



MINUTES OF THE REGULAR MEETING OF THE OHIO CIVIL RIGHTS COMMISSION

March 9, 2023

Rhodes State Office Tower
Administrative Hearing Room
Columbus, Ohio

Call to Order:

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

Commissioners in Attendance:

Chair Lori Barreras
Commissioner Madhu Singh
Commissioner Charlie Winburn

Absent:

Commissioner William Patmon III
Commissioner J. Rita McNeil Danish

A quorum was present.

In Attendance:

Angela Phelps-White, Executive Director; Darlene Newbern, Director of Regional Operations; Desmon Martin, Director of Enforcement and Compliance; Mary Turocy, Director of Public Affairs; Joseph McDonald, General Counsel; Vera Boggs, Cleveland Regional Director; Beyan Asoba, Reconsideration Officer; Angel Stone, Reconsideration Officer; Representatives from the Ohio Attorney General's Office were present as well.

APPROVAL OF MINUTES

MOTION by Commissioner Singh to table the minutes from February 9, 2023 and February 23, 2023.
Second by Chair Barreras.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

CONFIRMATION OF STAFF FINDINGS

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

The Fair Housing Center v. NRP Toledo Elderly II LLC; Toledo Elderly Limited Partnership; Stephanie Smyth, NRP Fair Housing Coordinator; Jessica Smith, NRP Regional Property Manager
TOLH2(41467)05112022
05-22-5839-8
22A-2022-02755F

Duane Grassel v. Summa Health System
AKRG3(42002)07132022
22A-2022-03756

James Spehar v. Plum Brook Estates Condominiums Owners Association, Inc.
CLEH4(47468)05202022
22A-2022-03032

Patricia Phillips v. Desert Hill Properties, LLC dba Shoreway Court Apartments
CLEH4(47487)06062022
22A-2022-03390

James Spehar v. Plum Brook Estates Condominiums Owners Association, Inc.
CLEH4(47536)06192022
22A-2022-03481

Kimberly Anthony v. Millenia Housing Management, LTD, Julie Colby and Alyssa Hill
CLEH4(47556)06292022
05-22-6443-8
22A-2022-03615

Valerie Stitt v. K&D Management, LLC Tiffany Robinson & Laura Storm
CLEH4(47622)07182022
22A-2022-03855

William R. Sheehan v. Dayton Realtors; Carlton Jackson, CEO
DAYH6(30351)04192022
22A-2022-02291

Tremain Hall v. United Auto Workers Union
DAY76(30528)07032022
22A-2022-04284

Joshua Kidder v. Home Depot U.S.A., Inc.
DAYA6(30670)08212022
22A-2022-04420

2. Complainant's Request for Reconsideration – Vacate Original Failure to Locate Finding and Grant for Further Review

Kevin Jones v. YWCA Family Shelter
COLH1(49648)04242022
22A-2022-02241

3. Complainant's Request for Reconsideration - Deny

Gezelle Guillard v. Athens City School c/o Tom Gibbs, Kara Bolin
COLG1(49556)03302022
22A-2022-01885

Pariss Ragland v. Columbus City Schools
COL71(49781)05312022
22A-2022-03174

*Commissioner Danish recused herself from participation in this case

Angela Contreras v. The Ohio State University Office of Dermatology
COL71(49516)03092022
22A-2022-01765

*Commissioner Patmon recused himself from participation in this case

Thomas Faidiga v. Spirit Real Estate Properties, LLC and Tanya Clutterbuck
CLEH4(47656)07232022
05-22-8023-8
22A-2022-04056

Barbera Pope v. The Hebrew Academy of Cleveland
CLE74(47900)09232022
22A-2023-00239

Julie Miller v. Harbor Group Management Company
DAY76(30552)07122022
22A-2022-04376

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

Barb Seeling v. Commercial Vehicle Group
COL71(49555)03302022
22A-2022-01884

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

Karen Youngblood v. Woda Group
COLH1(49567)04022022
22A-2022-01958

Amadou Ba v. Sam's Club
COLA1(49581)04062022
22A-2022-02015

Silma Espinosa v. Edward Rose Development Company, L.L.C.
TOLH2(41468)05112022
05-22-5840-8
22A-2022-02759F

The Fair Housing Center v. Edward Rose Development Company, L.L.C.
TOLH2(41469)05112022
05-22-5841-8
22A-2022-02762F

Henry Reed v. 5109 Secor, LLC; Kwapich Real Estate Companies; River Asset Management, LLC;
KLGLTGAJG, LLC
TOLH2(41474)05132022
05-22-5852-8
22A-2022-02875F

Lawrence Glenn v. Dominion East Ohio Gas
AKRB3(41806)03232022AMENDED
22A-2022-02614

Louise Osborn v. Francis Music, Landlord
DAYH6(30301)04052022
22A-2022-02718

*Split Determination: Probable Cause based on sex and retaliation; No Probable Cause based on disability

Aisha Nelson v. Masonite
DAY76(30306)04062022
22A-2022-03107

5. Withdrawal of Charge - Grant; Dismiss Formal Complaint – Submitted by the Attorney General's Office (M-4)

Gordon Schlegel v. DXC Technology Services, LLC
DAYA6(29549)06042021
22A-2021-01944C
Complaint No. 22-EMP-DAY-29549

6. Withdrawal of Charge – Issue Notice of Right to Sue; Dismiss Formal Complaint – Submitted by the Attorney General’s Office (M-4)

Lee. T. Lawrence v. The University of Toledo
TOL72(41196)10312021
22A-2022-00341C
Complaint No. 22-EMP-TOL-41196

7. Ratify Conciliation Agreement and consent Order; Dismiss Formal Complaint – Submitted by the Attorney General’s Office (M-4)

Amanda Jewell Appleton v. Main Street Family Practice, Inc.
AKR76(29108)10302020
22A2-2021-00294C
Complaint No. 21-EMP-AKR-29108

Housing Research & Advocacy Center v. Sara A. Kass and Micah A. Zakem
CLEH4(46203)01212021; 05-21-2283-8
22A-2021-00860F
Complaint No. 22-HOU-CLE-46203

Kavc, Rose v. Sara A. Kass and Micah A. Zakem
CLEH4(46211)01262021; 05-21-2282-8
22A-2021-00908F
Complaint No. 22-HOU-CLE-46211

Candice M. Corea and Steven E. Wilson v. Jason A. Klabik
CLEH4(46324)03312021 22A-2021-01639F
Complaint No. 21-HOU-CLE-4632

Margaret Price-Lutson v. Falon Grammas c/o Nikolos Grammas, Registered Agent
DAYH6(29905)05212021
05-21-3668-8
22A-2022-00415F
Complaint No. 22-HOU-DAY-29905

8. Insufficient Evidence to Meet Evidentiary Burden; Reverse Probable Cause to No Probable Cause – Dismiss; Dismiss Formal Complaint – Submitted by the Attorney General’s Office (M-4)

Rev. Pamela Pinkney-Butts v. Hope Transportation, Inc.
CLEE4(46076)10282020
22A-2021-00434C
Complaint No. 22-EMP-CLE-46076

Insufficient Evidence to Meet Evidentiary Burden; Reverse Probable Cause to No Probable Cause – Dismiss; Dismiss Formal Complaint – Submitted by the Attorney General’s Office (M-4) - Continued

Patricia Milligan v. Roseanna Huston, Fair Housing 504 Coordinator; Woda Cooper Companies, Inc., Paigelynn Place, LLC; Terry Earhart, Regional Vice President
TOLH2(40369)01162020
05-20-8544-8
Complaint No. 20-HOU-TOL-40369

Fannie Jackson v. Mercy Health – St. Vincent Medical Center LLC
TOLA2(40871)02272021
22A-2021-01097C
Complaint No. 22-EMP-TOL-40871

9. Issue Formal Complaint

Gladys Torres v. Ryan Edgar, Occulus Enterprises, Kyle A. Johnson
COLH1(41388)03172022
22A-2022-01757

Silma Espinosa v. Edward Rose Development Company, L.L.C.
TOLH2(41468)05112022
05-22-5840-8
22A-2022-02759F

The Fair Housing Center v. Edward Rose Development Company, L.L.C.
TOLH2(41469)05112022
05-22-5841-8
22A-2022-02762F

Henry Reed v. 5109 Secor, LLC; Kwapich Real Estate Companies; River Asset Management, LLC; KLGLTGJAG, LLC
TOLH2(41474)05132022
05-22-5852-8
22A-2022-02875F

The Fair Housing Center v. 5109 Secor, LLC; Kwapich Real Estate Companies; River Asset Management, LLC; KLGLTGJAG, LLC
TOLH2(41476)05132022
05-22-5853-8
22A-2022-02879F

Tieshetta Witcher v. ProMedica Health System, Inc.
TOL72(41483)05192022
22A-2022-03078C

Issue Formal Complaint - Continued

Lawrence Glenn v. Dominion East Ohio Gas
AKRB3(41806)03232022
22A-2022-02614

Ashley Durch v. Trumbull Metropolitan Housing Authority and Angela Maruca
AKRH3(42185)07132022
05-22-6996-8
22A-2023-00177

James and Kelly Spehar v. Plum Brook Estates Condominium Owners Association, Inc.
CLEH4(47245)03212022
22A-2022-02780

Kevin Truitt v. CATTs Construction, Inc.
CLE74(47397)05042022
22A-2022-02951

Abigail Havens v. Sandra K. Baum
CLEH4(47418)05102022
22A-2022-02972

Louise Osborn v. Francis Music, Landlord
DAYH6(30301)04052022
22A-2022-02718

Aisha Nelson v. Masonite
DAY76(30306)04062022
22A-2022-03107

10. Authorize Executive Director to Issue Formal Complaint if Conciliation Efforts Fail

Barb Seeling v. Commercial Vehicle Group
COL71(49555)03302022
22A-2022-01884

Karen Youngblood v. Woda Group
COLH1(49567)04022022
22A-2022-01958

Amadou Ba v. Sam's Club
COLA1(49581)04062022
22A-2022-01884

Authorize Executive Director to Issue Formal Complaint if Conciliation Efforts Fail - Continued

Kaylie Erskin v. Diley Ridge Medical Center
COL71(49592)04082022
22A-2022-02049

11. Probable Cause – Schedule Conciliation

Tammy Geiger v. Live Technologies Holdings, Inc.
COLB1(49624)04192022
22A-2022-02161

Steven H. Watters v. Dan Tobin Buick GMC
COLB1(49629)04192022
22A-2022-02180

Moussa Diallo v. Alexis Stecklein c/o Lotus Advisors
COLH1(49750)05242022
22A-2022-03086

Lisa Groves v. Woodrose Limited Partnership
COLH1(49857)04132022
22A-2022-03459

The Fair Housing Center v. Real Estate Service Solutions Company, LLC;
OWTH 143, LLC
TOLH2(41436)04252022 AMENDED
22A-2022-02249F

*Split Determination: Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities (criminal history underwriting criteria)/on the basis of race. No Probable Cause on the issues of discriminatory terms, conditions, privileges, or services and facilities; discriminatory refusal to rent; steering/on the bases of race and disability.

Shinina Webb v. Real Estate Service Solutions Company, LLC; OWTH 143, LLC
TOLH2(41437)04252022 AMENDED
22A-2022-02250F

*Split Determination: Upon discovery: Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities (criminal history underwriting criteria)/on the basis of race. No Probable Cause on the issues of discriminatory terms, conditions, privileges, or services and facilities; discriminatory refusal to rent; steering/on the bases of race and disability (by association).

The Fair Housing Center v. Versailles in the Woods II Condominium Owners' Association, Inc.; Jan Lapointe, President; K. Lavern Redden, Vice President; Bob Lauer, Treasurer; Janice Drum, Secretary; Jane Carroll, Member at Large
TOLH2(41525)06132022
05-22-6382-8
22A-2022-03270F

Probable Cause – Schedule Conciliation - Continued

Michelle H. Mathers v. Versailles in the Woods II Condominium Owners' Association, Inc.; Jan Lapointe, President; K. Lavern Redden, Vice President; Bob Lauer, Treasurer; Janice Drum, Secretary; Jane Carroll, Member at Large
TOLH2(41526)06132022
05-22-6383-8
22A-2022-03271F

The Fair Housing Center v. Neighborhood Properties, Inc.; Deanna Devalt, Recovery Specialist
TOLH2(41527)06132022
05-22-6245-8
22A-2022-03272F

John M. Turner v. Neighborhood Properties, Inc.; Deanna Devalt, Recovery Specialist
TOLH2(41528)06132022
05-22-6144-8
22A-2022-03273F

Denise Vernon v. Tom's Barbershop
DAYG6(30405)05162022
22A-2022-03005

Pamela Sandusky v. Venture Communities
DAYH6(30555)07122022
05-237764-8
22A-2022-04324

Miami Valley Fair Housing Center v. Lindsay Allison; Bayberry Cove Agents; T&R Properties
DAYH6(30624)08082022
22A-2022-03943

Sharone Kievlant v. Lindsay Allison and Michaela Nichols, Bayberry Cove Agents; T&R Properties
DAYH6(30623)08082022
22A-2022-03941

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

Jaqualynn Durbin v. Innovative Architectural Providers, Inc., DBA TAP Government Services Group
COLEI(49457)02232022
22A-2022-01522

Ratify Conciliation Agreement and Consent Order After a Finding of Probable - Continued

Marissa Lee v. PPG Industries
COL71(49403)02112022
22A-2022-01249

Relindis Agbor v. Select Specialty Hospital - Columbus South
COL71(49438)02242022
22A-2022-01420

Victoria Epie v. Select Specialty Hospital - Columbus South
COL71(49466)03072022
22A-2022-01597

Marissa Lee v. PPG Industries
COL71(49657)04272022
22A-2022-02289

Marissa Lee v. PPG Industries
COL71(50113)09122022
22A-2022-04387

Jason R. Freese v. MRM Ventures, LLC dba Harrison's Restaurant
DAYB6(30256)03172022
22A-2022-02662

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

Johnathan Newman v. Minerva Village
AKRG3(42313)11212022
22A-2023-01011

Amanda Handshue v. Medina Metropolitan Housing Authority
CLEH4(47535)06172022
05-22-7907-8
22A-2022-03480

Issac Woolum v. Lebmac Group LLC and Jeffrey Campbell
CLEH4(47792)08082022
05-22-6817-8
22A-2022-04547

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

Sierra Edwards v. Cuyahoga Metropolitan Housing Authority
CLEH4(47974)07122022
05-23-7219-8
22A-2023-00510

Housing Research & Advocacy Center v. Louis Scott Powers, G & L Properties Cleve, LLC dba G & L Management and G & L Properties
ADRH4(48114)11302022
05-23-8096-8
22A-2023-01137

Pamela Shaner v. Todd Bowers, Buckeye Management Company, William Moorhead, COA Housing, Inc.
ADRH6(30884)07082022
05-23-7361-8
22A-2023-00728

14. Withdrawal of Charge – with Settlement

Clarence Davis v. Sims Marathon
COLE1(50015)08012022
22A-2022-03968

Shayna Bryant v. Secure Haven Care LLC
COLE1(50087)08182022
22A-2022-04287

Reilly Goodman v. Progress Residential Homes
COLB1(50419)10272022
22A-2023-00826

Daryl W. Clark Jr. v. Texas Roadhouse Management Corporation
COLB1(50574)12052022
22A-2023-01457

Amanda Simpson v. LaserShip Inc
TOL72(41515)06122022 AMENDED
22A-2022-03225C

Sarah A. Harvey v. Defiance Ridge Apts; Buckeye Community Ten L.P.; RLJ Management Co., Inc.; Kelly Fore, District Manager; Allison Retcher, Property Manager
TOLH2(41881)11222022
05-23-7745-8
22A-2023-01020F

Withdrawal of Charge – with Settlement - Continued

Brian Berk v. Qualys, Inc.
TOLA2(42044)02142023
22A-2023-02082C

Brian Berk v. Rima Touma Bruno c/o Qualys, Inc.
TOLE2(42045)02142023
22A-2023-02083F

Brian Berk v. Maria Valencia c/o Qualys, Inc.
TOLE2(42046)02142023
22A-2023-02084F

Brian Berk v. Utpal Desai c/o Qualys, Inc.
TOLE2(42047)02142023
22A-2023-02085F

Christopher Brooks v. Columbia Gas of Ohio, Inc.
TOL71(50267)10032022
22A-2023-00354C

Christoffer D. Yawn v. Panda Express, Inc.
TOLB1(50414)10252022
22A-2023-00821C

Martin Thomas v. College Now Greater Cleveland
AKRB4(48201)12202022
22A-2023-01387

Dorothy Quick v. Vinas Limited Liability Company dba Holiday Inn Express
CLEG1(50529)11102022 AMENDED
22A-2023-01218

DeAudra Manley v. Luanne Bibeau
DAY76(30503)05252022
22A-2022-03666

DeAudra Manley v. Luanne Bibeau
DAY76(30505)05252022
22A-2022-03668

DeAudra Manley v. Luanne Bibeau
DAY76(30505)05252022
22A-2022-03668

Withdrawal of Charge – with Settlement - Continued

Dawn Nealy v. Formica Corporation
DAY76(30886)10272022
22A-2023-00730

Crystal Stratton v. Tisha Sullivan, c/o MPW Industrial Services, Inc.
DAY76(30949)11212022
22A-2023-00931

Billee J. Mott v. American Bankers Insurance Company of Florida
DAY71(50446)11012023
22A-2022-00884

Windy Velazquez v. Hampton Inn & Suites
ADR71(50165)09092022
22A-2022-04701

Darlene Prentiss v. Celebration Kia of Dublin/Lewis Center
ADR71(50244)09272022
22A-2023-00200

Tabitha Stapleton v. ProMedica Services, LLC
ADRB1(50409)10252022
22A-2023-00792

Paige Wright v. City of Columbus
ADR71(50488)11172022
22A-2023-01037

Tim Nicholson v. Perstorp Polyols Inc.
ADRB2(41920)12122022
22A-2023-01263C

Tim Nicholson v. James Burgess c/o Perstorp Polyols Inc.
ADRE2(41921)12122022
22A-2023-01264F

Tim Nicholson v. Lindsay Curtis c/o Perstorp Polyols Inc.
ADRE2(41922)12122022
22A-2023-01265F

Danielle Craig v. Waikem Motors, LLC
ADRB3(42068)08182022
22A-2022-04158

Withdrawal of Charge – with Settlement - Continued

Tamela Rice v. Employ-Temps Staffing Service
ADR73(42115)09062022
22A-2022-04389

George Carson, Jr. v. Great Day Improvements
ADRB3(42308)11212022
22A-2023-00966

Bobbie Jo Deccola v. Midwest Fastner Corporation
ADRE3(42329)12032022
22A-2023-01216

Tamela Rice v. RS Resources Inc. dba Employ-Temps Staffing Service
ADRB3(42368)12212022
22A-2023-01503

Tamela Rice v. Zackary Givens
ADRB3(42368)12212022
22A-2023-01504

Murya Patterson v. Options Medical Weight Loss
ADRA4(48021)10312022 AMENDED
22A-2023-00616

Dawn Alberts v. Crossroads Health
ADR74(48032)11082022
22A-2023-00797

Dawn Alberts v. Dean Visk
ADRE4(48033)11082022
22A-2023-00798

Mary McClatcher POA for James McClatcher v. Addus HomeCare
ADRG4(48038)11072022
22A-2023-00803

Pamela Brown v. Universal Pool Co.
ADRE4(48068)11182022
22A-2023-00910

Pamela Brown v. Dave Damarjian
ADRE4(48069)11182022
22A-2023-00911

Withdrawal of Charge – with Settlement - Continued

Eric Shafran v. Flour Management LLC
ADR74(48085)11232022
22A-2023-01108

Eric Shafran v. Matthew Mytro
ADRE4(48086)11232022
22A-2023-01109

Jack Louis Tabor v. Wesleyan Village/Wesleyan Meadows
ADRB4(48122)11282022
22A-2023-01145

Murya Patterson v. Options Medical Weight Loss
ADR74(48134)12072022
22A-2023-01223

Robin Kimble v. Arbeit, Inc. dba Janitorial Services, Inc.
ADR74(48226)01042023
22A-2023-01510

Robin Kimble v. Merril Maines
ADR74(48227)01042023
22A-2023-01511

Ashley Cottingham v. Guardian Alarm
ADR74(48247)01102023
22A-2023-01583

Ashley Cottingham v. Paul Puro
ADR74(48248)01102023
22A-2023-01584

Ashley Cottingham v. Richard Bishop
ADR74(48249)01102023
22A-2023-01585

Quinn Stewart v. Energizer
ADR76(30947)11172022
22A-2023-00998

James Andrew Smith II v. Procter & Gamble
ADRA6(30963)11282022
22A-2023-01057

Withdrawal of Charge – with Settlement - Continued

Heather Rosier v. MedVet
ADRG6(31001)12062022
22A-2023-01405

Justin Cohen v. Greater Dayton Premier Management
ADRH6(31003)12062022
22A-2023-01408

Tanyqua Oliver v. Hard Rock Casino
ADRG6(31025)12132022
22A-2023-01560

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

Nichole Hill v. Forge Biologics, Inc.
COLB1(49568)04012022
22A-2022-01959

Darnita Daniels v. Essilor of America
COL71(49689)05052022
22A-2022-02539

Edwich Tchuenbou v. P&E Express
COLB1(49725)05162022
22A-2022-02877

Alden Jones v. Penney OpCo LLC
COLB1(49740)05232022
2A-2022-03013

Michael Neal v. CEMS of Ohio dba MedCare Ambulance
COLB1(49742)05232022
22A-2022-03015

Nicole Dicuccio v. The Supreme Court of Ohio
COLB1(49904)07072022
22A-2022-03681

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

Emmanuel Obse v. Envoy Air Inc
COL71(50035)08032022
22A-2022-04124

Dennyonte Mikesell v. Supplyhouse Ohio, LLC
COL71(50462)11072022
22A-2023-00929

David Adkins v. Select Sires, Inc.
COLA1(50599)12132022
22A-2023-01708

William Dee v. The Columbus Distributing Company
COLB1(50620)12152022
22A-2023-01840

Robin S. Vargas v. Neighborhood Health Association of Toledo, Inc.
TOLA2(41604)07232022
22A-2022-03787C

Jennifer L. Finch v. Neighborhood Health Association of Toledo, Inc.
TOLB2(41614)08012022
22A-2022-03894C

Antuane Goings v. FCA US LLC dba Stellantis North America
TOLB2(41805)10182022
22A-2023-00308C

Ronald Johnson v. Teijin Automotive Technologies, Inc.
TOL72(41827)10282022
22A-2023-00591C

Tenesha Scott v. ODW Logistics, Inc.
TOL72(41945)12292022
22A-2023-01414C

Desean Morrow v. FCA US LLC dba Stellantis North America
TOLB2(41952)12282022
22A-2023-01421C

Desean Morrow v. Scott Harvey
TOLE2(41953)12282022
22A-2023-01422F

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

Timothy Maloche v. Stanley Sagun c/o NiSource Corporate Services Company
TOLE1(50525)11162022
22A-2023-01182F

Ash Tolbert v. Shelly and Sands, Inc.
AKR73(42034)08012022
22A-2022-03997

Ash Tolbert v. Shelly and Sands, Inc.
AKR73(42205)09292022
22A-2023-00333

Tiana Blanch v. Vo Nails
AKRE3(42226)10192022
22A-2023-00464

Tiana Blanch v. Cuong Nguyen aka Ryan Nguyen
AKRE3(42227)10192022
22A-2023-00467

Courtney Wagner v. Michael Wagner c/o Wagner Machine, Inc.
AKRB3(42248)10262022
22A-2023-00678

Angela Rose Cugliari v. Yoder Lumber
AKR73(42382)12222022
22A-2023-01485

Francine D. Sutton-Brooks v. The Laurels of Steubenville
AKRB1(50265)09302022
22A-2023-00332

David Bletso Sage v. Geauga County Health District
CLE74(47654)07272022
22A-2022-04054

Cary Gurley v. MetroHealth
CLE74(47704)08172022
22A-2022-04449

Cary Gurley v. Joe Wyatt
CLEE4(47705)08172022
22A-2022-04450

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

Chelsea Emmerich v. Crossroads Hospice of Northeast Ohio, LLC
CLEB4(48062)11152022
22A-2023-00904

Chelsea Emmerich v. Andrea Becker
CLEE4(48063)11152022
22A-2023-00905

Chelsea Emmerich v. Liz Jackson
CLEE4(48064)11152022
22A-2023-00906

Gerald Spencer v. City of Cleveland Heights
CLEA4(48095)11232022
22A-2023-01118

Donna Torres Mosher v. MetroHealth System
CLEA4(48164)12122022
22A-2023-01292

Guy Haskins v. Mayfran International, Inc.
CLEA4(48171)12152022
22A-2023-01299

Mildred Porter-Duncan v. MetroHealth System
CLEB4(48176)12122022
22A-2023-01304

Michael Bamburger v. Park Ohio Holdings Corporation
CLEB4(48202)12212022
22A-2023-01389

James Ritter v. Schindler Elevator Corporation
CLEA4(48204)12172022
22A-2023-01392

Romolo Debottis v. Mike Bass Ford, Inc.
CLEB4(48220)12282022
22A-2023-01453

Jon Arnett v. Village of West Milton
DAY76(30333)04142022
22A-2022-02870

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

Camerin Harrington v. Ed's 24 Hour Service
DAYB6(30663)08232022
22A-2022-04178

Eileen Goldman v. WHG ONU, LLC
DAY76(30754)09142022
22A-2022-04438

Kelly Bohan v. Aventura at West Park LLC
DAYB6(30755)09162022
22A-2022-04442

Sean Maher v. Scott Owens c/o Colerain Township
DAYE6(30964)11282022
22A-2023-01065

Sean Maher v. Mark Denney c/o Colerain Township
DAYE6(30965)11282022
22A-2023-01066

Sean Maher v. Geoff Milz c/o Colerain Township
DAYE6(30966)11282022
22A-2023-01067

Sean Maher v. Matt Wahlert c/o Colerain Township
DAYE6(30967)11282022
22A-2023-01068

Sean Maher v. Raj Rajagopal c/o Colerain Township
DAYE6(30968)11282022
22A-2023-01069

Sean Maher v. Dan Unger c/o Colerain Township
DAYE6(30969)11282022
22A-2023-01074

Sean Maher v. Jeff Baker c/o Colerain Township
DAYE6(30970)11282022
22A-2023-01075

Sean Maher v. Renetta Edwards c/o Colerain Township
DAYE6(30971)11282022
22A-2023-01076

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

Sandra Thaxton v. Dolgen Midwest LLC dba Dollar General and Christy LNU
DAYE1(49830)06222022
22A-2022-03317

Nicolle LouAllen v. Anest Iwata Americas, Inc.
DAY71(50095)08222022
22A-2022-04302

Katherne Czartoszewski v. Stark County Metropolitan Housing Authority
ADR73(42049)08162022
22A-2022-04136

Kelly Paul v. Stark County Metropolitan Housing Authority
ADR73(42050)08162022
22A-2022-04137

Nathan Minger v. Stark County Metropolitan Housing Authority
ADR73(42051)08162022
22A-2022-04138

Nana Opare v. Alacriant, Inc.
ADR73(42200)10112022
22A-2023-00325

Nana Opare v. Tony Horvat
ADR73(42201)10112022
22A-2023-00326

Nana Opare v. Zachariah Paul
ADR73(42202)10112022
22A-2023-00328

Jacqueline Alicea v. Envoy Air
ADRB4(48024)11022022
22A-2023-00641

Jacqueline Alicea v. Dora Banfalvi
ADRE4(48025)11022022
22A-2023-00642

Alissa Dreger v. Cross Country Mortgage
ADR76(31069)12292022
22A-2023-01630

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

Chris Dreger v. Cross Country Mortgage
ADR76(31070)12292022
22A-2023-01631

Melanie Holloway v. Cross Country Mortgage
ADR76(31071)12292022
22A-2023-01632

16. Administrative Closure – Request for Notice of Right to Sue

Cayley Meindl v. Basani Financial Services LLC
CLE74(48030)11082022
22A-2023-00795

Robyn Saunders v. Basani Financial Services LLC
CLE74(48031)11082022
22A-2023-00796

17. Withdrawal of Charge - Grant

Troy Reed v. State of Ohio, Department of Rehabilitation and Correction,
Toledo Correctional Institution
TOLA2(41769)10052022
22A-2023-00247C

Brenda Hines v. Serco Inc. and Brandi Ennis
CLE74(47740)08232022
22A-2022-04490

Timothy Daniels v. Euclid Avenue Development Corporation,
Greystar Property Management and Eric Rowan
ADRH4(48225)01032023
22A-2023-01509

18. Administrative Closure

Christina Glenn v. Cardinal Health
COLB1(50197)09152022
22A-2023-00076

Administrative Closure - Continued

LeAndra Middlebrook v. JPM Real Estate Services, LLC
COLH1(50618)12182022
22A-2023-01818

Angela Zinnerman v. Support Service Group (S2G)
CLE74(47588)06262022
22A-2022-03713

Benjamin Andrews v. Crown Packaging
DAY76(30429)05232022
22A-2022-03418

DeAudra Manley v. Luanne Bibeau
DAY76(30504)05252022
22A 2022 03667

Mark Penn v. SunBelt Rentals
DAYB6(30899)11022022
22A-2023-00747

Maison Arroyo v. Aegis Protective Services
DAYB6(30932)11142022
22A-2023-00950

Brandon Smith v. GRAD Cincinnati
DAY76(31179)01252023
22A-2022-00185

19. No Jurisdiction - Dismiss

LeAndra Middlebrook v. JPM Real Estate Services, LLC
COLH1(50659)12272022
22A-2023-02172

Riley Lane v. SFR3 LLC
AKRE3(41918)05262022
22A-2022-03169

Aleesha Bell v. Compass West Estates, LLC and Manager Rosalyn Ford
AKRH3(42069)08162022
22A-2022-04226

No Jurisdiction – Dismiss - Continued

Rev. Pamela M. Pinkney Butts, Apostlett v. The United States of America and The Federal Election Commission
AKRA3(42107)08232022
22A-2022-04362

Deborah Parker v. City of Canton, Code Enforcement Department
AKRG3(42143)09062022
22A-2023-00019

Floyd Ellis, Sr. v. Ohio Lottery
AKRG3(42234)10122022
22A-2023-00400

Brayasha Clark v. Trumbull County Children Services
AKRG3(42311)11312022
22A-2023-01009

Brayasha Clark v. Mahoning County Children Services
AKRG3(42345)12132022
22A-2023-01260

Kalle Obeng-Foerg v. Summit County Juvenile Court
AKRG3(42388)12292022
22A-2023-01526

Sean Conroy v. Chardon Local School District and Michael P/ Hanlon, Jr.
CLE74(47745)08242022
22A-2022-04495

Craig Test v. Cleveland Postal Office
CLEB4(47806)09022022
22A-2022-04561

DeAundra Maddox v. Indochino
CLEB4(48234)12302022
22A-2023-01518

Susan Bell v. Art McKoy and Mary Seats
CLEH4(48281)01172023
22A-2023-01782

No Jurisdiction – Dismiss - Continued

Pamela Shurney v. AE Owners, LLC, Fairstead Management, LLC, PIY,
SHP Property Management
CLEH4(48293)01262023
22A-2023-01964

Latefah Shampine v. Forest Hill Preservation Owner, LLC Robert Eberhardt, Greg Bierhawn, Zippy
Moving and Storage and Brian Roberts
CLEH4(48316)02012023
22A-2023-01990

DeAndre Echols v. Penske Logistic
DAY76(30438)05272022
22A-2022-03427C

Pari Shelat v. UC Health
DAY76(30618)08032022
22A-2022-03921

Raheel Ahmed v. University of Cincinnati Medical Center
DAY76(30659)08182022
22A-2022-04170

Draven Roberts v. Village of McGuffey Council
DAY76(30679)08232022
22A-2022-04433

Mark Penn v. SunBelt Rentals
DAYB6(30899)11022022
22A-2023-00747

Maison Arroyo v. Aegis Protective Services
DAYB6(30932)11142022
22A-2023-00950

Jennifer Starr v. Hamilton County Child Protective Services;
Madeline Yeager, Caseworker
DAYH6(31189)01302023
22A-2023-01855

Ramon Mitchell v. DHL
DAY76(31251)02212023
22A-2023-02141

20. No Jurisdiction – Dismiss (XNJ)

Finley Marka v. Marietta Mills
COLH1(49631)04202022
22A-2022-0218

Tari Carter v. Mount Carmel Grove City
COLE1(49633)04202022
22A-2022-02191

Cassandra Hartman v. Steven Hardwick; William G Hardwick; and Hardwick, Inc.
COLH1(49782)06012022
05-22-6976-8
22A-2022-03178

Joseph Stacklin v. Townhomes at Blendon
COLH1(49802)06122022
22A-2022-03250

Darel Jackson v. Heather Ambrecht – Wallace Ackley
COLH1(49819)06172022
22A-2022-03285

Joseph Stacklin v. Affiliated Resource Group
COLE1(49923)07122022
22A-2022-03760

Javon Booth v. Speedway
COLE1(50124)08252022
22A-2022-04444

Ana Gorgovska v. Solutions for Real Estate
COLH1(50274)09292022
22A-2023-00363

Donovan Kemp v. ProMedica Toledo Hospital
TOLE2(41775)10062022
22A-2023-00268F

Kenyun Beverly v. Walmart Stores, Inc.
TOLE2(41858)11102022
22A-2023-00877F

Donta Wells v. General Motors LLC
TOLE2(41864)11142022
22A-2023-00883F

No Jurisdiction – Dismiss (XNJ) - Continued

Ashley Hayes v. Owens Corning
TOLE2(41899)12022022
22A-2023-01199F

Tyler Brown v. Envases Ohio, LLC
TOLE2(41914)12072022
22A-2023-01238F

Jamie Hollandsworth v. Edgemont Colony Apartments; P.K. Housing and Management Company
TOLH2(41961)01042023
22A-2023-01437F

Karena Johnson v. Forman Mills Inc.
TOLE2(42027)02072023
22A-2023-01920F

Robert Cook v. The Ohio State University Wexner Medical Center
TOLE1(50198)09152022
22A-2023-00077F

*Commissioner Patmon recused himself from participation in this case

Zack Johnson v. American Electric Power
AKR73(41943)06082022
22A-2022-03301

Cierra Wilmington v. City of Ravenna, Ohio Police Department
AKRE3(42056)08132022
22A-2022-04144

Kenneth Evans v. Avient Corporation
AKRE3(42058)08052022
22A-2022-04147

LaShawn Trevillon v. APEX White Pond L.P. and Integra Affordable Management, LLC
AKRH3(42188)08092022
05-22-7003-8
22A-2023-00180

Martina LaPolla v. Fred Falgiani
AKRH3(42242)10152022
22A-2023-00448

No Jurisdiction – Dismiss (XNJ) - Continued

Tommy Butler v. PHD Manufacturing, Inc.
AKRE3(42278)11072022
22A-2023-00768

Joshua Hubbard v. McDonald's
AKR73(42319)11292022
22A-2023-01158

Toby Mizway v. Liberty Fire Department
AKRB3(42323)11272022
22A-2023-01161

Evangelia Petrakis v. Clark, Schafer, Hackett & Co.
AKRE3(30876)10222022
22A-2023-00366

Evangelia Petrakis v. Clark, Schafer, Hackett & Co.
AKRE3(30877)10232022
22A-2023-00368

Brianna Whiteside v. Madeline Thornberry
CLEH4(48156)12142022
22A-2023-01284

Sumillya Lewis v. Amazon Corporation
CLEE4(48165)12132022
22A-2023-01293

Karen Romine v. The Home Depot
CLEE4(48169)12102022
22A-2023-01297

Tyesha Poole v. Ashbury Care Center at the Lake
CLEE4(48172)12152022
22A-2023-01300

Patrick Nidel v. Warrensville Developmental Center
CLEE4(48232)01032023
22A-2023-01516

Joseph Moore v. Ashland Theological Seminary
CLEK4(48258)01102023
22A-2023-01594

No Jurisdiction – Dismiss (XNJ) - Continued

Damon Walton v. JD Byrider
CLEE4(48359)02022023
22A-2023-02040

Roy Roberts v. Ohio Bureau Motor Vehicles
CLEG1(50138)08302022
22A-2022-04594

Alexa Logan v. U.S. Northern District Court of Ohio
CLEG6(31159)01122023
22A-2023-01656

Riley Bratcher v. Vatica Health
DAY76(30417)05182022
22A-2022-03357

Casey Yoakum v. TotalMed
DAY76(30419)05192022
22A-2022-03361

Benjamin Andrews v. Crown Packaging
DAY76(30429)05232022
22A-2022-03418

DeAndre Echols v. Penske Logistic
DAY76(30438)05272022
22A-2022-03427C

Shekinah Bell v. ResCare, Inc.
DAYE6(30599)07292022
22A-2022-03824

Drake Jones v. GXO Logistics
DAYB6(30608)07292022
22A-2022-03880

William Scott III v. Range USA
DAYE6(30807)09302022
22A-2023-00198

Dominique Bolds v. Pierre Bowen
DAYF6(30823)10072022
22A-2023-00397

No Jurisdiction – Dismiss (XNJ) - Continued

Lori Durham v. Sarahs Pizza (Dreivis LLC)
DAYB6(30825)10082022
22A-2023-00418

Rion Jackson v. Staples, Inc.
DAYE6(30851)10142022
22A-2023-00487

Nathaniel Deemer v. Twitter
DAYG6(30893)10292022
22A-2023-00737

Nathaniel Deemer v. Sparks Network
DAYG6(30894)10302022
22A-2023-00738

Nathaniel Deemer v. Clermont County Community Services, Inc.
DAYG6(30904)11012022
22A-2023-00632

Kimberly Smartt v. Zahra Investments
DAYH6(30972)11252022
22A-2023-01084

Andre Ross v. L & B Management Firm, LLC; Joell “Jo” Dunn, Property Manager
DAYH6(31178)01252023
22A-2023-01842

21. No Probable Cause - Dismiss

Lisa Walczak Music v. Frontier Airline
COLG1(49614)04162022
22A-2022-02150

Eugene Bliley v. Flanagan's Pub
COLG1(49622)04182022
22A-2022-02159

Charue Short v. Sedgwick CMS Inc.
COL71(49640)04182022
22A-2022-02212

No Probable Cause – Dismiss - Continued

Brandy Cline v. Aldi
COLG1(49668)04282022
22A-2022-02422

Janet Davis v.UPS c/o Lyneer Staffing Solutions LLC
COLB1(49670)04292022
22A-2022-02430

Sheila Demesa v. Ohio Public Employee Retirement Services
COL71(49764)05252022
22A-2022-03139

Levi Woodruff v. JCON Enterprises
COLB1(49858)06272022
22A-2022-03501

Edith Dixon v. FedEx Ground
COLE1(49931)07142022
22A-2022-03770

Elias Provitt v. Columbus State Community College
COLK1(50126)08262022
22A-2022-04455

Steven Watters v. Ricart
COLB1(50226)09212022
22A-2023-00153

The Fair Housing Center v. Real Estate Service Solutions Company, LLC;
OWTH 143, LLC
TOLH2(41436)04252022 AMENDED
22A-2022-02249F

*Split Determination: Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities (criminal history underwriting criteria)/on the basis of race. No Probable Cause on the issues of discriminatory terms, conditions, privileges, or services and facilities; discriminatory refusal to rent; steering/on the bases of race and disability.

Shinina Webb v. Real Estate Service Solutions Company, LLC; OWTH 143, LLC
TOLH2(41437)04252022 AMENDED
22A-2022-02250F

*Split Determination: Upon discovery: Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities (criminal history underwriting criteria)/on the basis of race. No Probable Cause on the issues of discriminatory terms, conditions, privileges, or services and facilities; discriminatory refusal to rent; steering/on the bases of race and disability (by association).

No Probable Cause – Dismiss - Continued

Carolyn Jean Upshaw v. FCA US LLC dba Stellantis North America
TOLA2(41491)05232022 AMENDED
22A-2022-03072C

John T. Cross v. United Parcel Service, Inc.
TOL72(41503)06062022
22A-2022-03175C

Ned A. Fairbanks II v. Wood County Park District
TOLA2(41504)06062022 AMENDED
22A-2022-03176C

Norma Cluckey v. Clover Communities Sylvania LLC; Kings Pointe Senior Apartments;
Kenny Knox, Regional Vice President; Troydean Alexander, Property Manager
TOLH2(41510)06092022
05-22-6146-8
22A-2022-03217F

The Fair Housing Center v. Clover Communities Sylvania LLC; Kings Pointe Senior Apartments;
Kenny Knox, Regional Vice President; Troydean Alexander, Property Manager
TOLH2(41511)06092022
05-22-6145-8
22A-2022-03218F

Quinters M. Dixon v. City of Toledo, Department of Public Utilities, Division of Sewer and Drainage
TOLA2(41512)06092022
22A-2022-03219C

LeEdna Tribble v. Greenbriar, Inc.; Southview Estates, LLC; Robert Mauer, President of
Greenbriar, Inc.; Julianne LaForce, Property Manager at Greenbriar, Inc.
TOLH2(41516)06122022 AMENDED
05-22-6445-8
22A-2022-03226F

Kellie Watkins v. Encompass Health Rehabilitation Hospital of Toledo, LLC
TOL72(41530)06142022 AMENDED
22A-2022-03276C

Louis E. Threet, Jr. v. Dana Light Axle Manufacturing, LLC
TOL72(41531)06162022
22A-2022-03302C

No Probable Cause – Dismiss - Continued

Monique Slay v. Gold Nugget LLC; Candace E. Tavormina, Manager/Owner
TOLH2(41533)06162022
05-22-6255-8
22A-2022-03283F

Frances Rodriguez v. Vineyards Management Group, LLC; PAG Pinecrest, LLC; Pine Crest MHP
Crestline OH, LLC; Lisa Baldridge, Property Manager; Michael Baldridge, Property Manager
TOLH2(41534)06202022 AMENDED
05-22-7360-8
22A-2022-03305F

Kevin Manning v. Wal-Mart Stores East, LP
TOL72(41539)06222022
22A-2022-03324C

Hayley Jones v. Sun Home Services, Inc.; Mary Hjortsberg, Regional Vice President of Operations and
Sales; Woodside Terrace; Bonnie Brown, Senior Community Manager
TOLH2(41541)06272022
05-22-6254-8
22A-2022-03327F

Abeer El-Gharbawy v. Owens State Community College
TOL72(41548)06272022
22A-2022-03379C

Roberta Wymer v. Board of Education of the Sylvania City School District
TOL72(41563)07082022
22A-2022-03554C

Bradford J. Vidales v. FCA US LLC dba Stellantis North America
TOLB2(41572)07142022
22A-2022-03656C

Carolyn Jean Upshaw v. FCA US LLC dba Stellantis North America
TOLA2(41573)07142022
22A-2022-03657C

Nikaya Jones v. Waste Management of Ohio, Inc. dba Toledo Hauling
TOL72(41738)09262022
22A-2023-00031C

Kamesha Welch v. Journey Through Life Care Services LLC
TOLB2(41851)11082022
22A-2023-00829C

No Probable Cause – Dismiss - Continued

Zack Johnson v. American Electric Power Service Corporation
AKR73(41938)06082022
22A-2022-03296

Zack Johnson v. Michael J. Berbari
AKRE3(41939)06082022Amended
22A-2022-03297

Johnnie Johnson v. APEX White Pond LP, Jay Rophenberg
and Integra Affordable Management
AKRH3(41974)06282022
05-22-7982-8
22A-2022-03525

Tena Katro v. Dolgren Midwest, LLC dba Dollar General
AKRB3(41978)06242022
22A-2022-03529

Tena Katro v. Michelle Mevissen
AKRE3(41979)06242022
22A-2022-03530

Tammy Dolin v. Portage County Juvenile Court
AKRB3(41999)07112022
22A-2022-03753

Juanita Taylor v. Fox Glove Apartments and Sarcyk Co., LLC
AKRH3(42004)07122022
05-22-7259-8
22A-2022-03578

Arthur Williamson v. HH Direct Health Services, LLC
AKRB3(42008)07162022
22A-2022-03871

Steven Amstutz v. Acorn Acres Limited Partnership, Richard and Nerissa Marino
AKRH3(42013)07192022
05-22-7949-8
22A-2022-03876

Steven Amstutz v. Acorn Acres Limited Partnership, Richard and Nerissa Marino
AKRE3(42015)07192022
22A-2022-03878

No Probable Cause – Dismiss - Continued

Shellie Rhoden v. Akron Board of Education for Akron Public Schools,
Child Nutrition Division
AKR73(42042)08032022Amended
22A-2022-04003

Mercedes Martinez Rivera v. BHC Belmont Pines Hospital, Inc.
dba Belmont Pines Hospital
AKR73(42084)08232022
22A-2022-04253

Michelle DeBrouse v. Wal-Mart Stores East, LP
AKRG3(42285)11082022
22A-2023-00778

Devon Petway v. EAN Services, LLC dba Enterprise Holdings
AKRB3(42091)08222022
22A-2022-04264

Christina Cousins v. Magneco/Metrel, Inc.
AKRB3(42161)09222022
22A-2023-00056

Christina Cousins v. Susan Malloy c/o Magneco/Metrel, Inc.
AKRE3(42162)09222022
22A-2023-00057

Tamarah Mathena v. LeafFilter North, LLC
AKRA3(42235)10202022
22A-2023-00462

Kali Itson v. Wabtec Corporation
CLEB4(47497)06062022
22A-2022-03401

Nina Steadman v. John Smyke and Normandy Village II Limited Partnership dba Normandy
Development Company
CLEH4(47513)06162022
05-22-8140-8
22A-2022-03457

Delphine Coleman v. Benton Village Condominium Owner's Association, Inc., Hal Ehretsman and
Western Reserve Property Management
CLEH4(47530)06162022 AMENDED
22A-2022-03390

No Probable Cause – Dismiss - Continued

Kimberly Graves v. Mariya Falberg, Cuyahoga Development Group, LLC and Bill Schultis
CLEH4(47534)06222022
05-22-6763-8
22A-2022-03479

Angelia Gaston v. City of Cleveland
CLEB4(47550)06172022
22A-2022-03497

Titi Brooks v. LHC Group, Inc. dba Caretenders of Cleveland, Inc.
CLE74(47551)06292022
22A-2022-03610

Margaret Brown v. Realty Now Property Management Inc. and Emmett, Inc.
CLEH4(47553)06282022
22A-2022-03612

Titi Brooks v. LHC Group, Inc. dba Caretenders of Cleveland, Inc.
CLE74(47595)07012022
22A-2022-03720

Demont Daniels v. CMBF Products, Inc. dba Carlisle Brake and Friction
CLEA4(47605)07082022
22A-2022-03730

Theresa Kolodziejczak v. AutoZoners, LLC dba AutoZone
CLEA4(47609)07112022
22A-2022-03734

Titi Brooks v. LHC Group, Inc. dba Caretenders of Cleveland, Inc.
CLE74(47613)07152022
22A-2022-03827

Katrina Barton v. Heinen's, Inc.
CLEB4(47626)07202022
22A-2022-03861

Cristina Velez v. Lorain City School District Board of Education
CLEB4(47644)07272022
22A-2022-04035

Kyle Johnston v. Community Medical Services Holdings, LLC
CLE74(47650)07222022
22A-2022-04047

No Probable Cause – Dismiss - Continued

Michael Thompson v. The Cleveland Metropolitan Bar Association
CLEG4(47652)07272022
22A-2022-04050

Monique Burgess v. Greater Cleveland Regional Transit Authority
CLEB4(47689)07282022
22A-2022-04098

Ronald Garr v. Greyhound Lines, Inc.
CLEG4(47706)08092022
22A-2022-04451

Allison Norris v. University Hospitals Health System, Inc. dba UH Lake West
CLEG4(47718)08082022
22A-2022-04465

Angelo N. DeVito v. MW Stores, Inc.
CLE74(47732)08222022
22A-2022-04482

Jarell Davis v. City of Elyria
CLE74(47778)09022022
22A-2022-04530

Raven Bryant v. NVA Metropolitan Veterinary Management, LLC
dba Metropolitan Veterinary Hospital
CLE74(47788)09012022
22A-2022-04542

Stephanie Carter v. The Phoenix Group
DAYB6(30344)04212022
22A-2022-03257

Alice Wood v. Shaner Hotel Holdings, LP dba Fairfield Inn & Suites Dayton
DAYG6(30348)04222022
22A-2022-02286

Mark Nemes v. Department of Building and Inspections
DAYB6(30357)04262022
22A-2022-02474C

Regina Adams v. City of Cincinnati, Police Department
DAY76(30362)04272022
22A-2022-02479

No Probable Cause – Dismiss - Continued

Erika Jentelson v. Lash Group, LLC
DAYB6(30369)04272022
22A-2022-02484

Svetlana Gortemiller v. AdvancePierre Foods, Inc. dba Tyson Foods
DAY76(30377)05042022
22A-2022-02530

Ronald Madden v U.S. Xpress, Inc.
DAY76(30381)05042022
22A-2022-02618C

Crystal Henderson v. Mike Finley, Owner/Landlord
DAYH6(30387)05072022
22A-2022-02627

Shannon McGown v. Great Oaks Career Campuses
DAYB6(30391)05092022
22A-2022-02797

Derrick Martin v. Sinclair Community College
DAYG6(30396)05102022
22A-2022-02797

Derrick Busch v. The Village at Eastgate Assisted Living, Jon Trowbridge, Manager
DAYH6(30411)05182022
22A-2022-03012

Robert Vaughn Jackson Sr. v. Taft Stettinius and Hollister LLP
DAYB6(30414)05182022
22A-2022-03359

Jordan Palm v. Greene Metropolitan Housing Authority; Susan Caudill, Case Manager
DAYH6(30459)06062022
22A-2022-03498

Irina Yun v. Kings Island Amusement Park
DAY76(30539)07062022
22A-2022-04318C

Alisa Henninger v. American Home Realty, Inc., Donna J. Redmond, Property Manager;
Richard P. Thies; Debra Thies, Owners
DAYH6(30590)05172022
22A-2022-03806

No Probable Cause – Dismiss - Continued

Darren Sean Freeman v. Conagra Foods
DAY76(30595)07282022
22A-2022-03813

Pari Shelat v. University of Cincinnati, Medical Center
DAY76(30658)08172022
22A-2022-04168

Raheel Ahmed v. University of Cincinnati Medical Center
DAY76(30660)08182022
22A-2022-04172

Myesha Christman v. UC Health Medical Center
DAY76(30684)08242022
22A-2022-04617

Sharon White v. Family Dollar Stores of Ohio, LLC
DAYG6(30694)08302022
22A-2022-04641

Sharon White v. Family Dollar Stores of Ohio, LLC
DAYG6(30710)09012022
22A-2022-04786

Mina Knaff v. Illuminate Family and Cosmetic Dentistry
DAY76(30711)09022022
22A-2022-04787

Alonso Preston v. Lima Burger Group dba Five Guys
DAY76(30727)09122022
22A-2023-00085

Alonso Preston v. Whitney Smith
DAY72(41661)08242022 AMENDED
22A-2022-04214

Alonso Preston v. Ashley Taylor
DAY72(41662)08242022 AMENDED
22A-2022-04215

Deborah Young v. Jim Oberlin
DAYH4(47629)07212022
05-22-7767-8
22A-2022-03864

MOTION by Commissioner Singh to approve the March 9, 2023 Confirmation Agenda. Second by Commissioner Winburn.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

STAFF BRIEFING

The Compliance Director confirmed that the Ohio Civil Rights Commission had complied with notice requirements set forth in the Ohio Administrative Code Section 4112-1-04.

MOTION by Commissioner Singh to adjourn into executive session to discuss the investigation of a complaint filed against a public employee. Second by Commissioner Winburn.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Winburn to return to public session. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

HEARING OF APPEARANCE CASES

Appearance 1

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

Mark Gardner v. Mahle Behr Dayton, LLC
DAYB6(30272)03232022
22A-2022-02682

MOTION by Commissioner Winburn to reverse the prior No Probable Cause determination to Probable Cause – Schedule Conciliation; Authorize the Executive Director to Issue Formal Complaint if Conciliation Efforts Fail. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Winburn to take a recess. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Winburn to return to public session. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 2

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

Timothy J. Skelly v. Tooling Tech Group FNA Tooling Technology, LLC
DAYA6(30266)03212022
22A-2022-02677C

MOTION by Commissioner Winburn to reverse the prior No Probable Cause to Probable Cause – Schedule Conciliation regarding the denial of hire based on retaliation; Authorize Executive Director to Issue Formal Complaint if Conciliation Efforts Fail. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 3

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

Ahmed Mehdi v. War Zone Paintball Games LLC dba Funagin's
TOLG2(41415)04072022
22A-2022-02058F

MOTION by Commissioner Winburn to reinstate the No Probable Cause – Dismiss determination. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 4

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

Robert Anthony IV v. Wal-Mart Stores East, LP
TOL72(41380)03152022
22A-2022-01733C

MOTION by Commissioner Singh to uphold the prior Probable Cause determination. Second by Commissioner Winburn.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 5

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

Kevin Cichon v. Coshocton County Sheriff's Office
AKRB1(49662)04282022
22A-2022-02416

MOTION by Commissioner Winburn to uphold the Probable Cause determination. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Winburn to take a recess. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Winburn to return to public session. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 6

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

James Spehar and Kelly Spehar v. Plum Brook Estates Condominiums Owners Association, Inc.
and Board of Directors
CLEH4(47245)03292022
22A-2022-02780

MOTION by Commissioner Winburn to uphold the Probable Cause determination. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Winburn to take a recess. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Singh to return to public session. Second by Commissioner Winburn.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 7

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

Yhanique James v. Richard A. Cicerchi, Cicerchi Development Company LLC and Southworth LLC
CLEH4(47381)04302022
22A-2022-02933

MOTION by Commissioner Winburn to remand the case back for further investigation regarding the two policies in question. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 8

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

Barb Seeling v. Commercial Vehicle Group
COL71(49555)03302022
22A-2022-01884

MOTION by Commissioner Winburn to uphold the Probable Cause determination; Authorize the Executive Director to Issue Formal Complaint if Conciliation Efforts Fail. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	NO
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: No Probable Cause – Dismiss

James Spehar v. Plum Brook Estates Condominiums Owners Association, Inc.
CLEH4(47214)03172022
22A-2022-02398

James Spehar v. Plum Brook Estates Condominiums Owners Association, Inc. & Carla Mitchell
CLEH4(47244)03192022
22A-2022-02778

James Spehar v. Plum Brook Estates Condominiums Owners Association, Inc.
CLEH4(47256)03272022
22A-2022-02794

James Spehar v. Plum Brook Estates Condominiums Owners Association, Inc.
CLEH4(47269)03282022
22A-2022-02812

Kelly Johnson v. Perry Local School District
CLE74(47274)03292022
22A-2022-02816

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Amy Lepkowski v. Educational Service Center of Lake Erie West
TOLB2(41416)04102022; AMENDED
22A-2022- 02057C

LeeAnn French v. Hampton Court, LLC; Vistula Management Company; AAMCI-Management, Inc.;
Michelle Neely, Property Manager
TOLH2(41429)04182022
05-22-5807-8
22A-2022-02165F

Olla Nayal v. The University of Toledo
TOLK2(41432)04182022
22A-2022-02168F

Chad T. Stevens v. State Farm Fire and Casualty Company
TOLH1(49687)05032022; AMENDED
05-22-6009-8
22A-2022-02534F

2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Twila J. Martin v. Rite Aid – Store #01379 and Joseph P. Derkin
COLF1(50028)08062022
22A-2022-04116

Sierra Weatherspoon v. Grandview Medical Center
DAYE6(30550)07112022
22A-202204325C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Commissioners' Agenda for Week 3

There were no remaining cases on the Week 3 agenda.

Commissioners' Agenda for Week 4

1. Upon Reconsideration: Uphold Probable Cause Determination

Louise Osborn v. Francis Music, Landlord

DAYH6(30301)04052022

22A-2022-02718

*Uphold Probable Cause based on sex and retaliation

2. Upon Reconsideration: No Probable Cause - Dismiss

Shlomo Amitay v. Angela Smith, Angela Smith Appraisals; Craig Smith Associates Appraisal Services

DAYH6(30269)03212022

22A-2022-02680

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Commissioners' Agenda for Week 4 Add-On

1. Certification for Bona Fide Occupational Qualification Based on Religion - Grant

- Echoing Hills Village, Inc. (specified positions)

MOTION by Commissioner Singh to grant the certification for bona fide occupational qualification based on religion. Second by Commissioner Winburn.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

Report from Executive Director

Executive Director Angela Phelps-White summarized her written report which included the following information:

INVENTORY

Total Case Inventory.

o Regions:	2778
■ Cleveland	517
■ Columbus	660
■ Akron	394
■ Toledo	460
■ Dayton/Cincinnati	747

Hearings Unit Inventory.

o Employment	52
o Housing	50 (56 elected to court)
o Public Accommodation	3
o Higher Education	0

COVID-19 Inventory.

- Approximately 434 cases have been filed alleging or implicating COVID. Records indicate that 395 cases were closed with 39 cases still pending.

(These are the numbers from the January meeting as we were unable to update the numbers due to an issue with the ARC system.)

Vaccine Mandate Inventory.

- Approximately 212 cases regarding vaccine mandates have been filed. Records indicate that 195 cases were closed with 17 cases still pending.

(These are the numbers from the January meeting as we were unable to update the numbers due to an issue with the ARC system.)

AG Litigation Inventory.

- General Counsel, Joseph McDonald, is working with the AG Office to better track the cases in litigation.

GENERAL

HOUSE BUDGET TESTIMONY. On February 14th, the Ohio Civil Rights Commission provided budget testimony to the House Higher Education Subcommittee. The Committee showed a keen interest in several aspects of the Commission, such as our case numbers, staff numbers, mediation program, training for prevention of discrimination as well as our mental health booklet.

OHIO ADMINISTRATIVE CODE. We have amended our rules to absorb the changes made by HB352 as well as to amend the rules for clarity and corrections. The rules were submitted to the Joint Committee for Agency Rule Review (JCARR). We held our public meeting on the rules on Monday February 27th. So now we are awaiting the public hearing before the general assembly JCARR committee. If there are no issues, we will file a final version, which will then become effective.

FINANCIAL DISCLOSURES. It is that time again. It's time to file our financial disclosure forms by May 15, 2023. This is the link to the financial disclosure form.

<https://ethics.ohio.gov/forms/fds/index.html>

ALL HANDS MEETING. Our All Hands Meeting is currently in the planning stage. We are considering having the All Hands meeting in person this year. We are trying to schedule it sometime in September. Once a date and time has been decided upon, we will send out a save the date.

SPEAKERS BUREAU. We have been receiving a great number of requests for presentations. In an effort to accommodate those requests and to encourage engagement, the Speakers Bureau will provide an opportunity for staff to get involved as a presenter, creator of presentation materials, other capacity in accordance with their interests and skill set. We sent out an email to determine the level of interests and learned that there are several members of the staff who are interested. Accordingly, we are currently developing the format for the Bureau and will commence the program once the format has been finalized.

ALTERNATIVE MEETING SITES *revisited*. Previously, the Commission discussed having meetings at Akron and Wright State. We discussed having a Commission meeting at Wright State University in the Spring. The Commission can have a meeting in Akron again this year in the fall. The Commission should commence scheduling these two meetings for this year.

DR. MARTIN LUTHER KING, JR. ART, ESSAY, and MULTI-MEDIA CONTEST. This event was held on *February 23, 2023*, The Executive Director of the Ohio History Connection, Megan Wood, was our keynote speaker who congratulated the winners for their accomplishments. She also shared the work of the Ohio History Connection. She expressed the importance of preserving Ohio's history through artifacts and historical sites throughout the state of Ohio.

THOUGHTS. There have been members of the Commission who have suffered a loss of loved ones. They will remain in our hearts and in our thoughts as they endure this aspect of life.

FINANCE

FINANCE SUMMARY. The 2023 Finance Summary was provided to the Commissioners..

TECHNOLOGY

CASE MANAGEMENT SYSTEM. The process is moving forward. The CMS Project Manager and Developer have been meeting with key members of the Commission's staff as they proceed to develop a system to accommodate the needs of the agency. Subcommittees are convening to address matters, such as documents, document content, and functionality in accordance with the flow of work.

HUMAN RESOURCES

NEW HIRES. Following is a list of our new hires and their anticipated start dates:

- Tonya Rider Investigator 1 Toledo region March 27th

TRAINING. The new hires have commenced their 90-day training program.

INVESTIGATOR MANUAL. The investigator manual was updated, and the updated version was distributed to staff in the Commission. The manual will be continuously updated as the needed.

OUTREACH/EDUCATION/TRAINING

Ronnell Tomlinson and Darlene Newbern. March 7, 14, 16, and 30) 2023, Ronnell and Darlene will provide training for CMHA.

Mary Turocy. April 13, 2023, Mary will facilitate the Global leadership Project Visit

Ronnell Tomlinson. April 26, 2023, Ronnell will be a panelist with the Indiana Civil Rights Commission on Fair Housing.

Ronnell Tomlinson. April (TBD) 2023, Ronnell will provide training for Fair Housing Training for Community Housing network.

Ronnell Tomlinson. April (TBD) 2023, Ronnell will provide training for Fair Housing Roundtable with Lancaster Community Development.

George Shaw. May 7, 2023, George will present at the COWC May Day Community Celebration.

Vera Boggs. May 10, 2023, Vera will present for the OFCCP/EEOC/OCRC-Workplace Protections for AANHPI.

Denise Johnson. May 18, 2023, Denise will present at the SHRM Employment Law Conference.

Vera Boggs, June 19-21, 2023. Vera will present at the Indiana Civil Rights Commission Conference.

Darlene Newbern. June 21, 2023. Darlene will present at the PA HRC Housing Equality Conference

Denise Johnson. (TBD), Denise will provide harassment training for Rocal, Inc, but the date is to be determined.

LEGISLATIVE/CIVIC ENGAGEMENT

LEGISLATIVE UPDATE. A copy of the Legislative Report was provided to the Commissioners.

REGIONAL OPERATIONS/ACTIVITIES/ACCOMPLISHMENTS

CLEVELAND. The Cleveland Region engaged in weekly staff check-ins and games that the staff looks forward to participating.

TOLEDO. The Toledo Region engages in the practice of having consistent case reviews. For employee engagement, staff is having St. Patrick's Day activities, such as a trivia contest and designing a leprechaun.

COLUMBUS. The Columbus Region is welcoming four new staff members and helping them to get acclimate. To keep staff engaged, they are having a potluck on March 16th.

AKRON. The Akron Region had a hot beverage bar for staff. They also celebrated Valentine's Day with chocolates and a "treasure chest" basket.

ALL REGIONS. The regions continue to meet the challenge of managing high caseloads while trying to keep the staff encouraged and motivated.

MOTION by Commissioner Winburn to adjourn the public meeting. Second by Commissioner Singh.

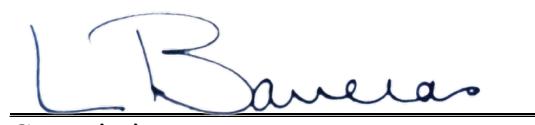
Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	ABSENT
Commissioner Madhu Singh	YES
Commissioner J. Rita McNeil Danish	ABSENT
Commissioner Charlie Winburn	YES

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 5:17PM.

* * *



Commissioner