LLC  
ADRH4(42326)01242014  
05-14-0419-8  
22A-2014-00987F

Gretchen M. Wittig v. Coffee Corners Antiques and Coffee House  
ADRG4(42361)02242014  
22A-2014-01247F

Chelsea Inman v. Ralph E. Wade Insurance Agency  
ADRE6(24212)03112014  
22A-2014-01485F

Youvona Clemens v. Robert Baird and Dayton Physicians, LLC  
ADRB6(24226)03202014  
22A-2014-01617C

**13. Withdrawal of Charge – Grant**

Sallie McCall v. Ohio Civil Service Employees Association, AFSCME Local 11, AFL-CIO  
COL71(40453)08022013  
22A-2013-03091C

Reginald E. Wheeler v. State of Ohio, Department of Rehabilitation and Correction  
COLA1(40728) 01092014  
22A-2014-00921C

Luann M. Inman v. Dillard's  
TOLA2(36016)07022013  
22A-2013-02610C

Dianna L. Salazar v. Block Communication, Inc. dba The Toledo Blade  
TOLA2(36043)07122013  
22A-2013-02683C

Mary B. Lauer v. Lucas County Court of Common Pleas  
TOL72(36242)10302013  
22A-2014-00287C

Kathryn Orlando-Rupert v. Pioneer Holdings, LLC dba Duds and Suds Laundry  
TOLA2(36243)10302013  
22A-2014-00289C

Andre M. Duff, Sr. v. Caravan Facilities Management L.L.C.  
TOL72(36255)11052013  
22A-2014-00335C

Kelly Jo Eddy v. Progressive C Stores, LLC dba Richmond Country Market  
AKRB3(37090)09032013 AMENDED  
22A-2013-03293C

Lyndsey Hughes v. City of Youngstown  
AKR74(42285)12162013  
22A-2014-00799C

Kathleen Dykin v. America's Best Contacts and Eyeglasses  
CLEG4(42418)04102014  
22A-2014-01664F

Linda Carone v. Fairborn City Schools  
DAYA6(23803)08122013  
22A-2013-03150C

## **Withdrawal of Charge – Grant – continues**

Oma Josephine Conway v. Progressive Quality Care, Inc. dba Schoenbrunn Healthcare  
ADRA3(37361)03182014  
22A-2014-01491C

### **14. Failure to Cooperate – Dismiss**

Cedric Douglas v. Valley View Village  
DAYH6(24241)03272014  
22A-2014-01788F

### **15. Administrative Closure**

Steaira Ballard v. Pathology Laboratories, Inc.  
TOL72(36361)01272014  
22A-2014-00989C

Lynette Dotson v. CareSource Management Group Co.  
AKRB3(37140)10112013  
22A-2014-00197C

Nina Kidd v. Carnegie Day Care Center, LLC  
CLEE4(42291)12162013  
22A-2014-00670F

### **16. No Probable Cause – Dismiss**

Kristen J. Norington v. Funai Service Corporation  
COL71(40322)06142013  
22A-2013-02813C

Tamra J. Lowe v. City of Chillicothe  
COL71(40328)06182013  
22A-2013-02812C

Monica M. Adams v. State of Ohio, Department of Rehabilitation and Corrections  
COLA1(40352)06192013  
22A-2013-02796C

Aaron Cosby v. Scioto Services L.L.C.  
COL71(40359)06282013  
22A-2013-03008C

**No Probable Cause – Dismiss – continued**

Rochelle Estrada v. Chase Bankcard Services, Inc.  
COLB1(40363)07022013  
22A-2013-02750C

Carlos Henderson v. First Transit, Inc.  
COLB1(40365)07032013  
22A-2013-02752C

Takesha Dominique Green v. US Hair and Beauty, Inc., dba US Hair  
COL71(40367)07032013  
22A-2013-03004C

Lakeysa Jawara v. Pomegranate Health Systems of Central Ohio, Inc.  
COL71(40374)07052013  
22A-2013-02753C

Carlos Henderson v. First Transit, Inc.  
COL71(40379)07092013  
22A-2013-02733C

Victoria A. Mitchell v. State of Ohio, Rehabilitation and Corrections  
COL71(40380)06242013  
22A-2013-03242C

Sherry Gallion v. Provider Services, Inc. dba Countryview of Sunbury  
COLA1(40387)07032013  
22A-2013-03241C

Tara Leimeister v. AVI Foodsystems, Inc.  
COL71(40394)07112013  
22A-2013-03002C

Jeffrey Masser v. Abercrombie & Fitch Co.  
COLA1(40398)07152013  
22A-2013-03239C

Raj Wali Khan v. Mission Essential Personnel, LLC  
COL71(40400)07082013  
22A-2013-03237C

Tyeisha Lachele Heidelbiurg v. Bank of America  
COL71(40401)07162013  
22A-2013-03185C

Carlos Henderson v. First Transit, Inc.  
COL71(40402)07162013

22A-2013-03186C  
**No Probable Cause – Dismiss – continued**

Tracy Lynne Allen v. PetSmart  
COL71(40403)07162013  
22A-2013-03187C

Mikal Stanley v. IQOR Holdings US, Inc.  
COL71(40407)0717013  
22A-2013-03188C

Breanna Hughes v. Akzo Nobel Coatings, Inc.  
COL71(40410)07172013  
22A-2013-03190C

Erica C. Wilson v. Manor at Whitehall  
COL71(40411)07182013  
22A-2013-03245C

Galina N. Blanken v. Dublin Springs, LLC dba Dublin Springs Hospital  
COLA1(40413)07192013  
22A-2013-03244C

Linda C. Anderson v. Big Walnut Aerie Number 3261 Fraternal Order of Eagles  
COLA1(40416)07232013  
22A-2013-03227C

Rodney Langston for Jacob Langston v. Worthington Youth Boosters, Inc.  
COLG1(40421)07242013  
22A-2013-03311F

Charles Thomas v. Volt Management Corp.  
COL71(40433)07302013  
22A-2014-01508C

Sallie McCall v. State of Ohio, Department of Rehabilitation and Correction  
COL71(40443)07262013  
22A-2013-03079C

Rochelle Estrada v. Chase Bankcard Services, Inc.  
COLB1(40452)08022013  
22A-2013-03092C

Clement D. Evans v. Jude Holdings, LLC dba Fish Window Cleaning  
COL71(40458)08062013  
22A-2013-03309C

Eunice E. Jones v. HCA of Southern Ohio, LLC dba Home Care Assistance  
COL71(40460)08062013

22A-2013-03310C

**No Probable Cause – Dismiss – continued**

Rochelle Estrada v. Chase Bankcard Services, Inc.

COLB1(40478)08142013

22A-2013-03058C

Ashraf Taherzadeh v. State Farm Insurance

COL71(40479)08142013

22A-2013-03060C

Simona Clardy v. Faith Mission, Inc.

COL71(40487)08192013

22A-2014-00018C

Paulette M. Pendleton v. JP Morgan Chase Bank, NA

COL71(40501)08262013

22A-2014-00296C

Tamra J. Lowe v. City of Chillicothe

COL71(40514)08282013

22A-2014-00259C

Nicholas P. Jacobs v. ManpowerGroup US Inc.

COL71(40551)09192013

22A-2014-00159C

Alice Gail Day v. Southwestern City Schools

COLB1(40554)09202013

22A-2014-00160C

Alisha Wright v. American Collection Systems, Inc

COL71(40559)09242013

22A-2014-00148C

Monique E. Davis v. Radke Investments LLC and Art Russo Realtors, LTD

COLH1(40569)09232013

05-13-1481-8

22A-2014-00300F

Venubabu Talasila v. REM Corporation

COL71(40587)10102013

22A-2014-00496C

Yvette S. Weaver v. State of Ohio, Department of Medicaid

COL71(40617)10252013

22A-2014-00575C



**No Probable Cause – Dismiss – continued**

Linda Anderson v. Big Walnut Aerie 3261 Fraternal Order of Eagles  
COL71(40635)11062013  
22A-2014-00547C

Robin J. McNerlin v. United Dairy Farmers, Inc.  
COL71(40657)11212013  
22A-2014-00704C

Monique E. Davis v. Radke Investments LLC and Art Russo Realtors, LTD  
COLH1(40665)11252013  
22A-2014-00682F

Michael J. Smith v. Restoration Hardware, Inc.  
COL71(40666)11262013  
22A-2014-00692C

Michael J. Smith v. ProLogistix  
COL71(40667)11262013  
22A-2014-00691C

Elizabeth Jean Farthing v. Meijer Stores Limited Partnership  
COLB1(40709)12182013  
22A-2014-00925C

Yvette S. Weaver v. State of Ohio, Department of Medicaid  
COL71(40713)12302013  
22A-2014-01009C

Lillian Roberts on behalf of Joey Roberts v. Upper Arlington Schools  
COLG1(40799)02112014  
22A-2014-01420F

Jeffrey Lee Wyche v. Managed Labor Solutions  
COL71(40888)03282014  
22A-2014-01599C

Rebecca Taylor v. Primrose School at Pinnacle  
COLB1(40889)03282014  
22A-2014-01761C

Santos Rodriguez v. ProMedica Toledo Hospital  
TOL72(36015)07012013  
22A-2013-02605C

Peter M. Kahle v. Swan Creek Retirement Village  
TOL72(36019)07032013

22A-2013-02615C  
**No Probable Cause – Dismiss – continued**

Ingrid L. Brown v. City of Toledo  
TOL72(36020)07032013  
22A-2013-02616C

Jason Hall v. Terry L. Weaver, Owner  
TOLH2(36026)07082013  
05-13-1201-8  
22A-2013-02633F

Kimberly Hairston v. Chrysler Group LLC  
TOL72(36036)07102013  
22A-2013-02657C

Daniel C. Lawniczak v. Universal Urethane Products, Inc.  
TOL72(36037)07102013 AMENDED  
22A-2013-02658C

Freddie M. Davis, Jr. v. Chrysler Group LLC  
TOLB2(36038)07102013  
22A-2013-02659C

Renell Butler v. Toledo Refining Company LLC  
TOL72(36042)07122013  
22A-2013-02681C

Lynell Gordon-Young v. Best Western Premier Grand Plaza Hotel dba Grand Plaza Hotel  
TOLA2(36049)07162013  
22A-2013-02728C

Nicole Pedelose v. FedEx Ground Package System, Inc.  
TOLB2(36058)07232013  
22A-2013-02778C

Karen Lincoln v. Board of Lucas County Commissioners, Lucas County Department of  
Job and Family Services  
TOLB2(36061)07232013  
22A-2013-02795C

Terry Gullatt v. Mobis North America, LLC  
TOLA2(36062)07242013  
22A-2013-02855C

Willie Moore v. Chrysler Corporation  
TOLA2(36070)07292013  
22A-2013-02864C

**No Probable Cause – Dismiss – continued**

Tyra S. Garrett v. Mercy Integrated Laboratories  
TOL72(36075)08012013 AMENDED  
22A-2013-02880C

Isa A. Karim v. Mercy St. Anne Hospital  
TOLG2(36085)08062013  
22A-2013-02937F

Darla Turner-Karim v. Mercy St. Anne Hospital  
TOLG2(36086)08062013  
22A-2013-02938F

Mario Bongiorno v. General Motors LLC  
TOL72(36091)08072013  
22A-2013-02952C

Barbara Steck v. ProMedica Health System, Inc. dba ProMedica Toledo Hospital  
TOLA2(36096)08082013  
22A-2013-02977C

Jamall Hodges v. Land-O-Sun Dairies, LLC dba Frostbite Brands  
TOLB2(36137)08292013  
22A-2013-03200C

Pamela Smith v. Lucas Metropolitan Housing Authority  
TOL72(36197)10032013  
22A-2014-00052C

Juan Hall v. James E. Glen, Youngstown Community Housing COOP, Plaza  
View, Inc., and Christine Cody  
AKRH3(37067)08222013  
05-13-1290-8  
22A-2013-03147F

Chad Hardiman v. Time Warner Cable Enterprises, LLC  
AKRB3(37115)09262013  
22A-2013-03425C

Queen E. Flinn v. Penske Logistics LLC  
AKRB3(37119)10012013  
22A-2014-00027C

Tina Beal v. Communicare Family of Companies dba Pebble Creek Health Care Center  
AKR73(37124)10032013  
22A-2014-00033C

**No Probable Cause – Dismiss – continued**

Nicole Webb v. Blossom Nursing and Rehabilitation Centers, Inc.  
AKR73(37136)10092013  
22A-2014-00118C

Nicole Webb v. Essex Healthcare Corporation  
AKR73(37137)10092013  
22A-2014-00119C

Nicole Webb v. Atrium Living Centers, Inc.  
AKR73(37138)10092013  
22A-2014-00121C

Diamond T. Evans v. West View Manor, Inc. dba West View Healthy Living  
AKRB3(37142)10152013  
22A-2014-00201C

Deborah Parker v. Shaffer, Johnston, Lichtenwalter and Associates, Inc.  
AKRH3(37205)11222013  
22A-2014-00490F

Deborah S. Finch v. Compass Group USA, Inc.  
AKRA3(37209)11252013  
22A-2014-00503C

Patrice Nicole Borum v. Summa Health System dba Summa at Home  
AKR73(37224)12052013  
22A-2014-00597C

Ann Dunaway v. Crystal Clinic Orthopaedic Center, LLC  
AKR73(37290)02032014  
22A-2014-01031C

Juwana Owens v. Summit County Juvenile Court  
AKR73(37313)02142014  
22A-2014-01174C

Elaine Matthews v. K&D Management Co., Dorothy Rean, and Euclid-Richmond  
Gardens, Ltd. dba Parkside Gardens Apartments  
AKRH4(42132)08162013  
05-13-1298-8  
22A-2013-03097F

Linda Burke v. The Shelly Company  
AKR74(42139)08202013  
22A-2013-03120C

**No Probable Cause – Dismiss – continued**

Housing Research and Advocacy Center v. Kanaiyalal and Anjana Patel  
AKRH4(42148)08232013  
05-13-1303-8  
22A-2013-03218F

Paula Enlow v. Sorace Enterprises, Inc., Frank Sorace and Fred Colli, Agent, Fred Colli  
AKRH4(42184)09192013  
05-13-1506-8  
22A-2013-03427F

Charlene M. Glass v. Friedman Properties, Ltd. dba Fox Run Apartments  
AKRH4(42207)10082013  
22A-2014-00089F

John Stiles, III v. FC Prime Investments LLC dba Tinkers Creek Apartments, McKinley  
Inc. and Francesca McGhee, Property Manager  
AKRH4(42217)10152013  
05-14-0344-8  
22A-2014-00209F

Charlene M. Glass v. Friedman properties, Ltd. dba Fox Run Apartments, Barb Bensi,  
Leasing Agent, Angela Shepard and Michelle Crellin  
AKRH4(42229)10222013  
22A-2014-00272F

Geoffrey Mathews v. Natural Essentials, Inc.  
AKR74(42318)01162014  
22A-2014-00885C

Jewel R. Phillips v. Paul Tran and Associates, Inc. dba Espres Nails and Spa\*  
CLEB4(42155)08302013  
22A-2013-03213C  
\*Split recommendation; Probable Cause finding on the issue of Hostile Work  
Environment; No Probable Cause finding on the issue of Discharge

Phillip C. Jones v. Libra Industries, Inc.  
CLEA4(42160)09062013  
22A-2013-03333C

Lillie Gates-Austin v. City of Cleveland (Department of Public Safety)  
CLE74(42167)09112013  
22A-2014-00010C

Arlene Hawkins v. Wildcat, LLC  
CLEA4(42333)02032014  
22A-2014-01038C

**No Probable Cause – Dismiss – continued**

Augustina Sears v. Dolgencorp, LLC dba Dollar General  
CLEG4(42356)02182014  
22A-2014-01200F

Tracy M. Rupp v. The Arthur Corporation  
CLEA4(42364)02262014  
22A-2014-01297C

Jeffrey N. English v. Cuyahoga County Board of Elections  
CLE74(42384)03192014  
22A-2014-01455C

Sherrie J. Rye v. Autoneum North America, Inc.  
CLEB2(36442)03142014  
22A-2014-01396C

Allison R. Kidd v. Communicare Health Services, Inc. dba Copley Health Center  
CLEA3(37008)07192013  
22A-2013-02767C

Shauntae Metcalf v. Progressive Foam Technologies, Inc.  
CLEB3(37058)08162013  
22A-2013-03080C

Theresa Sitko v. Cardinal Health 200, LLC dba Cardinal Health  
CLEA3(37069)08262013  
22A-2013-03179C

Mellonie A. Cushion v. Eagleone Hot Shot, Inc.  
CLE73(37073)08272013  
22A-2013-03274C

Don Brenneman v. Myers Controlled Power  
CLEB3(37074)08282013  
22A-2013-03275C

John E. Buhalak v. The Village at St. Edward  
CLEA3(37085)09032013  
22A-2013-03288C

Gerald A. Buckingham, Sr. v. Wendy's of Downtown, Inc.  
CLEB6(40689)12092013  
22A-2014-00676C

**No Probable Cause – Dismiss – continued**

Michael R. Woodworth v. Rockford Villa Apartments, et al.  
DAYH6(23767)07242013  
05-13-1329-8  
22A-2013-03159F

Veeda Rucker v. ODRC-Warren Correctional Institution  
DAYB6(23769)07252013  
22A-2013-02914C

Andre Ross v. JTD Enterprises dba Penn Station  
DAYB6(23775)07292013  
22A-2013-02889C

Joyce Derriso v. Knock Back Nat's Club  
DAYG6(23776)07292013  
22A-2013-02920F

Stephanie M. Straughn v. Indian Springs Dental Excellence, Manju Kejriwal, DDS, Inc.  
DAY76(23793)08072013  
22A-2014-03146C

Tommy Jiles v. Premier Health Partners  
DAY76(23820)08222013  
22A-2014-00238C

Jeffrey Grim and Tara Grim v. Thomas Jamison and Ashlee Jamison  
DAYH6(23825)08232013  
05-13-1480-8  
22A-2014-00229F

Karen Sanders v. Cincinnati Senior Care dba Hyde Park Health Center  
DAYA6(23826)08262013  
22A-2013-03462C

Thomas Williams v. State of Ohio, Department of Rehabilitation and Correction  
DAY76(23830)08262013  
22A-2013-03463C

Jeffrey Larkin v. The Kellogg Company  
DAY76(23835)08302013  
22A-2013-03367C

Larry Foster v. Gateway Shelter for Men; Joe Smith, Manager  
DAYH6(23838)09032013  
05-13-1516-8  
22A-2013-03363F

**No Probable Cause – Dismiss – continued**

Caroline Beckelheimer v. Owner and/or Manager of 522 Grand Ave  
DAYH6(23888)09262013  
22A-2014-00753F

Melissa Ann Schmittauer v. Sam's East, Inc.  
DAY76(23901)10022013  
22A-2014-00914C

Michael Adkins v. Sycamore Creek Apartments  
DAYH6(23906)09302013  
05-13-1509-8  
22A-2014-01112F

Starlain Prater v. Indiana Wesleyan University  
DAY76(24073)12172013  
22A-2014-00673C

Bobby Coleman v. Formed Fiber Technologies Inc.  
DAY 76(24074)12172013  
22A-2014-00671C

Ruthgenia Trollinger v. Communicare of Clifton OHNH-EMP LLC  
DAYA6(24098)01092014  
22A-2014-00851C

LaKaira Canada v. Compass Group, USA, Inc. dba Morrison Healthcare  
DAY76(24103)01132014  
22A-2014-00896C

Laura Adams v. Reed Elsevier  
DAYB6(24105)01142014  
22A-2014-00901C

Kenneth Kemper v. Banfield Pet Hospital  
DAYB6(24117)01212014  
22A-2014-00962C

Marsha Shirley v. UC Health dba University Hospital\*  
DAYB6(24122)01232014  
22A-2014-01027C

\*Commissioner Patmon recused himself from participation in this case

Terry D. Bicknell v. Procter & Gamble  
DAY76(24152)02072014  
22A-2014-01059C



**No Probable Cause – Dismiss – continued**

Suzanne Lau v. Sam's Club East, Inc.  
DAYB6(24155)02102014  
22A-2014-01218C

Paulina Cruz Reyes v. Carribbean Arch Corp dba McDonald's  
DAY71(40427)07292013  
22A-2013-03138C

Brandon Elkins v. Access Ohio Mental Health Center of Excellence  
DAY71(40473)08132013  
22A-2014-01624C

Michelle M. Hall v. Motel 6  
DAY76(40498)08222013  
22A-2014-01222C

Brandon Elkins v. Access Ohio Mental Health Center of Excellence  
DAY71(40512)08292013  
22A-2014-01111C

Fair Housing Advocates Association v. Evergreen Realty Inc., Ron Jeffries, Owner  
DAYH1(40653)11202013  
05-14-0297-8  
22A-2014-00759F

James Rosier v. Evergreen Realty Inc., Ron Jeffries, Owner  
DAYH1(40652)11202013  
05-14-0296-8  
22A-2014-00757F

**MOTION by Commissioner Mercado to approve the May 15, 2014 Confirmation Agenda with the noted recusals. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Roberts</b>	<b>YES</b>

**Motion carried.**

## STAFF BRIEFING

The Compliance Manager informed the Commissioners that the Commission is in compliance with all notification requirements as set forth in Ohio Administrative Code Section 4112-1-04.

**MOTION by Commissioner Mercado to approve the Compliance Department's request to delete the following cases from the Commissioner's Agendas. Second by Commissioner Roberts.**

### **Week 3, Page 1, Item 3**

**Reverse Probable Cause to No Probable Cause – Insufficient Evidence to Meet Evidentiary Burden; Dismiss Formal Complaint - Submitted by the Attorney General's Office**

Gloria J. Terry v. Arthur Recht  
AKRH3(36558)09192012  
22A-2012-03127F

The Charging Party's representative is requesting an appearance before the Commissioners at an upcoming Commission Meeting.

### **Week 1, Page 3, Item 3**

**No Jurisdiction – Dismiss**

George McCauley v. Dove Tree Apartments;  
Tim Barker, Manager; John (LNU)  
DAYH6(24254)04082014  
22A-2014-01721F

The Commission requests further review.

### **Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Roberts</b>	<b>YES</b>

**Motion carried.**

## COMMISSIONER'S AGENDAS

### Commissioner's Agenda for Week 1

#### 1. Requests for Reconsideration - Respondent's Request – Deny

Jonathan A. Wicker and Natasha Holpp v. Ned G. Gibson,  
Erin K. Cottrill, Jennifer L. Derwacter, and Marian D. Henthorne  
COLH1(40623)10232013  
05-14-0077-8  
22A-2014-00421F

Housing Research and Advocacy Center v. Stephen D. Carver and  
Renate G. Carver  
CLEH4(42047)06242013  
05-13-1543-8  
22A-2013-02565F

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

Jason Thornton v. City of Columbus, Department of Public Service  
COL71(40290)05302013  
22A-2013-02456C

Alvin Holloman v. Huntington National Bank\*  
COL71(40292)06032013  
22A-2013-02805C

\*Commissioners Patmon and Barreras recused themselves from participation in  
this case

Dawn K. Watts v. Creative Foundations, Inc.  
COLB1(40331)06102013  
22A-2013-02808C

Roberta L. Jones v. City of Toledo, Affirmative Action Department  
TOLB2(36407)02242014  
22A-2014-01210C

Virginia Davis v. Warren Otologic Group, Inc. dba Libby Group  
for Ear, Nose and Throat  
AKRA3(36978)06212013  
22A-2013-02534C

Pamela P. Moore v. Humana Pharmacy, Inc.  
DAY76(23666)06122013  
22A-2013-02996C

**Findings Upon Reconsideration – No Probable Cause – Dismiss – continued**

Myra Shields v. Portsmouth City Schools  
DAYA6(23676)06142013  
22A-2013-02758C

**MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 1 Agenda with the above noted recusals. Second by Commissioner Mercado.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>

**Motion carried.**

## Commissioner's Agenda for Week 2

### 1. Requests for Reconsideration - Respondent's Request – Deny

David and Sue Dunbar v. Linda and Richard Mussig  
AKRH3(37046)08092013  
05-13-1517-8  
22A-2013-03029F

Fair Housing Advocates Association v. Linda and Richard Mussig  
AKRH3(37047)08092013  
22A-2013-03028F

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

Sharon Skidmore v. County of Summit, Board of Developmental Disabilities  
CLE73(36990)07052013  
22A-2013-02624C

Marchel Alsop v. Wright State University  
DAYK6(23656)06052013  
22A-2013-02785F

Andrea Wilson v. Evergreen Southwest Behavioral Health  
Services dba Bridgewell Hospital  
DAY76(23705)06252013  
22A-2013-02716C

### 3. No Jurisdiction – Dismiss

Sue Lykes v. CSL Plasma Inc.  
AKRG3(37412)04212014  
22A-2014-01880F

Donna R. Shepherd v. Stark State College  
AKRG3(37426)04292014  
22A-2014-01865F

James C. Stanton v. Stark State College  
AKRG3(37427)04292014  
22A-2014-01866F

**MOTION by Commissioner Mercado to adopt the staff findings in the foregoing captioned cases on the Week 2 Agenda. Second by Commissioner Roberts.**

**Roll Call vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>

**Motion carried.**

**Commissioner's Agenda for Week 3**

**1. Findings Upon Reconsideration - No Probable Cause – Dismiss**

Anjomedata Taylor v. Ohio Health\*

COL71(40302)06062013

22A-2013-02676C

\*Commissioners Patmon and Barreras recused themselves from participation in this case

**2. No Jurisdiction – Dismiss**

Joe Lariosa v. State of Ohio, Rehabilitation Services Commission

COLG1(40710)12232013

22A-2014-00928F

**MOTION by Commissioner Roberts to adopt the staff finding in the foregoing captioned cases on the Week 3 Agenda with the above noted recusals. Second by Commissioner Mercado.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>

**Motion carried.**

**Commissioner's Add – On Agenda**

**Upon Remand: Consideration of the Administrative Law Judge's Amended Report and Recommendation**

Raven Black-Halicki v. International Brotherhood of Teamsters,  
Local 377  
AKR73(32552)06192007  
22A-2007-05312C  
Complaint No. 08-EMP-AKR-32552

**MOTION by Commissioner Mercado to accept the Administrative Law Judge's amended report and adopt her recommendation in the foregoing captioned case on the Add – On Agenda. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>

**Motion carried.**



## **CHAIRMAN HUBERT'S REPORT**

Chairman Hubert announced we have received an invitation from Dennison University in Granville, Ohio to hold our regularly scheduled October 23, 2014 Commission Meeting on their campus.

**MOTION by Commissioner Patmon to hold our regularly scheduled October 23, 2014 Commission Meeting at Dennison University in Granville, Ohio. Second by Commissioner Roberts.**

### **Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>

**Motion carried.**

## **CHIEF LEGAL COUNSEL'S REPORT**

Stephanie Bostos Demers, Chief Legal Counsel updated Commissioners on House Bill 333, as amended.

## **EXECUTIVE DIRECTOR'S REPORT**

Director Payton reminded all those who must file an annual report with the Ohio Ethics Commission that the deadline is today.

Our annual statewide staff training will be at Blacklick Metro Park on August 28, 2014. Our Commissioners are invited to attend the event.

Chief Legal Counsel, Stephanie Bostos Demers, recently met with the Ohio State Bar Association.

**MOTION by Commissioner Mercado to move from public session to executive session for the purpose of discussing with counsel matters of imminent litigation. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried**

**MOTION by Commissioner Patmon to return from executive session to public session. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried**

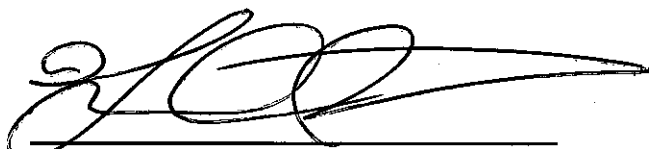
**MOTION by Commissioner Mercado to adjourn the public meeting. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 10:30 am.

  
\_\_\_\_\_  
Commissioner

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