

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

January 10, 2013

Rhodes Office Tower Third Floor Hearing Room  
Columbus, Ohio

**CALL TO ORDER**

Chairman Hubert called the meeting to order at 9:31 a.m.

**Commissioners Present:**

Chairman Leonard Hubert

Commissioner Rashmi Yajnik *\*arrived at 9:37*

Commissioner Tom Roberts

Commissioner Stephanie Mercado

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 Regional Director; 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 December 13, 2012 minutes. Seconded by Commissioner Patmon.

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>ABSTAIN</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

## CONFIRMATION OF STAFF FINDINGS

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

Youssou Diop v. TS Tech USA Corporation  
COL71(39120)01192012 AMENDED  
22A-2012-01325C

**Commissioner Patmon recused himself from the above case (39120).**

Rita Perkins v. United Way of Greater Toledo  
TOLA2(35120)03152012 (Amended)  
22A-2012-01442C

Jennifer Bidlack v. J.C. Penney Corporation, Inc.  
TOL72(35224)05092012  
22A-2012-01939C

Rita Perkins v. United Way of Greater Toledo  
TOLA2(35238)05152012  
22A-2012-01985C

Kwame M. Dadzie v. Land-O-Sun Dairies, LLC dba Frostbite Brands  
TOLB2(35278)06052012  
22A-2012-02193C

Rita Perkins v. United Way of Greater Toledo  
TOLA2(35346)07112012  
22A-2012-02405C

Ronald J. Smith v. State of Ohio, Department of Natural Resources  
AKR71(39208)02292012  
22A-2012-01313C

Patricia A. Pincura v. EGJ Elyria Investments, LLC dba Big Hits Sweepstakes Cafe  
CLEE4(41516)04302012  
22A-2013-00090F

Robert Thompkins, Jr. v. Wal-Mart Stores East, LP  
CLEB4(41544)05162012  
22A-2013-00126C

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

Wilhelmina J. Klosterman v. Veyance Technologies  
DAYA6(22776)02142012  
22A-2012-01599C

Charles H. Ewell v. Montgomery County Common Pleas Court  
DAYB6(22810)03062012  
22A-2012-02153C

Carolyn Jackson v. City of Cincinnati Public Works, TROD  
DAYA6(23025)06252012  
22A-2012-02507C

Mark D. Cotterman v. Elgin Service Center  
DAY76(23113)08012012  
22A-2013-00335C

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

Dawn S. Smith v. James O'Neil and Looper Properties, LLC  
CLEH4(41446)03072012  
05-12-0554-8  
22A-2012-01670F

Linda Eberhard v. UC Health / University Hospital  
DAY76(22767)02092012  
22A-2012-01458C

**Commissioner Patmon recused himself from the above case (22767).**

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

Michael Douglass Wilson v. DecisionOne Corporation  
COL71(39195)02232012  
22A-2012-01484C

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

Steven L. Keirns v. Union Tank Car Company  
COLB1(37632)05182010  
22A-2010-03251C  
Complaint No. 10-EMP-COL-37632

Miesha Wallace v. OmniSource Corporation  
TOL72(33295)08312009  
22A-2009-03745C  
Complaint No. 10-EMP-TOL-33295

Fair Housing Resource Center v. Sally Robertson, et al  
CLEH4(41185)09142011  
05-11-1502-8  
22A-2012-00095F  
Complaint No. 12-HOU-CLE-41185

Fair Housing Resource Center v. Sally Robertson, et al  
CLEH4(41186)09142011  
05-11-1497-8  
22A-2012-00098F  
Complaint No. 12-HOU-CLE-41186

**5. Ratify Conciliation Agreement and Consent Order; Dismiss by the Attorney General’s Office**

Terrance Huling v. Walterdale Estates  
TOLH2(34083)09212010  
22A-2010-04097F  
Complaint No. 11-HOU-TOL-34083

Dennis Solon v. State of Ohio, Department of Natural Resources  
AKRA3(35483)11292010  
22A-2011-01560C  
Complaint No. 11-EMP-AKR-35483

John Abele v. State of Ohio, Department of Natural Resources  
AKRA3(35594)02112011  
22A-2011-02169C  
Complaint No. 11-EMP-AKR-35594

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

Deirdre Masten v. K & D Management, LCC, et al.  
CLEH4(41060)07272011  
22A-2011-03549F  
Complaint No. 12-HOU-CLE-41060

**7. Probable Cause – Schedule Conciliation**

Daniel Cusma v. Stonemor Partners, L.P.  
AKRA3(36366)04302012  
22A-2012-02172C

Housing Research & Advocacy Center v Mayflower Condominium Association  
CLEH4(41444)03052012  
05-12-1007-8  
22A-2012-01668F

**8. Issue Formal Complaint**

Housing Research & Advocacy Center v. Craigslist, Inc.  
CLEH4(41601)06082012  
05-12-0978-8  
22A-2012-02267F

Mary Williams v. Invisible Management, Inc. dba Bailey's Mini Mart  
DAYA1(39137)01262012  
22A-2012-01471C

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

Kelly Diamond v. Property Investment Co. LLC  
CLEH4(41779)11082012  
05-13-0151-8  
22A-2013-00464F

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

Matthew Mitchell v. Eastern Hills Academy of Hair  
DAYK6(22822)03072012  
22A-2012-02557F

Naomi & Michael Fry v. Layhigh Estates; Ed Baumgardner  
DAYH6(23056)07092012 AMENDED  
05-12-1554-8  
22A-2013-00663F

Karen D. Fallings v. Dorothy Lane Market  
DAYG6(23064)07102012  
22A-2013-00336F

Housing Opportunities Made Equal v. Dan Stefanou  
DAYH6(23231)09142012  
05-12-1399-8  
22A-2013-00013F

Fannie Chandler v. Bill Harvey, RLJ Management Company, Deborah Morgan, Property  
Manager, Booker T. Washington Apartments  
DAYH6(23299)10162012  
22A-2013-00406F

Jaime C. Smith-e-Incas v. Cori Care Inc.  
ADR71(39829)10302012  
22A-2013-00514C

Donald Wimms v. Chandler Commons, Ltd. dba Chablis Villas and Teondra Mills, Site  
Manager  
ADRH1(39913)12072012  
05-13-0213-8  
22A-2013-00892F

Sandra Garrett v. Scott Sutter, Manager, Glass City Realty; Riandi (USA) LLC, Owner;  
Kristo Novotny- Incorporator of Riandi (USA) LLC; Ronald D. Hawk III-Incorporator of  
Glass City Realty  
ADRH2(35424)08202012  
22A-2012-02881F

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

Rhonda Taylor et al v. Troy Villa et al; Rosie Harvey, Manager; Uniprop Homes, Inc.;  
Paul Zlotoff, CEO  
ADRH2(35506)09272012  
05-12-1518-8  
22A-2012-03195F

LaToya Lightner v. Palmer Gardens et al; Palmer Gardens II, LLC; Palmer Gardens II  
Limited Partnership an Ohio LTD Partnership; Palmer Gardens II Limited Partnership,  
Justin Powell, Occupancy Manager  
ADRH2(35564)10262012  
05-13-0065-8  
22A-2013-00320F

Alfonso Reese v. Seung J. Lim, Owner  
ADRH2(35599)11072012  
05-13-0113-8  
22A-2013-00771F

Maylean Dixon v. Seung J. Lim, Owner  
ADRH2(35600)11072012  
05-13-0112-8  
22A-2013-00773F

Anthony Bell v. Moore Metal Finishing  
ADR72(35619)11282012  
22A-2013-00719C

Ricardo Turner v. Family Services of Northwest Ohio  
ADR72(35626)11292012  
22A-2013-00731C

Becky Jo Quiroga v. Family Services of Northwest Ohio  
ADR72(35636)12042012  
22A-2013-00774C

Shawna M. Dickman v. Ultrasound Special Events, Inc.  
ADR72(35629)11302012  
22A-2013-00741C

Tiffany McGrady v. Akron Public Schools  
ADRB3(36599)10252012  
22A-2013-00274C

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

James F. Fisher v. RoMaster Corporation  
ADRA3(36631)11272012  
22A-2013-00690C

Charles T. Moore v. Toronto City Schools  
ADRG3(36601)10292012  
22A-2013-00385F

Tawana Jackson v. A.E.S. Management Corp. dba Popeye's Chicken  
ADRB3(36622)11142012  
22A-2013-00460C

Housing Research & Advocacy Center v. Timothy Kulak  
ADRH4(41761)10232012  
22A-2013-00264F

Scott David Wells v. Cleveland Tenants Organization  
ADRB4(41777)11082012  
22A-2013-00462C

Sheryl D. Perry v. United Church Homes dba Patriot Ridge Community  
ADR76(23337)11052012  
22A-2013-00556C

Miami Valley Fair Housing Center, Inc. v. Jayne & Alan Krohn, Owners  
ADRH6(23363)11152012  
05-13-0208-8  
22A-2013-00673F

Antionette L. Powers v. Jayne L. Alan H. Krohn, Owners  
ADRH6(23364)11152012  
05-13-0247-8  
22A-2013-01061F

**10. Withdrawal of Charge – With Settlement**

Marcia Baker v. Wallick Properties Midwest, LLC  
COL71(39365)04252012  
22A-2012-02090C

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

William A. Tanner v. State of Ohio, Department of Rehabilitation and Correction  
COL71(39483)06142012  
22A-2013-00118C

Duanita Booker v. State of Ohio, Department of Agriculture  
COL71(39543)07102012  
22A-2012-02874C

Amanda S. Anderson v. Toledo Correctional Institution  
TOL72(35403)08082012  
22A-2012-02657C

Mary Theresa Toth v. The Huntington National Bank  
TOLA2(35404)08092012  
22A-2012-02684C

Elizabeth K. Kantura v. City of Toledo, Department of Police Operations  
TOL72(35652)12102012  
22A-2013-00879C

Nova Diallo v. Mikki Juliano, Parkview Co. LTD.  
CLEH4(41726)09242012  
22A-2012-03181F

Gloria Valentine v. Felicia Baker, Cuyahoga Metropolitan Housing Authority  
CLEH4(41734)09282012  
05-12-1542-8  
22A-2013-00073F

Anthony Blythe v. Stephen Hansler, Maximum Accessible Housing of Ohio, Learwood  
Square Company LLC  
CLEH4(41807)11272012 AMENDED  
05-13-0174-8  
22A-2013-00847F

Marcy Plymesser v. Sonja Norman, Riverpark Apartments, Bill Warden, K&D  
Management Group, Inc.  
CLEH4(41817)12142012  
05-13-0233-8  
22A-2013-01103F

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

Gordon McCown v. Snyder Concrete Products  
DAY76(23035)06272012  
22A-2012-02710C

Alva J. Gillis v. Wal-Mart  
DAYA6(23070)07122012  
22A-2013-00442C

Carolyn D. Gaines v. Fortis College  
DAYK6(23142)08172012  
22A-2013-00829F

Sona E. Gibson v. Iwata Bolt USA  
DAY76(23172)08242012  
22A-2012-03073C

Dawn Merritt v. Hilmon School  
DAY76(23250)09242012  
22A-2013-00753C

Richard R. Rose v. Allison Stapleton, Property Manager  
DAYH6(23373)11272012  
22A-2013-00733F

Frank Wilson v. AlphaStaff, Inc.  
ADR71(39366)04262012  
22A-2013-00830C

Robert E. Thomas v. The Righter Company  
ADR71(39828)10302012  
22A-2013-00532C

Nita Gibson v. Round Tree Rentals, Limited  
ADRH1(39793)10112012  
05-13-0007-8  
22A-2013-00158F

Jill Denise Fox v. Plastic Suppliers  
ADR71(39888)11292012  
22A-2013-00838C

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

Amy Coey v. Ashland County Board of Developmental Disabilities  
ADR74(41735)10012012  
22A-2013-00074C

Geraldine B. Wilson v. ABC Bail Bonds/Dawg Town  
ADR74(41747)10162012  
22A-2013-00210C

Shayla Williams v. Checkers Drive-In Restaurants, Inc. /Rally's Hamburger, Inc.  
ADR74(41775)11052012  
22A-2013-00374C

Lisa Montgomery v. OKL Can Line Inc.  
ADR76(23323)10292012  
22A-2013-00558C

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

Dwayne Bartley v. Worthington Industries, Inc.  
COL71(39328)04162012  
22A-2012-02017C

Denise Griffin v. Lucas County Board of Developmental Disabilities  
TOL72(35209)04302012  
22A-2012-01856C

Vicki Hill v. Dolgen Midwest, LLC dba Dollar General  
TOLG2(35511)09282012  
22A-2012-03205F

Joseph M. Schiavone v. The University of Toledo Medical Center  
TOLA2(35554)10232012  
22A-2013-00219C

Mi'Chelle Willoughby v. The Finish Line, Inc.  
TOL72(35627)11302012  
22A-2013-00739C

Paulla L. Ireland v. City of Cleveland, Cleveland City Council, Office of the Clerk  
CLEA4(41521)05022012  
22A-2013-00112C

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

Lynette Papushak v. Eric Algotson, Custom Property Management, Falls Pointe Cluster  
Housing Association  
CLEH4(41696)08242012  
05-12-1338-8  
22A-2012-02920F

Tawana Jackson v. A.E.S. Management Corp. dba Popeye's Chicken  
ADRB3(36619)11092012  
22A-2013-00457C

### **12. Failure to Cooperate – Dismiss**

Brooke A. Thorpe et al v. Flagstar Bank et al  
TOLH2(35152)03292012  
22A-2012-01581F

Tammy Long et al v. Defiance Ridge Apartments; Carly Turner, Property Manager;  
Buckeye Community Ten, L.P.; Steve Boone, COO; RLJ Management  
TOLH2(35172)03222012  
05-12-0653-8  
22A-2012-01676F

Barbara Moir v. Detroit Shoreway Community Development; Lakeisha Love, Section  
504/ADA Coordinator; Jeff Ramsey, Director  
TOLH4(41507)04132012  
05-12-0697-8  
22A-2012-01933F

### **13. No Probable Cause - Dismiss**

Evans Spencer v. PNC Bank, National Association  
COLG1(39225)03082012 AMENDED  
22A-2012-01636F

Michelle Hunsaker v. Time Warner Cable Inc.  
COL71(39238)03132012  
22A-2012-01653C

Stephanie M. Hock v. IAP Government Services Group, LLC  
COL71(39250)03142012  
22A-2012-01660C

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

Wade Ector v. The American Bottling Company dba Dr. Pepper Snapple Group  
COLB1(39281)03262012  
22A-2012-01808C

Karen S. Blichington v. Westar V, Inc.  
COL71(39292)03282012  
22A-2012-01799C

Nicole Lee Rauch v. Auto Zone  
COL71(39297)03302012  
22A-2012-01814C

Kelli Hunter v. Greyhound Lines, Inc.  
COL71(39329)04172012  
22A-2012-02019C

Ramon Medley v. Edko LLC  
COL71(39341)04182012  
22A-2012-02030C

Timothy E. Crowe v. Cardington Yutaka Technologies  
COL71(39380)05012012  
22A-2012-02118C

David A. Joseph v. Nationwide Children's Hospital, Inc.  
COL71(39419)05152012  
22A-2013-00277C

Tarey Anne Mollica v. Hometown Service Center, Inc,  
COLB1(39445)05242012 AMENDED  
22A-2012-02853C

Kim M. Jones v. Villa Angela Nursing Care Center  
COL71(39515)06262012  
22A-2012-02649C

Reginald Van Jones v. Tru-Check, Inc.  
COL71(39542)07112012  
22A-2012-02674C

Amren Youssouf v. US Security Associates, Inc.  
COL71(39622)08082012  
22A-2013-00289C

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

Sharon L. Edwards v. Accelerated Benefits  
COLA1(39624)08082012  
22A-2013-00284C

James E. Merritt v. UPS Freight, Inc.  
COLB1(39625)08082012  
22A-2013-00288C

Brenda Kay Harper v. The Kroger Co., Columbus Division  
COL71(39627)08102012  
22A-2013-00285C

Valerie Davis v. Edward A. Belkin, DDS, LLC  
COLE1(39630)08092012  
22A-2013-00193F

Brandon Michael Terrell v. Hummer of Columbus, LLC dba Capital Cadillac  
COL71(39650)08202012  
22A-2013-00841C

Patty Ann Mellman v. Central Ohio Diabetes Association, Inc.  
COLB1(39651)08212012  
22A-2013-00216C

Lasonia Beasley v. State of Ohio, Ohio State University  
COL71(39662)08242012  
22A-2013-00843C

**Commissioner Patmon recused himself from the above case (39662).**

Arwyn E. Hopkins v. Franklin County Law Library  
COL71(39687)09052012  
22A-2013-00238C

Dorothy M. Zielienski v. Chick-Fil-A Market at East Broad  
COLG1(39725)09202012  
22A-2013-00236F

Ralph Leon Harvey Sr. v. New-To-You Thrift Store  
COLA1(39770)10092012  
22A-2013-00519C

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

Patricia Anne Phillips v. Aetna Building Maintenance, Inc.  
COLB1(39784)10112012  
22A-2013-00942C

Celestine Slate v. Bob Evans Farms, Inc. dba Bob Evans  
COLG1(39801)10192012  
22A-2013-00796F

Mandy Dezeree Hardiman v. Airtron Heating and Cooling  
COL71(39803)10232012  
22A-2013-00789C

Teaven Curtiss v. Adecco USA, Inc.  
COL76(22977)05032012  
22A-2012-02664C

Robert M. Wellman v. Verhoff Machine and Welding, Inc.  
TOLB2(35062)02092012  
22A-2012-01114C

Richard Hovey v. Economic Opportunity Planning Association of Greater Toledo  
TOL72(35084)02242012  
22A-2012-01253C

Justine Leigh Nalbach v. St. Luke's Hospital  
TOL72(35090)02272012  
22A-2012-01264C

Yuai Marshall v. Promedica Health System, Inc.  
TOL72(35091)02272012  
22A-2012-01265C

Terry J. Floyd v. RBS Citizens, N.A.  
TOL72(35096)02282012  
22A-2012-01288C

Jamelia Curl v. Networking Equal Care Opportunities, LLC  
TOL72(35101)03022012  
22A-2012-01297C

Linda Lawrence v. Teaching and Mentoring Communities  
TOLA2(35105)03072012  
22A-2012-01334C

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

Ben Bigelow v. Schindler Elevator Corporation  
TOLB2(35106)03072012  
22A-2012-01354C

Ricky Russell v. Bottling Group, L.L.C. dba Pepsi Beverages Company  
TOLA2(35110)03092012  
22A-2012-01372C

Brigette Heard v. Swan Creek Four Seasons Housing Associates, Ltd.; Ryan Agee,  
Manager; Jackson McDaniel, Owner; David Gise, Statutory Agent  
TOLH2(35117)03132012  
05-12-0678-8  
22A-2012-01409F

Alsondria M. McShan v. Bottling Company, L.L.C. dba Pepsi Beverages Company  
TOL72(35119)03152012  
22A-2012-01441C

Tracy E. Brown v. Western Lake Erie O.M.S., Ltd.  
TOL72(35122)03152012  
22A-2012-01444C

Yalanda S. Pegues v. United Collection Bureau, Inc.  
TOL72(35126)03162012  
22A-2012-01454C

Jerome Rutledge v. Mercy St. Anne Hospital  
TOLA2(35134)03202012  
22A-2012-01493C

Denicio A. Brooks v. City of Toledo, Parks & Forestry Division  
TOLA2(35147)03272012  
22A-2012-01533C

Clarita M. King v. Neighborhood Properties, Inc.  
TOL72(35159)03302012  
22A-2012-01593C

Brenda Greer v. The Young Men's Christian Association of Greater Toledo dba Wolf  
Creek YMCA  
TOLA2(35201)04252012  
22A-2012-01824C

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

Mohamed A. Abdelhamid v. Ohio Department of Public Safety, Ohio Highway Patrol  
TOL72(35203)04262012  
22A-2012-01827C

Linda Lawrence v. Teaching and Mentoring Communities  
TOLA2(35218)05082012  
22A-2012-01888C

Dail Culpepper v. Arbors at Sylvania Care, LLC  
TOLA2(35521)10042012  
22A-2013-00046C

Bertha Sanchez v. Aramark Uniform & Career Apparel Services, LLC  
TOL72(35325)06272012  
22A-2012-02308C

Clarence Griffin v. Dialysis Partners of Northwest Ohio, LLC (Greenfield Health  
Systems Dialysis Partners)  
TOLG2(35342)07092012  
22A-2012-02369F

Donna Banks v. The Residenz at Sylvania et al; Jasmine Belser, Community Manager;  
Miller Valentine Group; Mike Vandelger, District Manager; Sylvania Senior Residence  
an Ohio LLC; Sylvania Senior Residence  
TOLH2(35347)05222012 AMENDED  
05-12-0857-8  
22A-2012-02419F

Michelle HineLine v. Twinwall Village, LTD; Vicki Wisniewski, Manager; Earl Baca,  
Owner  
TOLH2(35369)07192012  
05-12-1180-8  
22A-2012-02481F

Perry McCoy v. GOJO, Inc.  
AKR73(36307)03262012  
22A-2012-01729C

Rebecca M. Hartman v. Stark County District Library  
AKR73(36315)03302012  
22A-2012-01766C

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

Angelo Harper v. Crossroads Management Realty Company  
AKR73(36334)04102012  
22A-2012-01915C

Tamara Thomas v. Stark State College of Technology  
AKR73(36387)05092012  
22A-2013-00143C

Floyd Issac Ellis, Sr. v. City of Youngstown Mayor's Office  
AKRG3(36421)06042012  
22A-2012-02363F

Tamara Thomas v. Stark State College of Technology  
AKR73(36464)07112012  
22A-2012-02420C

Eric Wells v. Penn Ohio Sealing Company, LLC  
AKR73(36483)07302012  
22A-2012-02556C

Mia Wheeler v. The Huntington National Bank  
AKR73(36484)07302012  
22A-2012-02560C

Elliott Theodore Ratliff v. Steel Forming, Inc. dba Commercial Metal Forming  
AKRB3(36492)08062012  
22A-2012-02618C

Michael R. Gokey, Sr. v. FedEx Custom Critical  
AKRB3(36508)08152012  
22A-2012-02808C

Ronald J. Smith v. State of Ohio, Department of Natural Resources  
AKR71(39512)06272012  
22A-2012-02377C

Duane Hayes v. Mr. Bult's, Inc.  
AKR73(36543)09072012  
22A-2012-03041C

Richmond Davis v. The University of Akron  
AKRA3(36568)09272012  
22A-2012-03198C

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

Steve L. Wornica v. Design Molded Plastics, Inc.  
AKRB3(36569)09272012  
22A-2012-03199C

Blanche Jones v. Tri County Business Services, Inc. d/b/a ManpowerGroup  
AKR73(36596)10232012  
22A-2013-00239C

**Commissioner Patmon recused himself from the above case (36596).**

Blanche Jones v. American Electric Power Company, Inc.  
AKR73(36597)10232012  
22A-2013-00240C

**Commissioner Patmon recused himself from the above case (36597).**

Dondald Nall v. Country Fair Store  
AKRG3(36602)10292012  
22A-2013-00386F

Andrew Grant-Thomas v. The Ohio State University  
AKRA1(39231)03082012  
22A-2012-01569C

**Commissioner Patmon recused himself from the above case (39231).**

Angela Berry v. Aetna Building Maintenance, Inc.  
AKR71(39266)03222012  
22A-2012-01747C

Jeffrey A. Perkins v. City of Columbus, Department of Public Safety  
AKR71(39429)05172012  
22A-2013-00150C

Denielle Young v. The Ohio State University Child Care Program  
AKR71(39513)06272012  
22A-2012-02547C

Rodney L. Jamison v. Exterior Portfolio, LLC (Royal Building Products)  
AKRA1(39660)8232012  
22A-2012-03093C

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

Dwayne E. Lash v. Jason Wisconsin Incorporated (Jason Incorporated) dba Janesville Products

AKR74(41466)03292012

22A-2012-01845C

Brandi L. Hunter v. Professional Placement Services, LLC

AKR74(41576)06072012

22A-2012-02412C

Janice N. Hurn v. Friendly Inn Settlement, Inc.

AKRB4(41587)06112012

22A-2012-02425C

Patricia A. Curtis v. Heintz Business Services of Ohio, Inc.

AKRB4(41569)06012012

22A-2012-02393C

Pamela Collins v. Amherst Exempted Village School District Board of Education

AKR74(41646)07232012

22A-2012-02511C

Anita L. Hunt v. The MetroHealth System, Elisabeth Severance Prentiss Center

AKR74(41651)07252012

22A-2012-02540C

Lydia Herrera v. United American Security

CLEB4(41471)04022012

22A-2012-01850C

Luther Spencer v. International Security Management Group, Inc.

CLE74(41487)04112012

22A-2012-02011C

Debbie Higginbotham v. Lodging Industry, Inc.

CLEA4(41506)04242012

22A-2012-02050C

Melissa Lovelace v. Jerry McGhee

CLEH4(41508)04232012

22A-2012-02051F

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

Loddie J. Bosak v. Buehler Food Markets, Inc.  
CLEA4(41630)07122012  
22A-2012-02445C

Joseph E. Aufricht v. Kaufmann Poultry Company, Inc.  
CLEG4(41658)07302012  
22A-2012-02583F

Chondra J. Hunter v. J. H. Routh Packing Company  
CLE74(41670)08092012  
22A-2012-02778C

Hardin Besley v. Cuyahoga County Sheriff's Department  
CLE74(41682)08162012  
22A-2012-02786C

Juanita L. Brown v. Cleveland State University  
CLE74(41685)08172012  
22A-2012-02837C

Lamont Lyle v. Walgreen Co.  
CLEG4(41690)08222012  
22A-2012-02867F

Maurice D. Shepherd v. Euclid Hill Health Investors, Inc. dba Hillside Plaza  
CLE74(41721)09212012  
22A-2012-03176C

Audrey L. Lutz v. ConAgra Foods  
DAYB6(22814)03072012  
22A-2012-02138C

Adrian Cunningham v. Watson's  
DAY76(22819)03072012  
22A-2012-02139C

Antionette A. Bruner v. St. Vincent DePaul Gateway Shelter  
DAY76(22826)03132012  
22A-2012-01610C

Juahara D. Kniess v. NaphCare @ MCSO  
DAYB6(22827)03132012  
22A-2013-00645C

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

Veleta L. Jenkins v. Edvantages, Inc. dba Trotwood Preparatory & Fitness Academy  
DAY76(22841)03212012  
22A-2012-01956C

LaRae J. Grause v. Hammersville Clark Township Fire Department  
DAYB6(22846)03222012  
22A-2012-01958C

Bryan Mobley v. Miami Valley Hospital  
DAYB6(22852)03262012  
22A-2012-01959C

Deborah Long v. Princeton City Schools  
DAY76(22867)04042012  
22A-2012-01967C

Susan D. Macpherson v. Sinclair Community College  
DAYK6(22869)04052012  
22A-2012-01969F

Jean A. Mack v. Allen County Sheriff's Office  
DAY76(22887)04162012  
22A-2012-01976C

Roen Cantly-Elliott v. Springfield City Schools  
DAY76(22892)04172012  
22A-2013-00757C

James L. Priest v. PNC Bank  
DAYA6(22895)04192012  
22A-2013-00652C

Robbin R. Gay v. GZK, Inc.  
DAYB6(22896)04192012  
22A-2013-00653C

Meguille Snead v. Laxmi Hotel Associates, Inc., dba Days Inn Dayton  
DAYG6(22959)05212012  
22A-2012-00069F

Sonja Chatman v. Black Knight Security  
DAY76(22981)05312012  
22A-2013-00552C

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

Floyd Lee Holt v. Dayton Public Schools  
DAYA6(23004)06122012  
22A-2012-02949C

Randy Baker v. Community Behavioral Health, Inc.  
DAYA6(23009)06152012  
22A-2013-00658C

Judith C. Doherty v. Cashland  
DAYA6(23015)06202012  
22A-2012-02698C

James Mathews v. Holiday Inn Express & Suites  
DAY76(23026)06252012  
22A-2012-02706C

Bobbi R. Raike v. Gordo's Pub & Grill, Inc.  
DAYA6(23036)06272012  
22A-2013-00110C

Donald Sanders v. Lowe's Home Improvement  
DAY76(23046)07022012  
22A-2012-02515C

James A. Mathews v. United Hospitality Group  
DAY76(23071)07102012  
22A-2013-00303C

Benjamin J. Eckstein v. State of Ohio, Ohio Department of Agriculture  
DAYB6(23140)08162012  
22A-2012-03054C

Malcolm Martin v. Orick Industries, Inc.  
DAY76(23141)08162012  
22A-2013-00756C

Elizabeth Sparks v. McDonald's Restaurants  
DAY76(23185)08302012  
22A-2012-03081C

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

Diane Morman v. Crossroads Crisis Center, Inc.  
DAYB6(23331)11012012  
22A-2013-00543C

**Commissioner Mercado moved to approve the Confirmation Agenda. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**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.**

**Commissioner Yajnik arrived at 9:37 a.m.**

**APPEARANCES**

**1. No Probable Cause - Dismiss**

Lisa Whalen v. University of Dayton  
DAYB6 (22771) 02092012  
22A 2012 01465C

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 denied her hire for other openings and terminated her because of her disability.

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Commissioner Patmon moved to take a short recess. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Commissioner Patmon moved to return to regular session. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**2. No Probable Cause - Dismiss**

Youssou Diop v. TS Tech USA Corporation  
COL71 (39120) 01192012 Amended  
22A 2012 01325C

Aman Mehra, Columbus Regional Director, Foday Kenneh, Columbus Supervisor, and Chris Harris, Columbus Investigator 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 discriminated against him on the basis of race, age, national origin (Senegal) and retaliation discrimination. Respondent stated they did not discriminate against Charging Party.

**Commission Patmon recused himself from the above case (39120).**

**Commissioner Roberts moved to Reverse No Probable Cause to Probable Cause – Schedule Conciliation. Lack of Second.**

**Motion failed.**

**Commissioner Mercado moved to adopt the Regional recommendation and find No Probable Cause finding. Lack of Second.**

**Motion Failed.**

**Chairman Hubert moved to go into Executive Session for the purpose of legal discussion. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Commissioner Roberts moved to return to regular session. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Commissioner Patmon has recused himself from the above case (39120), he was present for the Executive Session, however did not participate in the legal discussion regarding this case.**

**Chairman Hubert moved to adopt the Regional recommendation and find No Probable Cause. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>NO</b>
<b>Commissioner Tom Roberts</b>	<b>NO</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>RECUSED</b>

**Motion carried.**

## **COMMISSIONER AGENDA**

### **Agenda for Week 1**

#### **1. No Probable Cause – Dismiss**

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

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

Marnita A. Seymour v. Southeast, Inc. dba Rebecca's Place  
COL71 (39438) 05222012  
22A 2012 02355C

David M. Brecht v. Custom Deco, LLC  
TOLA2 (35500) 09262012  
22A 2012 03173C

John Hock v. Brian Skillicorn, Owner, Greater Cincinnati Home  
Solutions, LLC  
DAYH6 (22720) 01172012  
05-12-0366-8  
22A 2012 01367F

Harvey Daye, Jr. v. Waynedale Circle, Cathy Sproule, Manager  
DAYH6 (22756) 01192012  
05-12- 0393-8  
22A 2012 02923F

**2. NO JURISDICTION – DISMISS**

Walter A. Young v. Lucas County Veterans Service Commission  
TOLG2 (35481) 09172012  
22A 2012 03110F

William Wallin v. Little Ettie Old Regular Baptist Church  
(DAY) G6 (22934) 05082012  
22A 2012 02863F

Miles L. Davis, Sr. v. City of Cincinnati-Public Safety, Fire  
Division  
(DAY) 76 (23130) 08092012  
22A 2012 02795C

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

### **Agenda for Week 2**

**1. Respondent's Request – Deny**

Mary Lou Williams v. Invisible Management dba Baileys Mini Mart  
DAY/COLA1 (39137) 01262012  
22A 2011 01471C

**2. No Probable Cause – Dismiss**

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

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Agenda for Week 3**

**1. No Probable Cause – Dismiss**

Wilhelmina J. Klosterman v. Veyance Technologies, Inc.  
DAYA6 (22776) 02142012  
22A 2012 01599C

**2. NO JURISDICTION – DISMISS**

Clarence Miller v. St. John AME Church  
COL71 (39654) 08212012  
22A 2013 00131C

Terrill Stapes v. Verizon Wireless  
COL71 (39727) 09202012  
22A 2013 00893C

Austin C. Nnani v. Park University  
COL71 (39732) 09212012  
22A 2013 00970C

Lateia Young v. Peter R. Sutter, D.O., Inc.  
AKRE3 (36580) 10042012  
22A 2013 00166F

Laura Jean Bissett v. Invacare Corporation  
CLEB4 (41783) 11142012  
22A 2013 00467C

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

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

## **Agenda for Week 4**

**1. No Probable Cause – Dismiss**

Larry R. Smoot & Willye M. Mason v. Ajay Pandya & Keller  
Williams Central Ohio Realty, LLC  
COLH1(39143)01262012  
05-12-0654-8  
22A 2012 01169F

**2. NO JURISDICTION – DISMISS**

Christina Ann Matias v. The Columbus Dispatch  
COL71 (39760) 10012012  
22A 2013 00715C

**3. Failure to Cooperate; Dismiss Formal Complaint – Submitted  
by the Attorney General’s Office**

Jennifer L. Hoff v. Stoneridge, Inc., dba Alphabet  
AKR023644 040899  
22A 1999 05424C  
Complaint No. 8747

**4. CONSIDERATION OF ADMINISTRATIVE LAW JUDGE’S  
REPORT & RECOMMENDATION; COMPLAINANT’S  
APPLICATION FOR ATTORNEY’S FEES & COSTS;  
ATTORNEY GENERAL’S FEE APPLICATION &  
RESPONDENT’S RESPONSE THERETO**

**Administrative Law Judge Recommends Award of Attorney’s  
Fees**

Theresa R. Gedert v. Brion R. Baith  
TOLH2 (30778) 10122006  
05-07-0078-8  
Complaint No. 07-HOU-TOL-30778  
22A 2007 00636F

**Commissioner Mercado moved to go into Executive Session for the purpose of legal discussion. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Commissioner Patmon moved to return to regular session. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**Due to pending Litigation, Lori Anthony, Section Chief - Civil Rights Section of the Attorney General's office, did not participate in the Executive Session.**

**Commissioner Patmon moved to remove the above Administrative Law Judge Report from the Week 4 agenda. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**5. CERTIFICATION OF A BONA FIDE OCCUPATIONAL QUALIFICATION – GRANT**

1. Kirila Contractors, Inc.
  - Solicitation, Recruitment & Hiring Practices regarding Minorities & Females

**Commissioner Roberts moved to adopt the staff findings in the foregoing captioned cases for Week 4. Seconded by Commissioner Mercado.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

**ATTORNEY GENERAL’S REPORT**

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

- Lori Anthony stated there would be a Legal Update immediately following the next meeting.
- Lori offered congratulations to Commissioner Mercado on the birth of her daughter.

**EXECUTIVE DIRECTOR’S REPORT**

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

- Director Payton reported that Chairman Hubert, Keith McNeil, AAG Lori Anthony and himself met with housing representatives on December 19, 2012 to discuss concerns regarding the damage provisions contained in our draft housing administrative rules. Once the language is redrafted, reviewed and approved, we will proceed with submitting the rules to the legislature for approval.
- Director Payton reported a presentation following the Commission Meeting on our recently redesigned website will occur after today’s meeting. Sandy Aukeman, Keith McNeil, Vera Boggs and Bradley Dunn recently redesigned the website in its entirety.

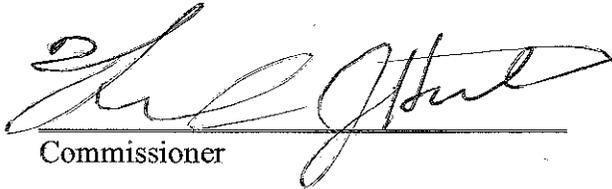
**Commissioner Mercado moved to adjourn the public meeting. Seconded by Commissioner Roberts.**

**The Commissioners voted as follows:**

<b>Chairman Leonard Hubert</b>	<b>YES</b>
<b>Commissioner Rashmi Yajnik</b>	<b>YES</b>
<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Stephanie Mercado</b>	<b>YES</b>
<b>Commissioner William Patmon, III</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:43 p.m.

  
\_\_\_\_\_  
Commissioner

\* \* \*