



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION**
November 16, 2023
Rhodes State Office Tower
Lobby Hearing Room
Columbus, Ohio

Call to Order:

Chair Lemmie called the meeting to order at 9:32 a.m.

Commissioners in Attendance:

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

Absent:

Commissioner Madhu Singh

A quorum was present.

In Attendance:

Angela Phelps-White, Executive Director; Desmon Martin, Director of Compliance and Enforcement; Joseph McDonald, General Counsel; George Shaw, Columbus Regional Director, Beyan Asoba, Reconsideration Officer; Representatives from the Ohio Attorney General's Office were present as well.

APPROVAL OF MINUTES

MOTION by Commissioner Winburn to approve the minutes from October 5, 2023. Second by Commissioner Barreras.

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Winburn to approve the minutes from October 26, 2023. Second by Chair Lemmie.

Roll Call Vote:

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

Motion failed for lack of a quorum.

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.

CONFIRMATION OF STAFF FINDINGS

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

Molly Kelly v. State of Ohio, Department of Health

COLA1(50661)12272022

22A-2023-02177

*Commissioner Patmon recused himself from participation in this case

Alex Blevins v. Marion Meadows/Marion Village

COLH1(50789)01232023

22A-2023-02827

Corinna Holloway v. Briarwood Apartments of Toledo; Glick Toledo Housing, LLC.; Gene B. Glick Company, Inc.; Troydean Alexander, Property Manager; Kimberly Munn, Property Manager

TOLH2(41981)01182023

05-23-8046-8

22A-2023-01640F

Michael W. Meier, Jr. v. Maggie Rowe (President/CEO); Capri Investment Group LLC; William Cosgrove (Managing Member)

TOLH2(41996)01302023

05-23-8145-8

22A-2023-01792F

Ainslee Johnson-Brown v. Our Lady of the Elms

AKR73(42408)01152023

22A-2023-01720

Aljah Walker v. Crestline Hotels & Resorts, LLC dba DoubleTree Canton Downtown

AKR73(000711)08072023

22A-2023-05186

Christopher Davis v. Crestline Hotels & Resorts, LLC dba Double Tree Canton Downtown

AKR73(000713)08072023

22A-2023-05185

Stephen Pope v. Skymount Property Group, LLC

CLEH4(48283)01192023

05-23-9195-8

22A-2023-01786

Dorothy Purdin v. OSU 4H Extension Office

DAYG6(31168)01192023

22A-2023-01830

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

Brianna Adkins v. CPS/All Involved
COLG1(50758)01172023
22A-2023-02749

Christopher Nathan Paris v. City of Franklin, OH; Jonathan Westendorf, City Manager, Kyle Lovelace, Zoning Officer
DAYH6(31584)05162023
22A-2023-04157

3. Complainant's Request for Reconsideration – Deny

Michelle Tarr v. State of Ohio, Department of Job and Family Services
COLB1(50664)12272022
22A-2023-02188

*Commissioner Patmon recused himself from participation in this case

Johanna Marshall v. Mathew Earman and Claudia Husak
COLG1(50788)01232023
22A-2023-02826

Chaeuteya Williams v. Dana Automotive Systems Group, LLC
TOL72(41969)01092023
22A-2023-01474C

Michelle Ice v. City of Aurora, Police Department
AKRB3(42448)02042023
22A-2023-02019

Nichole Hewlett v. Vesta Corporation dba Royal Mall Apartments, Stephanie Brunstetter, Kellie Burke and Unnamed Maintenance Worker
AKRH3(42767)04202023
05-23-8771-8
22A-2023-04333

Andre Simmons v. State of Ohio, Department of Transportation
CLE74(48307)01242023
22A-2023-01980

Anna M. Webb on behalf of Nicholas A. Webb v. Kendal at Oberlin, Toni Merleno, and Lisa Wilken
CLE74(48418)02172023
22A-2023-02161

Complainant's Request for Reconsideration – Deny - Continued

John Jodon v. Amazon.com Services LLC
CLEA4(48441)02222023
22A-2023-02298

John Snider v. SS 2023, LLC dba Sirna & Sons Produce
CLE72(41997)01302023
22A-2023-01795

4. Complainant's Motion to Reopen – Deny

Carol Perry v. Athens County Board of Elections
COLA1(51102)03232023
22A-2023-03951

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

Cynthia Sheets v. Nationwide Children's Hospital
COL71(50379)10202022
22A-2023-00772

Olu Kayode-Maya Reed v. Telhio Credit Union
COLH1(50426)10282022
22A-2023-00849

Stanley Abramczyk v. KTT, LLC; Peachtree BG, LLC; Tricia Naus-Wulff, Manager
TOLH2(42028)02082023
05-23-8168-8
22A-2023-01921F

Fardowsa Said v. Ashton Square Associates, L.P. dba Ashton Square Apartments
AKRH3(42769)05102023
05-23-8869-8
22A-2023-04332

Betelihem Zenebe v. Equity Team Property Management; Manny Garcia, Leasing Manager
DAYH6(30907)11022022
22A-2023-00635

Sheila Lawler v. Belmont Properties Inc.; Heather and Victoria Brunswick
DAYH6(31028)12122022
22A-2023-01565

6. Respondent's Request for Reconsideration – Deny

Emily Christlieb v. Jennings Allen Douglas and Trudy Douglas, Owners
TOLH3(42363)12222022
05-23-8759-8
22A-2023-01496F

7. Upon Reconsideration by the Commission, Reverse No Jurisdiction Finding to Administrative Closure – Issue Notice of Right to Sue

Kristy Olinik v. Jeremy Batchelor c/o Youngstown City School District
AKRE3(42334)12082022
22A-2023-01249

Kristy Olinik v. Justin Jennings c/o Youngstown City School District
AKRE3(42335)12082022
22A-2023-01250

Kristy Olinik v. Michael Saville c/o Youngstown City School District
AKRE3(42348)12052022
22A-2023-01346

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

Patricia Milligan v. Roseanna Huston, Fair Housing 504 Coordinator; Woda Cooper Companies, Inc.;
Paigelynn Place, LLC; Terry Earhart, Regional Vice President; Joyce Colvin, Community Manager
TOLH2(40706)10132020
05-21-0936-8; 22A-2021-00131F
Complaint No. 21-HOU-TOL-40706

9. Withdrawal of Charge – Request Notice of Right to Sue; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Steven Shepherd v. State of Ohio, Bureau of Workers' Compensation
COLA1(50209)09202022
22A-2023-00097
Complaint No. 23-EMP-COL-50209
*Commissioner Patmon recused himself from participation in this case

Kevin Cichon v. James A. Crawford Deputy Sheriff, Coshocton County Sheriff's Office
AKRB1(49662)04282022
22A-2022-02416
Complaint No. 23-EMP-AKR-49662

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

Maurice Truss v. Libbey Glass LLC
TOL72(40670)09152020
22A-2020-03007C
Complaint No. 21-EMP-TOL-40670

Charles F. Reynolds II v. Libbey Glass LLC
TOL72(40759)11252020
22A-2021-00366C
Complaint No. 21-EMP-TOL-40759

Maria DiBello v. D & S Electric, Doug Anderson Owner
(DAY)H4(47681)08032022
22A-2022-04090
Complaint No. 23-HOU-CLE-47681

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

Shakeda Alexander v. Deegan Management, Inc.
AKRH4(47657)07252022
22A-2022-04057
05-22-7920-8
Complaint No. 23-HOU-CLE-47657

Kimberly Martin v. Dwayne Few
COLH1(49349)01192022
22A-2022-01163
Complaint No. 23-HOU-COL-49349

James McClellan v. Miles McClellan Construction
COL71(49623)04182022
22A-2022-02160
Complaint No. 23-EMP-COL-49623

12. No Jurisdiction; Dismiss Formal Complaint – Submitted by the Attorney General’s Office

Autumn Bingham v. Michael Anicka
DAYH6(31278)10032022
05-23-8136-8
22A-2023-02336
Complaint No. 23-HOU-DAY-31278

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

Jeremy Crenshaw v. Klassic Holdings, LLC, and Willy Garvin
ADRH3(40904)10012020
22A-2021-00154F
05-21-0734-8
Complaint No. 21-HOU-AKR-40904

Fair Housing Advocates Assn. v. Klassic Holdings, LLC, and Willy Garvin
ADRH3(40913)10012020 AMENDED
22A-2021-00159F
05-21-0754-8
Complaint No. 21-HOU-AKR-40913

14. Issue Formal Complaint

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

Javonne Taylor v. Jefferson Satterfield & Summit Property Investments, LLC
AKRH3(42605)04102023
05-23-8723-8
22A-2023-03004

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

Jessi Chapman v. Severhill Property Mgmt.
COLH1(50502)11192022
22A-2023-01078

Erin Pangborn v. Grant Medical Center
COLB1(50506)11212022
22A-2023-01082

Joshua Kaiman v. Silverman and Company
DAYH6(31006)12082022
22A-2023-01411

*Split Determination: Probable Cause on the basis of disability; No Probable Cause on the basis of military status

Probable Cause – Schedule Conciliation; Authorize Executive Director to Issue Formal Complaint if Conciliation Efforts Fail - Continued

Fair Housing Advocates Association v. Ardent Communities
DAYH1(50586)12122022
22A-2023-01475

Zachary Frail v. Ardent Communities
DAYH1(50587)12122022
22A-2023-01476

16. Probable Cause – Schedule Conciliation

Michael and Heather Leiterman v. Link Real Estate Group
COLH1(50657)12272023
22A-2023-02168

Yared Bokru v. Nexient /NTT DATA
COL71(50746)01172023
22A-2023-02733

Lawrence Appiah-Kubi v. Omni Community Association Managements
COLH1(50793)01262023
22A-2023-02830

Wendy Dane v. Toledo Clinic. Inc.
TOLA2(41934)12192022
22A-2023-01324C

*Split Determination: Probable Cause on the issues of accommodation, terms and conditions and termination on the basis of disability; No Probable Cause on the issues of terms and conditions, hire and termination on the basis of age and sex. No Probable Cause on the issue of hire on the basis of disability.

Natasha Star Martinez v. Matt Hormann; Blue Buckeye Properties, LLC
TOLH2(42103)03072023 AMENDED
05-23-8649-8
22A-2023-02415F

*Split Determination: Probable Cause on the issue of failure to make reasonable accommodation/on the basis of disability; No Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities/ on the bases of race, sex, and disability.

Joseline Feliciano v. Lu”Jenny” Tian, ELMT, LLC and Patricia Roman
CLEH4(48364)02132023
05-23-8187-8
22A-2023-02053

Probable Cause – Schedule Conciliation - Continued

Housing Research and Advocacy Center v. Lu “Jenny” Tian, ELMT, LLC
and Patricia Roman
CLEH4(48378)02132023
05-23-8189-8
22A-2023-02163

Marie R. Wollum v. Camelot Apartments LLC and Millennium Management, Inc.
CLEH4(48434)02232023 AMENDED
05-23-8427-8
22A-2023-02291

Split Determination: Probable Cause on the issue of unlawful inquiry on the rental application; No Probable Cause on the issue of terms and conditions of tenancy

Jennifer Seck v. KeltanBW, Inc. dba The Goddard School of Beachwood
CLEB4(48719)04172023
22A-2023-03461

Roline Laughrin v. Thomas F. Laneve DDS/General Health Group
DAYB6(31282)03012023
22A-2023-02340

Nathaniel Orick v. Neuman Enterprises LLC; Jason Neuman Owner;
Krista Myers, Manager
DAYH6(31761)06222023
22A-2023-04804

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

Housing Research and Advocacy Center v. Tim Fritz
CLEH4(48494)03082023
22A-2023-02419

Marcia Van Der Ploeg v. Ross Granville Market
ADRG1(000096)06302023

Steven R. Carter v. MIMG LXII LaSalle LLC dba LaSalle Apartments
ADRH2(001077)08302023
05-23-9028-8

Hannah Sues v. Tom Nahas and Kelly Real Estate LLC
ADRH3(000101)07012023
05-23-9058-8

18. Withdrawal of Charge – with Settlement

Landyn Jordan v. Rachel Garrett and Fifth Third Bank, National Association
TOLG2(42056)02162023 AMENDED
22A-2023-02094F

James Silas, Jr. v. Westgate Hospitality, LLC dba Hampton Inn & Suites
TOL72(000265)07122023
22A-2023-04776C

Breona Munn v. T. Ericka Mallett, Property Manager
TOLH2(000599)07272023

Tristan Murray v. NOVO Paris Linen Healthcare Services
AKR73(42693)05232023
22A-2023-03986

Eric Payne v. Hiab USA fka WALTCO Lift Corp., Brian (LNU) c/o Hiab USA, Keith (LNU) c/o Hiab USA, Emily Beard c/o Hiab USA
AKR73(42744)06092023
22A-2023-04542

Jerrick Barnett v. Bridgestone Americas, Inc.
AKR73(42746)06122023
22A-2023-04544

Patrice Bayless v. Shaner Operating Corporation dba Fairfield Inn and Suites
AKRB1(50990)03032023
22A-2023-03728

Rhianna D. Durham v. Lowe's Home Centers, LLC
AKR71(51168)04042023
22A-2023-04094

Kristy Clark v. JP Morgan Chase
AKR71(001067)07202023
22A-2024-00399

Guy McKean v. Co-Moor Townhouse Idlewood South Condominium #7
CLEH4(48617)03312023
05-23-9115-8
22A-2023-02933

Withdrawal of Charge – with Settlement - Continued

Kali Itson v. Cardinal Health 200, LLC
CLEB4(000539)07252023
22A-2023-05010

Christen Scott v. Aramark Services, Inc.
DAYB6(31704)06122023
22A-2023-04477C

Christen Scott v. Melissa Gano Aramark Services, Inc.
DAYB6(31706)06122023
22A-2023-04480C

Christen Scott v. Beverly Chambers Aramark Services, Inc.
DAYB6(31707)06122023
22A-2023-04633

Christen Scott v. Julie Jones Aramark Services, Inc.
DAYB6(31708)06122023
22A-2023-04634

Cesar Estiller v. Josh Clark Hardy Diagnostics
DAY76(001575)08022023
22A-2024-00268

Cesar Estiller v. Mayme Larson Hardy Diagnostics
DAY76(001576)08022023
22A-2024-00279

Cesar Estiller v. Tyler Hall Hardy Diagnostics
DAY76(001577)08022023
22A-2024-00285

Cesar Estiller v. Wesley Meeks Hardy Diagnostics
DAY76(001578)08022023
22A-2024-00286

Cesar Estiller v. Christopher Rogers Hardy Diagnostics
DAY76(001579)08022023
22A-2024-00288

Withdrawal of Charge – with Settlement - Continued

Cesar Estiller v. Cory Hammond Hardy Diagnostics
DAY76(001580)08022023
22A-2024-00292

Cesar Estiller v. Hardy Diagnostics
DAY76(001581)08022023
22A-2024-00299

Cesar Estiller v. Jay Hardy Hardy Diagnostics
DAY76(001582)08022023
22A-2024-00303

Tracy P. Best v. First Alliance Church of the Christian & Missionary Alliance
dba Sunshine Nursery School
ADRA1(50864)02072023
22A-2023-03072

Lucas Wangen v. Trucent Renewable chemicals, LLC
ADRB1(51170)05042023
22A-2023-04096

Deja Hale v. North Broadway Children's Center
ADR71(000737)08092023
22A-2024-00400

Kelly Ferrell v. State of Ohio, Department of Public Safety
ADRB1(000949)08222023
22A-2024-00408

Karen L. Jones v. Arbors at Sylvania
ADRA2(42395)06132023
22A-2023-04199C

Sherie Simons v. Imagine Madison School of the Arts
ADRB2(42423)06222023
22A-2023-04345C

Deborah A. Whitney v. Health and Happiness, LLC dba Kanodia MD
ADRE2(42440)04252023
22A-2023-04400

Withdrawal of Charge – with Settlement - Continued

Steven Hartlerode v. Ampoint Distribution Services
ADRA2(42471)06252023
22A-2023-04354C

Gertis Rittenberry v. Engineered Wire Products, Inc.
ADRB2(000446)07182023
22A-2023-04851C

Elizabeth Lopez Garcia v. IntelyCare, Inc.
ADRB3(42651)05022023
22A-2023-03352

Morgan Waddell-Rodgers v. Santmyer Companies, Inc.
ADRB3(000187)07062023
22A-2023-04935

George Perez v. Trail Star International, Inc.
ADRB3(000617)07292023
22A-2023-05036

Joseph Martinez v. Settlers Landing
ADR3(000699)08072023

George Perez v. Trail Star International, Inc.
ADRB3(001083)08292023
22A-2023-05289

Michael Harris v. Riceland Cabinet
ADRB3(001196)09062023
22A-2023-05296

KeAryn Rowe v. Granex Industries
ADRB4(48958)06072023
22A-2023-04393

Eugene Hall v. Dave's Market
ADRA4(48995)06152023
22A-2023-04581

Gregory Cook v. Armbruster Moving & Storage Inc.
ADRA4(000492)07212023
22A-2023-04979

Withdrawal of Charge – with Settlement - Continued

Gregory Cook v. Zack Ottenweller
ADRA4(000493)07212023

Lina Luna v. Molded Fiber Glass
ADRB4(000498)07212023
22A-2023-04995

Lina Luna v. Infinity Group Ashtabula Inc.
ADRB4(000500)07212023
22A-2023-04996

Jonathan Houston v. Maserati of Cleveland
ADRG4(000697)08062023

Robin Apar v. Gene Ptacek & Son
ADRB4(001066)07312023
22A-2023-05274

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

Benjamin Jones v. United Parcel Service Inc.
COL71(50590)12132022
22A-2023-01481

Michael Norris v. Capstone Logistics
COLE1(50611)12152022
22A-2023-01761

Sylvia Givens-Moore v. Cameron Mitchell Restaurants, LLC
COLA1(50759)01172023
22A-2023-02750

Vernelle Moore v. SRI Lancaster
COLE1(50765)01182023
22A-2023-02766

Veronica Coleman v. Central Ohio Urology Group LLC
COLB1(50931)02032023
22A-2023-03445

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

Robin M. Garrison v. City of Columbus, Dept. of Public Safety
COLB1(51228)04132023
22A-2023-04410

Amun Asoka v. Jorge Olivos c/o FedEx Supply Chain Distribution
COLB1(51583)02012023
22A-2023-05476

Amun Asoka v. FedEx Supply Chain Distribution
COLB1(51584)02012023
22A-2023-05488

Amun Asoka v. Maria Munoz c/o FedEx Supply Chain Distribution
COLB1(51585)02012023
22A-2023-05484

Rick A Krawczeski v. Sequoia Financial Group
COLB1(000162)07062023
22A2024-00393

Charles Kirkpatrick v. Wal-Mart Associates, Inc.
COLB1(000998)08242023
22A-2024-00402

Nathan Linder v. MinuteClinic Diagnostics of Ohio, LLC.
COLB1(001017)08252023
22A-2024-00407

Donna Curry v. Isaac Latsko C/o J&P Realty LTD d/b/a Sonesta ES Suites
COL71(001599)09082023

Donna Curry v. J&P Realty LTD d/b/a Sonesta ES Suites
COL71(001600)09082023

Courtney Lacey v. FedEx Ground Package System, Inc.
COLB71(001892)08012023
22A-2024-00405

Carlos Piedrahita v. Together & Company
COLA1(002323)10102023
22A-2024-00186

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

Justin A. Martin v. Rainmaker Holdings V LLC dba Woodspring Suites Toledo Maumee
TOL72(42040)02132023
22A-2023-02078C

Rick Potocki v. GROB Systems, Inc.
TOLA2(42054)02162023
22A-2023-02092C

Nicholas Gray v. GBATO LLC (GATO LLC) dba Brown Honda
TOLB2(42085)03022023
22A-2023-02328C

Nicholas Gray v. Mark Fitzpatrick
TOLE2(42086)03022023
22A-2023-02329F

Jacqueline Kennedy v. Southland Corporation 7-Eleven
TOL72(42099)03062023
22A-2023-02376C

Jacqueline Kennedy v. Amanda Gongora
TOLE2(42125)03152023
22A-2023-02529F

Richard Foster v. HRG Time Staffing, LLC
TOLB2(42315)05102023
22A-2023-03419C

Richard Foster v. Artiflex Manufacturing, LLC
TOLB2(42316)05102023
22A-2023-03420C

Tonisia Shouse v. Jacinta Laryea c/o Connexions Loyalty Acquisitions LLC
TOLE2(42329)05092023
22A-2023-03502F

Tonisia Shouse v. Connexions Loyalty Acquisitions LLC
TOL72(42330)05092023
22A-2023-03503C

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

Michael Mayer v. Bob Hefner AKA Bob Griffith
TOLE2(42334)05162023
22A-2023-03510F

Marcus Rushing v. Wood County Hospital
TOL72(42349)05172023 AMENDED
22A-2023-03783C

Dominique Starks v. Ralph Lauren Retail, Inc.
TOLB2(42453)05152023
22A-2023-04423C

Kathy S. Scott v. Russ Sporysz c/o Wal-Mart Associates, Inc.
dba Walmart Vision & Glass
TOLE2(000192)07052023

Kathy S. Scott v. Wal-Mart Associates, Inc. dba Walmart Vision & Glass
TOLB2(000193)07052023
22A-2023-04799C

Jhayden Clark v. Wal-Mart Stores East, LP
TOL72(000562)07262023
22A-2023-04887C

Heather Roe v. Ohio Living Communities dba Ohio Living Swan Creek
TOLB2(000751)07312023
22A-2023-05057C

Heather Roe v. Timothy Phillips c/o Ohio Living Communities
dba Ohio Living Swan Creek
TOLE2(000752)07312023

Heather Roe v. Tammy Easton c/o Ohio Living Communities
dba Ohio Living Swan Creek
TOLE2(000753)07312023

Heather Roe v. Tiffany Sutton c/o Ohio Living Communities
dba Ohio Living Swan Creek
TOLE2(000754)07312023

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

Tara Osley v. Amy Kelley c/o Fresh Products, LLC
TOLE2(001199)07172023
22A-2023-05261F

Tara Osley v. Michael Oden c/o Fresh Products, LLC
TOLE2(001200)07172023
22A-2023-05259F

Tara Osley v. Fresh Products, LLC
TOL72(001201)07172023
22A-2023-05260C

Eric Efobi v. Travis Hilty
AKRE3(42539)03072023
22A-2023-02454

Eric Efobi v. Brian Volz
AKRE3(42540)03072023
22A-2023-02506

Malik Kirksey v. BRT Extrusions, Inc., Alfred Melenda, Jr., Richard Tuchek
AKR73(42638)04262023
22A-2023-03328

Melissa Vaillancourt v. IBEX Global Solutions, Inc.
AKRB3(42684)05242023
22A-2023-03977

Rachel Abbott v. American Oncology Management
AKRB1(000846)08162023
22A-2024-00170

Christian Harris v. Scott B. Rafuse
AKRE3(001406)07202023

Christian Harris v. Colin Rafuse
AKRE3(001407)07202023

Christian Harris v. Wits End of Twinsburg, LLC dba Brewster Café Bistro Pub
AKRB3(001408)07202023
22A-2023-05303

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

Dante Pryor v. City of Akron (Highway Department), Troy Cross, Sammy Seccuro, Garland Paynther and Vernon Gibson
AKRB3(001748)08042023
22A-2024-00180

Nazir Lamin v. FedEx Supply Chain, Inc.
AKR71(51145)03302023
22A-2023-04046

Richard Ferrara v. Central Ohio Medical Textiles
AKRA1(51175)04042023
22A-2023-04103C

Carol Steed v. Paramount Senior Living at Polaris, LLC
AKRB1(51205)04112023
22A-2023-04185C

Nazir Lamin v. Yesenia Ollison c/o FedEx Supply Chain, Inc.
AKRE1(51223)04122023
22A-2023-04300

Christine Williams v. Aristocrat Berea Healthcare & Rehabilitation
CLE74(48552)03222023
22A-2023-02696

Christine Williams v. Miguel Ocejo
CLEE4(48553)03222023
22A-2023-02697

Brittany Nash v. ViaQuest Psychiatric & Behavioral Solutions, LLC
CLEB4(48949)05262023
22A-2023-04381

Brittany Nash v. Cassandra Wisdom
CLEE4(48950)05262023
22A-2023-04382

Brittany Nash v. Aubrey Blews
CLEE4(48951)05262023
22A-2023-04383

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

Micaela Strickland v. HAZA Foods of Northeast, LLC dba Wendy's
CLEB4(48981)06052023
22A-2023-04505C

Micaela Strickland v. Franklin Champagne
CLEE4(48982)06052023
22A-2023-04524

Delia Torrence v. HAZA Food of Northeast, LLC dba Wendy's
CLEB4(48983)06052023
22A-2023-04525C

Delia Torrence v. Franklin Champagne
CLEE4(48984)06052023
22A-2023-04527

Timothy Tevis v. VR US Holdings, Inc.
CLEA4(49014)06132023
22A-2023-04610

Jessica Zybura v. The TJX Companies, Inc. and Scott Hill
CLE74(000425)07142023
22A-2023-05464

*Split Determination: No Jurisdiction regarding Respondent The TJX Companies, Inc.; Withdrawal of Charge – Request Notice of Right to Sue regarding Respondent Scott Hill

Brian Whitfield v. Costco Wholesale Corporation
CLEB4(001035)08012023
22A-2023-05269C

Brian Whitfield v. Gustavo Clark
CLEE4(001036)08012023

Scarla Smith v. Anna Soldo
CLEE4(001113)07122023

Scarla Smith v. STERIS Corporation
CLEB4(001114)07122023
22A-2023-05281

Rebecca Portman v. Matt Shorter
CLEE4(001282)07172023

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

Rebecca Portman v. Greco Cash
CLEB4(001283)07172023
22A-2023-05350

Rebecca Portman v. Charles Tierney
CLEE4(001284)07172023

Rebecca Portman v. Myers Industries Inc. dba Akro-Mills
CLEB4(001285)08302023
22A-2023-05353

Darius Brown v. Mary LNU
CLEE4(001291)07172023

Darius Brown v. Windsor Mold Group USA Inc.
CLE74(001292)07172023
22A-2023-05311

Darius Brown v. Flex-Temp Employment Services, Inc.
CLE74(001293)07172023
22A-2023-05312

Darius Brown v. Denny LNU
CLEE4(001294)07172023

Darius Brown v. James LNU
CLEE4(001295)07172023

Darius Brown v. Jane Doe
CLEE4(001296)07172023

Diana Mays v. Future Age Inc. dba Provide a Ride
CLEB4(001329)07262023
22A-2023-05313C

Diana Mays v. Chandra Martin
CLEE4(001330)07262023

Diana Mays v. Samantha King
CLEE4(001331)07262023

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

Tammy Miller v. Medina Municipal Court
CLEB4(001422)07242023
22A-2023-05374

Tammy Miller v. Gary Werner
CLEE4(001423)07242023

Salena Taylor v. Wanda Gugat
CLEE4(001435)07252023

Salena Taylor v. Sherri Smith
CLEE4(001436)07252023

Salena Taylor v. Hoya Optical Laboratories, Inc.
CLE74(001438)07252023
22A-2023-05379

Salena Taylor v. Sibyl Bailey
CLEE4(001439)07252023

Salena Taylor v. Emil Pogorelez
CLEE4(001440)07252023

David Given v. Respondent-Force Enterprises, LLC dba Paul Davis Restoration
CLEA4(001466)09062023
22A-2023-05367

Brenda Hines v. Serco, Inc.
CLEB4(001616)09112023
22A-2023-05400

Rhonda Watkins v. Northeast Ohio Neighborhood Health Services, Inc.
CLEB4(001684)08022023
22A-2024-00210C

Rhonda Bryant-Watkins v. Chiqueita Yarborough
CLEE4(001685)08022023

Vaneesia Dudley v. Brightside Academy Ohio, LLC
CLE74(001714)08032023
22A-2023-05500

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

Vaneesia Dudley v. Bathsheba Henry
CLEE4(001715)08032023

Diamond Cannon v. Dolgen Midwest, LLC dba Dollar General
CLE74(000563)07262023
22A-2023-05003C

Kitty Drake v. CPG International LLC dba Azec Building Productions
DAYB6(31432)04122023
22A-2023-03145

Kitty Drake v. John Howell c/o CPG International LLC
DAYB6(31433)04122023
22A-2023-03146

Angela McCoy v. Springfield Township Police Department
DAY76(000045)06272023
22A-2023-04911

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

Wael Amer v. Morris Furniture Company, Inc.
COLA1(50578)12082022
22A-2023-01461

Keith Wilson v. Honda Development and Manufacturing of America, LLC
COLE6(31162)01182023
22A-2023-01657

Lawrence Burgess v. Sheetz, Inc.
AKR73(42776)03292023
22A-2023-04390C

Lawrence Burgess v. Adrian Marinelli
AKRE1(51128)03292023
22A-2023-04016C

Kenneth Pickett v. David Crawford
CLEE4(48742)04242023
22A-2023-03543

Administrative Closure – Request for Notice of Right to Sue - Continued

Kenneth Pickett v. Anthony Garcia
CLEE4(48743)04242023
22A-2023-03544

Diane Pettine v. University Hospitals
CLE74(000401)07182023
22A-2023-04986C

Brandon Smith v. Patricia Stewart-Adams
DAY76(31180)01252023
22A-2023-01760

22. Withdrawal of Charge - Grant

Mina N. Sedky v. State of Ohio, Department of Rehabilitation and Correction,
Toledo Correctional Institution
TOL72(42081)02282023
22A-2023-02308C

Russell S. King v. Unison Health
TOLB2(42381)06052023
22A-2023-04155C

Carol Nicholson v. North Coast Housing Connection fka Parma Public Housing Authority
CLEH4(000799)08132023

Tia-Chanel Hatch v. Melissa McCune, Maintenance Manager; Hocking Metropolitan Housing Authority
DAYH1(50565)12122022
22A-2023-01356

23. Administrative Closure

Cameren Gamble v. Cota Transit Authority
COLG1(50915)02202023
22A-2023-03247

Cameren Gamble v. Circle K
COLG1(50919)02202023
22A-2023-03251

Diane Shvydka v. The University of Toledo Medical Center
TOLA2(42119)03132023
22A-2023-02522C

Administrative Closure - Continued

Elaine Askey v. Venture Plastics, Inc./Southwest Venture Plastics, LLC
AKRB3(002051)09272023
22A-2024-00308

Elaine Askey v. Venture Plastics, Inc./Southwest Venture Plastics, LLC
AKRB3(002060)09272023
22A-2024-00310

Paris Garcia v. Aaron Adair
AKR73(002185)09292023

Crystal Walkley v. Gardner Pie
AKR73(002259)10062023
22A-2024-00228

Jessa Jones v. MEI Consulting, Inc.
AKRB1(000854)08162023
22A-2024-00194

Rochele Johnson v. Oakwood Health Care Service, Inc.
CLEE4(000646)08012023
22A-2023-05013

Housing Research & Advocacy Center v. Dragosla v. Karac and Mira Karac
CLEH4(001082)08022023

Jerry DeCola v. White Woods 77, LLC, Fanny LNU, Carolina LNU, John LNU
CLEH4(002177)10022023

Brandon Smith v. Patricia Stewart-Adams
DAY76(31180)01252023
22A-2023-01760

24. No Jurisdiction - Dismiss

Jadea Conte v. City of Columbus Police Department
COLH1(000343)07142023

Rachel Burns ex rel. David Burns v. Ohio High School Athletic Association (OHSAA)
COLG1(001379)09112023

No Jurisdiction – Dismiss - Continued

Bradley Hursey v. Meta, Inc./Facebook
COLG1(002651)10232023

Marcus Rushing v. McGaw Medical Center of Northwestern University
TOL72(002003)09262023
22A-2024-00036F

Alana Franklin v. Zinoff & Company, LLC dba DeliverThat
AKR73(42625)04262023
22A-2023-03300

Mae Johnson v. Village of Highland Hills
CLEH4(48598)03242023 AMENDED
22A-2023-02914

Jessica Zybura v. The TJX Companies, Inc. and Scott Hill
CLE74(000425)07142023
22A-2023-05464

*Split Determination: No Jurisdiction regarding Respondent The TJX Companies, Inc.; Withdrawal of Charge – Request Notice of Right to Sue regarding Respondent Scott Hill

Ietha Austin Louise Phillips v. Northcoast Behavioral Healthcare
AKRG3(000470)07202023

Ronald Garr v. The Honorable Nancy A. Fuerst
CLEG4(001692)09172023

Ronald Garr v. The Honorable John J. Russo
CLEG4(001693)09172023

Alexandra Becker v. Megan Hale
CLEE4(001859)09212023

Alasia Davis v. Hamrick Truck Driving School
CLEK4(002653)10232023

Shonn Beasley v. Amazaon.com Services LLC
DAYE6(31214)02092023
22A-2023-01885

Joseph A. Barlow Sr. v. Mark Jenkins
DAYH6(31037)12152022
22A-2023-01574

No Jurisdiction – Dismiss - Continued

Theophilus Kamara v. Links Real Estate Group
DAYH1(50512)11232022
22A-2023-01149

Arthur Roehrig v. Columbus Colony Housing II
DAYH1(50531)12032022
22A-2023-01220

25. No Jurisdiction – Dismiss (XNJ)

Nicholas Brown v. Columbus Distributing Company
COLE1(50614)12162022
22A-2023-01811

Ronald Crockett v. Capital City Online Auctions
COLE1(50617)12162022
22A-2023-01817

Sylin Elliotte v. Northridge School District
COLE1(50632)12192022
22A-2023-02101

Terry Watkins v. Slurping Turtle
COLE1(50633)12192022
22A-2023-02110

Aurelia Harbolt-Adams v. RLJ Management
COLH1(50637)12202022
22A-2023-02105

Amanda Delehanty v. Sonesta ES
COLG1(50640)12212022
22A-2023-02100

Devin Lee v. The Ohio State University Wexner Medical Center ER
COLG1(50643)12222022
22A-2023-02103

*Commissioner Patmon recused himself from participation in this case

Terry Watkins v. Brio Italian Grill
COLE1(50647)12272022
22A-2023-02096

No Jurisdiction – Dismiss (XNJ) - Continued

Richard Richards v. Walmart
COLE1(50652)12262022
22A-2023-02125

Taylor Roberts v. Burger King
COLE1(50654)12282022
22A-2023-02164

Erica Spradlin v. The DeLong Company, Inc.
COLE1(50656)12282022
22A-2023-02166

Damon Alexander v. Phinney Industrial Roofing and Maintenance
COLE1(50683)12302022
22A-2023-02212

TaNaya Williams v. Walid Properties, LLC
COLH1(50967)11292022
22A-2023-03594

Lorain Sanders v. Maleea Anderson (Preschool Admin At Winc
COLG1(51157)04022023
22A-2023-04058

Hayley Leasure v. Ross County Juvenile Court And Cps
COLG1(51158)04032023
22A-2023-04059

Zachary Liland v. 48forty
COL71(51159)04032023
22A-2023-04060

Aleecia Carter-Taylor v. Sage Park
COL71(51165)04032023
22A-2023-04088

Matthew Colter v. Tractor Supply Company
COLB1(51167)04032023
22A-2023-04091

No Jurisdiction – Dismiss (XNJ) - Continued

Elijah Mensah v. I Am Boundless Inc
COL71(51180)04052023
22A-2023-04113

Sherry Kendrick v. North Community Counseling Center Next Generation
COL71(51181)04052023
22A-2023-04114

Sean Crawford v. I Am Boundless
COL71(51182)04052023
22A-2023-04117

Keith Ash v. Thornapple Apartments
COLH1(51200)04102023
22A-2023-04177

Alycia Daniel v. Krispy Kreme
COL71(51220)04122023
22A-2023-04291

Aashka Patel v. Mj (Leasing Manager)
COLH1(51224)04122023
22A-2023-04303

Anne Lorey v. Treplus Leasing Office. The Falls At Arlington
COLH1(51230)04132023
22A-2023-04419

Chautae Williamson v. Nick And Rethal Scott
COLH1(51231)04132023
22A-2023-04420

Demitria Crumiell-Hagens v. State of Ohio, Department of Health
COL71(51232)04132023
22A-2023-04421

*Commissioner Patmon recused himself from participation in this case

Donald Feagin v. Spar Inc
COLB1(51233)04132023
22A-2023-04422

No Jurisdiction – Dismiss (XNJ) - Continued

Brandon Williams v. Landlord And Agents Of Sar Plaza Property Llc/Tall Oaks Realty, Llc/Sar Propert
COLH1(51235)04142023
22A-2023-04426

Lorenzo Thomas v. Richard Bigham
COLH1(51238)04162023
22A-2023-04431

Daniel Ray v. Chad Parker
COLH1(51244)04182023
22A-2023-04446

Christopher Green v. Milgo Galaydh
COLH1(51245)04182023
22A-2023-04447

Tyia-Monie Heller v. McDonald's
COLG1(51246)04192023
22A-2023-04449

Danielle Bell v. Envision Pharma Group Dba Two Labs
COLA1(51250)04202023
22A-2023-04454

Kevin Gordon v. The Ohio State University
COL71(51253)04212023
22A-2023-04458

*Commissioner Patmon recused himself from participation in this case

Shasta Guthrie v. North Community Counseling Center
COL71(51254)04222023
22A-2023-04459

Robert Harris v. Schwebel Bakery
COLE1(51256)04242023
22A-2023-04468

Robert Harris v. Schwebel Baking Company
COL71(51260)04242023
22A-2023-04479

No Jurisdiction – Dismiss (XNJ) - Continued

Robert Harris v. Schwebel Bakery
COLE1(51261)04242023
22A-2023-04481

Mariana Kelsor v. Mount Caramel Reynoldsburg
COLG1(51273)04262023
22A-2023-04514

Haneef Muhammad v. Kroger's
COLG1(51274)04262023
22A-2023-04516

Tonya Carr v. Holiday Inn
COLB1(51275)04272023
22A-2023-04517

Tyeisha Johnson v. Alvis Inc
COL71(51276)04272023
22A-2023-04518

Anita Eisthen v. Holiday Inn Express
COLG1(51283)04282023
22A-2023-04551

Carmen Rencher v. Metropolitan Holdings
COLG1(51284)04302023
22A-2023-04552

Kasheia Wilson v. Reynoldsburg School District/ Waggoner Mid
COLG1(51285)04292023
22A-2023-04553

Farhan Mizra v. The University of Akron/Ragavendra Prasad
AKR73(42441)01282023
22A-2023-01941

Confidential Informant v. Giselle Papioan
AKR73(42445)02012023
22A-2023-01945

No Jurisdiction – Dismiss (XNJ) - Continued

Jason Rinkes v. JSW Steel
AKRB3(42477)02132023
22A-2023-02225

Jason Rinkes v. Evergreen North America
AKRB3(42478)02132023
22A-2023-02227

Daniel Joseph Nemeth, Jr. v. Adam Deka
AKRG3(42479)02142023
22A-2023-02222

Johnathan Newman v. Minerva Police Department
AKRG3(42483)02152023
22A-2023-02228

Nichole Morris v. Denise Spurlock
AKRH3(42484)02152023
22A-2023-02258

Elaine Mariea Andears v. Steve Mendell
AKRH3(42511)02232023
22A-2023-02324

Raelynn Thomas v. Biery Cheese
AKR73(42512)02232023
22A-2023-02325

Myron Priest v. SLG Systems, Inc.
AKR73(42524)02242023
22A-2023-02446

Lillie Rodgers v. Youngstown City School District
AKR73(42673)05122023
22A-2023-03611

Tyrica Duff v. Lexington Village, Kari Krafty
AKRH4(48403)02162023
22A-2023-02132

No Jurisdiction – Dismiss (XNJ) – Continued

Gent Jones v. Dayton Correctional Institution
AKRB6(31613)05292023
22A-2023-04134

April Madayag v. Lakeview Estates Mobile Home Park and Castle Park Investment
CLEH1(51197)04102023
22A-2023-04173

Montana Jo Robbins v. Penn Station
DAY76(31107)01072023
22A-2023-01685

26. No Probable Cause - Dismiss

Andrew Brown v. Wells Fargo
COLF1(50498)11182022
22A-2023-01071

Daniela Giaramita v. The Ohio State University
COLK1(50510)11222022
22A-2023-01089

*Commissioner Patmon recused himself from participation in this case

Anthony Perry v. PNC Bank
COLF1(50515)11242022
22A-2023-01152

Tonda Moore Siewert v. The Covenant Group
COLH1(50534)12192022
22A-2023-01274

Jada Brady v. Joseph Brosky
COLH1(50554)12192022
22A-2023-01329

John and Lillie Sherred v. Office of Aging Arnesia McMillian, Denise and Staff members
COLG1(50594)12062022
22A-2023-01637

No Probable Cause – Dismiss - Continued

Jason Palmer v. Nationwide Children's Hospital
COLB1(50598)12132022
22A-2023-01701

Joan Ramirez v. Pratt Retail Specialties
COL71(50609)12142022
22A-2023-01757

Mackenzie Dilgard v. Amazon
COLB1(50613)12162022
22A-2023-01763

Kalah Leone Smith v. Victoria's Secret
COLE1(50641)12212022
22A-2023-02104

Lathon v. Woda Cooper Company
COLH1(50650)12262022
22A-2023-02119

Lathon v. Woda Cooper Company
COLH1(50651)12262022
22A-2023-02121

Holly Wilson v. RLJ Management Company
COLH1(50658)12272022
22A-2023-02171

Shannon Clary v. Perio Inc.
COLE1(50680)12292022
22A-2023-02209

Roberta Slone-Scott v. Stratosphere Quality, LLC
COLB1(50685)12302022
22A-2023-02214

Miser v. PNC Bank
COLH1(50697)12102022
22A-2023-02503

No Probable Cause – Dismiss - Continued

Christine Bentley v. Marion General Hospital
COLG1(000892)08172023

Wendy Dane v. Toledo Clinic, Inc.
TOLA2(41934)12192022
22A-2023-01324C

*Split Determination: Probable Cause on the issues of accommodation, terms and conditions and termination on the basis of disability; No Probable Cause on the issues of terms and conditions, hire and termination on the basis of age and sex. No Probable Cause on the issue of hire on the basis of disability.

Marla Y. Farmer v. ProMedica Physicians Neurology
TOLA2(42035)02112023
22A-2023-01935C

Sarahlynn Horen v. City of Toledo, Department of Public Utilities
TOLB2(42041)02142023
22A-2023-02079C

Irene Lambert v. Conagra Brands, Inc.
TOLB2(42042)02152023
22A-2023-02080C

Shantoria Wells v. Five Below, Inc.
TOLG2(42043)02142023
22A-2023-02081F

Henry C. Martinez v. Zepf Center
TOLB2(42048)02162023
22A-2023-02086C

Maurice Brown v. Autoneum North America, Inc.
TOL72(42051)02162023
22A-2023-02089C

Rolando Rodriguez v. HDTK Motors LLC dba Chevrolet of Ottawa
TOL72(42068)02232023
22A-2023-02192C

Ja'Nea Evans v. Sunstates Security, LLC
TOL72(42070)02232023
22A-2023-02194C

No Probable Cause – Dismiss - Continued

Ladonna Gabrielle Shorter v. State of Ohio, Department of Public Safety
TOLB2(42074)02242023
22A-2023-02265C

Holly Pina v. City of Toledo, Department of Public Utilities,
Division of Water Distribution
TOLA2(42079)02272023
22A-2023-02273C

Sofia Growden v. Forty-Four Corporation, Inc. dba Teamsters Local No. 20
TOLA2(42087)03012023
22A-2023-02330C

Cindy L. Barber v. City of Toledo, Department of Public Utilities, Division of Water Distribution
TOLA2(42094)03032023
22A-2023-02349C

Stuart Wells II v. GEMA Automotive, Inc. dba Ballas Buick GMC
TOLG2(42096)03062023
22A-2023-02351F

Carmennita Sims v. Lena Brickhouse Restaurant & Bar Inc.
TOL72(42098)03062023
22A-2023-02375C

Natasha Star Martinez v. Matt Hormann; Blue Buckeye Properties, LLC
TOLH2(42103)03072023 AMENDED
05-23-8649-8
22A-2023-02415F

*Split Determination: Probable Cause on the issue of failure to make reasonable accommodation/on the basis of disability; No Probable Cause on the issue of discriminatory terms, conditions, privileges, or services and facilities/ on the bases of race, sex, and disability.

William L. Hayes v. City of Toledo, Department of Building
and Code Compliance, Division of Code Enforcement
TOL72(42105)03082023
22A-2023-02436C

Marsha Reinbolt v. Perrysburg Ecumenical Housing, Inc.; Louisiana House; Jill E. Schumacher,
Property Manager
TOLH2(42106)03092023
05-23-8320-8
22A-2023-02437F

No Probable Cause – Dismiss - Continued

Amanda Widman v. Avita Health System
TOL72(42107)03082023
22A-2023-02438C

Julie Navarro v. City of Toledo, Department of Public Utilities,
Division of Water Distribution
TOL72(42108)03082023
22A-2023-02439C

Khara Yowpp v. Winn Management Company, LLC dba Chick-Fil-A
TOLB2(42109)03092023
22A-2023-02467C

Desmond Thomas v. Advance Staffing Solutions
TOL72(42110)03092023
22A-2023-02473C

Desmond Thomas v. Toledo Tool and Die Company, Inc.
TOL72(42111)03092023
22A-2023-02474C

Vicki Ramser v. Toledo Public Schools
TOLB2(42332)05152023
22A-2023-03508C

Qi Guo v. Bowling Green State University
TOL72(000124)07052023
22A-2023-04568C

Javon Ruffin v. Menard, Inc.
TOL72(000240)07072023
22A-2023-04793C

Ricky Blevins v. Nestle USA, Inc.
TOL74(48514)03112023
22A-2023-02546C

Eric Thomas v. Wal-Mart Stores East, LP
TOLB4(48654)04062023
22A-2023-03319C

No Probable Cause – Dismiss - Continued

Unique McCadney v. United Parcel Service, Inc.
AKRB2(42336)05162023
22A-2023-03512

Unique McCadney v. Advanced Micro Targeting
AKRB2(42338)05162023
22A-2023-03514

Unique McCadney v. Buckeye Cable, LLC
AKRG2(42341)05162023
22A-2023-03517

Dorothy Hazinski v. Benjamin Moore and Company
AKRA3(42474)02112023
22A-2023-02224

Jamal Keith v. Ricoh USA, Inc.
AKR74(48490)03012023
22A-2023-02406

Jeffrey Martin v. City of Massillon, Ohio Police Department
AKR73(42547)03082023
22A-2023-02512

Gary Dozier v. Stark Regional Community Correction Center
AKRA3(42563)03212023
22A-2023-02789

Zederick Jackson v. Amazon.Com Services LLC and Cindy Hartzell
AKR73(42622)04172023
22A-2023-03291

Jacob L. Prokop v. State of Ohio, Department of Natural Resources,
Division of Natural Areas of Preserves
AKR73(000453)07192023
22A-2023-05024

Jodi Andes v. Franklin County Board of Commissioners
AKRB1(51037)03132023
22A-2023-03829

No Probable Cause – Dismiss - Continued

Eric Carter v. Carrols LLC dba Burger King
AKRB1(51152)03312023
22A-2023-04053

Hafez Youssef v. Shiloh Industries, Inc.
AKR74(48658)04072023
22A-2023-03327

Olivia Rose v. CLH, Inc. dba Dairy Queen
AKRB4(48777)04242023
22A-2023-03587

RoLeisa Holman v. Ashtabula Area City Schools Board of Education
AKR74(48859)05092023
22A-2023-03717

Davon Quarles v. Chipotle Services, LLC
CLE74(48385)02092023
22A-2023-02073

Delores M, Smith v. Cuyahoga County Board of Elections
CLEB4(48400)02102023
22A-2023-02146

Miklos Peller v. The MetroHealth System
CLEB4(48414)02092023
22A-2024-02157

Marie R. Wollum v. Camelot Apartments LLC and Millennium Management, Inc.
CLEH4(48434)02232023 AMENDED
05-23-8427-8
22A-2023-02291

Split Determination: Probable Cause on the issue of unlawful inquiry on the rental application; No Probable Cause on the issue of terms and conditions of tenancy

Melanie Kocsis v. Medina Metropolitan Housing Authority and Cindy Smith
CLEH4(48442)02222023
HUD Inquiry No. 720756
22A-2023-02299

No Probable Cause – Dismiss - Continued

Raymond Francis v. Towne Park. LLC
CLE74(48465)02272023
22A-2024-02382

Raymond Francis v. The Cleveland Clinic Foundation
CLE74(48466)02272023
22A-2024-02383

Renee Hancock v. ViaQuest Residential Services, LLC
CLEB4(48469)02242023
22A-2023-02386

Delores M. Smith v. Cuyahoga County Board of Elections
CLEB4(48471)03072023
22A-2023-02417

Kayla Webber v. Middlefield Pallet and Packaging, LLC
CLEB4(48473)03022023
22A-2023-02389

Timothy Cowell v. Ohio Farmers Insurance Company dba Westfield Insurance Company
CLEB4(48481)02282023
22A-2023-02397

Jessica Hutchins v. Redi Go Four Inc. dba Harry's Food Mart #1
CLEE4(48503)03072023
22A-2023-02430

Ashley Owen v. State of Ohio, Department of Mental Health and Addiction Services
CLEE4(48506)03062023
22A-2023-02433

Shawna Ivory v. Fastenal Company
CLEA4(48599)03272023
22A-2023-02915

Ravun Gilbert v. Benihana National Corp.
CLE74(48956)06072023
22A-2023-04388

No Probable Cause – Dismiss - Continued

Donna Janell Slars v. Soto & Sons, Inc.
CLE74(000245)07112023
22A-2023-04968

Jeremy Taylor v. Stoneridge, Inc.
CLEB4(000379)07182023
22A-2024-00230

Kenyauda M. Jones v. The Cleveland Clinic Foundation
CLE72(42203)04102023
22A-2023-02903

Gloria Matthews v. Penn Station
DAYG6(30975)11282022
22A-2023-01090

Sandra Morgan v. Erica Daniel, Dayton Correctional Institution
DAYA6(30982)11292022
22A-2023-01166

Joseph Smith v. Caresource
DAYB6(30985)11302022
22A-2023-01180

Joshua V. Jones v. Ann Bornschlegel
DAYH6(30989)12042022
22A-2023-01188

Tina M. Boyd v. The Boston Beer Company; American Craft Brewery LLC dba Samuel Adams
Cincinnati Brewery
DAY76(30991)12072022
22A-2023-01192

Barry Craig v. Habitat for Humanity Restore
DAYB6(31000)12062022
22A-2023-01404

Joshua Kaiman v. Silverman and Company
DAYH6(31006)12082022
22A-2023-01411

*Split Determination: No Probable Cause on the basis of military status; Probable Cause on the basis of disability

No Probable Cause – Dismiss - Continued

LaNese Turner v. Roto Rooter
DAYG6(31009)12072022
22A-2023-01428

Teodore Searcy v. Lakeview Co Op Estates
DAYA6(31016)12112022
22A-2023-01551

Melinda Briddell v. Centerville City School District Board of Education
DAYB6(31022)12122022
22A-2023-01557

Jennifer Bottorf v. Celina Tent
DAY76(31029)12132022
22A-2023-01566

Garrett Cole Bearden v. Auglaize County Veterans Office
DAYG6(31034)12152022
22A-2023-01571

Jay Allen Carter v. Norwood Properties
DAYH6(31126)01112023
22A-2023-01682

Kerry Ramjit Hailstock v. Beth Hailstock, Property Manager
DAYH6(31135)01162023
22A-2023-01733

Traci Gibson v. Robert James Taproom at Element Eatery
DAY76(31038)12162022
22A-2023-01601

Maurice Williams v. CareSource Management Group
DAY76(31051)12212022
22A-2023-01600

Dr. Babette Plummer Craig v. L&B Management Firm, Condo Association of the Lofts of North Bend
DAYH6(31157)01172023
22A-2023-01821

No Probable Cause – Dismiss - Continued

Bryant Johnson v. Domino's-Glass Family Owners
DAYB6(31201)02022023
22A-2023-01867

John Eardley v. Summit Behavioral Healthcare; Courtney Patel CEO
DAYA6(31218)02082023
22A-2023-01927C

Andre Washington v. FC Industries
DAY76(31240)02152023
22A-2023-02116

Kelvin Edwards v. Speedway LLC
DAYF6(31246)02152023
22A-2023-02124

Marcia Williams v. Peter Cremer North America
DAYA6(31247)02212023
22A-2023-02130

William Henderson v. CompuNet Clinical Laboratory
DAYG6(31267)02252023
22A-2023-02242C

Brian Siegel v. SentriLock
DAYA6(31298)03082023
22A-2023-02463C

Richard Noles v. DMAX
DAYB6(31303)03132023
22A-2023-02484C

Raymond James v. FIS
DAYA6(31312)03132023
22A-2023-02493C

Venis Tisdale v. Ira Adams, Landlord
DAYH4(48029)11072022
22A-2023-00794

No Probable Cause – Dismiss - Continued

Zeshan Khan v. TMR Property Group c/o Timothy Rankin
DAYH1(50486)11172022
22A-2023-01034

Francisca Taylor v. UC Health Medical Center
DAY71(50583)12122022
22A-2023-01466

Michael N. Elston v. Walmart
DAYB2(41930)12162022
22A-2023-01273

MOTION by Commissioner Winburn to approve the November 16, 2023 Confirmation Agenda. Second by Commissioner Patmon.

Roll Call Vote:

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

Motion carried.

HEARING OF APPEARANCE CASES

Appearance 1

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

Sheryl Funk v. Jackson Township
AKRA3(42339)12122022
22A-2023-01254

MOTION by Commissioner Patmon to reverse the No Jurisdiction determination to No Probable Cause - Dismiss. Second by Commissioner Winburn.

Roll Call Vote:

Chair Valerie Lemmie	YES
Commissioner Lori Barreras	NO
Commissioner William W. Patmon, III	YES
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 2

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

Sheryl Funk v. Chief Tim Berczik c/o Jackson Township Fire Department
AKRE3(42340)12122022
22A-2023-01255

MOTION by Commissioner Patmon to reverse the No Jurisdiction determination to No Probable Cause - Dismiss. Second by Commissioner Winburn.

Roll Call Vote:

Chair Valerie Lemmie	YES
Commissioner Lori Barreras	NO
Commissioner William W. Patmon, III	YES
Commissioner Charlie Winburn	YES

Motion carried.

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

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

David Gall v. Cincinnati Bell/Altafiber
DAY76(31108)01082023
22A-2023-01686

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Charlene A. Levy v. City of Toledo, Department of Public Utilities, Division of Water Distribution
TOL71(41880)11212022
22A-2023-01019C

Cindy L. Barber v. City of Toledo, Department of Public Utilities, Division of Water Distribution
TOL71(41900)12052022
22A-2023-01200C

Holly Pina v. City of Toledo, Department of Public Utilities, Division of Water Distribution
TOL71(41901)12052022
22A-2023-01201C

Julie Navarro v. City of Toledo, Department of Public Utilities, Division of Water Distribution
TOL71(41902)12052022
22A-2023-01202C

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

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Angela Wells v. Kim Dicillo, Manager of Permanent Housing; David Wakelee, Supervisor; Jesse Beck, Director of Rental Assistance; Josephine Ownes, Staff; Meagan Carlin, Property Manager; Emerald Development and Economic Network, Inc.; Ebony Butler, Staff
TOLH4(48177)12212022
05-23-8647-8
22A-2023-01358

Angela Wells v. Gerri L. Kornblut, General Counsel; Jessie Beck, Director of Rental Assistance; Emerald Development and Economic Network, Inc.; Robert Krosky, Ohio Civil Rights Commission
TOLH4(48784)04232023
22A-2023-03278

*Split Determination: No Probable Cause on the issue of threatening, intimidating, harassing or coercing and retaliating on the bases of race, color and military status; No Jurisdiction on the issues of falsifying documents and illegally obtaining documents and Respondent Robert Krosky, Investigator, Ohio Civil Rights Commission on the bases of race, color, and military status.

MOTION by Commissioner Barreras to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 3. Second by Commissioner Winburn.

Roll Call Vote:

Chair Valerie Lemmie	YES
Commissioner Lori Barreras	YES
Commissioner William W. Patmon, III	YES
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:	4385
■ Cleveland	873
■ Columbus	1068
■ Akron	605
■ Toledo	623
■ Dayton/Cincinnati	1216

Hearings Unit Inventory.

- o Employment 44
- o Housing 35 (70 elected to court)
- o Public Accommodation 6
- o Higher Education 0

GENERAL

CASE MANAGEMENT TASKFORCE. The taskforce is commissioned to look at the current procedures and processes for investigating cases and to develop a resolution that can be implemented to allow for a more streamlined handling of cases to process them more efficiently, with more ease, and without negatively impacting the integrity of the investigation process. The task force had its first meeting on November 9th. The task force will meet for two consecutive days to allow time for the development of a new complete process.

OCRC ACADEMY. On November 6th and 7th, OCRC held its second annual Academy. This is a two-day training was on how to navigate the Commission. The academy was held at the Ohio Department of Transportation Headquarters, 1980 West Broad Street, Columbus, Ohio 43223. The OCRC Academy was approved for 10 SHRM hours credit and 10 CLE hours credit. We had we had a little over 60% of those who registered to attend. They were engaged and many who attended the Academy last year stated that this year's academy was the best and that they really learned a great deal.

HOLIDAY EMPLOYEE RECOGNITION LUNCHEON. In accordance with the request of the Commissioners, the Holiday Employee Recognition Luncheon will be on December 14th after the scheduled Commission meeting. During the luncheon, the Commissioners will recognize staff for their accomplishments.

EXTERNSHIP PROGRAM. We are bringing in externs throughout the Commission to not only assist staff, but more importantly to offer them an opportunity to have hands- on experience with the work and mission of the Commission.

FINANCE

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

TECHNOLOGY

CASE MANAGEMENT SYSTEM. The Commission has been using the case management system for all newly filed cases since June 26th. We currently have approximately 2,500 in the case management system since going live. The developer has been working consistently with staff to ensure that it is functional for our everyday use. We continue to make all necessary adjustments to make the system more end-user friendly, which culminates in more efficient handling of the cases.

HUMAN RESOURCES

Hiring Process. On December 4th, we will welcome three new staff members to the Commission-Evan McFarland, Supervisor, Dayton Regional Office; Christine McDonald and Steve Marlowe, Investigator II, Dayton Regional Office.

Vacancies. We continue to fill vacancies throughout the agency.

OUTREACH/EDUCATION/TRAINING

Vera Boggs. December 1, 2023. Vera will provide training for the City of Cleveland EEO training.

Vera Boggs. January 29, 2024. Vera will be providing training for Tri-C (Cuyahoga Community College)

Vera Boggs and Andrea Herrmann. 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.

KUDOS KORNER

BRADLEY DUNN. When the idea of an OCRC Academy was first brought to Bradley's attention, he embraced the concept and with careful planning and much thought, he put together two great days of education and insight into the Commission. THANK YOU, BRADLEY, FOR AN EXCEPTIONAL PROGRAM.

OCRC VOLUNTEERS and PRESENTERS. We had staff volunteers who assisted with the conduct of the Academy, and we had staff members, who stepped up to be presenters. It is with the involvement of the following staff that this Academy was very well received:

Bradley Dunn
Melissa Wulliger
Vera Boggs
Ricky Boggs
George Shaw
Myra Cottrill
Vernon Pringle
Beyan Asoba
Denise Johnson
Destanny Couch
Joseph McDonald
Michael Walsh
Kimberly Kipp
Bai Benson
Rossie Hamby
Stacy Latta
Tonya Rider
Noelee Hew-Coleman
Charles Scandrick
Monica Moore
Jasmin Bailey

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

Roll Call Vote:

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

Motion carried.

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

* * *



Commissioner