



**MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION**  
**September 14, 2023**  
**Rhodes State Office Tower**  
**Lobby Hearing Room**  
**Columbus, Ohio**

**Call to Order:**

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

**Commissioners in Attendance:**

Chair Valerie Lemmie  
Commissioner Lori Barreras  
Commissioner William Patmon III  
Commissioner Madhu Singh  
Commissioner Charlie Winburn

A quorum was present.

**In Attendance:**

Angela Phelps-White, Executive Director; Desmon Martin, Director of Compliance and Enforcement; Joseph McDonald, General Counsel; Vera Boggs, Cleveland Regional Director; Myra Cottrill, Akron Regional Director; Monice Moore, Acting Dayton Regional Director; Beyan Asoba, Reconsideration Officer; Angel Stone, Reconsideration Officer; Representatives from the Ohio Attorney General's Office were present as well.

Chair Lemmie announced the reappointment of Commissioner Lori Barreras.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Winburn to approve the minutes from August 24, 2023. Second by Commissioner Singh.**

**Roll Call Vote:**

Chair Valerie Lemmie	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	ABSTAIN
Commissioner Madhu Singh	YES
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**

Julie Navarro v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41821)10272022  
22A-2023-00576C

Holly Pina v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41822)10272022  
22A-2023-00579C

Charlene A. Levy v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41823)10272022  
22A-2023-00581C

Cindy L. Barber v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41830)10282022  
22A-2023-00594C

Michael D. Lackey v. Eastern Woods Senior LLC; Wallick Communities; Misty James,  
Community Manager  
TOLH2(41846)11072022  
05-23-7753-8  
22A-2023-00706F

Unique L. McCadney v. Navarre Lodging, Inc.; Choice Hotels International, Inc.  
d/b/a Comfort Inn East; Michelle Twardos, Manager  
TOLH2(42342)05162023  
05-23-8706-8  
22A-2023-03519F

Fair Housing Advocates Association, Inc. v. Stark County Mental Health  
& Addiction Recovery  
AKRH3(42297)11162022  
05-23-7997-8  
22A-2023-00953

Fair Housing Advocates Association, Inc. v. APEX White Pond LP  
and Integra Affordable Management  
AKRH3(42298)11162022  
HUD Inquiry No. 729465  
22A-2023-00954

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

Fair Housing Advocates Association, Inc. v. Stark County Mental Health & Addiction Recovery  
AKRH3(42543)02282023  
05-23-8355-8  
22A-2023-02455

Karen Johnson-Guy Anderson v. The Cleveland Clinic Foundation  
CLEA4(48268)01182023  
22A-2023-01768

Joyce Calhoun v. Grube, Inc. dba Buffalo Wild Wings  
CLEG4(48379)02082023  
22A-2023-02067

Lucinda Parson v. Dayton Correctional Institution (DCI)  
DAYA6(30824)10072022  
22A-2023-00398

Jennifer Wightman v. Tipp City Exempted  
DAY76(30887)10282022  
22A-2023-00731

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

Unique L. McCadney v. Jake's Saloon, LLC  
TOLG2(42339)05162023  
22A-2023-03515F

Unique McCadney v. Midas International, LLC  
TOLG2(42340)05162023  
22A-2023-03516F

Nicholas A. Vaughn v. Lorain County Job & Family Services  
CLEG4(000028)06272023

### **3. Complainant's Request for Reconsideration – Deny**

Amanda Snyder v. ELLKAY LLC  
TOLB1(50457)11042022  
22A-2023-00915C

Winston Toomer v. Northcoast Behavioral Healthcare  
AKRA4(48407)02162023  
22A-2023-02150

Shuya Pitsch v. JAG Healthcare Inc.  
CLEA4(47977)10262022  
22A-2023-00513

La'Vinia Evans v. City of Garfield Heights, Timothy Riley, City of Garfield Heights Service Department, Mayor Matt Burke and City of Garfield Heights Police Department  
CLEH4(48044)11112022  
HUD Inquiry No. 73543  
22A-2023-00834

### **4. Complainant's Motion to Reopen – Grant**

Rana Brown v. Cuyahoga County Treasurer  
CLEE4(49042)06202023  
22A-2023-04735

### **5. Respondent's Request for Reconsideration – Grant for Further Review**

Steven Shepherd v. State of Ohio, Bureau of Workers Compensation  
COLA1(50209)09202022  
22A-2023-00097

\*Split Determination: Probable Cause On the basis of disability/issue of reasonable accommodation, forced resignation and discipline; No Probable Cause on the basis of age and retaliation/issue of termination

\*Commissioner Patmon recused himself from participation in this case

### **6. Respondent's Request for Reconsideration – Deny**

Tracee Burton v. Cinna Scientific, LLC, Owner; Larry Osky, Property Manager; Property Management Consultants, LLC  
DAYH6(31217)10062022  
05-23-8015-8  
22A-2023-01926

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

Stacey Grabowski v. Steve G. Bratanov  
AKRH3(41810)03282022  
05-22-7397-8  
22A-2022-02619  
Complaint No. 23-HOU-AKR-41810

Elias Kelley v. Central State University  
DAYK56(30022)12072021  
22A-2021-00815C  
Complaint No. 22-EMP-DAY-30022

Rei Scott v. Central Community House Transit Arts  
COLB1(49730)05172022  
22A-2022-02885  
Complaint No. 23-EMP-COL-49730

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

Walter Walls v. Ford Motor Company  
DAYA6(29334)02242021  
22A-2021-01755C  
Complaint No. 22-EMP-DAY-29334

Tonya Hoskins v. Ford Motor Company  
DAYB6(30187)02102022  
22A-2022-02547  
Complaint No. 23-EMP-DAY-30187

**9. Inability to Meet Burden; Dismiss Formal Complaint – Submitted by the Attorney General’s Office**

Latasha Scharee Larry v. Solon Pointe at the Emerald Ridge, Inc.  
CLE74(38957)07012008  
22A-2008-04937C  
Complaint No. 09-EMP-CLE-38957

**10. Authorize Attorney General to Initiate Enforcement Action in Common Pleas Court – Submitted by the Attorney General’s Office**

Sierra Self v. The Haught Family Trust  
OCRC Complaint No. 20-HOU-DAY-28130

## **11. Issue Formal Complaint**

Steven Shepherd v. State of Ohio, Bureau of Workers Compensation

COLA1(50209)09202022

22A-2023-00097

\*Split Determination: Probable Cause On the basis of disability/issue of reasonable accommodation, forced resignation and discipline; No Probable Cause on the basis of age and retaliation/issue of termination

\*Commissioner Patmon recused himself from participation in this case

Estate of Nathan Curry v. Go Wireless MI LLC (Go Wireless LLC)

dba Metro by T-Mobile

TOLG2(41782)10132022

22A-2023-00275F

Housing Research and Advocacy Center v. Baillie Investments Inc. dba Twin Wells Mobile Home Park

CLEH4(47949)10202022

HUD Inquiry No. 716156

22A-2023-00437

Jacob D'Orazio v. Topgolf Payroll Services, LLC

CLEB4(48065)11152022

22A-2023-00907

## **12. Probable Cause – Schedule Conciliation; Authorize Executive Director to Issue Formal Complaint if Conciliation Efforts Fail**

Autumn Bingham v. Michael Anicka

DAYH6(31278)10032022

05-23-8136-8

22A-2023-02336

## **13. Probable Cause – Schedule Conciliation**

Britney Sheets & Teresa Hursey v. Shagbark Reality c/o Lad Dilgard

COLH1(50290)10062022

HUD Inquiry No. 717748

22A-2023-00505

Willie B. Totty v. Village of Tremont City Police Department

DAYA6(30881)10252022

22A-2023-00718

**14. Withdrawal of Charge After a Finding of Probable Cause – Request Notice of Right to Sue**

Ta'Juana White v. Synergy Healthcare Systems, Inc. dba Braylon Health, Inc.  
CLEE4(48094)11262022  
22A-2023-01117

**15. Ratify Conciliation Agreement and Consent Order Prior to Final Determination**

Fair Housing Contact Service, Inc. v. Lela Quiroz Trustee, and Tonya Butler Hayes  
ADRH3(42658)05112023  
22A-2023-03438  
05-23-8673-8

**16. Withdrawal of Charge – with Settlement**

Enrico Smith v. Brandon Double c/o Buckeye Ready Mix, LLC  
COLB1(50627)11142022  
22A-2023-01948

Enrico Smith v. Brandon Double c/o Enrico Smith v. Buckeye Ready Mix, LLC  
COLB1(50628)11142022  
22A-2023-01949

Enrico Smith v. Don Hill c/o Buckeye Ready Mix, LLC  
COLB1(50629)11142022  
22A-2023-01950

Kiesha Devezin v. CMACO Investments, LLC  
COLH1(50630)10252022  
05-23-7792-8  
22A-2023-01960

Emily Sable v. J.P. Morgan Chase & Co.  
COLB1(50800)01262023  
22A-2023-02847

Paula Vivod-Klotz v. Trumbull County Board of Commissioners and Niki Frenchko  
AKRB3(42706)05302023  
22A-2023-04036

Shay Millard v. Bird Electronic Corporation  
AKR74(48806)05012023  
22A-2023-03643

## **Withdrawal of Charge – with Settlement - Continued**

Shay Millard v. Charlie Sparaza  
AKRE4(48807)05012023  
22A-2023-03644

Tiffany Benge v. Petsmart, LLC  
AKRB4(48873)05122023  
22A-2023-03798

Tiffany Benge v. Amanda Brown  
AKRE4(48874)05122023  
22A-2023-03799

Tiffany Benge v. Lisa Barbiaux  
AKRE4(48875)05122023  
22A-2023-03801

Taina Aponte v. Timothy Raymond c/o PrimeCare of Southeastern Ohio, Inc.  
AKRE1(51183)04062023  
22A-2023-04118

Taina Aponte v. Brian Luft c/o PrimeCare of Southeastern Ohio, Inc.  
AKRE1(51184)04062023  
22A-2023-04126

Marcia T. Dawson v. American Express Travel Related Services Company, Inc.  
AKR71(51204)04112023  
22A-2023-04184

Duane Baker v. Famico Foundation, ND, Inc.  
CLEA4(48686)04172023  
22A-2023-03375

Duane Baker v. Nate Nix  
CLEE4(48687)04172023  
22A-2023-03376

Duane Baker v. Cassandra White  
CLEE4(48688)04182023  
22A-2023-03377

Sharlise Grimes v. Amanda Fitzpatrick  
CLEE4(48791)05022023  
22A-2023-03628

## **Withdrawal of Charge – with Settlement - Continued**

Deasia Ware v. Industrial Security Service, LLC  
CLE74(48693)04192023  
22A-2023-03382

Deasia Ware v. Danny Postoloski  
CLEE4(48694)04192023  
22A-2023-03383

Richard Bridges v. Northeast Factory Direct, LLC  
CLE74(48896)05242023  
22A-2023-03935

Richard Bridges v. Daniel Hanna  
CLEE4(48897)05242023  
22A-2023-03936

Jahaad Heiskell v. Moven Group dba M Italian/Acme Valet  
CLE74(000099)06302023  
22A-2023-04679

Jahaad Heiskell v. Moven Group dba M Italian  
CLE74(000100)06302023  
22A-2023-04681

Kyriiece Brooks v. Quality Carz and More! LLC  
CLE74(000506)07212023  
22A-2023-05008

Michelle J. Bisignano Anderson v. Kemp Schaeffer & Rowe Co., LPA  
ADR71(000171)07062023  
22A-2023-05209

Amanda Schneider v. Honda of America Mfg., Inc.  
ADRB1(50841)02022023  
22A-2023-02991

Tina Osterman v. Hamburger Inn  
ADRA1(50842)02032023  
22A-2023-02992

Anthony Moss v. OS Restaurant Services, LLC  
ADR71(50857)02062023  
22A-2023-03057

## **Withdrawal of Charge – with Settlement - Continued**

Brian Wilson v. Caruso Trucking, Ltd.  
ADR72(42451)05152023  
22A-2023-04416C

Thomas A. Bainbridge v. State of Ohio, Department of Development  
ADRA2(42459)05152023  
22A-2023-04439C

Jeffrey Shirk v. Verhoff Machine and Welding, Inc.  
ADRA2(42345)05172023  
22A-2023-03777C

Melissa Stetler v. Nevada Smith  
ADR72(000282)07122023  
22A-2023-05190C

Melissa Stetler v. Graham Packaging Pet Technologies, Inc.  
ADRB2(000305)07122023  
22A-2023-05189C

Shakela Clark v. Children's Place  
ADRG3(42508)02192023  
22A-2023-02319

Steven Paniagua v. CoreCivic, Inc.  
ADR73(42701)05232023  
22A-2023-04000

Jon Frierson v. Hoty Marine Group LLC  
ADR74(48755)04242023  
22A-2023-03559C

Jacquiline Ortiz v. National Safety Apparel, Inc.  
ADRA4(48808)05012023  
22A-2023-03645

Jacquiline Ortiz v. Daniel Cahl  
ADRE4(48809)05012023  
22A-2023-03646

Jacquiline Ortiz v. Julie Crespo  
ADRE4(48810)05012023  
22A-2023-03647

## **Withdrawal of Charge – with Settlement - Continued**

John Matula v. J. L. Moore Inc.  
ADRB4(48825)05012023  
22A-2023-03662

Marjorie Scanlon Heise v. Dollar Tree  
ADRB4(49065)06242023  
22A-2023-04662

Nathalie Johnson v. Amazon.com Services LLC  
ADR74(48879)05162023  
22A-2023-03807

Nathalie Johnson v. Ivori Balas  
ADRE4(48880)05162023  
22A-2023-03808

Olisaemeka Ifesiokwu v. Alexander Mann Solutions Corporation  
ADR74(48888)05172023  
22A-2023-03818

Olisaemeka Ifesiokwu v. Angela LNU  
ADRE4(48889)05172023  
22A-2023-03820

Olisaemeka Ifesiokwu v. Jose Ayala  
ADRE4(48890)05172023  
22A-2023-03821

Olisaemeka Ifesiokwu v. Angie Boring  
ADRE4(48891)05172023  
22A-2023-03822

James Watkins v. Ken Ganley Buick GMC  
ADR74(49018)06122023  
22A-2023-04614

James Watkins v. Joanne McClafferty  
ADRE4(49019)06122023  
22A-2023-04615

James Watkins v. John Decker  
ADRE4(49020)06122023  
22A-2023-04616

## **Withdrawal of Charge – with Settlement - Continued**

Valerie Ann Pettit v. Olive Garden  
ADR74(000348)07152023  
22A-2023-04973

Denise Banks v. The Martin-Brower Company LLC  
ADR76(31244)02152023  
22A-2023-02122

Scott Glasco v. Mueller Roofing Distributors, Inc.  
ADRB6(31428)04132023  
22A-2023-03141

Scott Glasco v. Greg Powell  
ADRB6(31429)04132023  
22A-2023-03142

Scott Glasco v. Mueller Roofing Distributors, Inc.  
ADRB6(31430)04132023  
22A-2023-03143

Marshall Smith v. The Hillman Group  
ADR76(31640)06052023  
22A-2023-04256

Marshall Smith v. Heather Sauerbeck  
ADR76(31641)06052023  
22A-2023-02459

Marshall Smith v. Phil Miller  
ADR76(31642)06052023  
22A-2023-02460

Marshall Smith v. Mary Cabot  
ADR76(31643)06052023  
22A-2023-02461

Jane Hammel v. Nurtur Holdings  
ADRB6(32216)02082023  
22A-2023-01925

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

Angela Snellenbarger v. MedFlight  
COLB1(50230)09242022  
22A-2023-00162

Brady Misner v. Amazon.com, LLC  
COLE1(50295)10072022  
22A-2023-00547C

Allen Bennett v EXEL, Inc. d/b/a DHL-XL  
COLE71(50310)10112022  
22A-2023-00589C

Allen Bennett v James Lowe  
COLE71(50311)10112022  
22A-2023-00590C

Anna Ricks vs. Bls Trucking  
COL71(50317)10122022  
22A-2023-00603 C

Suzie San v. Amazon.com Services LLC  
COLB1(50344)10122022  
22A-2023-00671

Diamond Fletcher v. Avery Dental Center  
COLE1(50392)10242022  
22A-2023-01025

Farhan Egal v. Columbus Regional Airport Authority  
COLB1(50397)10252022  
22A-2023-01036

Raymond E. Featherstone Sr v. Oakmont Education  
COLE1(50548)12052022  
22A-2023-01318

Phillip D. Melott v. Novelis Aleris Rolled Products, Inc.  
COLB1(50588)12132022  
22A-2023-01477

Denzell Lyles v. Ryder Integrated Logistics, Inc.  
COLB1(50635)12192022  
22A-2023-02107 C

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

Charmaine Scott v. Industrial Security Service, LLC  
COLB1(50737)01132023  
22A-2023-02678 C

Joshua Myers v. Impact Community Action  
COLB1(50774)01192023  
22A-2023-02800C

Brittany Butterfield v. The Ohio State University Wexner Medical Center  
COLE1(50845)02032023  
22A-2023-02998 C

\*Commissioner Patmon recused himself from participation in this case

Brittany Butterfield v. Noelle Tucker  
COLE1(50846)02032023  
22A-2023-02999

Porshia Bowers v. Michelle L. Veneziano, OD, dba Eyecare About You  
COL71(50866)02072023  
22A-2023-03075

Jennifer McKenzie v. Columbus Urban League  
COL71(51038)03132023  
22A-2023-03830

Rowan Norris v. InnoSource, Inc.  
COLB1(51483)06052023  
22A-2023-04567

Yoland Dawn Waller v. Empowered for Excellence Behavioral Health of Ohio  
TOLB2(41897)12052022  
22A-2023-01197C

Rhonda Peterson v. Amcor Flexibles North America, Inc.  
TOLA2(42398)06142023  
22A-2023-04253C

Hanan El Orra v. Costco Wholesale Corporation  
TOL72(000060)06272023  
22A-2023-04330C

Hanan El Orra v. Barry French c/o Costco Wholesale Corporation  
TOL72(000061)06272023  
22A-2023-05205C

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

Hanan El Orra v. Brenda Weber c/o Costco Wholesale Corporation  
TOL72(000062)06272023  
22A-2023-05203C

Hanan El Orra v. Brenda Weber c/o Costco Wholesale Corporation  
TOL72(000063)06272023  
22A-2023-05204C

Hanan El Orra . Costco Wholesale Corporation  
TOL72(000064)06272023  
22A-2023-04331C

Hanan El Orra v. Daniel McMurray c/o Costco Wholesale Corporation  
TOL72(000065)06272023  
22A-2023-05206C

Hanan El Orra v. Kevin Siers c/o Costco Wholesale Corporation  
TOL72(000066)06272023  
22A-2023-05207C

Hanan El Orra v. Arminda Rossler c/o Costco Wholesale Corporation  
TOL72(000067)06272023  
22A-2023-05208C

Theresa Hamrick v. FCA US LLC dba Stellantis North America  
TOLB2(000148)07052023  
22A-2023-04511C

Theresa Hamrick v. Tom Kolzer c/o FCA US LLC dba Stellantis North America  
TOL72(000149)07052023  
22A-2023-05210C

Theresa Hamrick v. Rex Maze, Jr. c/o FCA US LLC dba Stellantis North America  
TOL72(000150)07052023  
22A-2023-05211C

Theresa Hamrick v. Grant Robinson c/o FCA US LLC dba Stellantis North America  
TOL72(000151)07052023  
22A-2023-05212C

Tamia Wilson v. Jersey Mike's Subs  
TOL72(000338)07142023  
22A-2023-04802C

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

Macala Custer v. Whirlpool Corporation  
TOLB2(42325)05142023  
22A-2023-03494C

Seantia Dunlap v. New Horizons Baking Company  
TOL72(42366)05282023  
22A-2023-03959C

Emalee Johnson v. Reifel Industries, Inc.  
TOLB2(42384)06052023  
22A-2023-04162C

Ross N. Borders v. Sid Tool Co., Inc.  
TOLB2(42450)05152023  
22A-2023-04415C

Matthew Hill v. Wadsworth Solutions  
TOLA2(42470)06252023  
22A-2023-04353C

Iris Ross v. Essilor Laboratories of America, Inc. dba Bell Optical  
TOL71(50503)11232022  
22A-2023-01079C

Naquaya Jones v. Alpha Partners, LLC  
TOL71(50591)12132022  
22A-2023-01483C

Roosevelt Duty v. Famous Distribution, Inc.  
TOLB1(51081)03202023  
22A-2023-03884C

Kenneth Pickett v. PepsiCo Beverage Sales, LLC  
TOL74(48741)04242023  
22A-2023-03541C

Mark Roesel v. DAM Management LLC dba Lanning's  
AKRA3(42578)03242023  
22A-2023-02860C

Virginia Angelo v. Bock Company, LLC dba Bock Lighting and Ezra Spero  
AKRB4(42615)04192023  
22A-2023-03290C

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

Michael Zamagias v. Coastal Pet Products, Inc.  
AKRB1(50863)02072023  
22A-2023-03068C

Gregory Giddens v. Oakwood Management Company  
AKRA1(50992)03032023  
22A-2023-03730C

Sarah Adams v. Riverside Recovery Services, LLC  
AKR71(51035)03132023  
22A-2023-03827C

Francie Tate v. Rashell Tallent  
CLEE4(48183)12192022  
22A-2023-01366

Francie Tate v. Angela Smith  
CLEE4(48184)12192022  
22A-2023-01368

Daniel Haycox v. Gordon Food Service, Inc.  
CLEB4(48244)01102023  
22A-2023-01580C

Daniel Haycox v. Joe Shiffler  
CLEE4(48245)01102023  
22A-2023-01581

Daniel Haycox v. Erika Duggan  
CLEE4(48246)01102023  
22A-2023-01582

Marnetta McCain on behalf of Jabrian Howard v. Mandovi Enterprises, Inc.  
CLE74(48286)01202023  
22A-2023-01791C

Marnetta McCain on behalf of Jabrian Howard v. Sydnee Cavanaugh  
CLEE4(48287)01202023  
22A-2023-01793

Darriell Canion v. Giant Eagle, Inc.  
CLE74(48497)03032023  
22A-2023-02423C

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

Bianca Gross v. Bedford Castle, LLC  
CLEE4(48556)03212023  
22A-2023-02700

Bianca Gross v. David Hasenfeld  
CLEE4(48557)03212023  
22A-2023-02701

Jessica Wagner v. Mark Carter  
CLEE4(48582)03302023  
22A-2023-02894

Christine Henderson v. Sandra Pabellon  
CLEE4(48665)04132023  
22A-2023-03337

Joseph Michael Harris v. Actalent  
CLEB4(48872)05162023  
22A-2023-03797

Nicholas Diederich v. Wilkes Family of Companies, LLC and Wilkes & Company, Inc.  
CLE74(49017)06152023  
22A-2023-04613

Miklos Peller v. The MetroHealth System  
CLEB4(49044)06202023  
22A-2023-04737C

Miklos Peller v. Ana Boucher  
CLEE4(49045)06202023  
22A-2023-04738

A. Steven Dever v. Ganley Management Co., et al  
CLE74(49072)05252023  
22A-2023-05070

J. Tucker Norris v. Progressive Corporation, Progressive Casualty Insurance Company, Jack Condon, Michael Powell, Jennifer Greseth and Kelly Crowe  
CLE74(000320)07132023  
22A-2023-04961

Delton Smith v. BGR Packaging  
DAYB6(30789)10032022  
22A-2023-00144

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

Avril Rogers v. Astrazeneca  
DAYB6(30995)12052022  
22A-2023-01391

Avril Rogers v. Iraida De Jesus c/o Astrazeneca  
DAYB6(30996)12052022  
22A-2023-01393

Avril Rogers v. Nicole Bernius c/o Asterazeneca  
DAYB6(30997)12052022  
22A-2023-01394

Avril Rogers v. Emmanuel Ofori-yentumi c/o Astrazeneca  
DAYB6(30998)12052022  
22A-2023-01395

Ariel Kramer v. MEVA Formwork Systems  
DAY76(31521)05022023  
22A-2023-03707

Lonell Metts v. James Martin c/o Tyson Foods, Inc. dba AdvancePierre Foods Inc.  
DAYB6(31555)05102023  
22A-2023-03918

Lonell Metts v. Lewis Cook c/o Tyson Foods, Inc. dba AdvancePierre Foods Inc.  
DAYB6(31556)05102023  
22A-2023-03919

Lisa Salyers v. Dayton Metro Library  
DAYA6(31763)06262023  
22A-2023-04807

Jerome Scott v. Alan Shaw  
ADR76(31628)06012024  
22A-2023-04223

Jerome Scott v. Chase Construction & Inspection Group, LLC  
ADR76(31625)06012024  
22A-2023-04223

Jerome Scott v. India Stewart  
ADR76(31626)06012024  
22A-2023-04224

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

Jerome Scott v. Brian Burget  
ADR76(31627)06012024  
22A-2023-04225

### **18. Administrative Closure – Request for Notice of Right to Sue**

Tyler Simpson v. Allied Barton Security Services  
COLE1(50505)11212022  
22A-2023-01081

### **19. Withdrawal of Charge – Grant**

Eric Horvath v. Whirlpool Corporation  
TOLB2(42302)05082023  
22A-2023-03299C

Teadrea Young v. JCMGT, LLC d/b/a Minuteman Car Wash of Ohio, LLC  
TOL73(42447)02062023  
22A-2023-01961C

Debra Shead v. JJASC, LLC and Andy Szymczuk  
CLEH4(48927)06022023  
HUD Inquiry No. 732970  
22A-2023-04361

### **20. Administrative Closure**

Kennon Packer v. Unico Metals and Alloys dba Cronimet Mining Processing US Inc.  
COL71(42361)12222022  
22A-2023-02108

Zeleta Clark v. Abercrombie and Fitch  
COL71(50928)02222023  
22A-2023-03434

Nichole Hewlett v. Royal Mall Apartments and Stephanie Brunstetter  
AKRH1(42787)04282023  
22A-2023-05262

Nichole Hewlett v. Vesta Corporation aka Royal Mall Apartments  
AKRH1(42768)04282023  
22A-2023-04334

## **Administrative Closure - Continued**

Nicholas Krudy v. University Hospitals Health Systems, Inc.  
AKR74(48622)04102023  
22A-2023-03061

LaKeisha Ross v. Western Reserve Transit Authority  
AKRG3(00048)06272023

Karen Larwin v. Youngstown State University  
AKRA3(000143)07052023  
22A-2023-04758

Senora Mitchem v. Cravings Pizza, LLC  
AKR73(000750)08092023  
22A-2023-05173

### **21. No Jurisdiction - Dismiss**

Sean Richard Yates v. State of Ohio, Department of Commerce  
COLB1(50272)10042022  
22A-2023-00361

\*Commissioner Patmon recused himself from participation in this case

Gilbert Leffler v. City of Columbus Division of Police  
COLA1(50322)10132022  
22A-2023-00626

Daniel Levert v. Lon Wilson  
COLE1(50356)10182022  
22A-2023-00693

Daniel Levert v. Shannon Zeigler  
COLE1(50357)10182022  
22A-2023-00694

Tara Castro v. HireRight, LLC  
COL71(50535)12122022  
22A-2023-01275

Tierra Blackwell Heath v. The Ohio State University, Buckeye Careers, Nan  
COLE1(000006)06262023  
22A-2023-05249

\*Commissioner Patmon recused himself from participation in this case

## **No Jurisdiction – Dismiss - Continued**

Quran Muhammad-Lee v. Harvard Elementary School  
TOLG2(42365)05262023  
22A-2023-03958F

Albert McCluster v. US Department of Veterans Affairs, Toledo VA Clinic  
TOLG2(000610)07032023

Quran Muhammad-Lee v. Harvard Elementary School  
TOLG2(000871)08172023

Monique Mayfield v. Delbert Toth, Akron Police, Fair Housing, Willie C. Jefferson, James Mayfield and Jeremy Proctor  
AKRH3(42594)03302023  
HUD Inquiry No 728477  
22A-2023-02942

Senora Mitchem v. Debra Barna, Youngstown Metropolitan Housing authority, and Samantha Dawkins  
AKRH3(42726)06082023  
22A-2023-04130

Chico Juan Washington v. Steubenville Police Department  
AKRG3(42783)06242023  
22A-2023-04654

Derek Gembus v. The MetroHealth System  
CLEG4(000238)07112023

Naiya Tufts v. State of Ohio, Department of Children and Family Services  
CLEG4(000484)07202023  
\*Commissioner Patmon recused himself from participation in this case

Janease Barclay-Ford v. Progressive Insurance  
CLEG4(000682)08042023

Stacey Wellington v. North Royalton City Schools  
CLEG4(000696)08062023

## **22. No Jurisdiction – Dismiss (XNJ)**

Deborah Linger v. Apogee Property Mgmt. c/o Rebecca Duff and Amy Sampson  
COLH1(50327)10142022  
HUD Inquiry No. 717775  
22A-2023-00636

Jasmine Wright v. Eden of Whitehall  
COLH1(50328)10142022  
HUD Inquiry No. 717897  
22A-2023-00637

Charles Wyatt, Jr. v. Columbus City Schools  
COLE1(50367)10182022  
22A-2023-00742

Milena Aguero v. Hocking Hills Canopy Tours  
COLE1(50389)10232022  
22A-2023-01022

Angela Benavides v. Ohio/Depends  
TOLG2(42375)06012023  
22A-2023-04138F

Mikela Zigler v. RLG Investments, LLC  
TOLH2(42387)06062023  
HUD Inquiry No. 733415  
22A-2023-04169F

Weiler Management v. The Weiler Homes  
TOLH2(42430)06222023  
22A-2023-04352F

Shatara Brown v. The Spieker-Weiler Homes Front Desk People  
TOLH2(42472)06242023  
22A-2023-04355F

Lydia McLachlan v. Luke LNU and G&L Properties  
CLEH4(48865)05142023  
22A-2023-03788

## 23. No Probable Cause - Dismiss

Farrah Shackleford v. Friedman Real Estate  
COLE1(50279)10022022  
22A-2023-00378

Janiyah Nolen v. State of Ohio, Department of Rehabilitation and Correction,  
Franklin Medical Center  
COLE1(50281)10032022  
22A-2023-00436

Tonya Johnson v. JP Morgan Chase  
COLE1(50292)10072022  
22A-2023-00507

Kenneth Newton v. Central Ohio Transit Authority  
COLG1(50314)10112022  
22A-2023-00600

Roy Lee, Jr. v. TNT Power Washing Services  
COL71(50321)10132022  
22A-2023-00625

Mikaylla Wood v. Huntington  
COLG1(50330)10152022  
22A-2023-00643

\*Commissioner Barreras recused herself from participation in this case

Daniel Levert v. Metropolitan Environmental Services  
COLB1(50355)10182022  
22A-2023-00691

Krishna Neupaney v. Infosys Limited  
COLB1(50363)10182022  
22A-2023-00724

Krishna Neupaney v. Ameet Brar Prabhakar c/o Infosys Limited  
COLB1(50364)10182022  
22A-2023-00725

Krishna Neupaney v. Kimberly Claiborne c/o Infosys Limited  
COLB1(50365)10182022  
22A-2023-00726

## **No Probable Cause – Dismiss - Continued**

John Butts v. City of Columbus  
COLB1(50381)10202022  
22A-2023-00919

Bobbie Turben v. State of Ohio, Department of Rehabilitation and Correction  
COLB1(50385)10232022  
22A-2023-00923

Lakeilah Jordan v. Honda of America Mfg.  
COL71(50424)10272022  
22A-2023-00847

Tami Bastian v. Periodontology Inc.  
COLA1(50533)11222022  
22A-2023-01237

Rajmony Pannu v. American Airlines  
COLG1(50564)12112022  
22A-2023-01355

John Anthony & Lillie Sherred v. Guardianship Service Board  
COLG1(50593)12062022  
22A-2023-01633

Lori A. Whitney v. Wal-Mart Stores East, LP  
TOL72(41876)11212022  
22A-2023-00944C

Andrew Marc Robins v. LBZB Restaurants Inc. dba Kabob It  
TOLG2(41877)11182022  
22A-2023-00945F

Charlene A. Levy v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOL72(41880)11212022  
22A-2023-01019C

Cindy L. Barber v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41900)12052022  
22A-2023-01200C

## **No Probable Cause – Dismiss - Continued**

Holly Pina v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41901)12052022  
22A-2023-01201C

Julie Navarro v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOLA2(41902)12052022  
22A-2023-01202C

Andrew John McSweeny v. Noneman Real Estate Company; Dennis Noneman, Owner; Erin McCarthy, Property Manager; DJU Properties, LLC  
TOLH2(41905)12052022 AMENDED  
05-23-7697-8  
22A-2023-01205F

Tyra Buck v. Buckeye Northwest Realty; James Moody, Property Manager  
TOLH2(41909)12072022  
05-23-7966-8  
22A-2023-01209F

Terri L. Parker v. Buckeye Northwest Realty; James Moody, Property Manager  
TOLH2(41910)12072022  
05-23-7995-8  
22A-2023-01210F

Tracy Dominique v. ProMedica Central Physicians, LLC.  
TOLA2(41915)12072022  
22A-2023-01239C

Catlin Ashmore v. ProMedica Central Physicians  
TOLB2(41918)12122022  
22A-2023-01243C

Rosalinda Contreraz-Harris v. City of Toledo, Department of Public Utilities, Division of Water Distribution  
TOL72(41924)12132022  
22A-2023-01267C

Raymond Scott v. 3947 Sylvania, LLC; Kristine Powell, Property Manager; Craig Wyatt, Maintenance Employee  
TOLH2(41926)12152022  
05-23-7980-8  
22A-2023-01269F

## **No Probable Cause – Dismiss - Continued**

The Fair Housing Center v. Buckeye Northwest Realty; James Moody, Property Manager  
TOLH2(41928)12152022  
05-23-7955-8  
22A-2023-01271F

Cynthia Mayes v. Andrews & Andrews, LLC; Kelsi Marie, LLC; Kevin A. Welch, Property Manager; Dream Feel Homes, LTD.; Neela Kelly, Property Manager  
TOLH2(41929)12152022 AMENDED  
05-23-7956-8  
22A-2023-01272F

Letricia Atchley v. Nationwide Children's Hospital  
TOL71(50507)11212022  
22A-2023-01083C

Steven B. Clipner v. Armstrong World Industries, Inc.-Steel Ceilings, Inc.  
TOLA1(50523)11152022  
22A-2023-01179C

Brandon Rashawn Taylor v. NPL Construction Co.  
TOL71(50581)12122022  
22A-2023-01464C

Angela Arnold v. FedEx Supply Chain, Inc.  
TOLA1(50582)12122022  
22A-2023-01465C

Steven B. Clipner v. Armstrong World Industries, Inc.-Steel Ceilings, Inc.  
TOLA1(50763)04022023  
22A-2023-02760C

Mark E. Croy v. City of Aurora Police Department Chief Brian Byard  
AKRB3(42327)12032022  
22A-2023-01214

Brent Collingsworth v. Dolgencorp, LLC  
AKRA3(42357)12182022  
22A-2023-01340

Lisa Randazzo v. Akron Canton Airport Board of Trustees  
AKRA3(42426)01232023  
22A-2023-01897

## **No Probable Cause – Dismiss - Continued**

Lisa Randazzo v. Akron Canton Airport  
AKRA3(42427)12052022  
22A-2023-01898

Lisa Randazzo v. Bob Gidley c/o Akron Canton Airport  
AKR73(42436)12052022  
22A-2023-01911

Lisa Randazzo v. Tim Koshar c/o Akron Canton Airport  
AKR73(42437)12052022  
22A-2023-01913

Elaina Diaz v. Phavichitr Properties, LLC and Ricky (LNU)  
AKRH3(42532)02272023  
HUD Inquiry No. 727902  
22A-2023-02494

LaKeisha Ross v. Western Reserve Transit Authority  
AKRG3(42548)03102023  
22A-2023-02570

Angelica Howell v. American Avenue Property Management LLC  
AKRH3(42561)03202023  
HUD Inquiry No. 727726  
22A-2023-02785

Trisha Heflin v. Brian Hartley  
AKRH3(42604)04102023  
05-23-8724-8  
22A-2023-03003

Brittany Albritton v. George Simmonds and Simma Inc. Property Solutions  
AKRH3(42653)05022023  
05-23-8766-8  
22A-2023-03346

Kenneth, Benita and Niya Steagall v. Whitney Woods Homeowners Association, Inc., Whitney Woods Homeowners Association, Inc. Board Members Donald J Acquista, and Cindy Dawson  
AKRH1(51088)03212023  
05-23-8728-8  
22A-2023-03895

## **No Probable Cause – Dismiss - Continued**

Zyquantiyon and Paris Malone v. University Hospital Health Systems, Inc.  
CLEG4(48101)11222022  
22A-2023-01124

Anthony Hoepf v. Michael Parks, Emerald Development and Economic Network, Inc, and Melynda DeWitt  
CLEH4(48136)12072022  
05-23-8020-8  
22A-2023-01224

Anthony Hoepf v. Stephanie Thomas, The Northeast Ohio Coalition for the Homeless, Chris Knestrick, and Liam Haggerty  
CLEH4(48137)12072022  
05-23-8021-8  
22A-2023-01225

Anthony Hoepf v. Leslie Reese, Hamilton Nottingham Place Property, LLC, Horizons Asset Management, LLC and J.T. Morrison  
CLEH4(48138)12072022  
05-23-8022-8  
22A-2023-01226

Kali Itson v. Realty Now Property Management Inc. Amy McSweeney, Sally Ryberg, Alexander Vankur and Andrew Weiner  
CLEH4(48141)12082022  
HUD Inquiry No. 713138  
22A-2023-01229

Steven D. Lawson v. Amotec, Inc.  
CLE74(48144)12082022  
22A-2023-01232

Ronald E. Henderson v. Louis Jacobs and G&L Realty, LLC  
CLEH4(48153)12122022  
05-23-7925-8  
22A-2023-01281

Thomas Marcin v. Kraft Fluid Systems, Inc.  
CLE74(48166)12132022  
22A-2023-01294

Clifton Wells v. Charter Communications, Inc. dba Spectrum  
CLE74(48180)12192022  
22A-2023-01362

## **No Probable Cause – Dismiss - Continued**

Clifton Wells v. Tim Flynn  
CLEE4(48181)12192022  
22A-2023-01363

Kevin Freeman v. Murtis Taylor Human Services System and William Newsome  
CLE74(48195)12192022  
22A-2023-01381

Beejadi Mukunda v. Atrium Medical Group, Inc.  
CLEB4(48197)12172022  
22A-2023-01383

Deepa Rao v. Atrium Medical Group, Inc.  
CLEA4(48199)12172022  
22A-2023-01385

Shivam Patel v. United Airlines, Inc.  
CLE74(48203)12212022  
22A-2023-01390

Clinton Bowen v. GHC Living LLC  
CLEH4(48211)12292022  
05-23-8016-8  
22A-2023-01444

Mychael Goldsby v. 1900 Lofts, LLC  
CLEE4(48216)12272022  
22A-2023-01449

Wanda K. McGinnis v. Cleveland Metropolitan School District  
CLEA4(48217)12012022  
22A-2023-01450

Allen Johnson Jr. v. Great Lakes Smoked Meats, LLC  
CLEB4(48228)01062023  
22A-2023-01512

Jaynell Beeker v. Gibsonburg Health LLC dba Windsor Lane Health Care  
CLE74(48262)01092023  
22A-2023-01598

## **No Probable Cause – Dismiss - Continued**

Gloria Lee v. Discount Drug Mart, Inc.  
CLEG4(48303)01202023  
22A-2023-01975

Tiffany McGrath v. Tiffany Moore, Booker T. Washington L.P., Edward Romero, and J&S Management Co., Inc.  
CLEH4(48620)12232022  
05-23-8237-8  
22A-2023-02936

Matt Phillips v. Denise Nail  
CLEH4(48963)12302022  
05-23-8543-8  
22A-2023-04489

Mary Alice Earls v. SEM Villa II, Inc. dba SEM Terrace; Elham Emmons, Manager  
DAYH6(30841)10122022  
22A-2023-00476

Jean Marie Wagner v. Clark-Shawnee School District  
DAYB6(30848)10132022  
22A-2023-00484

Angela Frost v. Clark State College  
DAYB6(30858)10172022  
22A-2023-00498

Alec Musselman v. College Property Management & Associates  
DAYH6(30860)10202022 Amended  
22A-2023-00500

Lettie P. Reid v. Kimberly Roberson; Roberson Holding LLC  
DAYH6(30861)10202022  
22A-2023-00549

Carolyn Anderson v. Willow Lake Apartments; Katie Keim, Property Manager;  
Pedcor Management  
DAYH6(30878)10242022  
05-23-8644-8  
22A-2023-00715

Shamor Krishon Elahee v. James Blathers; JWJ Management  
DAYH6(30882)10252022  
22A-2023-00792

## **No Probable Cause – Dismiss - Continued**

Ryan Hering v. OneSource Employee Management DBA Domino's Pizza  
DAYB6(30929)11092022  
22A-2023-00940

Ashley Henderson v. Compass One Group  
DAY76(30940)11142022  
22A-2023-00983

Kimberly Smartt v. Zahra Investments  
DAYB6(30973)11252022  
22A-2023-01085

Diana Winkle v. Walmart Store #01287  
DAYG6(31281)03022023  
22A-2023-02339

Jennifer Baker v. Wallick Community Property  
DAYH1(50282)10032022  
22A-2023-00491

Brandon Shumate v Frisch's Restaurant Inc.  
DAYB1(50401)10242022  
22A-2023-01041

Stephanie Ramundo v. SageSure Manager LLC  
DAYB1(50461)11072022  
22A-2023-00928

Andrew Mascio v. Hagenfen Properties Inc.  
DAYH4(47948)10122022  
HUD Inquiry No. 707470  
22A-2023-00435

**MOTION by Commissioner Singh to approve the September 14, 2023 Confirmation Agenda. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**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.

## HEARING OF APPEARANCE CASES

### Appearance 1

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

Jessica Getter v. Avalon Lakes and Pam Alexander  
AKRH1(50298)10062022; HUD Inquiry No. 726919  
22A-2023-0055

**MOTION by Commissioner Barreras to reinstate the previous No Probable Cause determination. Second by Commissioner Winburn.**

### **Roll Call Vote:**

Chair Valerie Lemmie	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

### Appearance 2

Commissioners' Agenda - Week 3, Page 2, Item II-A

Marketa Getter v. Avalon Lakes and Pam Alexander  
AKRH1(50301)10062022; HUD Inquiry No. 726943  
22A-2023-00556

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

### **Roll Call Vote:**

Chair Valerie Lemmie	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

Appearance 3

Commissioners' Agenda - Week 3, Page 2, Item II-A

Sandra Taylor v. Wallick Communities and Union Square Apartment Managers  
CLEH1(50288)10052022  
22A-2023-00503

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

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Jacob D'Orazio v. Topgolf Payroll Services, LLC  
CLEB4(48065)11152022  
22A-2023-00907

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Donzel Shepherd v. JACK Cleveland Casino, LLC  
CLEG4(48116)11302022  
22A-2023-01139F

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

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

## Commissioners' Agenda for Week 2

### 1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Rahja Arroyo-Storm v. Ron Marhofer Chevrolet dba Ron Marhofer Quick 'N Cleen Carwash  
AKRB3(42312)11212022  
22A-2023-01010

### 2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Unique L. McCadney v. Midas International, LLC  
TOLG2(42339)05162023  
22A-2023-03515F

Unique L. McCadney v. Midas International, LLC  
TOLG2(42340)05162023  
22A-2023-03516F

### 3. Adopt Administrative Law Judge's Report and Recommendation to Issue Cease and Desist Order; Deny Respondent's Statement of Objections

Deborah K. Webb v. County of Summit, Children's Services  
Complaint No. 21-EMP-AKR-40811  
22A-2020-02663

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

Housing Research and Advocacy Center v. Deerhaven Group LLC and 9000 Denison LLC  
Complaint No. 20-HOU-CLE-45527  
22A-2020-00183

Housing Research and Advocacy Center v. Deerhaven Group LLC and 3884 West 33 LLC  
Complaint No. 20-HOU-CLE-45528  
22A-2020-00186

Allison Nawman v. Julie R. Glidden  
Complaint No. 20-HOU-DAY-28581  
22A-2020-01099

Commissioners' Agenda for Week 2 - Continued

5. Adopt Administrative Law Judge's Report and Recommendation of Attorney Fees

Haralambos Kouris v. Autumn Williams  
Complaint No. 21-HOU-AKR-40804  
22A-2020-02656F

Mary L. Kiser v. Bishop Park Estates I LLC et al.  
Complaint No. 20-HOU-CLE-45460  
22A-2019-03489

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

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

## Commissioners' Agenda for Week 3

### 1. Findings Upon Reconsideration: Uphold Probable Cause

Housing Research and Advocacy Center v. Baillie Investments Inc. dba Twin Wells Mobile Home Park  
CLEH4(47949)10202022  
22A-2023-00437

### 2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Otis Sutton v. Esporta Fitness  
COL71(50264)09302022  
22A-2023-00330

Eric Van Nostran v. Coventry Local School District  
AKRB3(42134)09142022  
22A-2023-00029

Jessica Getter v. Penny Russell  
AKRH1(50299)10062022  
22A-2023-00554

Marketa Getter v. Penny Russell  
AKRH1(50302)10062022  
22A-2023-00557

Marketa Getter v. Talor Lane  
AKRH1(50303)10062022  
22A-2023-00558

Marketa Getter v. Christa Wilson  
AKRH1(50304)10062022  
22A-2023-00559

Tierra Strickland v. Kettering Health Franklin ER  
DAYG6(30629)08052022  
22A-2022-04020

Commissioners' Agenda for Week 3 - Continued

Findings Upon Reconsideration: No Probable Cause – Dismiss - Continued

Brian Godsave v. Wilson Children's Home  
DAYB6(30650)08152022  
22A-2022-04069

3. Findings Upon Reconsideration: Reverse No Probable Cause to No Jurisdiction - Dismiss

Jeffrey Jackson v. Lonna Kingsbury - Cincinnati Zoo Entertainment  
DAY76(30830)10072022  
22A-2022-00442

**MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases remaining on the Commissioners' Agenda for Week 3. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

Commissioners' Agenda for Week 3 Add-On

1. No Probable Cause - Dismiss

Marquilla Jones v. Summit Academy Community School-Cincinnati  
DAYB6(31074)12272022  
22A-2023-01636

Marquilla Jones v. Summit Academy Management  
DAYB6(31075)12272022  
22A-2023-01641

Marquilla Jones v. Michelle Brunner Summit Academy Community School-Cincinnati  
DAYE6(31076)12272022  
22A-2023-01642

Marquilla Jones v. Chris Wheeler Summit Academy Community School-Cincinnati  
DAYE6(31077)12272022  
22A-2023-01643

Jaelin Wilkerson v. Summit Academy Community School-Cincinnati  
DAY76(31078)12272022  
22A-2023-01644

Jaelin Wilkerson v. Summit Academy Management  
DAY76(31079)12272022  
22A-2023-01645

Jaelin Wilkerson v. Michelle Brunner Summit Academy Community School-Cincinnati  
DAYE6(31080)12272022  
22A-2023-01646

Jaelin Wilkerson v. Chris Wheeler Summit Academy Community School-Cincinnati  
DAYE6(31081)12272022  
22A-2023-01647

Lavelle Duff v. Summit Academy Community School-Cincinnati  
DAY76(31082)12272022  
22A-2023-01648

Commissioners' Agenda for Week 3 Add-On - Continued

Lavelle Duff v. Summit Academy Management  
DAY76(31083)12272022  
22A-2023-01649

Lavelle Duff v. Michelle Brunner Summit Academy Community School-Cincinnati  
DAYE6(31084)12272022  
22A-2023-01650

Lavelle Duff v. Chris Wheeler Summit Academy Community School-Cincinnati  
DAYE6(31085)12272022  
22A-2023-01651

Tiffani Squire v. Summit Academy Community School-Cincinnati  
DAYB6(31086)12272022  
22A-2023-01663

Tiffani Squire v. Summit Academy Management  
DAY76(31087)12272022  
22A-2023-01664

Tiffani Squire v. Michelle Brunner Summit Academy Community School-Cincinnati  
DAYE6(31088)12272022  
22A-2023-01665

Tiffani Squire v. Chris Wheeler Summit Academy Community School-Cincinnati  
DAYE6(31089)12272022  
22A-2023-01666

Isabella Perrin v. Summit Academy Community School-Cincinnati  
DAY76(31090)12272022  
22A-2023-01667

Isabella Perrin v. Summit Academy Management  
DAY76(31091)12272022  
22A-2023-01668

Commissioners' Agenda for Week 3 Add-On - Continued

Isabella Perrin v. Michelle Brunner Summit Academy Community School-Cincinnati  
DAYE6(31092)12272022  
22A-2023-01669

Isabella Perrin v. Chris Wheeler Summit Academy Community School-Cincinnati  
DAYE6(31093)12272022  
22A-2023-01670

Kyra Simmons v. Summit Academy Community School-Cincinnati  
DAY76(31094)12272022  
22A-2023-01671

Kyra Simmons v. Summit Academy Management  
DAY76(31095)12272022  
22A-2023-01672

Kyra Simmons v. Michelle Brunner Summit Academy Community School-Cincinnati  
DAYE6(31096)12272022  
22A-2023-01673

Kyra Simmons v. Chris Wheeler Summit Academy Community School-Cincinnati  
DAYE6(31097)12272022  
22A-2023-01674

**MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases remaining on the Commissioners' Add-On Agenda for Week 3. Second by Commissioner Winburn.**

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**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:	3849
■ Cleveland	679
■ Columbus	1298
■ Akron	401
■ Toledo	542
■ Dayton/Cincinnati	929

*(\*Cases are being transferred for a more equitable distribution of cases throughout the agency.)*

#### Hearings Unit Inventory.

o Employment	41
o Housing	31 (70 elected to court)
o Public Accommodation	3
o Higher Education	0

### GENERAL

HALL OF FAME. The Hall of Fame is scheduled for October 12<sup>th</sup>. The Commission selected the inductees at the meeting on June 29<sup>th</sup>, but an amended list of inductees has been provided for your vote. The keynote speaker is our inductee from last year, Bishop Clark. The planning continues as we near closer to the event.

ALL STAFF MEETING reminder. The Annual All-Staff Training Day meeting will be held in person on September 21, 2023, at the Blacklick Woods Golf Course Banquet Room 7309 E. Livingston Ave., Reynoldsburg, Ohio 43068. The meeting will commence at 10:00 a. m. and will conclude at 3:00 p.m. Staff received a save-the-date email on March 16, 2023.

OCRC ACADEMY. On November 6th and 7th, OCRC will have its second annual Academy. This is a two-day training on how to navigate the Commission.

COMMISSION 2024 MEETING DATES. The proposed commission meetings for 2024 are set forth below.

- January 11, 2024
- February 8, 2024
- February 22, 2024 – MLK
- February 29, 2024\*
- March 21, 2024\*
- April 18, 2024
- May 16, 2024
- June 6, 2024\*
- June 27, 2024\*
- July 18, 2024\*
- August 15, 2024
- September 12, 2024
- October 3, 2024\*
- October 10, 2024 – Hall of Fame
- October 24, 2024\*
- November 21, 2024
- December 19, 2024

**MOTION by Commissioner Patmon to approve the commission meeting schedule for 2024. Second by Commissioner Winburn.**

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

FAIR HOUSING LEADERSHIP CONFERENCE. On August 30 and 31 The National fair Housing Training Alliance hosted the Fair Housing Leadership: Building an Equitable Future conference. This Commission had three delegates at this conference- The Executive Director, the Housing Coordinator, and the Regional Director of the Columbus Region. This conference covered topics ranging from the impact of discrimination in housing to leadership. They touched on topics addressing relationships, particularly between the Fair Housing Initiative Programs (FHIPS) and Fair Housing Assistance Programs (FHAPS) as well as generational relationships within the workplace. There were many networking opportunities as well.

## FINANCE

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

## TECHNOLOGY

CASE MANAGEMENT SYSTEM. The case management system process is well underway. Any and all issues and or glitches that were not anticipated during the planning are being addressed as they arise. Furthermore, functionalities to assist with the processing of cases are being added. But the Commission continues moving forward with the new system and in time, will be completely automated.

COMPUTER TRAINING. In anticipation of the case management system, the agency secured the services of a company to come to the Commission and offer computer training for all staff. The Toledo Regions is the remaining region to receive the training.

## HUMAN RESOURCES

New Hires. We have three new hires Valerie Shaw, Investigator 1-Dayton RO, Julie Delaney, Investigator 1-Cleveland RO, and Shannon Freshour, Investigator 2-Columbus RO.

Hiring Process. We are in the process of hiring Supervisor and Investigator 2 for the Dayton region. Interviews are currently being scheduled.

Vacancies. We continue to fill vacancies throughout the agency.

## OUTREACH/EDUCATION/TRAINING

Cleveland Regional Office. September 15, 2023. Staff in the Cleveland Region will be at the EEOC Employment Rights and Community Job Fair.

Angela Phelps-White. September 20, 2023. Angela was invited to be a guest speaker at the 2023 Roetzel and Andress Labor and Employment Symposium in Akron Ohio.

Vera Boggs. September 26, 2023. Vera will be a speaker at the County Housing Stakeholders Meeting.

Bradley Dunn and Anthony Corona. Dayton Bar Association. Tony and Bradley will be speakers for the Dayton Bar Association.

Angela Phelps-White, October 27, 2023. Angela was asked to present on DEI at the Arbitrators and Advocate conference.

Angela Phelps-White. November 2, 2023. Angela will be the guest speaker for the Employment Law Seminar.

Vera Boggs. January 12, 2024. Vera will give a presentation for Shoptalk -HR Directors RACE.

Myra Cottrill/Destanny Couch. February 16, 2024, Myra and Destanny will give a presentation for Shoptalk-HR Directors Disability.

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

Bradley Dunn, (TBD), Brouse McDowell Law Firm/Anti-Harassment/Implicit Bias Topics

Bradley Dunn, (TBD). Bradley will be a speaker for the Akron Bar Association.

#### REGIONAL OPERATIONS/ACTIVITIES/ACCOMPLISHMENTS

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

**MOTION by Commissioner Winburn to adjourn the public meeting. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Chair Valerie Lemmie</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 10:32AM.

  
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Commissioner

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