



**MINUTES OF THE REGULAR MEETING OF
THE OHIO CIVIL RIGHTS COMMISSION**

April 28, 2022

**Rhodes State Office Tower
Administrative Hearing Room**

Call to Order:

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

Commissioners in Attendance:

Lori Barreras, Chair
William Patmon, III, Commissioner
Madhu Singh, Commissioner
Julia Rita McNeil Danish, Commissioner
Charlie Winburn, Commissioner

In Attendance:

Angela Phelps-White, Executive Director; Darlene Newbern, Director of Regional Operations; Desmon Martin, Director of Enforcement and Compliance; Mary Turocy, Director of Public Affairs and Civic Engagement; Christie Limbert, General Counsel; Ronnell Tomlinson, Director of Housing Enforcement; Beyan Asoba, Reconsideration Officer; Angel Stone, Reconsideration Officer; Representatives from the Ohio Attorney General's Office were present as well.

APPROVAL OF MINUTES

MOTION by Commissioner Winburn to approve the March 31, 2022 minutes with corrections. Second by Commissioner Patmon.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	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**

Brandy Bias v. Board of Education of the Toledo City School District
TOLB2(41010)06212021
22A-2021-02091C

Lance Ford v Roger Carter dba Roger Carter Properties, Dustin Hoffman and Nate Wright
AKRH3(41517)11082021 AMENDED
05-22-5223-8
22A-2022-01514

Rebekah Franks v. Rebecca Grabski
AKRG3(41720)02142022
22A-2022-01673

Rebekah Franks v. Portage County, Child Protective Services
AKRG3(41671)01182022Amended
22A-2022-01747

Jason Howard v. The Burt Manufacturing Company dba Thybar
AKR73(41173)04202021
22A-2021-01772

Edward R. Hites v. Woodcraft Industries, Inc.
CLEA4(46860)11252021
22A-2022-01083

James Spehar v. Plumbrook Estates Condominium Owners Association, Inc.
CLEH4(46520)07162021 AMENDED
22A-2021-02960F

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

Cinseree Johnson v. Stark County
AKRH3(41715)02222022
22A-2022-01672

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

Keith Seifert v. Liberty Township, Trumbull County, Ohio

AKRB3(41237)06222021

22A-2021-02581

*Split Determination: Probable Cause on the basis of disability; on the issue of termination; No Probable Cause on the basis of disability; on the issue of reasonable accommodation

Shakela Clark v. Gary M. Crim, Inc. and Renee Underwood

AKRH3(41470)09232021

22A-2022-00986

*Split Determination: Probable Cause on the basis of familial status; No Probable Cause on the basis of race

Shakela Clark v. Renee Underwood, Gary Crim, Inc. and Crim Real Estate Investment Company, Ltd.

AKRH3(41412)09232021

22A-2022-01520

*Split Determination: Probable Cause on the basis of familial status; No Probable Cause on the basis of race

Shakela Clark v. Gary M Crim, Inc. and Renee Underwood

AKRH3(41413)09232021

22A-2022-01521

*Split Determination: Probable Cause on the basis of familial status; No Probable Cause on the basis of race

4. Complainant's Request for Reconsideration - Deny

John and Lillie Sherred v. State of Ohio, Department of Agriculture

COLG1(49075)10312021

22A-2022-00280F

Arthur Duncan, Jr. v. Toledo Engineering Co., Inc.

TOL72(41013)06252021

22A-2021-02164C

Kamilah Moore-El v. Bauer Management Real Estate, Inc.

CLEH4(46529)06292021

05-21-3064-8

22A-2021-02969F

Robert W. Johnson v. Lake County Juvenile Court

CLE74(46993)12132021

22A-2022-01702

Robert W. Johnson v. Ashland County Sheriff's Office

CLE74(46991)12132021

22A-2022-01703

Complainant's Request for Reconsideration – Deny - Continued

Amanda Shelley v. Equitas Health

DAY76(29615)07092021

22A-2021-02267C

*Commission Danish recuses herself from participation in this case.

Tyler Robinson v CSL Plasma

DAY76(29637)07122021

22A-2021-02341F

5. Complainant's Withdrawal of Request for Reconsideration – Revert to Original Determination of No Probable Cause – Dismiss

Khadijah Allen v. State of Ohio, Department of Developmental Disabilities, Northwest Ohio

Development Center

TOLB2(40949)05032021 AMENDED

22A-2021-01486C

*Commission Patmon recuses himself from participation in this case

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

Theresa Kovacs v. The University of Toledo (40870)

TOLA2(40870)02242021

22A-2021-01095C

Complaint No. 22-EMP-TOL-40870

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

Sarah Lynn Horen v. City of Toledo, Department of Public Utilities

TOLB2(40702)10062020 AMENDED

22A-2021-00045C

Complaint No. 21-EMP-TOL-40702

Samantha Buroker v. Robert Kipker; Kipker Rentals, L.L.C.

DAYH6(29013)09112020

05-20-1961-8

22A-2020-03040F

Complaint No. 21-HOU-DAY-29013

Miami Valley Fair Housing Center v. Susan-Diane L. Cox Myers, Mark R. Myers

DAYH6(29051)09252020

05-20-0455-8

22A-2021-00049F

Complaint No. 21-HOU-DAY-29051

8. **Ratify Settlement Agreement – Submitted by the Attorney General’s Office - Continued**

Ohio Civil Rights Commission v. Cristina Burcica
Hamilton County CP No. A 2001164

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

Natalie Ludy v. Cristina Burcica
TOLH6(26775)08112017 AMENDED
05-17-9463-8
Complaint No 18-HOU-TOL-26775

Natalie Ludy v. Cristina Burcica
TOLH2(39408)08132018
05-18-3069-8
Complaint No. 19-HOU-TOL-39408

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

Fair Housing Advocates Association v. Highland MHP, LLC and Gemstone Communities
AKRH3(40791)07202020
22A-2020-02641F
05-20-9915-8

11. **Issue Dismissal Order**

Ohio Civil Rights Commission v. Equity Management I, LLC, Vincent T. Larney, V. T. Larney, Ltd.
and V. T. Larney II, LTD
19-HOU-SET-00002

12. **Issue Formal Complaint**

Ada Knox v. International Union, United Automobile, Aerospace & Agricultural Implement Workers of
America-UAW Local 14
TOL72(40984)06022021 AMENDED
22A-2021-01902C

Estate of Robin Crowder v. Historic Hillcrest Apartments; Historic Hillcrest Investment, LLC; Millennia
Housing Management, LTD.
TOLH2(41026)07072021 AMENDED
05-21-3875-8
22A-2021-02236F

Issue Formal Complaint - Continued

Rossanna Christian v. Bowling Green Estates Limited Partnership; Mecca Management, Inc.; Lisa Bricker, Property Manager; Michelle Green
TOLH2(41040)07162021
05-21-3319-8
22A-2021-02357F

Estate of Berta Vasquez v. Vernon Graham
CLEH4(46390)04292021 AMENDED
05-21-2765-8
22A-2021-01730F

James Karasek and Pamela A. Meyer v. Western Reserve Property Management, Grand Bay Apts, LLC, Grand Bay of Brecksville a limited Partnership and Pamela Smith
CLEH4(46463)05162021 AMENDED
05-21-2858-8
22A-2021-02435F

Kim Goodwin v. BM Leiss Rentals, LLC; Brian M. Leiss, Owner/Registered Agent; Melinda Leiss, Owner
DAYH6(29666)05122021; 05-21-3129-8
22A-2021-02402F

Margaret Price-Lutson v. Falon Grammas
DAYH6(29905)05212021
05-21-3668-8
22A-2022-00415F

13. Probable Cause – Schedule Conciliation

Tasan Garrison v. Cerelia USA Bakery
COLE1(48706)06142021
22A-2021-02040F

Allison Fink v. Community Memorial Hospital
TOL72(41052)07232021 AMENDED
22A-2021-02464C

**Split Determination: Probable Cause on the issues of discipline and harassment on the basis of retaliation. No Probable Cause on the issues of removed from position, discipline and harassment on the basis of religion. No Probable Cause on the issue of removed from position on the basis of retaliation.

Kathryn McGath v. Steward Trumbull Memorial Hospital, Inc. dba Trumbull Regional Medical Center
AKRB3(41225)06082021
22A-2021-02577

*Split Determination: Probable Cause on the basis of disability; No Probable Cause on the basis of age and retaliation

Probable Cause – Schedule Conciliation - Continued

Betty Brazil v. Resort Lifestyle Communities Inc. dba Hudson Retirement Community, LLC
AKR73(41341)08062021
22A-2022-00203

Jim Whetzel v. Down Home Rentals, LLC and Kim Fox
AKRH3(41500)11022021
05-22-4243-8
22A-2022-00837

Fair Housing Advocates Association, Inc. v. Down Home Rentals, LLC and Kim Fox
AKRH3(41501)11022021
05-22-4304-8
22A-2022-00838

Fair Housing Advocates Association, Inc. v. Matt Pool, LTD., Floyd Matthews and Gail Matthews
CLEH2(41037)07132021
22A-2021-02284F

Bryce Suminguit vv. Cut Above Cabins, LLC
CLEG4(46641)09162021 AMENDED
22A-2022-00317

*Split Determination: Probable Cause on the basis of disability/Respondent's service animal policy; No Probable Cause on the basis of disability/Respondent's denial of a service animal

Cheryl Johnson v. Derrick Kassem, Owner; Kassem Real Estate and Investments, LLC
DAYH6(29624)06082021
05-21-2908-8
22A-2021-02299F

Michael Posada v. BM Leiss Rentals, LLC; Brian M. Leiss, Owner/Registered Agent;
Melinda Leiss, Owner
DAYH6(29663)07212021
05-21-3128-8
22A-2021-02399F

Miami Valley Fair Housing Center, Inc. v. Mir M. Ali, Owner; Ali Properties, LLC
DAYH6(29681)08022021
22A-2021-02506F

Odyssey Gordon and Kimberly Foxx v. Ali Properties, LLC; Mir M. Ali, Owner
DAYH6(29682)08022021
22A-2021-02507F

Probable Cause – Schedule Conciliation - Continued

Michael Jackson v. Live Big, LLC; Jason Ross, Owner/Manager; Half Realty, Jess Simon; Plum Tree Realty

DAYH6(29798)09162021

22A-2021-02890F

Dennis Fisher v. Planning Alternatives LLC, The Commons at Yankee Trace Condominium Association, Ronald Tatman and Lisa Harlan

DAYH6(30003)07102021

22A-2022-02006

*Split Determination: Probable Cause On denial of accommodations and modifications in disallowing UV film and protective awning, placing undue restrictions on a modification of a disabled resident and different terms and conditions of membership in retaliation for engaging in protected activity only.
No Probable Cause On harassment due to retaliation for engaging in a protected activity only.

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

Fair Housing Advocate Association, Inc. v. APEX White Pond L.P. and Brittony Friend

AKRH3(41243)06232021

05-21-3159-8

22A-2021-02812

Rosaelie Coco v. APEX White Pond L.P. and Brittony Friend

AKRH3(41257)06232021

05-21-3160-8

22A-2021-02843

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

Angela K. Ware v. Action Temporary Services, Inc. dba Action Total Staffing

ADRB1(49116)11052021

22A-2022-00417C

T'Andria N. Bethel v. Syntero, Inc.

ADR71(49199)12062021

22A-2022-00656C

Darlana Lucas v. Gorgen Properties, LLC

ADRH3(41600)12182021 AMENDED

05-22-4981-8

22A-2022-01858

Deborah Havens v. Mackinaw Retirement Village, Mackinaw of Celina Limited Partnership, Sawmill Road Management Company, LLC, and Karla Kincaid

ADRH6(30036)11112021

05-22-4427-8

22A-2022-01243

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

Deborah Havens v. Mary's Crossing Limited Partnership, Sawmill Road Management Company, LLC,
and Karla Kincaid and Pat (Patricia) Brady

ADRH6(30270)11292021

05-22-4428-8

22A-2022-01783

16. Withdrawal of Charge – With Settlement After a Finding of Probable Cause

Joseph Scott Flippin v Millat Industries Corp.

DAYB6(29236)01152021

22A-2021-01083C

*Commission Danish recuses herself from participation in this case

17. Withdrawal of Charge – With Settlement

Hidie Decker v. Union County Prosecutor's Office

COLB1(48970)09202021

22A-2021-03049C

Daniel Grayson v. JPGK, LLC dba Germain Kia of Columbus

COLG1(49121)11102021

22A-2022-00428

Hannah Reis v. OhioHealth Corporation, Grant Medical Center

COL71(49217)12062021

22A-2022-00719

Kim Barton v. OhioHealth Corporation, Grove City Methodist Hospital

COL71(49229)12072021

22A-2022-00736

Darryl Crumiell v. State of Ohio, Department of Commerce

COL71(49277)12202021

22A-2022-00874C

*Commission Patmon recuses himself from participation in this case.

Cindy Strader v. City of Columbus Public Schools

COL71(49371)01312022

22A-2022-01185

Anthony Williams v. Montgomery County Ohio Board of County Commissioners

TOL76(29687)08022021

22A-2021-02512C

Withdrawal of Charge – With Settlement - Continued

Kevin Reed v. FCA US LLC dba Stellantis North America
TOLB2(41192)10282021
22A-2022-00337C

Curtis Hatten v. GT Auto Repair, LLC
TOLA2(41204)11032021
22A-2022-00359C

Feshia Napier v. ICU Exceed
TOLB6(29955)11122021
22A-2022-00488C

Branda Page v. Zepf Center
TOLB2(41211)11052021
22A-2022-00513C

Brian Brewer v. Noneman Real Estate Company
TOLB2(41371)03142022
22A-2022-01693C

Shawn Dan v. Orthobrain, Inc.
AKRB6(29707)08102021
22A-2021-02558

Laura Goupil v. Cleveland Property Management Group, LLC and Roberto Perez
CLEH4(46719)10122021 AMENDED
05-22-5623-8
22A-2022-00895

Anne Hanzel v. Ridge Pleasant Valley Inc. dba Pleasantview Care Center
CLEB4(47031)02072022
22A-2022-01763

Anne Hanzel v. Stafford Services, Inc.
CLEB4(47032)02072022
22A-2022-01764

Salina Mikityuk v. The MetroHealth System
CLE74(47139)03022022
22A-2022-01984

Sandra Dean v. Joseph Smith, Owner
DAYH6(29824)06172021
22A-2021-03107F

Withdrawal of Charge – With Settlement - Continued

Erica Smith v. Ontic Technologies
DAY76(30135)01242022
22A-2022-01504

Eva Jerkins v. Germain Mercedes Benz of Easton
ADRB1(49215)12062021
22A-2022-00693C

Peggy Owens v. Elm Ridge Healthcare, LLC dba Bella Terrace Rehab
ADRB1(49329)01132022
22A-2022-01122C

T'Andria N. Bethel v. Syntero, Inc.
ADR71(49510)03162022
22A-2022-01749

Savannah Corrao v. Nemco Food Equipment, Ltd.
ADRB2(41241)11182021
22A-2022-00537C

Richard Foster v. Dollar Tree
ADRB2(41280)12252021
22A-2022-00972C

Zachary M. Bromley v. Decorative Panels International, Inc.
ADR72(41282)12272021
22A-2022-00974C

Marcus Sims v. Amazon.com Services LLC
ADR72(41298)01072022
22A-2022-01094C

Michael Marshall v. Sentinel Tribune by Aim Media Midwest, LLC
ADRB2(41316)01212022
22A-2022-01135C

Josie R. Stutz v. Evergreen School District
ADR72(41328)01272022
22A-2022-01192C

Deborah Jacques v. Caring For Yours, LLC
ADRB2(41376)03142022
22A-2022-01694C

Withdrawal of Charge – With Settlement - Continued

John Kapturasky v. Adam Stryffeler
ADRB3(41484)10272021 AMENDED
22A-2022-01306

John Kapturasky v. Jackson International, Inc. dba Jaxon
ADRB3(41483)10272021
22A-2022-01307

Christopher Kuhn v. Western Reserve Group
ADRB3(41512)11082021
22A-2022-01431

Joslyn Brown v. Abel-Bishop & Clark Realty Company
ADRB4(46601)08302021
22A-2021-03038

Cristina Sanchez v. Tri-County Maintenance and Cleaning, LLC
ADR74(46834)11232021
22A-2022-00703

Victor Hugo Pedroza v. Tri-County Maintenance and Cleaning, LLC
ADR74(46835)11232021
22A-2022-00713

Lisa Bostick v. KeyBank
ADR74(46867)12012021
22A-2022-01375

Tracy Vacha v. Apex Pinnacle Services, LLC
ADRB4(46893)12072021
22A-2022-01524

James Malone v. IHeart Media
ADR74(47047)02142022
22A-2022-01787

James Malone v. IHeart Media
ADR74(46910)12142021
22A-2022-01538

Sherlynn Allen-Harris v. Tri-C
ADRA4(46983)01192022
22A-2022-01930

Withdrawal of Charge – With Settlement - Continued

Deborah Mucci v. State of Ohio, Bureau of Workers Compensation
ADRB4(47011)01302022
22A-2022-01950

*Commission Patmon recuses himself from participation in this case.

Bonita Allison v. Horizon Education Centers
ADR74(47030)0207072022
22A-2022-02012

Patricia Banks v. Akebia Therapeutics
ADRB4(47033) 02072022
22A-2022-02112

Stanley Cervera Braxton v. City of Coshocton Fire Department
ADR76(30111)01192022
22A-2022-01978

18. Withdrawal of Charge - Grant

Michael T. Uszak v. United Parcel Service, Inc.
TOLA2(41064)08032021
22A-2021-02500C

Tana Stanford v. Ottawa County Sheriff's Office
TOL72(41112)08282021
22A-2021-02728C

Frieda Ellis v. Akron Children's Hospital
AKR73(41588)12152021
22A-2022-01486

Frieda Ellis v. Akron Children's Hospital
AKR73(41698)01272022
22A-2022-01509

Michael Powell v Kohl's Distribution Center
DAYB6(30155)02012022
22A-2022-02048

19. Withdrawal of Charge – Request A Notice of Right to Sue - Grant

Karen Scholz v. Haase, D.D.S., Inc. dba Endodontic Wellness Center
COLE1(48862)08132021
22A-2021-02584C

Withdrawal of Charge – Request A Notice of Right to Sue – Grant - Continued

Dreidre Rollins v. Safelite AutoGlass
COLB1(48983)09282021
22A-2021-03079C

Regina Parker v. JP Morgan Chase Bank
COLB1(49104)11052021
22A-2022-00396C

Ahmed A. Khalifa v. PNC Bank, N.A.
COL71(49187)11292021
22A-2022-00629C

Erin Gongwer v. Mirror Show Management
COLB1(49368)01282022
22A-2022-01182

John G. Proshek v. American Interiors, Inc.
TOLA2(41030)07092021 AMENDED
22A-2021-02275C

Timothy L. Carpenter v. General Motors LLC
TOL72(41058)08022021
22A-2021-02471C

Frank H. Kortgoede v. Dana Incorporated
TOLB2(41063)07302021
22A-2021-02479C

Julie A. Selvidge v. Family and Child Abuse Prevention Center
TOLA2(41073)08082021
22A-2021-02542C

Tiffany Ward v. Medical Weight Loss Clinic of Ohio, Inc.
TOLB2(41194)10292021
22A-2022-00339C

Jennifer Ballard v. Aramark Services, Inc.
TOL76(29970)11172021
22A-2022-00644C

Jay-Ron Kynard v. Mondelez Global LLC dba Mondelez International
TOL72(41275)12192021
22A-2022-00820C

Withdrawal of Charge – Request A Notice of Right to Sue – Grant - Continued

Michelle Ellis v. Oregon Health Investors Company dba Orchard Villa
TOLA2(41294)01042022
22A-2022-01087C

Carrie Beebe v. Sunshine Inc. of Northwest Ohio
TOL72(41309)01162022
22A-2022-01128C

Kimberly Smith v. Time Staffing, Inc.
TOL72(41341)02092022
22A-2022-01270C

Victor Smith v. Pomeroy Technologies, LLC
CLE74(46788)11042021
22A-2022-01018

Victor Smith v. Doug Stein
CLEE4(46789)11042021
22A-2022-01019

Victor Smith v. John Blackburn
CLEE4(46790)11042021
22A-2022-01020

Josh Williams v. Progressive Casualty Insurance Company
CLEB4(46823)11162021
22A-2022-01048

Deborah Renner v. W. P. Advantage, Inc.
CLEB4(47053)02142022
22A-2022-01580

Deborah Renner v. William Cooper
CLEE4(47054)02142022
22A-2022-01581

Matthew Napiltonia v. AFIMAC U.S. Inc. dba AFIMAC Global
CLE74(47062)02172022
22A-2022-01909

Tricia Payne v. Marc Glassman
CLE74(47021)02082022
22A-2022-01973

Withdrawal of Charge – Request A Notice of Right to Sue – Grant - Continued

Tricia Payne v. Russell Cross
CLE74(47022)02082022
22A-2022-01974

Tricia Payne v. Auction Factory Mideast LLC
CLE74(47023)02082022
22A-2022-01975

Kathlyn Conner v Craig & Frances Linder Center of Hope
DAYA3(41733)02222021
22A-2022-01368F

Brittany Nicole Jackson v HarborChase of Beavercreek
DAY76(29781)09082021
22A-2021-02856C

Natalie Isensee v. Amplity Health
DAYB6(30099)01102022
22A-2022-01447F

Jamee Le Wellman v. Greene County Combined Health District
DAY76(30134)01252022
22A-2022-01503C

Megan Taphorn v. TriHealth, Inc.
DAY76(30206)02242022
22A-2022-01881

Phirin Lorth Kennedy v TriHealth, Inc.
DAY76(30153)01282022
22A-2022-02028C

Kathy Linneman v. Clark Schaefer Hackett & Co.
DAYB6(30173)02092022
22A-2022-02044

Bola Ajiwoju v. Cowan Systems Line
ADRA1(49028)10122021
22A-2022-00130C

Latora Carol v. Jessica Lewanbowski
ADRB4(46989)01252022
22A-2022-01935

Withdrawal of Charge – Request A Notice of Right to Sue – Grant - Continued

Latora Carol v. Vista Springs Ravinia Estates
ADRB4(46990)01252022
22A-2022-01936

Mark Batson v. Step Forward, Corp.
ADRA4(47013)01312022
22A-2022-01952

20. Administrative Closure

Tammy Geiger v. Live Technologies Holdings, Inc.
COLB1(48710)06162021 AMENDED
22A-2021-02044C

John Sherred v. Hancis & Netfinition, Inc. dba Dr. Computer
COLG1(48716)06162021
22A-2021-02052F

Annette Prehn v. O-I Glass, Inc.
TOL72(41055)07262021
22A-2021-02468C

Aaron Richardson v. The J.M. Smucker Company
AKR73(41525)11172021
22A-2022-01519

Sandra Gossett v. The J.M. Smucker Company
AKR73(41523)11152021
22A-2022-01586

Jason Azbill v. The J.M. Smucker Company
AKR73(41528)11182021
22A-2022-01587

Michelle Marhoffer v. The J.M. Smucker Company
AKR73(41561)12072021
22A-2022-01648

Sarah Ellis v. Akron Children's Hospital
AKR73(41589)12162021
22A-2022-01675

Administrative Closure - Continued

Miranda McConnell v. The J.M. Smucker Company
AKR73(41603)12212021
22A-2022-01860

Brittany Apone v. FOSECO, a Division of Vesuvius USA
CLE74(47165)03032022
22A-2022-01961

Patricia Chism v. City of Cleveland, Division of Police
CLE74(47266)03282022
22A-2022-01964

Kristen Piocquidio v. The MetroHealth Systems
CLE74(47109)02192022
22A-2022-01789

Clayshon Wright v. Ford Motor Company
CLEB4(47251)03212022
22A-2022-01985

Heather Cowden v. The MetroHealth Systems
CLE74(47221)03142022
22A-2022-02152

Vicki Linder v. The Reserve of Turpin Homeowner's Association; Timothy Stallsworth, President
c/o Amy S. Ferguson, Registered Agent
DAYH6(29787)09132021
22A-2021-02871F

Vicki Linder v. The Reserve of Turpin Homeowner's Association; Timothy Stallsworth, President
c/o Amy S. Ferguson, Registered Agent
DAYH6(30138)09302021
22A-2022-01709F

21. No Jurisdiction – Dismiss (XNJ)

Nichole R Powell-Fadis v. Gateway Health & Wellness, Dr. Mark White
COLG1(48915)09012021
22A-2021-02744F

Cory Carter v. R10 Logistics, LLC
COLE1(48945)09142021
22A-2021-02861F

No Jurisdiction – Dismiss (XNJ) – Continued

Kimberly Hanifan v. South 60 Market
COLE1(48994)10012021
22A-2022-00004F

Mark Pabilona v. Workday, Inc.
COLE1(49006)09302021
22A-2022-00027F

George Erby v. Mark Wahlberg Chevrolet
COLE1(49019)100172021
22A-2022-00080F

Jeana Marie Johnson v. Fairfield County Job and Family Services
COLG1(49030)10142021
22A-2022-00132F

Jessica Kirsner v. Pregnancy Decision Health Centers
COLE1(49087)11022021
22A-2022-00336F

Mobolaji Oseni v. Capitol Pain Institute
COLE1(49129)11132021
22A-2022-00440F

Courtney Carano v. Olengtangy Youth Athletics Association
COLG1(49181)11302021
22A-2022-00623F

Ezra K. Mattaridi v. Mid Ohio Regional Planning Commission
COLE1(49183) 120120221
22A-2022-00625

Aaron Davis v. OhioHealth Corporation
COLE1(49200)12052021
22A-2022-00676F

Lisa Hedrick v. OhioHealth Corporation
COLE1(49204)12042021
22A-2022-00680F

Amanda Reitter-Clark v. OhioHealth Corporation
COLE1(49201)12062021
22A-2022-00677

No Jurisdiction – Dismiss (XNJ) – Continued

JoDel M. Landis v. OhioHealth Corporation
COLE1(49209)12052021
22A-2022-00685

Tammy Thomas v. OhioHealth
COLE1(49210)12052021
22A-2022-00686F

Nicole Jenkins v. OhioHealth Corporation
COLE1(49212)12052021
22A-2022-00689F

Danielle Miller v. OhioHealth, Marion General Hospital
COLE1(49214)12052021
22A-2022-00692F

Judy Canter v. OhioHealth, O’Bleness
COLE1(49220)12062021
22A-2022-00722F

Kelly A. Potter v. OhioHealth Corporation
COLE1(49221)12052021
22A-2022-00726

Lisa Marcum v. OhioHealth Corporation
COLE1(49224)12052021
22A-2022-00729F

Leslie Smart v. OhioHealth Corporation
COLE1(49228)12072021
22A-2022-00734F

Robin Sidders v. Hopewell Health Center
COLE1(49244)12112021
22A-2022-00754F

Tiffani Pulido v. Sage Sustainable Electronics
COLE1(49256)12162021
22A-2022-00783

Heather M. Smith v. Perry County Children's Services
COLG1(49299)12312021
22A-2022-00953F

No Jurisdiction – Dismiss (XNJ) – Continued

Ashley Crook v. OhioHealth Corporation
COLE1(49322)01082022
22A-2022-01068F

Noemi Martinez & Ricardo Martinez Tadeo v. Yorktowne Manufactured Home Community; Bayshore Home Sales, Inc.; Ryan Pojman, RHP Properties, LLC; Vickie George, Site Manager
TOLH6(29847)09212021
05-21-3689-8
22A-2022-00064F

Robert Bryer v. Samantha Anderson; Brian Anderson; Legacy Management & Development, LTD.; Winton Kings, LLC
TOLH6(29861)10112021
22A-2022-00169F

Lee Stevens & Katrina Dansis v. Brandon Smith, Tennant Apartment Manager
TOLH6(29894)10222021
22A-2022-00353F

Amanda Simpson v. LaserShip Inc
TOLE2(41272)12152021
22A-2022-00816F

Collin M. Hull v. Spaghetti Warehouse Toledo LLC
TOLE2(41327)01272022
22A-2022-01191F

Brianna Carter v. Lucas Metropolitan Housing Authority
TOLH2(41363)03082022
22A-2022-01635F

Leah Potter v. Greene Metropolitan Housing Authority; Mary Jo Beatty, Manager; Susan Caudill
TOLH6(30184)02112022
22A-2022-02038F

Nicholas P. Johnson v. Christina Turner, Accountant LLC
AKRE3(41350)08142021
22A-2022-00206

Jessica Tabler v. Crossroads Management Realty Co.
AKRH3(41533)11182021
22A-2022-01350

No Jurisdiction – Dismiss (XNJ) – Continued

Jessica Chaney v. Akron Children’s Hospital
AKR73(41585)12122021
22A-2022-01616

Amanda Townsend v. Akron Children’s Hospital
AKR73(41625)12282021
22A-2022-01677

Jayne Speight v. Akron Children’s Hospital
AKR73(41565)12082021
22A-2022-01870

Tammy Palmer v. Akron Metropolitan Housing Authority
AKRH3(41714)02142022
22A-2022-01986

Anastasia Alston v. Lorain City Schools
CLEG4(46726)10122021
22A-2022-00903

Charles P. Jackson-bey v. Workday Matrix
CLEE4(46753)10182021
22A-2022-00926

Gunzie Lee Wilkerson Jr. v. Dutch Maid Logistics
CLEE4(46864)11302021
22A-2022-01103

Brooke Butterbaugh-Larson v. OhioHealth
CLEE4(46890)12052021
22A-2022-01395

Michael Mancuso v. Koinonia Homes
CLEE4(46927)12192021
22A-2022-01555

Deonte Tarver v. The Melting Pot Inc. dba The Melting Pot, Legacy Village
CLEE4(46951)01042022
22A-2022-01624

Charles Colson v. UPS
CLEE4(46953)01062022
22A-2022-01626

No Jurisdiction – Dismiss (XNJ) – Continued

Brianna Trice v. Goldbergh Companies, Inc., and Pine Crest Apartments
CLEH4(46971)01192022
22A-2022-01849

Jessica Voland v. Cleveland Clinic Foundation
CLEE4(46986)01192022
22A-2022-01929

Kelly DiGiacinto v. The MetroHealth System
CLEE4(47137)02272022
22A-2022-01962

Robert Cleek v. The MetroHealth System
CLEE4(47141)03022022
22A-2022-01963

Adrian Rivera v. The MetroHealth System
CLEE4(47063)02132022
22A-2022-02134

Amanda Hart v. Dayton Correctional Institute
DAYB6(29526)05252021
22A-2021-01856F

Taran Baker v. Commons of Kettering
DAYH6(29546)06022021
22A-2021-01912F

Sherry Green v. Jams Production Corporation Inc.
DAYF6(29550)05292021
22A-2021-01946C

Johnny Hostetler v. Utility Trailer Manufacturing
DAY76(29558)06042021
22A-2021-01971C

Sayed Asadullah v. Twin Fountain Apartments
DAYH6(29574)06112021
22A-2021-02027F

Victor White v. Meda Care Transportation
DAYA6(29580)06142021
22A-2021-02034C

No Jurisdiction – Dismiss (XNJ) – Continued

Irina Fennell v. Green Tokai
DAY76(29595)06242021
22A-2021-02135C

Adam Conway v. State of Ohio, Bureau of Motor Vehicles
DAYG6(29632)07132021
22A-2021-02306F

Robin Hawkins v. Candace Gladney/Terrace Ridge Apartment
DAYH6(29659)07222021
22A-2021-02395F

Zechariah Hagans v Department of County Facilities
DAYE6(29679)07282021
22A-2021-02493F

Tiara Smiley v. Villages of Wildwood/ Abigail Carter
DAYH6(29715)08102021
22A-2021-02572F

Ann Brown, Brandon Gindele and Joshua Grant v. Belle Walsh and Cassandra Keller
DAYH6(29730)08152021
22A-2021-02625F

Chanee Winfield v. UC Health Barrett Center
DAYE6(29745)08242021
22A-2021-02656C

Margaret Sweitzer v. Sunset Hills Holdings LLC Sunset Hills Apartments, Shellette Golden, Chandler Hicks
DAYH6(29883)10182021
22A-2022-00223F

Damonique Smith v. Parissa Riggs, Property Manager, NAP OM, LLC, Kevin Riley, Reg. Agent, North American Properties, Inc. c/o Thomas Williams, Registered Agent
DAYH6(29999)10062021
22A-2022-00782F

Jayce LeMaster v. Valorie Heickley, Towne Properties Mgt. Company
DAYH6(30194)02152022
22A-2022-02732F

Lynne Hughes v. TruGreen LLC
DAYB6(30028)12042021
22A-2022-01104F

No Jurisdiction – Dismiss (XNJ) – Continued

Alicia Stokes v. Talbert House
DAYE6(30068)12292021
22A-2022-01347

Blossom Hall v. Creative Foam Corporation
DAYB6(30215)02282022
22A-2022-01422F

Timothy Combs v. Department of Developmental Disabilities
DAYG6(30080)01032022
22A-2022-01445

Empress Munday v. Steak N Shake Inc.
DAY76(30147)01282022
22A-2022-01719

Jessley Dawson v. St. Vincent DePaul
DAYH6(30212)02282022
22A-2022-02240

22. **No Jurisdiction – Dismiss**

Lizet Guerrero v. Rensko Riverside, LLC d/b/a Tim Horton's
COL71(48711)06162021
22A-2021-02045C

Craig W. Martin v. AmerisourceBergen Drug Corporation
COLB1(48715)06162021
22A-2021-02051C

Dina R. Moran v. State of Ohio, Department of Developmental Disabilities
COLG3(41449)10062021
22A-2022-00118

*Commission Patmon recuses himself from participation in this case.

Charlotte Bowers v. Community Housing Network, Inc.
COLH1(49064)10262021
22A-2022-00246F

John Anthony Sherred v. Magistrate, David S. Jump
COLG1(49074)10312021
22A-2022-00279

No Jurisdiction – Dismiss – Continued

Doneka Domineck v. State of Ohio, Board of Nursing
TOLB1(48865)08162021
22A-2021-02600C

Scotty Rush v. Dollar General
AKRG3(41805)03232022
22A-2022-02182

Maria Aguinaga v. Lake County Narcotics Agency
CLEG4(47056)02162022
22A-2022-02003

Elaine Hutchinson v. City of Conneaut
CLEG4(47179)03042022
22A-2022-02005

Jason Werner v. Cuyahoga County Children and Family Services
CLEG4(47249)03222022
22A-2022-02064

Dora Johnson v. Cedar Trails Apartments, LLC; Cookie Jones, Manager;
Owen Property Management; Andrew J. Owen, Owner
DAYH6(29586)06212021
22A-2021-02250F

Steven Roberson v. Hamilton County Job and Family Services
DAYG6(29622)07092021
22A-2021-02285F

Venita R. Thomas v. Will Byrd, Mgr. for Dr. Hewitt Cooper
DAYH6(29692)08032021
22A-2021-02519F

William Sheehan v. Dayton Realtors
DAYG6(29747)08242021
22A-2021-02658C

Nikki Brown v. PARS Inc.
DAYE6(29835)09282021
22A-2022-00048C

23. **No Probable Cause – Dismiss**

Peter Cherevas v. Muskingum County Commissioner’s Office c/o Jim Porter, County
Commissioner; and Don Madden, Water Department Manager for the Muskingum County Water
Department
COLH1(48656)06012021
22A-2021-01882F

Tony D Everhart v. Ethiopian Tewahedo Social Services
COL71(48727)06212021
22A-2021-02085C

Waldemar Graniela Matos v. Pactiv, LLC
COLB1(48728)06222021
22A-2021-02087C

Waldemar Graniela Matos v. Pactiv, LLC
COLB1(48735)06262021
22A-2021-02136C

Sylvia Stafford v. Brooksedge Homeowners’ Association, Inc. c/o K&C Service Corporation;
Christopher Bowles, President for Brooksedge Homeowners’ Association, Inc.; Debra Burley, Treasurer
for Brooksedge Homeowners’ Association, Inc.; Cynthia Hundley, Nuisance/Maintenance for
Brooksedge Homeowners’ Association, Inc.; and Heather Kaufman, Secretary for Brooksedge
Homeowners’ Association, Inc.
COLH1(48740)06292021
22A-2021-02161F

Theresa Mazzitti v. Marcos D. Hartz, Owner/Manager; and Brandon Harmon, Property Manager
COLH1(48742)06292021
22A-2021-02173F

John Sherred c/o Lillie Sherred v. Felix K. Chrappah Trust; Columbus Metropolitan Housing Authority;
AAA Investment Properties, LLC, City of Columbus
COLH1(48745)06292021
22A-2021-02176F

*Commission Danish recuses herself from participation in this case.

Samantha Remley v. Project X, LLC
COL71(48748)06242021
22A-2021-02182C

Zoran Stoyanovich v. Vaughn Group Ltd. c/o Niki VanHorn, Director of Association Management
Operations; Carlyle’s Watch Condominium Association c/o K&C Service Corporation; and Nate Caplin,
Board President and Secretary for the Carlyle’s Watch Condominium Association
COLH1(48754)06302021 AMENDED;
22A-2021-02202F

No Probable Cause – Dismiss - Continued

John Anthony Sherred v. LTF Club Operations Company, Inc. dba Life Time Fitness - Easton
COLG1(48790)07132021
22A-2021-02296F

John Anthony Sherred v. LTF Club Operations Company, Inc. dba Life Time Fitness - Easton
COLG1(48801)07182021
22A-2021-02349F

John Anthony Sherred v. LTF Club Operations Company, Inc. dba Life Time Fitness - Easton
COLG1(48802)07182021
22A-2021-02350F

Deborah Cornett v. Northland Senior Village Condo Association II; Eugene Kerber; and Senior Village
at Karl Road, LLC
COLH1(48816)06242021
05-21-3131-8
22A-2021-02407F

John Anthony Sherred v. LTF Club Operations Company, Inc. dba Life Time Fitness - Easton
COLG1(48817)07252021
22A-2021-02408F

Tamika Galvin M.S. Ed. v. Verano Learning Partners, Educational School Services and Strongmind
Consulting, LLC dba Valor Academy of Ohio
COLA1(48824)07272021
22A-2021-02414C

Richard Randazzio v. Three C Body Shop, Inc.
COLA1(48840)08042021
22A-2021-02497C

Brandon M. English s. Lanham Hardwood Flooring Company, Inc.
COLB1(48864)08162021
22A-2021-02599C

Alice Vinson v. City of Columbus, Division of Police
COLG1(48874)08192021
22A-2021-02634F

*Commission Danish recuses herself from participation in this case.

Theresa Mazzitti v. Marcos D. Hartitz, Owner/Manager; and Brandon Harmon, Property Manager
COLH1(48982)09272021
22A-2021-03076F

No Probable Cause – Dismiss - Continued

Mamdouh Wahab v. The Ohio State University
COLA1(48992)09302021
22A-2022-00001C

*Commission Patmon recuses himself from participation in this case.

Jejuan Hamilton Sr. v. OhioHealth, Urgent Care
COLG1(49288)12272021
22A-2022-00936F

Latoya Smith v. Anne Grady Corporation
TOL72(41050)07222021
22A-2021-02384C

Allison Fink v. Community Memorial Hospital
TOL72(41052)07232021 AMENDED
22A-2021-02464C

*Split Determination: Probable Cause on the issues of discipline and harassment on the basis of retaliation. No Probable Cause on the issues of removed from position, discipline and harassment on the basis of religion. No Probable Cause on the issue of removed from position on the basis of retaliation.

Rachel Taylor v. Crawford Station Housing Partners, LLC; Holly Watts, Crawford Station Apartments,
Property Manager
TOLH2(41059)07312021
05-21-3368-8
22A-2021-02473F

Marci Morrow v. Princeton Acquisitions, LLC
TOL72(41061)07302021
22A-2021-02476C

Anderson Fletcher v. BLH Acquisition Co., LLC dba Bar Louie
TOL72(41071)08092021
22A-2021-02540C

Amanda S. Towers v. Matsu Ohio, Inc.
TOLB2(41075)08092021
22A-2021-02544C

Monica Hargrove v. TMI Employee Management, L.P. dba Homewood Suites
TOLA1(48899)08262021 AMENDED
22A-2021-02690C

Scott Anthony v. Five Galion Company, LLC; Linda Anderson; Christine Koontz
TOLH2(41114)08042021 AMENDED
05-21-3407-8
22A-2021-02730F

No Probable Cause – Dismiss - Continued

Linda Hill v. Deanna Kershner, Owner; Bernard Kershner, Owner
TOLH2(41151)10022021
05-22-3847-8
22A-2022-00013F

Angel L. Gaston v. Covenant House; Mary Birsen, Property Manager; Covenant Apartments Limited Partnership; Millennia Housing Management, LTD.
TOLH2(41170)10152021
05-22-4020-8
22A-2022-00146F

Robert W. Johnson v. Ottawa County Common Pleas Court
TOL72(41314)12132021
22A-2022-01133C

Robert W. Johnson v. Corrections Commission of Northwest Ohio
TOL72(41315)12132021
22A-2022-01134C

John J. Cervantes v. Restoration Inc. LLC dba Restore 419
TOLB2(41338)02042022
22A-2022-01214C

Sheryl A. Hill v. Deanna Kershner, Owner; Bernard Kershner, Owner
TOLH2(41343)02162022
05-22-5646-8
22A-2022-01272F

Jeremy Black v. Windsor Realty & Management, Inc.; SP University Inn, LLC; Cindy Gilbert, Property Manager
TOLH3(41627)11242021
05-22-4601-8
22A-2022-01438F

Kathryn McGath v. Steward Trumbull Memorial Hospital, Inc. dba Trumbull Regional Medical Center
AKRB3(41225)06082021
22A-2021-02577

*Split Determination: Probable Cause on the basis of disability; No Probable Cause on the basis of age and retaliation

Donna Gaines v. METRO Regional Transit Authority
AKRG3(41249)06242021
22A-2021-02580

Jacinda Anderson v. Dominion Energy Ohio dba Dominion East Ohio Gas
AKRA3(41284)07152021
22A-2021-02915

No Probable Cause – Dismiss - Continued

Treasure Tucker v. Huntington Bancshares Incorporated dba Huntington National Bank
AKRB3(41373)08312021
22A-2022-00367

David Grisby v. Summit County Children Services
AKRG3(41450)10112021
22A-2022-00823

Terri Kirkpatrick v. High Roller, LLC dba Cortland Roller Rink
AKRA3(41473)10182021
22A-2022-00989

David Grisby v. Summit County Children Services
AKRG3(41687)01222022
22A-2022-01291

Timothy L. Ortt v. Happy Valley Trucking, LLC
AKRB3(41505)11022021
22A-2022-01376

Joyce Fetzer-Martin v. Perry Township Board of Trustees
AKRA3(41521)11122021
22A-2022-01518

Holly Yeary v. AIY Properties, Inc., Elizabeth Shumaker and Rebecca Oney
AKRH3(41553)12022021
05-22-4589-8
22A-2022-01606

Neil Harding v. Hyundai of Green, Inc. dba Ron Marhofer Hyundai
AKRG3(41566)12022021
22A-2022-01646

Anthony Lamont Butler v. State of Ohio, Department of Rehabilitation and Correction
CLE76(29705)08102021
22A-2021-02555C

Fred Cornett v. Kroger Limited Partnership I dba Kroger
CLEB6(29716)08112021
22A-2021-02603

Shannon McDaniel v. Lake Health Physicians/University Hospital
CLEG4(46565)08082021
22A-2021-02703F

No Probable Cause – Dismiss - Continued

Latasha Loper v. David Terbeek and Haven Realty, Inc. dba RE/MAX Haven Realty
CLEH4(46489)07012021
05-21-5405-8
22A-2021-02740F

James Spehar v. Plum Brook Estates Condominium Owner Association, Inc.
CLEH2(41127)09112021 AMENDED
22A-2021-02842

Darryl Hudson v. FTP Cleveland, LLC
CLE74(46514)07152021 AMENDED
22A-2021-02955

Lisa A. Tagliaferri v. Ranch Village Apartments Limited Partnership and Goudreau Management Corporation
CLEH4(46516)07152021 AMENDED
22A-2021-02956

Mable Siemintkowski v. Sharon Lohn-Damas, The Murwood Real Estate Group dba Keller Williams Realty Greater Metropolitan, Amit Raghavan and AIRO Leasing LLC
CLEH4(46523)07192021
05-21-5302-8
22A-2021-02963F

Joanne Rush v. Henrietta Kelley, PK Management, LLC, and Gates Mills Investor LLC
CLEH4 (46526)07212021
22A-2021-02966C

Leah Jackson v. The Ohio Moulding Corporation dba OMCO
CLE74(46536)07262021
22A-2021-02976

Leah Jackson v. Great Work Employment Services Company
CLE74(46544)07302021
22A-2021-02982

Claudette Walcott v. Cleveland Municipal Court
CLEB4(46549)08042021
22A-2021-02990

Corey Courtney v. City Facilities Management (FL), LLC
CLEB4(46553)07302021
22A-2021-02993

No Probable Cause – Dismiss - Continued

LaToye Lipscomb v. Real Estate Momentum LLC dba HomeSmart Real Estate Momentum
and Lori Cerutti
CLEH4(46555)07142021 AMENDED
05-21-3252-8
22A-2021-02995F

Regina Campbell v. Lutheran Metropolitan Ministry, Charmayne Dayse and David Blunt
CLEH4(46561)08062021
22A-2021-02999F

Daniel McCollum v. The Sherwin-Williams Company
CLEB4(46568)08102021
22A-2021-03004

Sammy Oliver Jr. v. Myer Industries, Inc. dba Akro-Mils
CLEA4(41336)08112021
22A-2021-03035

Risa Yamamoto v. The Cleveland Police Patrolmen's Association
CLEA4(46606)08302021
22A-2021-03043

Amira Dotson v. louis Burroughs Jr., Marcus Snorton and Plymouth Gardens Inc.
CLEH4(46631)09102021
05-21-3771-8
22A-2022-00308

Bryce Suminguit vv. Cut Above Cabins, LLC
CLEG4(46641)09162021 AMENDED
22A-2022-00317

*Split Determination: Probable Cause on the basis of disability/Respondent's service animal policy; No Probable Cause on the basis of disability/Respondent's denial of a service animal

Darryl Hudson v. FTP Cleveland, LLC
CLE74(46661)09202021 AMENDED
22A-2022-00329

Robert W. Johnson v. Jai Sree Ram Hospitality, LLC dba Royal Inn & Suites of Akron
CLEG4(49085)11012021
22A-2022-00334

Robert W. Johnson v. Shelly Smith & Sons, Ltd., Kaitlyn Smith, Law Director of Richland County,
Prosecutor of Richland County and Mansfield Police Department
CLEG1(49193)12022021
22A-2022-00635

No Probable Cause – Dismiss - Continued

Isaac Ruiz v. Two Foundation, Inc. dba Two Café and Boutique
CLEB4(46696)10042021
22A-2022-00875

Isaac Ruiz v. The HC Companies, Inc.
CLEB4(46697)10042021
22A-2022-00876

Dawn White v. Coronet Jewelry and Accessories, LLC
CLE74(46732)10142021
22A-2022-00910

Regina Campbell v. The City Mission dba Laura's Home
CLEH4(46745)10192021
22A-2022-00921

Regina Renee Campbell v. Greater Cleveland Regional Transit Authority
CLEG4(46747)10192021
22A-2022-00923

Meagan Rameau v. Seneca Metropolitan Housing Authority, Jodi Brant and Seneca County
CLEH4(46772)09212021AMENDED
05-22-4095-8
22A-2022-01007

Robert W. Johnson v. Legacy Staffing, LLC
CLE74(46806)11092021
22A-2022-01030

Robert W. Johnson v. Lendmark Financial Services, LLC
CLEF4(46813)11162021
22A-2022-01036

Kara First v. Fortune-HR, LLC dba Alloy Employer Services
CLEB4(46874)12082021
22A-2022-01247

Arsben Jennings v. Pilgram Place Apartments; Mandy Mueller, Project Manager
DAYH6(29565)06082021
22A-2021-01992F

Derrick Blassingame v. Cincinnati Hamilton County Public Library
DAYG6(29567)06082021
22A-2021-01995F

*Commission Winburn recuses himself from participation in this case

No Probable Cause – Dismiss - Continued

Derrick Blassingame v. Cincinnati Hamilton County Public Library
DAYG6(29572)06112021*Amended*
22A-2021-02025F

*Commission Winburn recuses himself from participation in this case

Clareece M. Stephens v. Kemba Credit Union
DAYG6(29598)06252021
22A-2021-02139F

Francine V. Freudenberg v. Sunrise Apartments of Delhi; Jamie Wagoner, Property Manager;
KJL Management; Pedretti, LLC
DAYH6(29600)06282021
05-21-5423-8
22A-2021-02143F

Riley Wilson v. Kroger
DAYB6(29611)07072021
22A-2021-02263C

Gloria A. Saunders v. Energizer Auto Manufacturing, Inc.
DAY76(29628)07132021
22A-2021-02302C

Tiffany Williams v. Honorworth Homecare
DAYE6(29662)07222021
22A-2021-02398F

Chrisondra Goodwine v. City of Dayton
DAY76(29676)07282021
22A-2021-02485F

Edward Staffney v. Central Transport LLC
DAYB6(29685)08012021
22A-2021-02510C

Terrance Cypress v. Angie's Firehouse Tavern
DAY76(29691)08032021
22A-2021-02518C

Ella Blythe v. BEF Foods, Inc.
DAY76(29709)08102021
22A-2021-02560F

No Probable Cause – Dismiss - Continued

Ashley Ballard v. Anchor Brothers Properties, Ltd.; Jerri Phillips, Manager;
PaulsCor Management dba The Commons Apartments, Alexis Carmargo, Manager
DAYH6(29710)06082021
05-21-3316-8
22A-2021-02607F

Athena Ballard v. Anchor Brothers Properties, Ltd.; Jerri Phillips, Manager;
PaulsCor Management dba The Commons Apartments, Alexis Carmargo, Manager
DAYH6(29719)08102021
05-21-3323-8
22A-2021-02607F

Mi-Lee Enoch v. Grifols Plasma
DAYG6(29734)08162021C
22A-2021-02629F

James N. Peters v. KP Paws LLC
DAYB6(29735)08162021
22A-2021-02630C

Kyle Seaquist v. City of Dayton
DAYE6(29754)08262021
22A-2021-02694C

Lamont Rickman v. Corvac Composites, LLC
DAYB1(48937)09102021
22A-2021-02837C

Mark Randolph Winkle v Dayton Public Schools
DAYB6(29807)09202021
22A-2021-02938C

Shonette Jeffries v. PSA Airlines, Inc,
DAY76(29889)10212021
22A-2022-00238C

Rosalyn Blaylock-Ihaza v. PSA Airlines, Inc,
DAY76(29919)11022021; AMENDED
22A-2022-00448C

Miguel Hernandez v. Fresh Unlimited Inc. dba Freshway Foods
DAYA6(29923)11032021
22A-2022-00452C

No Probable Cause – Dismiss - Continued

LaShekia Peake-Caldwell v. PSA Airlines, Inc,
DAY76(29924)11032021
22A-2022-00453C

Sharina Edwards v. PNC Bank, N.A.
DAYG6(29930)11052021
22A-2022-00459F

Karen Soots v. Cincinnati Public Schools
DAY76(29966)11182021
22A-2022-00502C

*Commission Danish recuses herself from participation in this case.

Laquisha Palmer v. Ayden Healthcare of Maderia d/b/a Maderia Village Healthcare LLC
DAY76(30045)12142021
22A-2022-01298C

Abigail Gates v. ABA Traffic Control LLC
DAYA6(30130)01212022
22A-2022-01498

Dennis Fisher v. Planning Alternatives LLC, The Commons at Yankee Trace Condominium
Association, Ronald Tatman and Lisa Harlan
DAYH6(30003)07102021
22A-2022-02006

*Split Determination: Probable Cause On denial of accommodations and modifications in disallowing UV film and protective awning, placing undue restrictions on a modification of a disabled resident and different terms and conditions of membership in retaliation for engaging in protected activity only.
No Probable Cause On harassment due to retaliation for engaging in a protected activity only.

MOTION by Commissioner Patmon to approve the April 28, 2022 Confirmation Agenda. Second by Commissioner Winburn.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES – with noted recusals
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES – with noted recusals
Commissioner Charlie Winburn	YES – with noted recusals

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.

The Compliance Director recommended the Commissioners remove the following appearance case from the meeting agenda:

Week 4, Page 2, Item I-B

Fair Housing Advocates Association v. The Province Apartments, Jordan Lynch, General Manager; WE Communities
DAYH6(29575)06122021
22A-2021-02028F

MOTION by Commissioner Winburn to remove the aforementioned case from the agenda. Second by Commissioner Danish.

Roll Call Vote:

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

Motion carried.

The Compliance Director requests the Commissioners approve the amended meeting minutes for December 16, 2021.

MOTION by Commissioner Singh to approve the amended meeting minutes for December 16, 2021. Second by Commissioner Danish.

Roll Call Vote:

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

Motion carried.

HEARING OF APPEARANCE CASES

Appearance 1

Commissioners’ Agenda - Week 4, Page 2, Item II

CERTIFICATION FOR A BONA FIDE OCCUPATIONAL QUALIFICATION

Kenneth’s Hair Salon & Day Spas, Inc.

- Day Spa Waxologist
- Day Spa Esthetician
- Day Spa Massage Therapist
- Day Spa Guest Services
- Day Spa Operations Director

MOTION by Commissioner Patmon to grant certification for a bona fide occupational qualification based on sex (female) for Kenneth’s Hair Salon & Day Spas. Second by Commissioner Singh.

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	RECUSE - DID NOT PARTICIPATE
Commissioner Charlie Winburn	YES

Motion carried.

MOTION by Commissioner Patmon to adjourn into executive session pursuant to R.C. 121.22(G)(3) for a conference with the Commission's attorneys concerning disputes involving the public body that are the subject of pending court action. Second by Commissioner Winburn.

Roll Call Vote:

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

Motion carried.

The Commission’s attorneys and executive director were invited to attend the executive session.

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

Roll Call Vote:

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

Motion carried.

MOTION by Commissioner Danish to refer the following cases to the U.S. Equal Employment Opportunity Commission and to administratively close the Complaints. Second by Commissioner Singh.

- 21-EMP-COL-47708, Colleen Birko v. Delaware County Sheriff's Office
- 21-EMP-COL-47707, Beverly Birko v. Delaware County Sheriff's Office

Roll Call Vote:

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

Motion carried.

Appearance 2

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

Karen Banks v. FCA US LLC
CLEA4(46426)05272021
22A-2021-02321C

MOTION by Commissioner Patmon to reinstate the No Probable Cause determination. Second by Commissioner Danish.

Roll Call Vote:

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

Motion carried.

Appearance 3

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

Jonathan Jones v. Ohio State Highway Patrol-LEADS
COL71(48665)05232021
22A-2021-01911C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	DID NOT PARTICIPATE
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 4

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

Alex Blevins v. Marion Village Housing, L.P. c/o Steven Boone, Registered Agent; and RLJ Management, Inc. c/o Jeffrey Lipps, Registered Agent
COLH1(48851)05242021
05-21-3241-8
22A-2021-02531F

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	RECUSE - DID NOT PARTICIPATE
Commissioner Charlie Winburn	YES

Motion carried.

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	DID NOT PARTICIPATE
Commissioner Charlie Winburn	YES

Motion carried.

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	DID NOT PARTICIPATE
Commissioner Charlie Winburn	YES

Motion carried.

Appearance 5

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

Amanda Evans v. Rebecca Lee Johnson
CLEH4(46453)06012021
22A-2021-02426F

MOTION by Commissioner Danish to reinstate the No Probable Cause determination. Second by Commissioner Winburn.

Roll Call Vote:

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

Motion carried.

Appearance 6

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

William Roach v. Ohio Lottery Commission
CLEG4(46424)052112021
22A-2021-02239F

MOTION by Commissioner Winburn to reinstate the No Jurisdiction determination. Second by Commissioner Patmon.

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 1

There were no remaining cases on the Week 1 agenda.

Commissioners' Agenda for Week 2

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Ada Knox v. Eurest Services, Inc.
TOL72(40983)06022021
22A-2021-01901C

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Beth E. Nelson v. State of Ohio, Department of Rehabilitation and Correction
CLEG4(46486)06302021
22A-2021-02460F

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Berta Vasquez v. Vernon Graham
CLEH4(46468)06182021
22A-2021-02439F

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

John Anthony Sherred v. Custom Computer Warehouse, Inc.
COLG1(48717)06162021
22A-2021-02053F

Patrick Rivera v. Greater Cleveland Regional Transit Authority
CLEA4(46433)05272021
22A-2021-02328C

Rabi Ridha v. City of Rocky River Building Department and John Peters
CLEH4(46470)06212021
22A-2021-02441F

Demetress Burnett v. Marriott Cincinnati North
DAYG6(29487)05082021
22A-2021-02253F

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

Roll Call Vote:

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

Motion carried.

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Jason Howard v The Burt Manufacturing Company, dba Thybar
AKR73(41173)04202021
22A-2021-01772C

June D'Anieri v. Abbott Laboratories DBA Abbott Nutrition
AKRA1(48603)04292021
22A-2021-01519C

Sarita Cornwall v. The Cleveland Hearing and Speech Center
CLEB4(46392)05092021
22A-2021-01732C

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

Roll Call Vote:

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	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.

- Regions: 3060
 - Cleveland 590
 - Columbus 644
 - Akron 343
 - Toledo 329
 - Dayton/Cincinnati 564

Hearings Unit Inventory.

- Employment 47
- Housing 34 (29 elected to court)
- Public Accommodation 6
- Higher Education 1

COVID-19 Inventory.

- Approximately 406 cases have been filed alleging or implicating COVID. Records indicate that 329 cases were closed with 77 cases still pending.

Vaccine Mandate Inventory.

- Approximately 116 cases regarding vaccine mandates have been filed. Records indicate that 11 cases were closed with 105 cases still pending.

GENERAL OVERVIEW

CINCINNATI Satellite Office. We were asked to move from the 10th floor because a state agency that we shared that floor with wanted the entire floor. Our Finance Director negotiated the move with the owner and DAS. As a result, we are moving to the 2nd floor with additional offices and intake rooms. The move has commenced this week and we should be in full operation including connectivity by May 9th.

EMPLOYEE ENGAGEMENT. April is Fair Housing Month and Disability Month. We had a Brown Bag presentation on the history of housing from the discrimination standpoint. This presentation was provided by our Housing Ambassador, Ronnell Tomlinson. The presentation inspired spirited conversation afterwards. Brown Bag presentation on Disability is next and it will be facilitated by Mary Turocy and Bradley Dunn.

INTERNSHIP PROGRAM. One goal was to have a robust internship program. We have begun this process and we are currently reaching out to colleges and law schools for up to 6 paid interns for this summer.

ODOT's 5th Annual Civil Rights Symposium. On April 25th, the Commission had very active roles in the symposium. Director Phelps-White was one of the opening speakers at the Welcome Luncheon. Administrative Law Judges Johnson and Dunn with General Counsel Limbert facilitated a training on Implicit Bias. This event was well attended, and the Commission's presentations were well-received.

HEALTH AND WELFARE. Several members of the Commission have been sick, caring for sick loved ones, or have lost loved ones. Please keep them in your thoughts and hearts.

FISCAL

FINANCE SUMMARY. The 2022 Finance Summary for March was included in the email with this report.

TECHNOLOGY

DEVELOPMENT PHASE OF CASE MANAGEMENT SYSTEM. Joey Cox has been hired for designing, developing, and implementing an application infrastructure to provide a case management system to meet OCRC's objectives and requirements. Joey has begun meeting with staff to determine the proper format for the case management system.

HUMAN RESOURCES

STAFFING. The HR department is continuing to review applications, to conduct interviews, to hire, and to on-board individuals for multiple positions within the agency.

NEW HIRE. James Ebersbach commenced his employment in the Columbus region as an Investigator 1 on April 25, 2022.

OFFER FOR HIRE. Melissa Wullinger was offered a position as Program Administrator 2. She is being processed and her start date is tentatively scheduled for May 23, 2022.

COMPLIANCE

FINANCIAL DISCLOSURE: The Ohio Ethics Commission has made the financial disclosure statements for calendar year 2021 available. The deadline for filing is May 16, 2022. Following is the link: <https://disclosure.ethics.ohio.gov>.

LEGAL

LITIGATION/CASE ANALYSIS. Please see the report from General Counsel.

OUTREACH/EDUCATION/TRAINING

Bradley Dunn. On *April 7, 2022*, Bradley presented for Animal Assistants Training for OSBA Animal Law Committee.

Angela Phelps-White, Bradley Dunn, Denise Johnson. On *April 25-26, 2022*, presented at the ODOT Civil Rights Symposium.

Darlene Newbern. On *April 26, 2022*, Darlene presented for the Zoning and Racial Justice Training for Cleveland Metro Bar Association.

Ronnell Tomlinson. On *May 19, 2022*, Ronnell will moderate the City of Columbus Lunch and Learn Series on “Solutions to Achieve Equity in Housing.”

Bradley Dunn. On *May 25, 2022*, Bradley will serve as a panelist at the OSBA HB 352: One Year Later.

Angela Phelps-White. On *May 26, 2022*, Angela will serve as a panelist for NEW Leadership Ohio.

Christie Limbert. On *June 3, 2022*, Christie will serve on the panel on Post-Pandemic Workplace

Bradley Dunn. On a *date to be determined*, Bradley will present HB352 Training for the Dayton Bar Association/OSBA.

Angela Phelps-White. *June 24, 2022*, Angela will present on Professionalism and DEI.

Inder Levesque. Inder is a member of an advisory committee identifying areas of study and types of curricula needed to enable students to interact with Peace Officers. The committee will meet again in April to review the finished curriculum manual.

Inder Levesque. Inder is a member of the Convention in the Elimination of all Forms of Discrimination Against Women (CEDAW). CEDAW provides a framework for ensuring women’s human rights and equal opportunity for education safety, health, and employment.” As a member of the committee, Inder “helped develop and define discrimination so that the areas of study in gender analysis have partially been identified and as a result, implementation of a plan initiated.” The city of Toledo is set to review the information in March to determine whether to pass the ordinance recognizing CEDAW. The ordinance passed on April 15, 2022.

LEGISLATIVE/CIVIC ENGAGEMENT

LEGISLATIVE UPDATE. Please see the report from the Director of Public Affairs.

REGIONAL OPERATIONS/ACTIVITIES/ACCOMPLISHMENTS

Dayton/Cincinnati. The satellite office in Cincinnati is moving to a different floor.

Toledo. Sue Sekel won the scavenger hunt contest and received a large basket of goodies. The region is now having a “Guess Baby Contest”

Columbus. The staff’s next employee engagement activity is in May, and it is an Adult Coloring and Art Contest.

Akron and Cleveland. These regions continue to carry out the mission of the Commission.

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

Roll Call Vote:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 2:23PM.

* * *



Commissioner