**MINUTES OF THE REGULAR MEETING OF**
**THE OHIO CIVIL RIGHTS COMMISSION**
September 27, 2012
Rhodes Office Tower Lobby
Columbus, Ohio

## CALL TO ORDER

Chairman Hubert called the meeting to order at 9:33 a.m.

**Commissioners Present:**
Chairman Leonard Hubert
Commissioner Rashmi Yajnik
Commissioner Tom Roberts
Commissioner Stephanie Mercado* *arrived at 9:41*
Commissioner William Patmon, III

A quorum was present.

**OCRC Staff Present:**
G. Michael Payton, Executive Director; Keith McNeil, Director of Operations; Norman Gibson, Dayton Regional Director; Darlene Newbern, Toledo Regional Director, Aman Mehra, Columbus Regional Director; Vera Boggs, Cleveland/Akron Supervisor; Ronnell Tomlinson, Director of Housing; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Lori Anthony, Chief Assistant Attorney General Civil Rights Section, Attorney General's Office; Desmon Martin, Director of Enforcement and Compliance and Carol Swartzmiller, Administrative Assistant.

## APPROVAL OF MINUTES

Commissioner Roberts moved to approve the September 6, 2012 minutes. Seconded by Commissioner Patmon.

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Voytek P. Zaleski v. 4739 Hilton LLC
COLH1(38966)10252011
05-12-0100-8
22A-2012-00245F

Rochelle N. James v. National Church Residences Affordable Housing Management and Services, The Commons of Buckingham, Inc. & The Commons At Buckingham Housing Limited Partnership dba The Commons At Buckingham
COLH1(38986)11032011
05-12-0111-8
22A-2012-00299F

Dennis Broadnax v. Housing for Athens Senior Residents, Inc. and Silverheels Property Management, LLC dba Heritage Commons Apartments
COLH1(39090)12212011
05-12-0333-8
22A-2012-00765F

Erma Swanson v. Jackson Hewitt, Inc.
COL71(39105)01102012
22A-2012-01035C

LeTisha Dameka Underwood v. Waggoner Wood Limited Partnership and National Church Residences dba Waggoner Grove Apartments
COLH1(39123)01192012
05-12-0391-8
22A-2012-01031F

Larry R. Smoot & Willye M. Mason v. Ajay Pandya & Keller Williams Central Ohio Realty, LLC
COLH1(39143)03202012
05-12-0654-8
22A-2012-01169F

Rosanne M. Plasky v. The University of Toledo Medical Center
TOLA2(34920)11182011
22A-2012-00427C

**Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review (Cont'd)**

Marvin Parms v. Kristen Scalise, Summit County Fiscal Office
AKRH3(36473)07232012
22A-2012-02500F

Leslie K. Ferguson v. Cleveland Heights – University Heights City School District Board of Education
AKR74(41432)03062012
22A-2012-01530C

Ishton Morton v. Wal-Mart Stores East, L.P.
DAY76(22763)02082012
22A-2012-01457C

Kristi Sanders v. United Health Group
DAY76(22899)04232012
22A-2012-02914C

Marvin Stanley Dickman v. Ohio State Legislature, Office of Senator William Seitz
DAYG6(23108)07312012
22A-2012-02767F

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

Rosanne M. Plasky v. The University of Toledo Medical Center
TOLA2(34920)11182011
22A-2012-00427C

**3. Complainant's Request for Reconsideration – Deny - Untimely**

Patricia A. Schneider v. Multi-County Juvenile Attention System
AKRB3(36316)03302012
22A-2012-01767C

Pamela Rice v. Multi-County Juvenile Attention System
AKR73(36394)05112012
22A-2012-02813C

Michel G. Moreau v. RCHP-Wilmington, LLC dba Clinton Memorial Hospital
DAY76(22528)10112011
22A-2012-00623C

**Complainant's Request for Reconsideration – Deny – Untimely (Cont'd)**

Yolanda Armstrong v. Champaign Residential Services, Inc.
DAY76(22622)11152011
22A-2012-00770C

Erica P. Ward v. City of Cincinnati, Public Works, TROD
DAY76(22787)02212012
22A-2012-01468C

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

Tavette Hunter v. Sherdina Richardson, Allerington Apts., Retiree Housing Management, Inc.
CLEH4(40679)12012010 AMENDED
05-11-0415-8
22A-2011-01802F
Complaint No. 11-HOU-CLE-40679

Gloria Valentine v. KRI Properties, LTD, et al.
CLEH(41018)10132010 AMENDED
05-11-1321-8
22A-2011-03403F
Complaint No. 11-HOU-CLE-41018

Ashley Williams v. GCA Services Group, Inc.
DAY76(21693)09132010
22A-2011-00556C
Complaint No. 11-EMP-DAY-21693

Cynthia Knight v. The Miami Valley School
DAYA6(21776)10212010
22A-2011-00979C
Complaint No. 11-EMP-DAY-21776

Miranda Kritzar v. Fenix LLC (Seneca Wire Group)
DAY76(22155)04222011
22A-2011-02877C
Complaint No. 12-EMP-DAY-22155

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

Christine Wilson v. Amherst Village Management Company, LLC
TOLH2(34526)04192011
05-11-0964-8
22A-2011-02158F
Complaint No. 12-HOU-TOL-34526

6. **Probable Cause – Schedule Conciliation**

Maria Melas v. Dillard's Tennessee Operating Limited Partnership dba Dillard's
TOLB2(34897)11042011
22A-2012-00278C
**split recommendation – PC on the basis of disability and NPC on the basis of age*

Ruth Winstead v. Mogadore Square Apartments LLC, Rob Wymer, Manager, Woodbine Management, and Lori Lowe
AKRH3(36295)03192012
05-12-0648-8
22A-2012-01707F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36114)11212011
05-12-0340-8
22A-2012-00595F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36116)11212011
05-12-0283-8
22A-2012-00597F

Fair Housing Advocates Association v. Mogadore Square Apartments LLC, Rob Wymer, Manager, Woodbine Management, and Lori Lowe
AKRH3(36294)03192012
05-12-0649-8
22A-2012-01706F

Fair Housing Contact Service, Inc. v. Craigslist, Inc.
AKRH3(36320)04022012
05-12-0687-8
22A-2012-01771F

**Probable Cause – Schedule Conciliation (Cont'd)**

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41292)11142011 AMENDED
05-12-0178-8
22A-2012-00571F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41350)12182011
05-12-0313-8
22A-2012-00970F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41351)12182011
05-12-0315-8
22A-2012-00971F

The Housing Research & Advocacy Center, Inc. v. Craigslist
CLEH4(41354)12182011
05-12-0317-8
22A-2012-00974F

Melanie A. Lane v. Little York Tavern
DAY76(22671)12132011
22A-2012-00867C

**7. Issue Formal Complaint**

Stacey Steinmiller-Hill v. Kevin and Ann Butler
CLEH4(41234)10052011
05-12-0017-8
22A-2012-00276F

Housing Research & Advocacy Center v. Craigslist, Inc.
CLEH4(41298)11142011
05-12-0174-8
22A-2012-00577F

Housing Research & Advocacy Center v. Steve Caleris
CLEH4(41359)12182011
05-12-0308-8
22A-2012-00979F

**8. Ratify Conciliation Agreement and Consent Order after a Finding of Probable Cause - Close**

Kenneth Gay v. American Spring Wire Corp.
CLEB4(41243)10252011
22A-2012-00337C

**9. Ratify Conciliation Agreement and Consent Order Prior to Final Determination - Close**

Paul A. Howell v. The Village of Woodsfield
COLH1(38961)10242011
22A-2012-00212F

Tracy Coy v. Riffle Machine Works, Inc.
COL71(39427)05162012
22A-2012-02354C

Tri-County Independent Living Center, Inc. v. Apex Eagle Hospitality, Inc.
AKRG3(36096)11152011
22A-2012-00496F
** Split Recommendation: Withdrawal of Charge for Respondents Friendly's Ice Cream, LLC and O'Ice, LLC*

Shonda Moore v. Pleasant Lake Villa, a trade name registered to Pleasant Lake Nursing Home, Inc.
CLE74(41372)01122012
22A-2012-01059C

Wanda Fisher v. Places, Inc.
DAYB6(22687)12222011
22A-2012-01004C

Eric S. Thomas v. Grace Meadows Apartments, Woda Management & Real Estate, LLC., PropertyManager, Debbie Smith
DAYH6(23005)06122012
22A-2013-00035F

Kantz Laporte v. Panther Expedited Services, Inc.
ADR71(39417)05142012
22A-2012-02395C

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (Cont'd)**

Kantz Laporte v. Panther Expedited Services, Inc.
ADR71(39428)05162012
22A-2012-02396C

Raymond Walker Jr. v. McGraw-Hill Co.
ADRB1(39613)08072012
22A-2012-03142C

Fair Housing Center v. Wyndham Place Condominium Owner's Association, Inc. et al; Unknown President; Unknown Vice President; Unknown Treasurer; Unknown Secretary; Unknown Officers; Allen H. Hotchkiss, Statutory Agent; Noral Real Estate Services; Noral Asset Management
ADRH2(35153)03292012
05-12-1174-8
22A-2012-01586F

Misty J. Smale v. Jam Tire, Inc.
ADR72(35351)07132012
22A-2012-02437C

Elon L. Bugyi v. Bowser-Morner, Inc.
ADRA2(35355)07162012
22A-2012-02447C

Sharon Jefferson v. Village Fort Meadows, Inc.; Laura Morris, Manager; Frank J. Roach, Owner; Village Fort Meadows C/O Joe Goodel
ADRH2(35370)07192012
05-12-1177-8
22A-2012-02482F

Rachid Ajal v. GMS Management Co., Inc. and Tricia McKenzie
ADRH3(36450)06272012
05-12-1165-8
22A-2012-02309F

Solomon J. Dike v. Castle Apartments, Inc., Joe Welker and Eileen Malloy
ADRH3(36455)07022012
05-12-1390-8
22A-2012-02333F

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination – Close (Cont'd)**

Kenyatta L. Carmona v. K & P Brothers, Inc.
ADR73(36490)08032012
22A-2012-02595C

Donna Dotson v. George E. Barnes Enterprises, Inc. dba Heston Dry Cleaning and Laundry
ADRB3(36507)08142012
22A-2012-02758C

Ellis Gordon v. Ohio Security Systems, Inc.
ADR73(36523)08242012
22A-2012-02904C

Sam Morgan III v. Lightner Tire Co.
ADRB3(36525)08272012
22A-2012-02932C

Housing Research & Advocacy Center v. Goudreau Management Corporation
ADRH4(41574)05242012
22A-2012-02410F

Kelly a. Kinkoph v. AMVETS Post # 32
ADR74(41592)06152012
22A-2012-02251C

Keith Austin v. Owner's Management Company/St. Clair Place Apartment
ADRH4(41626)07102012
22A-2012-02436F

Lucille White v. Windy Hill Limited Co., Inc./Tran world News
ADR74(41661)08012012
22A-2012-02586C

Alicia Howard v. Little Caesar's Pizza; Jim Batsakes; Correct Name is Corporate Pizza Investors, LLC
ADR76(23096)07242012
22A-2012-02980C

## 10. Withdrawal of Charge – With Settlement

Maurice Trent Melton v. CentiMark Corporation
COL71(39441)05242012
22A-2012-03124C

Pamilla Shenelle Robinson v. First Community Village
COL71(39477)06132012
22A-2012-02352C

Danny Rome v. City of Toledo, Division of Sewage & Drainage Services
TOL72(34915)11162011
22A-2012-00412C

Robin Mills v. Family Dollar Stores of Ohio, Inc.
TOLG2(34956)12122011
22A-2012-00651F

Darrel L. Phillips, Sr. v. Lucas Board of County Commissioners, Lucas County Solid Waste Management District
TOL72(35104)03062012
22A-2012-01330C

Denise Downing-Kilisz v. The Toledo Hospital
TOLB2(35241)05162012
22A-2012-01995C

Joshua Krepps v. The Home Depot, Inc.
AKRB3(36287)03132012
22A-2012-01566C

Thelma Ash v. Virgil John Comanita, Virgil John Comanita
CLEH4(41429)02282012 AMENDED
05-12-0531-8
22A-2012-01526F

Gary A. McCrae v. Shearer's Foods, Inc.
CLEB4(41441)03142012
22A-2012-01666C

Scott A. Lizzi v. Bowling Green State University
CLEB4(41567)05302012
22A-2012-02391C

**Withdrawal of Charge – With Settlement (Cont'd)**

Judy L. Brown v. Dayton Regional Stem Schools, Inc.
DAYB6(22635)11222011
22A-2012-00783C

Patricia McCarter Yates v. Jackson County Sheriff's Office
DAY76(22739)01252012
22A-2012-01384C

Marlene Frances Hoffman v. Guardian Savings Bank
DAYF6(22985)06042012
22A-2012-02342F

Arvinia L. White v. Burger King
DAY76(23054)07092012
22A-2012-03104C

Robert G. Collies v. Standard Parking
DAY76(23063)07102012
22A-2012-02723C

Barbara Louise Rich v. Viox Services, Inc.
ADR73(36459)07062012
22A-2012-02381C

Delois Peace v. Absolute Skilled Home Health, Inc.
ADR73(36489)08022012
22A-2012-02594C

Kevin T. Harrison v. Commercial Lease Systems, Inc.
ADR73(36510)08162012
22A-2012-02835C

Shelia A. Foster v. PayLess Shoe Source, Inc.
ADRG4(41501)04202012
22A-2012-02045F

Karen M. Roderick v. King Luminaire Company, Inc.
ADR74(41588)06142012
22A-2012-02246C

Elaine Dennis v. Goldberg Companies, Inc./Pine Ridge Apartments
ADRH4(41595)06072012
22A-2012-02261F

**Withdrawal of Charge with Settlement (Cont'd)**

Alicia Alexander v. Chick –Fil-A- Restaurant
ADRG4(41604)06212012
22A-2012-02292F

Diana B. Irons v. PCC Airfoils, LLC
ADRB4(41624)07092012
22A-2012-02433C

Tachelle R. Nichols v. Northeast Ohio Neighborhood Health Services, Inc.
ADRB4(41653)07262012
22A-2012-02543C

George Garrison v. Bass Security Services, Inc. /Insperity PEO Services, L.P.
ADRA4(41654)07262012
22A-2012-02578C

Parvis Jazi v. Farmers Insurance Group; Mike Laughlin, Adjustor; Tim Sorrows, Adjustor
ADRH6(22870)04062012
05-12-0937-8
22A-2012-01755F

Jason Brown v. Plating Technology, Inc.
ADRB6(23119)08062012
22A-2012-03121C

Danny McLemore v. AHL Strom
ADR76(23125)08072012
22A-2012-03102C

**11. Withdrawal of Charge - Grant**

Theresa M. Moorman v. Ohio AFL-CIO
COL71(39346)04192012
22A-2012-02034C

Ramit Joshi v. Newbury Properties & The Pines at Tuttle Crossing Limited Partnership dba The Pines at Tuttle Crossing Apartments
COLH1(39535)07052012
05-12-1097-8
22A-2012-02985F

**Withdrawal of Charge – Grant (Cont'd)**

Cynthia Mayes v. The University of Toledo
TOLA2(35072)02152012
22A-2012-01153C

Cynthia Mayes v. Communication Workers of America Local 4319 Building
TOLA2(35073)02152012
22A-2012-01155C

George Yribe v. Hearthside Food Solutions, LLC
TOLB2(35087)02272012
22A-2012-01261C

Tri-County Independent Living Center, Inc. v. Friendly's Ice Cream
AKRG3(36096)11152011
22A-2012-00496F

Tri-County Independent Living Center, Inc. v. O'Ice, LLC
AKRG3(36096)11152011
22A-2012-00496F

Robert Gardenshire v. P.F. Chang's China Bistro, Inc.
AKRA3(36561)09192012
22A-2012-03131C

**12. Failure to Cooperate - Dismiss**

Otis M. Roddey II v. Columbus Housing Network, Inc.
COLH1(39507)06072012
05-12-0981-8
22A-2012-02993F

Joan Miller v. Pamela LNU (Manager), Fairway Tower & Manor Apartments
AKRH3(36379)04112012
05-12-0796-8
22A-2012-03090F

Sarah Geerhart v. Joe Koper
CLEH4(41697)08232012
05-12-1309-8
22A-2012-02921F

**Failure to Cooperate – Dismiss (Cont'd)**

Janicetean Tillman v. Paul Morgan, Westchester Village Development LLC.
CLEH4(41704)08282012
05-12-1369-8
22A-2012-02960F

**13. Administrative Closure**

Dean E. Arlington v. Wells Fargo et al; Wells Fargo Insurance, Inc.-Headquarters; Wells Fargo Insurance, Inc.; Wells Fargo Home Mortgage; Wells Fargo Mortgage-Corporate Office; American Security Insurance Company; Lerner, Sampson & Rothfuss, LPA; Lerner, Sampson & Rothfuss, Processing; AccuTitle, Inc; Michaelson, Connor & Boul; Burrey Insurance Agency
TOLH2(35475)07222012
22A-2012-03108F

**14. No Probable Cause - Dismiss**

Ron Reese v. AT&T
COL71(38958)10212011
22A-2012-00411C

Sylvester Briggs v. State of Ohio, Department of Rehabilitation and Corrections
COL71(38985)11042011
22A-2012-00674C

Gene P. Stevenson, Jr. v. Mike's Trucking, L.T.D.
COL71(38995)11082011
22A-2012-00423C

LaTrice Washington v. Otterbein University
COL71(39008)11152011
22A-2012-00652C

Alice Day v. Columbus Public Schools
COL71(39014)11172011
22A-2012-00655C

Paige Leathers v. Einfomatics
COL71(39016)11172011
22A-2012-00656C

**No Probable Cause – Dismiss (Cont'd)**

Janae Roshanne Johnson v. Sodexo Government Services
COL71(39028)11282011
22A-2012-00659C

Houston Byrd, Jr. v. Puckers Sports Pub & Grille
COLG1(39031)11182011
22A-2012-00675F

Terry Etta McGowan v. Ball Corporation
COLA1(39032)11182011
22A-2012-00661C

Dahiya Warsame v. GCA Services Group, Inc
COL71(39036)11292011
22A-2012-00664C

Lorraine Ranee Carpar v. Steak n Shake Operations, Inc., dba Steak n Shake
COL71(39049)12062011
22A-2012-00712C

Anita Brunson v. Consumer Support Services, Inc
COL71(39056)12082011
22A-2012-00721C

Sang Chanram v. Macy's, Inc.
COL71(39057)12082011
22A-2012-00722C

Shannon Royster v. Tzemach Tzedek LLC
COL71(39060)12092011
22A-2012-00832C

Doris O. Gyasi v. Provider Services, Inc., dba Bryden Place
COL71(39061)12082011
22A-2012-00724C

Gina Palladino v. Schottenstein Property Group, Inc.
COL71(39064)12122011
22A-2012-00834C

Theodore T. Hayes v. The Ohio State University Medical Center East
COL71(39067)12122011
22A-2012-02953C

**No Probable Cause – Dismiss (Cont'd)**

Wendy Doyle-Hostutler v. PNC Bank, National Association
COL71(39078)12192011
22A-2012-00892C

Stephanie Watson v. Marion Connections
COLG1(39085)12202011
22A-2012-00896F

Xavier Castle v. Burger, LTD. dba Subway
COL71(39089)12212011
22A-2012-00899C

Christian Jackson v. Affinion Benefits Group, LLC
COL71(39093)12222011
22A-2012-00902C

Jeffrey Bingham v. State of Ohio, Department of Public Safety
COLB1(39098)01032012
22A-2012-00993C

Sylvester Briggs v. State of Ohio, Department of Rehabilitation and Corrections
COL71(39128)01252012
22A-2012-01423C

Joseph A. Barlow v. Electrodes of Ohio, Inc.
COL71(39133)01252012
22A-2012-01413C

Stephanie D. Freeman v. Franklin County Board of Developmental Disabilities
COLB1(39136)01262012
22A-2012-01414C

Jacqueline R. Stewart v. ADS Alliance Data Systems, Inc.
COLB1(39146)01312012
22A-2012-01420C

Mark McAllister v. PSC Metals-Joyce, LLC
COL71(39148)02012012
22A-2012-01418C

**No Probable Cause – Dismiss (Cont'd)**

LeeAnn Raber v. Coventry East Investors, LLC
COLH1(39150)01312012
05-12-0430-8
22A-2012-01171F

Anthony Benson v. Area Energy & Electric, Inc.
COLB1(39155)02022012
22A-2012-01427C

Scott W. Creagan v. Forward Air, Inc.
COL71(39158)02062012
22A-2012-01429C

Jonathan M. Diller v. Floyd Browne Group, Inc.
COLB1(39163)02072012
22A-2012-01433C

Rochelle F. Coy v. First Richland-Morrow Housing, Inc., II and The Barcus Company, Inc. dba Morrow Commons
COLH1(39176)02092012
05-12-0462-8
22A-2012-01187F

Lolita Harris v. The Kroger Company
COLB1(39201)02282012
22A-2012-01503C

Alfred L. Devlin, Jr. v. Tommy's Pizza, Inc.
COL71(39207)02292012
22A-2012-01506C

Todd H. Goldberg v. Mount Carmel Health System
COLB1(39229)03082012
22A-2012-01645C

**Commissioner Patmon is recused from the above case (39229).**

Carla Ardinger v. Columbus State Community College
COLA1(39246)03142012
22A-2012-01658C

**No Probable Cause – Dismiss (Cont'd)**

James William Herald v. Riffle Machine Works. Inc.
COL71(39252)03152012
22A-2012-01681C

Amy Anliker-Rose v. North Worthington Pet Clinic, LLC, dba Lifetime Pet Wellness Center
COL71(39279)03262012
22A-2012-01807C

Andrea Rene Schaub v. Delaware County Sherriff's Office
COLB1(39305)04032012
22A-2012-01820C

Falon Billups v. Optima Home Health Service, LLC
COL71(39309)04042012
22A-2012-01823C

Ethel Teeneesha Wallace v. Highview Housing Limited Partnership and Oakwood Management Company dba Highview Place Apartments
COLH1(39312)04032012
05-12-0658-8
22A-2012-01702F

Benjamin Barnes and Nathan Rucker v. Zanesville Metropolitan Housing Authority
COLH1(39316)04062012
05-12-0674-8
22A-2012-01703F

Richard M. Berry v. City of Columbus
COL71(39333)04172012
22A-2012-02023C

Brad Smith v. Worthington Industries, Inc.
COL71(39335)04172012
22A-2012-02025C

Nina L. Ferguson v. Smith's Medical North America
COL71(39342)04182012
22A-2012-02031C

**No Probable Cause – Dismiss (Cont'd)**

Shantau L. Grube v. Columbus Housing Network, Inc.
COLH1(39343)04192012
05-12-0807-8
22A-2012-01987F

Carl H. Woodford v. Towne Properties, Inc.
COLH1(39370)04272012
05-12-0800-8
22A-2012-01989F

John Edward Evans v. Bob Evans Farms, Inc.
COLA1(39378)05012012
22A-2012-02116C

Deland R. Sauls v. Franklin County Auditor
COL71(39395)05042012
22A-2012-02634C

Leandra Middlebrook v. Tzemach Tzedek, LLC dba Columbus Park Apartments
COLH1(39397)05022012
05-12-0784-8
22A-2012-01994F

JD Pickens Knight v. Second Baptist Housing Association, Inc and RLJ Management Co. Inc. dba Chandler Arms Apartments
COLH1(39400)05082012
05-12-0812-8
22A-2012-01997F

Martin Ridge v. SDS Services, LLC dba Sodexo
COLA1(39402)12212011
22A-2012-03149C

Jalen Michael Riley v. Pilot Travel Centers, LLC
COL71(39403)05092012
22A-2012-02927C

Tizanna Barbara Ritta Norman v. Kentucky Fried Chicken-Yum
COL71(39410)05102012
22A-2012-02734C

**No Probable Cause – Dismiss (Cont'd)**

Maryola Brown-Alawuru v. Delaware Metropolitan Housing Authority
COLH1(39413)05102012
05-12-0822-8
22A-2012-01998F

Marnita A. Seymour v. Southeast, Inc.
COL71(39438)05222012
22A-2012-02355C

David Alan Norman v. Marion County Engineer's Office
COLB1(39468)06112012
22A-2012-02628C

Mareme Seye v. Huntington National Bank
COL71(39498)06252012
22A-2012-02689C

**Commissioner Patmon is recused from the above case (39498).**

Darnell Thompson v. Hellmann Worldwide Logistics, Inc.
COL71(39536)07062012
22A-2012-02676C

Anthony E. Page, Sr. v. Pro Form Industries, Ltd.
COLB1(39539)07102012
22A-2012-02675C

Maria Melas v. Dillard's Tennessee Operating Limited Partnership dba Dillard's
TOLB2(34897)11042011
22A-2011-00278C
**split recommendation – PC on the basis of disability and NPC on the basis of age*

Anita L. Tucker v. Lourdes University
TOLK2(34912)11142011
22A-2012-00406F

Debora Young v. Libbey Glass, Inc.
TOLB2(34917)11162011
22A-2012-00414C

Robert Corley v. D & D Paving, Inc.
TOLE2(34922)11182011
22A-2012-00429F

**No Probable Cause – Dismiss (Cont'd)**

Marjorie Jones v. HCF of Perrysburg, Inc. dba The Manor at Perrysburg
TOL72(34930)11232011
22A-2012-00466C

Ketha Harrison v. FedEx Ground Package System, Inc.
TOL72(34941)11302011
22A-2012-00530C

Loretta McCarver v. Interstate Brands Corporation
TOLB2(34945)12022011
22A-2012-00561C

Tashayla S. Sims v. E.M.I. Enterprises, Inc. dba Envelope Mart
TOL72(34958)12122011
22A-2012-00654C

Robyn Duckworth v. City of Toledo, Department of Public Utilities
TOL72(34961)12132011
22A-2012-00682C

Jerry Lantz v. Or's Sunoco
TOLB2(34968)12152011
22A-2012-00707C

Johnise Rodriquez v. Benchmark Healthcare of Toledo, Inc. dba West Toledo Healthcare and Rehabilitation Center
TOL72(34971)12162011
22A-2012-00716C

Ruth Babel-Smith v. Wood County Sheriff's Office
TOL72(34977)12212011
22A-2012-00743C

Brenda K. McCulloch v. Toledo Area Regional Transit Authority
TOL72(34978)12232011
22A-2012-00744C

Charles Skiles v. TKU Incorporated dba Sunshine Cleaning Services
TOL72(35001)01062012
22A-2012-00894C

**No Probable Cause – Dismiss (Cont'd)**

James E. Brown II v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35004)01092012
22A-2012-00918C

Robin L. Horvath v. Tony Packo's, Inc.
TOLA2(35009)01102012
22A-2012-00936C

LaTisha S. Campbell v. Mobis North America LLC
TOL72(35010)01112012
22A-2012-00937C

Guiomar Goransson v. Hospice of Northwest Ohio
TOLB2(35016)01172012
22A-2012-00982C

Pamela Robinson v. Mercy St. Vincent Medical Center
TOL72(35018)01172012
22A-2012-00984C

Leona Robinson v. Mercy St. Vincent Medical Center
TOL72(35019)01172012
22A-2012-00985C

Ketha Harrison v. FedEx Ground Package System, Inc.
TOL72(35021)01172012
22A-2012-00990C

Jaunice McCall v. JCILH, Inc. dba McDonald's
TOLA2(35045)01302012
22A-2012-01093C

Dorian M. Hooker v. Lucas Metropolitan Housing Authority
TOL72(35055)02032012
22A-2012-01105C

Abid Al-Marayati v. The University of Toledo
TOLB2(35079)02232012
22A-2012-01236C

Katlin M. Crenshaw v. Regency Hospital of Toledo, LLC
TOL72(35088)02272012
22A-2012-01262C

**No Probable Cause – Dismiss (Cont'd)**

Pamela Townsend v. Sylvania City School District Board of Education
TOL72(35093)02282012
22A-2012-01285C

Marlene Buyer v. Sauder Woodworking Co.
TOLB2(35100)03022012
22A-2012-01295C

Jazante Coleman v. The University of Toledo
TOL72(35133)03202012
22A-2012-01492C

Donna Fitzpatrick v. Johns Manville
TOLB2(35146)03272012
22A-2012-01528C

Kimberly L. McCown-Jones v. State of Ohio, Department of Rehabilitation and Correction
TOLA2(35167)04032012 AMENDED
22A-2012-01622C

Catrina Carwell v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35189)04182012
22A-2012-01754C

Erica C. Covarrubias v. Great American Cookies
TOL72(35229)05102012
22A-2012-01944C

Victoria Cross v. Northwest Ohio Psychiatric Hospital
TOL72(35339)07062012
22A-2012-02360C

Wanda King v. Rescue Mental Health Services
TOL72(35366)07182012
22A-2012-02477C

Marjorie Jones v. HCF of Perrysburg, Inc. dba The Manor at Perrysburg
TOL72(35387)07302012
22A-2012-02563C

**No Probable Cause – Dismiss (Cont'd)**

Thomas M. & Deborah A. Parker v. Huntington National Bank
TOLH3(36123)11252011
05-12-0334-8
22A-2012-00691F

**Commissioner Patmon is recused from the above case (36123).**

Rickey B. McCorvey v. Community Support Services dba Clean Sweep Custodial Services
TOL73(36152)12202011
22A-2012-00928C

Donna A. Haun v. John Maneely Company dba Wheatland Tube Co.
AKRB3(36188)01202012
22A-2012-01206C

Dustin Melton v. Charlene, Sole Proprietorship, The French Coffee Shop
AKRE3(36193)01232012
22A-2012-01209F

Rebecca Jo Gonazalez v. Caribou Coffee Company, Inc.
AKR73(36198)01272012
22A-2012-01214C

Howard M. Carter v. Akron-Summit County Public Library
AKRG3(36206)01312012
22A-2012-01220F

Nina Kay Gaut v. Wheeling & Lake Erie Railway Company
AKR73(36211)02062012
22A-2012-01224C

Carmen Beckett v. Squared Entertainment, LLC dba Wing Warehouse
AKR73(36245)02292012
22A-2012-01302C

Scott C. Collins v. Kno-Ho-Co-Ashland Community Action Commission
AKRB3(36257)03022012
22A-2012-01319C

Glynis Miller v. VXI Global Solutions, Inc.
AKRB3(36259)03052012
22A-2012-01321C

**No Probable Cause – Dismiss (Cont'd)**

Pamela S. Devan v. JP Morgan Chase Bank, N.A.
AKRA3(36267)03072012
22A-2012-01542C

Jesse Howard, Jr. v. Panera, LLC
AKR73(36272)03092012
22A-2012-01548C

Dene M. Humphries v. Fresh Mark, Inc.
AKRB3(36292)03152012
22A-2012-01578C

Sterling Gibbs v. Lube Holdings Inc. dba Quaker Steak & Lube
AKR73(36304)03212012
22A-2012-01727C

Alisha R. Jackson v. CCA of Tennessee, LLC dba NEOCC
AKR73(36329)04092012
22A-2012-01909C

Nina M. Blackshear v. Dave & Nancy Emery, Pride Valley Mobile Home Park
AKRH3(36337)04112012
05-12-0827-8
22A-2012-01918F

Jennifer Kloepfer v. Classic Imports, Inc.
AKRB3(36341)04132012
22A-2012-01921C

Shane Allen Hinkle v. Wal-Mart Stores East, LP
AKRB3(36342)04162012
22A-2012-01922C

Pamela A. Muralt v. City of Mt. Vernon
AKRA3(36365)04302012
22A-2012-02171C

Katherine Coteat v. Millard Mall Services, Inc.
AKR73(36367)05012012
22A-2012-02173C

**No Probable Cause – Dismiss (Cont'd)**

Pamela May v. Akron General Medical Center
AKRB3(36377)05032012
22A-2012-02182C

Vanessa Papagayo v. F.A.R. Food, Inc. dba Rulli Bros.
AKR73(36395)05112012
22A-2012-03068C

Latoya Mays v. Heart Reach, Inc. dba Super Kids Child Care Center
AKR73(36403)05182012
22A-2012-02733C

Leslie Washington v. Daniel C. Lombardy Corporation dba Dave's Cosmic Subs
AKR73(36420)06012012
22A-2012-02362C

Mashonnda S. Smith v. Metro Regional Transit Authority
AKR73(36426)06072012
22A-2012-02372C

Eric D. Ramsey v. The University of Akron
AKR73(36427)06072012
22A-2012-02373C

Michael Bobb v. Biery Cheese Co.
AKR73(36440)06152012
22A-2012-02241C

Rhonda Carson v. County of Summit, Department of Job and Family Services
AKR73(36456)07032012
22A-2012-02378C

Brian David Holloway v. Sunnest Service, LLC
AKR73(36470)07182012
22A-2012-02483C

Jeannie M. Wilson v. TCB Ohio, Inc. (The Community Builders, Inc.)
AKRA3(36485)0731012
22A-2012-02561C

Chauncey Mitchell v. Welty Building Company, Ltd.
AKR73(36513)08172012
22A-2012-02816C

**No Probable Cause – Dismiss (Cont'd)**

Shavonne Nurse v. Stephen B. Thompson, Inc. dba Swenson's
AKR73(36554)09172012
22A-2012-03099C

Crystal Richards v. Athens County, 9-1-1 Emergency Communications
AKR71(39223)03022012
22A-2012-01635C

Lori Anne Bircher v. E.I. DuPont de Nemouris and Company dba DuPont Electronic Technologies
AKR71(39232)03082012
22A-2012-01570C

Amy K. Pietrzak v. Dolgen Midwest, LLC dba Dollar General
AKR71(39247)03142012
22A-2012-01679C

Shronna Thomas v. Chase Bank Card Services, Inc.
AKRB1(39294)03292012
22A-2012-01891C

Kysha Smith v. Boardwalk 2022, Inc. dba Subway
AKR71(39310)04042012
22A-2012-01871C

Norman Howard v. Columbus College of Art and Design
AKRB1(39314)04042012
22A-2012-01873C

Shronna Thomas v. Chase Bankcard Services, Inc.
AKRB1(39352)04242012
22A-2012-02079C

Pamela Marie Hoffman v. CWB Property Management, Inc. dba Crown Plaza of Dublin
AKR71(39388)05032012
22A-2012-02124C

Alice E. Littleton v. Meijer Stores Limited Partnership
AKRA1(39444)05242012
22A-2012-02364C

**No Probable Cause – Dismiss (Cont'd)**

Eugene Hopson v. Wallick Properties Southwest Ohio, LLC
AKR71(39479)06142012
22A-2012-02301C

Gregory Oliver v. Shared Services Center Council of Governments
AKRA1(39567)07182012
22A-2012-02844C

Dedera Williams v. Continental Structural Plastics, Inc.
AKR74(41437)03092012
22A-2012-01662C

Tonya R. Graham v. State of Ohio, Department of Rehabilitation and Correction
AKR74(41480)04062012
22A-2012-02004C

Victor A. Boone v. Greater Cleveland Regional Transit Authority
AKRA4(41493)04162012
22A-2012-02037C

The Housing Research & Advocacy Center v. George L. Stevens
CLEH4(41296)11142011
05-12-0173-8
22A-2012-00575F

Patrice Boyce v. Functional Pathways of Tennessee, Inc. dba Shaker Garden
CLE74(41340)12192011
22A-2012-00956C

Robert E. Hunter v. Indian Hills Healthcare Group, Inc.
CLE74(41362)12292011
22A-2012-00987C

Desmond Moore v. Pavement Technology, Inc.
CLEB4(41563)05252012
22A-2012-02952C

Michael R. Markiewicz v. Arrow Uniform
CLE74(41388)01252012
22A-2012-01145C

**No Probable Cause – Dismiss (Cont'd)**

Lainey Westbrooks v. East Cleveland Public Library
CLEA4(41391)01252012
22A-2012-01148C

Darlene C. Robinson v. Vocational Guidance Services
CLE74(41394)01302012
22A-2012-01157C

Hardin Besley v. Cuyahoga County Sheriff's Department
CLE74(41398)02022012
22A-2012-01161C

Pamela D. Pardon v. The Nord Center
CLE74(41401)02072012
22A-2012-01173C

Connie A. Grayer v. Cleveland Heights-University Heights City School District Board of Education
CLE74(41404)02082012
22A-2012-01176C

Link Winfrey v. Advance Wire Forming, Inc.
CLE74(41412)02152012
22A-2012-01186C

Tammy F. Brand v. Giant Eagle
CLE74(41413)02152012
22A-2012-01188C

Lainey Westbrooks v. East Cleveland Public Library
CLE74(41464)03282012
22A-2012-01843C

Dwayne E. Lash v. Nesco Design Corp. dba Nesco Resource
CLE74(41465)03292012
22A-2012-01844C

Robert K. Boyd v. Invacare Corporation
CLE74(41473)04032012
22A-2012-01852C

**No Probable Cause – Dismiss (Cont'd)**

Scott VanNewhouse v. STERIS Corporation
CLE74(41486)04112012
22A-2012-02010C

Link Winfrey v. Advance Wire Forming, Inc.
CLE74(41491)04162012
22A-2012-02035C

Link Winfrey v. Advance Industries
CLE74(41492)04162012
22A-2012-02036C

Aqira A. Brooks v. Towards Employment, Incorporated
CLEB4(41497)04192012
22A-2012-02041C

Brad Landa v. The Ohio Bell Telephone Company dba AT & T
CLE74(41505)04242012
22A-2012-02049C

Link Winfrey v. Advance Wire Forming, Inc.
CLE74(41522)05032012
22A-2012-03160C

Elizabeth J. Hester v. City of Cleveland
CLE74(41529)05082012
22A-2012-03086C

Johanna M. Lance v. Cuyahoga County Department of Children and Family Services
CLEB4(41559)05242012
22A-2012-03130C

Janet L. Samerigo v. Cuyahoga County
CLEA4(41565)05292012
22A-2012-02389C

Mary A. Bridges v. McPherson aka National Church Residences
CLEH4(41586)06112012
05-12-1026-8
22A-2012-02424F

**No Probable Cause – Dismiss (Cont'd)**

Bernard Collins v. LGC Associates, LLC
CLE74(41591)06152012
22A-2012-02249C

Kerrie A. Shisila v. Cleveland State University
CLEK4(41620)07052012
22A-2012-02428F

Je'neen V. Williams v. Grassroots Voter Outreach, Inc.
CLE74(41622)07052012
22A-2012-02430C

Robert Foster v. GHM II, LLC dba Crown Plaza Hotel South
CLE74(41629)07122012 AMENDED
22A-2012-02444C

Clemons Porter, III v. Building Laborers Local Union No. 310
CLEB4(41632)07132012
22A-2012-02462C

Bruce B. Berwald v. Sears, Roebuck and Co.
CLEA4(41640)07182012
22A-2012-02469C

Angela M. Oryl v. Parma Community General Hospital
CLE74(41644)07232012
22A-2012-02510C

Jessica Holbrook v. Marriott International, Inc.
CLE74(41662)08072012
22A-2012-02660C

Anthony D. Davis v. City of Painesville, Fire Department
CLE74(41671)08132012
22A-2012-02779C

Ezell Buchanan, Jr. v. Autoneum North America, Inc. fka Rieter
CLE72(35028)01192012
22A-2012-01028C

Patrick A. Abela v. Menorah Park Center for Senior Living Bet Moshav Zekenim Hadati
CLEA2(35293)06112012
22A-2012-02213C

**No Probable Cause – Dismiss (Cont'd)**

Kirk Saxon v. State of Ohio, Department of Rehabilitation and Correction
CLEA3(36382)05072012
22A-2012-03132C

Eric Williams v. Robert Rothman
DAYH6(22611)11102011
05-12-0089-8
22A-2012-02861F

Bernice Haynes v. Springfield Village Apartments
DAYH6(22612)11102011
05-12-0158-8
22A-2012-02913F

Robert Simison v. Persistent Surveillance System, LLC, dba Mac Air
DAYA6(22619)11152011
22A-2012-00767C

Larry Simison v. Persistent Surveillance System, LLC, dba Mac Air
DAYA6(22620)11152011
22A-2012-00768C

Linda Dixon v. Miami University
DAY76(22634)11222011
22A-2012-00782C

Veronica Daniel v. Dana Holding Corporation
DAY76(22663)12072011
22A-2012-00861C

Toni Johnson v. Phoenix Teq Cincinnati, LLC / Phoenix Technology Group
DAY76(22682)12192011
22A-2012-00877C

Lenay Hardin v. CM Personnel Services
DAY76(22685)12222011
22A-2012-00997C

Lenay Hardin v. JTM Food Group
DAY76(22686)12222011
22A-2012-00998C

**No Probable Cause – Dismiss (Cont'd)**

Ingrid Dinvalds v. Lexington Meadows HOA, et al.
DAYH6(22687)12082011
05-12-0338-8
22A-2012-02924F

Jon Eric Richardson v. Country Inn Restaurant
DAYA6(22688)12222011
22A-2012-01005C

Eric A. McCarter v. Jackson County Sheriff /Jail
DAY76(22691)12282011
22A-2012-01008C

Linda S. Hillard v. Bob Evans Farms, Inc.
DAYA6(22709)01112012
22A-2012-01352C

Patricia A. Ebbeskotte v. Bob Evans Company
DAYA6(22710)01112012
22A-2012-01353C

Shalise Hawkins v. Dayton Public Schools
DAY76(22712)01112012
22A-2012-01357C

Shannon M. Bell v. Sycamore Glen Retirement Community
DAYB6(22728)01202011
22A-2012-01376C

Patricia N. Petaway v. Champaign Residential Services
DAY76(22732)01232012
22A-2012-01381C

LaTasha D. Akpan v. University of Dayton
DAY76(22735)01252012
22A-2012-01382C

Brenda Allen v. State of Ohio, Department of Developmental Disabilities
DAY76(22736)01252012
22A-2012-01383C

**No Probable Cause – Dismiss (Cont'd)**

Katherine S. Bendall v. Houchens Industries, Inc. / Howards IGA
DAY76(22752)01312012
22A-2012-01398C

Jackie Bishop v. Shawnee Properties
DAYH6(22759)02022012
05-12-0790-8
22A-2012-02939F

Rhoda J. Boyd v. Franklin Iron & Metal
DAY76(22793)02232012
22A-2012-03165C

Stephen Lamneck v. Emery Oleo Chemical
DAYB6(22820)03072012
22A-2012-03123C

Lonnie Johnson v. Emery Oleo Chemical
DAYB6(22821)03072012
22A-2012-03122C

Cory Hunt v. Dayton Outpatient Center
DAY76(21882)04122012
22A-2012-01951C

Randall L. Fink, Sr. v. Mallory Meadows Apartments, Tom Roof, Attorney, Century 21, Sunway Realty LLC; Eileen Chamberlain, Morningside Villa Apartments; Jessica Beltz
DAYH6(22900)04202012
22A-2012-03162F

Pamela L. Hogan v. Acosta Sales & Marketing dba Morris Alper, LLC
DAY76(22907)04252012
22A-2012-02144C

Derek McCain v. Cardinal Health, Inc.
DAY76(22909)04252012
22A-2012-01931C

Ebony M. Clay v. The Suites at Walnut Creek
DAY76(22913)05012012
22A-2012-02765C

**No Probable Cause – Dismiss (Cont'd)**

Stacey Donald v. InfoCision
DAY76(22917)05012012
22A-2012-03087C

Patria Battle v. Project Cure, Inc.
DAY76(22920)05022012
22A-2012-02862C

Douglas J. Ruley v. Crane Pumps & Systems
DAYA6(22945)05142012
22A-2012-03084C

Tara Blank v. Bethel Internal Medicine & Pediatrics
DAYE6(22957)05212012
22A-2012-02273F

Brittany N. Cook v. Donato's Pizza
DAY76(22973)05292012
22A-2012-02926C

Shayla Hammons v. Beechwood Terrace Care Center, Inc.
DAY76(22975)05292012
22A-2012-02275C

Trina Turner v. Greater Cincinnati Behavioral Health Services
DAYB6(22991)06062012
22A-2012-03153C

James W. Lloyd v. YRC Freight, Inc.
DAYA6(22996)06072012
22A-2012-02345C

Kenneth D. Johnson v. SL Evergreen, LLC
DAY76(23001)06122012
22A-2012-02384C

Kim Baxter v. AmeriCorps/Council on Rural Service Programs
DAY76(23003)06122012
22A-2012-02948C

Laneisha McIntosh v. Cracker Barrel Old Country Store, Inc.
DAY76(23010)06152012
22A-2012-02501C

**No Probable Cause – Dismiss (Cont'd)**

Erica Collier v. Aramark Healthcare Support Services, LLC
DAY76(23012)06182012
22A-2012-02679C

Mechelle Anderson v. Ann Taylor, Inc.
DAY76(23013)06192012
22A-2012-02502C

Janet Ruddy v. Washington Township
DAYB6(23017)06202012
22A-2012-02703C

Maria P. Finley v. Winton Woods City Schools
DAYA6(23019)06212012
22A-2012-02504C

Josue Gonzalez v. GSA Services Group, Inc.
DAY76(23078)07172012
22A-2012-03083C

Lyniel A. Juniel v. Family Dollar Stores of Ohio, Inc.
DAY76(23080)07172012
22A-2012-03085C

Clyde M. Brown v. U.S. Xpress, Inc.
DAYA6(23090)07232012
22A-2012-03103C

Ingrid M. Smith v. Cincinnati Metropolitan Housing Authority, Douglas Connor, Lisa Tillman
DAYH6(23212)09072012
22A-2012-03164F

Anthony L. Bouyer v. City of Toledo, Toledo Municipal Court, Judges Division
DAY72(35330)06282012
22A-2012-02323C

Linda Mogle v. Dan Hittle
DAYH4(41496)04182012
22A-2012-02040F

**Commissioner Roberts moved to approve the Confirmation Agenda. Commissioner Patmon is recusing himself from three (3) confirmation cases (39229), (39498) and (36123), which are noted below the case captions. Seconded by Commissioner Patmon.**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## STAFF BRIEFING

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

**The Compliance Department, with the Executive Director's approval, requests that the following case be deleted from the Commissioners agendas and request that the case revert back to the original finding of No Probable Cause:**

**No Probable Cause – Dismiss**

Arthur W. McGraw v. Woodcliff Condominium Unit Owners Association
COLH1 (38931) 10052011
05-12-0040-8
22A 2012 00038F

**Commissioner Roberts moved to delete the above case from the Commissioner's agenda and find No Probable Cause - Dismiss. Seconded by Commissioner Patmon.**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

**Commissioner Mercado arrived at 9:41 a.m.**

## APPEARANCES

1. **No Probable Cause - Dismiss**

Larry Jennings v. State of Ohio, Department of Youth Services, Indian River Juvenile Correctional Facility
AKRB3 (36087) 11072011
22A 2012 00482C

Courtney Calhoun, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided to warrant a change in the Region's original recommendation of No Probable Cause.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent terminated his employment due to his disability. Respondent stated they did not discriminate against Charging Party.

**Commissioner Roberts moved to adopt the Regional recommendation and adopt the No Probable Cause finding. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

**APPEARANCES (Cont'd)**

**2. No Probable Cause - Dismiss**

Jasmine Lee Lewis v. Electro Prime Rossford, Inc.
TOL71 (38935) 10112011
22A 2012 00143

Bradley Dunn, Reconsideration Supervisor, recommended that Charging Party's request for reconsideration be denied. No new information was provided to warrant a change in the Region's original recommendation of No Probable Cause.

The parties appeared to discuss the above mentioned case. The Charging Party alleged that Respondent subjected her to sexual harassment because of her sex, female. Respondent stated they did not discriminate against Charging Party.

**Commissioner Mercado moved to Reverse No Probable Cause to Probable Cause, Schedule Conciliation, Authorize the Executive Director to Issue Formal Complaint if Conciliation Fails. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## COMMISSIONER AGENDA

### Agenda for Week 1

1. **Respondent's Request – Deny**

   Amber Keech-Straley, et al v. Quicken Loan, Inc.; Dustin Engstrom, Agent; Richard Chyette, Secretary/Statutory Agent
   TOLH2 (35917) 08012011
   05-11-1299-8
   22A 2011 03567F

2. **No Probable Cause – Dismiss**

   Darryl G. Smith v. Iron Workers
   TOLA2 (34875) 10252011
   22A 2012 00178C

   Anita S. Fields v. The East Toledo Family Center, Inc.
   TOL72 (34880) 10252011
   22A 2012 00184C

   Patsy B. James-Pogue v. Sears Roebuck and Co.
   DAY76 (22547) 10192011
   22A 2012 00293C

3. **<u>NO JURISDICTION – DISMISS</u>**

   Willie Mahoney v. The Hamlet at Maumee, LLC et al.
   TOLH2 (35374) 07232012
   22A 2012 02521F

   Robert Tyrone Turner v. 15 North West Street, LLC dba Colonial Trace Apartments
   DAY76 (22831) 03142012
   22A 2012 01954C

**Commissioner Roberts moved to adopt the staff findings in the foregoing captioned cases for Week 1. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

**Agenda for Week 2**

**1. No Probable Cause - Dismiss**

Veronica Lorraine Thornton v. Morrison Management Specialists, Inc. dba Morrison Health Care, Inc.
COL71 (39361) 04242010
22A 2011 02086C

Herman Holmes v. Fisher Auto Parts Co.
AKRB3 (36309) 03272012
22A 2012 01731C

Lainey Westbrooks v. East Cleveland Public Library
CLE74 (41405) 02082012
22A 2012 01177C

**Commissioner Yajnik moved to adopt the staff findings in the foregoing captioned cases for Week 2. Seconded by Commissioner Patmon**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## Agenda for Week 3

1. **No Probable Cause - Dismiss**

Renee M. Pearce & Kevin W. White v. Worthington Village Associates Limited Partnership and Pache Management Company, Inc., dba Worthington Village
COLH1 (38952) 10182011
05-12-0056-8
22A 2012 00099F

Gloria Rose v. Heinen's Inc.
CLEG4 (41290) 11232011
22A 2012 00569F

Clayton Ousley v. J.C. Penney Corporation, Inc.
CLE74 (41365) 01042012
22A 2012 01052C

2. **Reverse No Jurisdiction to Probable Cause – Schedule Conciliation**

Michael P. Marsh v. Stone Oak Country Club
TOLG2 (34873) 10242011
22A 2012 00154F

3. **CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT, RECOMMENDATION & ADDENDUM; RESPONDENT'S STATEMENT OF OBJECTIONS; ATTORNEY GENERAL'S RESPONSE THERETO**

**Administrative Law Judge Recommends Cease & Desist Order**

Fair Housing Contact Service, Inc. v. Steven J. Carlson
COLH3(34708)11062009
05-10-0298-8
22A-2010-00903F
Complaint No. 10-HOU-AKR-34708

4. **CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S REPORT & RECOMMENDATION; RESPONDENT'S STATEMENT OF OBJECTIONS; ATTORNEY GENERAL'S RESPONSE THERETO**

**Administrative Law Judge Recommends Cease & Desist Order**

Carl Chalmer Caldwell v. Michelinas Inc.
CINB5(32705)05142007
22A-2007-05333C
Complaint No. 07-EMP-CIN-32705

**Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 3. Seconded by Commissioner Patmon.**

**The Commissioners voted as follows:**

| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

## ATTORNEY GENERAL'S REPORT

**Lori Anthony presented the following information to Commissioners:**

- Lori Anthony informed Commissioners that she would see them in Central Office for the legal update training.

## EXECUTIVE DIRECTOR'S REPORT

**Director Payton presented the following information to Commissioners:**

- Director Payton stated that The City of Cincinnati has indicated that it will seek to find satellite office space for the OCRC someplace within city hall. Director Payton, Keith McNeil and Dale Olinger met with DAS Commercial Real Estate Specialists Marcy Jeter and Maurice Madry on September 20, 2012 to discuss options available to the OCRC in the Cincinnati area. OCRC is also examining a possible sharing of office space with an existing state agency in the Cincinnati area.

- Director Payton stated our budget submission letter for the 2014-2015 biennium was recently submitted to OBM.
- Michael spoke about new state legislation on prior convictions. Employment applicants will no longer ask the question regarding prior convictions. Ohio is taking the lead on this matter.
- Brandi Klein-Martin has resigned her position effective October 9, to accept a new position with Nationwide Insurance. We wish Brandi the best.
- Brandi gave an update on the 4th Annual Hall of Fame.

## COMMISSIONERS COMMENTS

- Chairman Hubert asked Commissioners to review the Proposed 2013 Commission Meeting Dates:

January 10, 2013
January 31, 2013
February 21, 2013
March 14, 2013
April 4, 2013
April 25, 2013
May 16, 2013
June 6, 2013
June 27, 2013
July 18, 2013
August 15, 2013
September 5, 2013
September 26, 2013
October 17, 2013
November 14, 2013
December 12, 2013

**Commissioner Mercado moved to approve the above Proposed 2013 Commission Meeting Dates. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

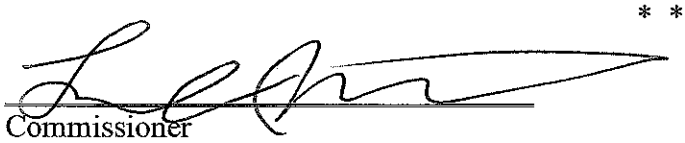
| | |
|---|---|
| **Chairman Leonard Hubert** | **YES** |
| **Commissioner Rashmi Yajnik** | **YES** |
| **Commissioner Tom Roberts** | **YES** |
| **Commissioner Stephanie Mercado** | **YES** |
| **Commissioner William Patmon, III** | **YES** |

**Motion carried.**

- Chairman Hubert noted that the meeting of September 5, 2013 will occur on the Jewish holiday of Rosh Hashanah and we will make every effort to accommodate that date if it should interfere with any pending cases before the Commission.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 11:31 a.m.

* * *



Commissioner