

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

April 4, 2013

Rhodes Office Tower Lobby Hearing Room
Columbus, Ohio

CALL TO ORDER

Chairman Hubert called the meeting to order at 9:30 a.m.

Commissioners Present:

Chairman Leonard Hubert

Commissioner Rashmi Yajnik **arrived at 9:45am*

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; Desmon Martin, Director of Enforcement and Compliance; Ronnell Tomlinson, Director of Housing; Aman Mehra, Columbus Regional Director; Norman Gibson, Dayton Regional Director; Darlene Newbern, Toledo Regional Director; Vera Boggs, Cleveland/Akron Regional Director; Courtney Calhoun, Reconsideration Supervisor; Bradley Dunn, Reconsideration Supervisor; Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

APPROVAL OF MINUTES

Commissioner Mercado moved to approve the March 14, 2013 minutes. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	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

Morine N. Slayton-Nixon v. The Association for the Developmentally Disabled
COL71(39325)04122012
22A-2012-01884C

Michael L. Martin v. Mid-Ohio Board for Independent Living Environment
COLA1(39424)05152012
22A-2013-01019C

Sarita M. Penn v. Columbus Metropolitan Housing Authority
COL71(39454)06012012
22A-2012-02638C

Morine N. Slayton-Nixon v. The Association for the Developmentally Disabled
COL71(39474)06122012
22A-2012-02629C

Rena Castillo v. El Vaquero Restaurant
COL71(39485)06192012
22A-2012-02704C

Anthony Richards v. Elisabeth A. Belkin-Kaps
COLH1(39668)08152012
05-12-1269-8
22A-2012-03007F

Erica Louise Scott v. Red Capital Group, LLC
COL71(39970)01082013
22A-2013-01293C

Said Mohamed Bori v. Art.com, Inc.
COL71(39973)01092013
22A-2013-01288C

Angel Ramsey v. TJD Industrial Cleaning & Maintenance, Inc.
TOL72(35206)04272012
22A-2012-01835C

Kyle McCabe v. Cloverleaf Cold Storage Co.
TOL72(35274)06042012
22A-2012-02189C

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

Clarence Griffin v. Dialysis Partners of Northwest Ohio, LLC
TOLG2(35408)08142012
22A-2012-02750F

Charlene Burton v. James Laria, Clerk of Courts, Akron Municipal Court
AKR73(36398)05142012
22A-2013-00145C

Vincent T. Shivers v. WFMJ Television, Inc.
AKRA3(36424)06062012
22A-2012-02370C

Sally J. Osburn v. Union Hospital
AKRA3(36514)08202012
22A-2012-02820C

Davanzo L. Tate, Sr. v. State of Ohio, Department of Rehabilitation and Correction
AKRA3(36559)09192012
22A-2012-03128C

WooYoung Chung v. Cleveland State University
AKRA4(41560)05242012
22A-2013-00137C

Jerine L. Pease v. The Cleveland Clinic Foundation
CLE74(41637)07172012
22A-2012-02467C

Uzma Ahmed Zafar v. Carbon Vision, LLC
CLEE4(41713)05172012
532-2012-01578F

**PC-questioning during the interview; NPC-hiring for the position*

Peggy L. Dusek v. Gillmore Security Systems, Inc.
CLEA4(41732)09262012
22A-2012-03187C

Jennifer Baker v. Kemper Lane Apartments; Fred Williams
DAYH6(23060)07092012
22A-2012-02611F

Barbara Prince v. Kemper Lane Apts; Folkers Management Corporation
DAYH6(23138)08172012
22A-2013-01389F

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

Kathy M. Culp v. Delaware County Sheriff's Office
COL71(39330)04172012
22A-2012-02020C

John Pipkin, Jr. v. Central Ohio Transit Authority
COLB1(39354)04242012
22A-2012-02081C

Fair Housing Contact Service, Inc. v. Ronald Craft
AKRH3(36572)10012012
05-13-0555-8
22A-2013-00002F

Candice R. Allen v. Lap Technology, LLC
Candice R. Allen v. Lapmaster PFS, LLC
DAY76(22931)05072012
22A-2013-00039C

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

Hank William Moran v. Healthcare Services Group, Inc.
COLB1(38182)11102010
22A-2011-01282C
Complaint No. 11-EMP-COL-38182

Fair Housing Advocates Association v. Carol Haines
AKRH4(41342)12162011
05-12-1291-8
22A-2012-00962F
Complaint No. 12-HOU-CLE-41342

Fair Housing Resource Center v. Painesville Township Apartments, LTD, et al.
CLEH4(41169)08222011
05-11-1402-8
22A-2011-04056F
Complaint No. 12-HOU-CLE-41169

4. Issue Cease & Desist Order – Submitted by the Attorney General's Office

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

5. Issue Formal Complaint

Kathy M. Culp v. Delaware County Sheriff's Office
COL71(39330)04172012
22A-2012-02020C

John Pipkin, Jr. v. Central Ohio Transit Authority
COLB1(39354)04242012
22A-2012-02081C

Michael and Terri Smith v. Robert and Shelly Lorus, RLSL, LLC
AKRH3(36350)04202012
05-12-0798-8
22A-2012-01901F

Albert A. Bias v. Eco Tree Services, LLC
CLEB4(41714)09182012
22A-2012-03111C

Veleta L. Jenkins v. EdVantages Academies dba Trotwood Prep & Fitness Academy
DAY76(23002)06122012
22A-2012-02673C

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

Dennis Bowers v. Greenbriar Apartments, Caroline Stevens, Property Manager; Paran Management Company, Ltd.
TOLH2(35402)07242012
05-12-1172-8
22A-2012-02670F

Housing Research & Advocacy Center v An Ini & Qi Yu Mao
CLEH4(41794)11202012
05-13-0149-8
22A-2013-00664F

Adrienne L. Lofton v. United States Fittings, Inc.
CLE74(41810)12072012
22A-2013-00938C

Marcia Deering v. Melissa Hunt, Crest Apartments, LLC, H & M Management Company
CLEH4(41839)01142013
05-13-0326-8
22A-2013-01248F

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination –
Close - continued**

Charles Knuckles v. Hyceit, LLC; David Tessler, Owner
DAYH6(23159)08212012
05-12-1127-8
22A-2013-00015F

Althea Coleman v. BP NZR Retail of Toledo, Inc.
ADR72(35749)02062013
22A-2013-01431C

Jacqueline M. Jaramillo v. Healthcare Services Group
ADRA2(35770)02142013
22A-2013-01498C

Marion Jeannene Hill v. The Douglas Company
ADR72(35778)02202013
22A-2013-01507C

Marion Jeannene Hill v. The Douglas Company
ADR72(35779)02202013
22A-2013-01508

Rickey Ray Gockenbach v. Triangle Real Estate
ADRA3(36626)11162012
22A-2013-01408C

Autumn Johnson v. Steven Erie and Vesta Management Corporation
ADRH3(36652)11022012
05-13-0104-8
22A-2013-00922F

Eugene Magalotti v. Hubbard Community Pool (Hubbard Exempted Village School
District Board of Education)
ADRG3(36661)12132012
22A-2013-01158F

Mark V. Lott v. Vallourec & Mannesmann USA Corporation dba V & M Star
ADRB3(36762)02192013
22A-2013-01542C

Aaminah Abdul-Aziz Ussabur v. JCILH, Inc. d/b/a McDonald's
ADRG4(41795)11262012
22A-2013-00717F

**Ratify Conciliation Agreement and Consent Order Prior to Final Determination –
Close - continued**

Cassandra Hinton v. JCILH, Inc. d/b/a McDonald's
ADRG4(41796)11262012
22A-2013-00718F

Christy L. Lincoln v. United Grinding Technologies, Inc.
ADRB6(23484)02192012
22A-2013-01602C

7. Withdrawal of Charge – With Settlement

Terence Dale Jacox v. JP Morgan Chase
COLB1(39959)12312012
22A-2013-01370C

Jeffrey D. Jacobs v. American Ambulette & Ambulance Service dba Medcorp
TOLB2(35227)05092012
22A-2012-01942C

Latasha N. Green v. Fitness 19
TOLG2(35280)06062012
22A-2012-02198F

Iesha Watkins v. Family Dollar Stores of Ohio, Inc.
TOL72(35463)09072012
22A-2012-02990C

Marcus A. Jefferies v. Kern-Liebers USA, Inc.
TOLA2(35526)10092012
22A-2013-00062C

Trina McCain v. Brookdale Senior Living, Inc.
AKR73(36434)06122012
22A-2012-02235C

Kimberly Gunter v. General Motors, LLC
AKR73(36587)10122012
22A-2013-00173C

Monica Hill v. Alcoa Inc.
AKR73(36675)12192012
22A-2013-01175C

Withdrawal of Charge – With Settlement – continued

Helen McDonald v. Time Warner Entertainment Company, L.P. dba Time Warner Cable
AKRG3(36721)01182013
22A-2013-01269F

Carl Flanik v. Mariam Ballinger and Silver Meadow Limited Partnership
AKRH3(36748)02062013
05-13-0594-8
22A-2013-01441F

April Stewart v. Ampco System Parking
AKR74(41636)07162012
22A-2012-02466C

James C. Moore v. Home Depot
DAY76(23085)07192012
22A-2013-00446C

Carlton D. Gaines v. Office Depot
DAY76(23077)07162012
22A-2013-00337C

Dorothy Ann Blatt v. Art Academy of Cincinnati
DAYA6(23220)09122012
22A-2013-00958C

Karen Louise Fouit v. Cincinnati Catholic Religious Communities/ Bishop Fenwick High School
DAYB6(23243)09192012
22A-2013-00366C

Jeffrey C. Ulrich v. Stone More, LLP dba West Memory Gardens
DAY76(23265)09272012
22A-2013-00551C

Colby Collier v. Millenia Housing Mgt, Ltd. Dba Lakewood II, Ltd.
DAYH6(23385)12072012
05-13-0267-8
22A-2013-00978F

Gloria Robinson v. Liberty Tax Service
DAYB6(23482)02142013
22A-2013-01529C

Withdrawal of Charge – With Settlement – continued

Debra J. Vencill v. Lowe's Home Improvement
ADR71(39949)12192012
22A-2013-01137C

Arthur H. Friedman v. CVS Rx Services, Inc.
ADRA3(36609)10312012
22A-2013-00393C

Kenneth McSwain v. Falcon Holdings, LLC dba Church's Chicken
ADR73(36749)02062013
22A-2013-01442C

8. Withdrawal of Charge – With Settlement – After a finding of Probable Cause

Charlee K. Hankey v Versa Pak, Inc.
DAY72(35217)05082012
22A-2012-01887C

9. Withdrawal of Charge - Grant

Lori Givens Ashland Inc.
COLB1(39565)07182012
22A-2012-02824C

Kymerly Leu v. Horizons Employment Services, Inc.
TOL72(35269)05292012
22A-2012-02161C

Stephen M. Grine v. Style Crest, Inc.
TOLB2(35311)06192012
22A-2012-02254C

John L. Lehsten v. Vitran Express, Inc.
TOLB2(35501)09262012 AMENDED
22A-2012-03174C

Linda Marcellino v. Our Lady of Angels Apartments, Inc.
CLEH4(41864)02082013
05-13-0421-8
22A-2013-01478F

Lynn Frankmann v. Stew Collins, R.H. Myers Apartments, LLC, Menorah Park Center
for Senior Living Bet Moshav Zekenim Hadati
CLEH4(41903)03012013 AMENDED
05-13-0515-8
22A-2013-01683F

Withdrawal of Charge – Grant – continued

Amy Rose Kennedy v. Mount Vernon Municipal Court-Probation Division
ADRB1(39945)12182012
22A-2013-01183C

Robert Gardenhire v. Cracker Barrel Old Country Store, Inc.
ADRA3(36718)01182013
22A-2013-01266C

10. Failure to Accept Full Remedy – Dismiss

Terrence Mocznianski on behalf of Kristina A. Mocznianski v. Golden Corral Corporation
TOLG2(35316)06222012
22A-2012-02284F

11. Administrative Closure

Donald L. Malone v. Sunset Retirement Communities, Inc.
TOLA2(35419)08202012
22A-2012-02876C

Charles E. Patterson, Jr. v. Shippers C & D
CLE74(41856)12072012
532-2013-00566C

12. No Probable Cause - Dismiss

Michael A. Johnson v. Wal-Mart Stores East, LP
COL71(39376)05012012
22A-2012-02114C

Jerlean W. Harris v. Columbus State Community College
COL71(39396)05042012
22A-2013-01000C

Toni Cannaday v. Columbus City Schools
COL71(39405)05102012
22A-2013-01002C

No Probable Cause – Dismiss - continued

Gabrielle Turner v. Mount Carmel Health System
COL71(39407)05102012
22A-2013-01012C

**Commissioner Patmon recused himself from the above case (39407).*

No Probable Cause – Dismiss - continued

Juanita Cooper v. Homebound Helpers Inc., dba Visiting Angels Living Assistance Services
COLG1(39412)05102012
22A-2013-01014F

Jon Austin v. State of Ohio Department of Developmental Disabilities
COL71(39425)05162012
22A-2013-01020C

Kenwanna Wheat v. Columbus City Schools
COLB1(39439)05232012
22A-2013-00447C

Theodore Roberts v. City of Columbus, Division of Fire
COL71(39447)05252012
22A-2013-01028C

Anita Hayes v. The Garden City Group, Inc.
COLA1(39486)06192012
22A-2012-02699C

Jemar Steele v. Bow wow
COLG1(39491)06202012
22A-2012-02695F

Willie McKinney v. Columbus City School District
COLA1(39496)0622012
22A-2012-02691C

Dianna M. Haynes v. Intermedix Staffing, Inc.
COL71(39519)06202012
22A-2012-02702C

Tracyley Whyte v. Franklin County Residential Services, Inc.
COL71(39526)07032012
22A-2012-02678C

Amir Saqfeihait v. FedEx Ground Package System, Inc.
COL71(39556)07162012
22A-2012-02848C

Tammi Lynn Simmons v. Columbus Instruments International Corp.
COLB1(39562)07172012
22A-2012-02873C

No Probable Cause – Dismiss - continued

Vilmarie Yampier v. Stratosphere Quality, LLC
COL71(39589)07302012
22A-2012-02798C

Charlesqua Rogers v. Kenco Logistics Services, LLC
COL71(39600)08012012
22A-2012-02742C

Debby Perkins v. Hondros Market, Inc.
COLA1(39626)06152012 AMENDED
532-2012-01667C

Dieuseul Manigat v. Accell Inc.
COL71(39674)08282012
22A-2013-00850C

Teneacha McGrady v. Franklin County Community Based Correctional Facility
COL71(39737)09242012
22A-2013-00504C

Rose Lee Maxwell v. Glasfloss Industries, Inc.
COLA1(39771)10092012
22A-2013-00522C

Colzie C. Croone v. Loving Hearts, LLC
COLE1(39799)10182012
22A-2013-00809F

Donna Sue Carson v. Hudnich, Inc. dba Healthco
COLA1(39834)10312012
22A-2013-00706C

Paul J. Beck v. HHGREGG
COL71(39866)11132012
22A-2013-00684C

Katherine Rae Draper v. OSU Medical Center
COLB1(39877)11192012
22A-2013-01131C

**Commissioner Patmon recused himself from the above case (39877).*

Debra Ann Hawkins v. ADS Alliance Data Systems, Inc.
COL71(39885)11272012
22A-2013-00727C

No Probable Cause – Dismiss – continued

Tessa Johnson v. Taco Bell
COLB1(39896)11302012
22A-2013-00833C

Judy Ann Heskett v. Berger Health Systems
COLA1(39920)12112012
22A-2013-01007C

Kevin D. McClelland v. The Ohio State University/Student Union
COLG1(39940)12182012
22A-2013-01140F

Connie Spencer v. Muskingum Valley Health Centers
COLA6(22929)05042012
22A-2013-01001C

Teresa Cassidy v. Esther Legron, Property Manager, Attica Terrace Apts. et al; Attica Terrace Limited Partnership, c/o Jon R. Veard, General Partner/Statutory Agent; United Properties Management Company; Property Technicians Incorporated, Statutory Agent
TOLH2(35249)05212012
05-12-1005-8
22A-2012-02059F

George S. Tucker, Jr. v. Fostoria Community Schools
TOLA2(35250)05222012
22A-2012-02076C

Benjamin C. Randolph v. Terra Community College
TOL72(35252)05222012
22A-2012-02078C

Kerrie Hardy v. St. Vincent's Mercy Medical System
TOLG2(35260)05242012
22A-2012-02102F

Tiy-Lee Ky-Juan Wilson v. J-Team, Inc. dba Great American Cookie Company
TOL72(35267)05292012
22A-2012-02159C

Randall Marfia v. Village of Republic, Ohio
TOLB2(35277)06052012 AMENDED
22A-2012-02192C

Katti J. Shumaker v. Bittersweet
TOL72(35279)06062012
22A-2012-02197C

No Probable Cause – Dismiss – continued

Arthur T. Asbury v. Lucas County Veterans Service Commission
TOLA2(35286)06112012
22A-2012-02206C

Landa E. Mundy v. Continental Structural Plastics, Inc.
TOLB2(35288)06112012
22A-2012-02208C

John Perales v. Stoneco, Inc. dba Shelly Liquid Division
TOL72(35289)06112012
22A-2012-02209C

Regina M. Fleming v. Job1USA, Inc.
TOL72(35291)06112012
22A-2012-02211C

Christopher J. Steinmiller v. Senior Care Resources, Ltd.
TOLA2(35292)06112012
22A-2012-02212C

Marlene McCorry v. Ohio Department of Rehabilitation and Correction
TOL72(35294)06122012
22A-2012-02214C

Mary E. Crytzer v. Bob Evans Farms, Inc.
TOLB2(35295)06122012
22A-2012-02215C

Kendra D. Horn v. Lutheran Home Society, Inc.
TOL72(35297)06142012
22A-2012-02218C

Roger D. Halterman v. Northwest Trailer Sales & Service, Inc.
TOLA2(35298)06142012
22A-2012-02219C

Sarah Doss v. Century Equipment, Inc.
TOL72(35299)06142012
22A-2012-02220C

Stacy R. Swift v. The University of Toledo Medical Center
TOL72(35302)06142012
22A-2012-02223C

No Probable Cause – Dismiss – continued

Martha G. Smith v. The University of Toledo Medical Center
TOLB2(35304)06142012
22A-2012-02224C

Cheri L. Bloomfield v. Ohio Department of Rehabilitation and Correction
TOL72(35307)06192012
22A-2012-02244C

Ezekiel O. McIntosh v. Johnson Controls, Inc.
TOL72(35308)06192012
22A-2012-02245C

Brittany M. Lamb v. Mercy St. Vincent Medical Center
TOL72(35309)06192012
22A-2012-02250C

Lucinda George-Bealer v. Media Network of Central Ohio dba Fremont News-
Messenger
TOLA2(35313)06202012
22A-2012-02259C

Robin K. Schaller v. FedEx Corporation
TOL72(35315)06222012
22A-2012-02283C

Jonathan McElroy v. Tour de Force CRM, Inc.
TOLB2(35317)06222012
22A-2012-02285C

Steven C. Young v. ProMedica Health System, Inc. dba ProMedica Flower Hospital
TOLB2(35320)06262012
22A-2012-02296C

Sylvia Stewart v. Kids Unlimited, Inc.
TOL72(35322)06262012
22A-2012-02300C

Terry A. Faison v. First Solar, Inc.
TOLA2(35323)06262012
22A-2012-02304C

Monica Ford v. State of Ohio, Department of Rehabilitation & Correction
TOL72(35327)06282012
22A-2012-02316C

No Probable Cause – Dismiss – continued

Krista P. Rickman v. Westgate Limited Partnership dba Comfort Inn Westgate
TOL72(35334)07022012
22A-2012-02332C

Gregory Jones v. Maumee Valley Habitat for Humanity
TOLB2(35337)07032012
22A-2012-02340C

Keno J. Alums v. Kuka Toledo Production Operations, LLC
TOL72(35440)08292012
22A-2012-02941C

Chad Archer v. Lucas County Metropolitan Housing Authority (LMHA); Linnie Willis,
Executive Director; Tina Cunningham, LMHA Housing Specialist
TOLH2(35442)08312012
05-12-1412-8
22A-2012-02943F

Nicole D. Boyer v. Andy Frain Services, Inc.
TOL72(35352)07132012
22A-2012-02438C

Marsha Wiggins v. The University of Toledo
TOLB2(35354)07132012
22A-2012-02440C

Lacey L. Bechtel v. Wal-Mart Stores East, LP
TOL72(35373)07202012
22A-2012-02498C

Kenneth E. Strickland v. Vitran Express, Inc.
TOL72(35496)09242012
22A-2012-03156C

Tina Marie & Josh Jackson v. Noral Asset Management; Karen Lauber, Agent; Allen
Hotchkiss, Owner
TOLH2(35508)09272012
05-12-1537-8
22A-2012-03197F

Ellen L. Powers v. Imasen Bucyrus Technology
TOLA2(35513)10012012 AMENDED
22A-2013-00008C

No Probable Cause – Dismiss – continued

Sharon Taylor v. Columbus Grove Dairy Whip
TOL72(35533)10102012
22A-2013-00072C

Larry Dillard v. Toledo Area Sanitary District
TOL72(35643)12052012
22A-2013-00807C

Melvin Watson v. The Toledo Zoological Society
TOLA2(35690)01032013
22A-2013-01077C

Regina Yvette Singer Joyce et al v. Sharron A. Stephens, Owner
TOLH2(35708)01152013
05-13-0341-8
22A-2013-01242F

Debra J. Davis v. City of Toledo, Department of Finance, Accounts Division
TOL72(35715)01182013
22A-2013-01265C

Wanda King v. Rescue Incorporated dba Rescue Mental Health Services
TOL72(35724)01242013
22A-2013-01309C

Allison J. Francis v. Ottawa County Board of Developmental Disabilities
TOL72(35794)03052013
22A-2013-01619C

Christine R. Caudill v. Rose Home Health, Inc.
TOLA6(23339)11062012
22A-2013-00606C

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority
AKRH3(36407)05212012
05-12-0909-8
22A-2012-00147F

Angela White v. Akron Metropolitan Housing Authority
AKRH3(36410)05232012
05-12-0907-8
22A-2012-00149F

Terri L. Clark v. Summa Health System
AKRB3(36451)06272012
22A-2012-02311C

No Probable Cause – Dismiss – continued

WuChang Marsh-Fullum v. Circulatory Center of Ohio, Inc.
AKRB3(36454)06292012
22A-2012-02331C

Loretta M. Spencer v. The Law Offices of John D. Clunk Co., A Legal Professional
Association
AKRA3(36461)07092012
22A-2012-02383C

Tracy A. Johnson v. Siffrin, Inc.
AKR73(36471)07182012
22A-2012-02485C

Earline Kirby v. James Shoenfelt
AKRH3(36491)08062012
05-12-1285-8
22A-2012-02616F

Anthony Wilminston v. Krakowski Trucking, Inc.
AKR73(36511)08162012
22A-2012-02836C

Janene Clayton-Covington v. Lisa Zirger, Kroger Personal Finance (The Kroger Co.)
AKRE3(36570)08202012
22A-2012-03201F

Janene Clayton-Covington v. Brad Tomich, Director of Customer 1st (The Kroger Co.)
AKRE3(36571)08202012
22A-2012-03200F

Eric R. Reeves v. T.D. Fuel Mart, Inc.
AKRG3(36613)11052012
22A-2013-00400F

DeAndre D. Holland v. The Goodyear Tire & Rubber Company
AKR73(36641)12062012
22A-2013-00856C

Danielle S. Rice v. Oriana House, Inc.
AKR73(36665)12142012
22A-2013-01164C

Van Ness Decree, Sr. v. Independence of Portage County, Inc.
AKR73(36700)01092013
22A-2013-01214C

No Probable Cause – Dismiss – continued

Fred A. Franco v. Orlo Auto Parts, Inc.
AKRA3(36752)02082013
22A-2013-01455C

Annette Williams v. Osnaburg Local Board of Education
AKR73(36767)02252013
22A-2013-01572C

Johnny Allen v. State of Ohio, Department of Health
AKR71(39494)06212012
22A-2012-02696C

Kamora Coates v. Charles Penzone, Inc.
AKRA1(39495)06212012 AMENDED
22A-2012-02376C

Vanessa Hayes-Thomas v. State of Ohio, Department of Development
AKR71(39523)07022012
22A-2012-02531C
**Commissioner Mercado recused herself from the above case (39523).*

Janene Clayton-Covington v. The Kroger Co.
AKR71(39653)08202012
22A-2012-03094C

Lucinda Gardner v. Quintiles Commercial U.S., Inc.
AKR71(39776)10102012
22A-2013-00209C

Audrey Ransey v. General Motors LLC
AKR72(35275)06042012
22A-2012-02190C

Audrey Ransey v. General Motors LLC
AKR72(35589)11132012
22A-2013-00481C

Eugene I. Apostoluk v. County of Cuyahoga, Department of Public Safety & Justice
Services
AKRA4(41546)05172012
22A-2013-00146C

Edward A. Cook v. Automotive Components Holdings, LLC
AKRB4(41570)06042012
22A-2012-02394C

No Probable Cause – Dismiss – continued

Sandra L. Raybon v. The MetroHealth System
AKR74(41589)06142012
22A-2012-02247C

Mustafa Ismail v. Sterling Jewelers, Inc. dba Rogers Jewelers
AKRA4(41744)10112012
22A-2013-00205C

Joan E. McKnight v. Tim Brown
CLEE4(41680)08162012
22A-2012-02784F

Joan E. McKnight v. Elyria City School District
CLEA4(41681)08162012
22A-2012-02785C

Mariama Nadira Ali v. Christy Lee, Kirby Manor, National Church Residences, c/o
Joseph Kasberg, Management Agent Contact
CLEH4(41703)09042012
05-12-1385-8
22A-2012-02959F

Gwendolyn Harris v. Swagelok Company
CLE74(41729)09252012
22A-2012-03185C

Gwendolyn Harris v. HP Resources, Inc. dba Horizon Personnel
CLE74(41730)09252012
22A-2012-03186C

Myesha Anderson v. SWSA, Inc. dba Wolfey's Bistro & Pub
CLE74(41736)10012012
22A-2013-00075C

Margaret Pinion v. State of Ohio, Department of Public Safety
CLEA4(41738)10012012
22A-2013-00078C

Courtney M. Gonzales v. SWSA, Inc. dba Wolfey's Bistro & Pub
CLE74(41742)10092012
22A-2013-00088C

Virginia M. Brennan v. Murtis Taylor Human Services System
CLEB4(41762)10292012
22A-2013-00342C

No Probable Cause – Dismiss – continued

Rodney T. Zellner v. Cornell Abraxas Group, Inc.
CLEB4(41786)11152012
22A-2013-00475C

Joseph P. Danculovic v. City of Cleveland, Public Works
CLEA4(41812)12112012
22A-2013-00941C

Bernadine Mitchell v. City of Cleveland
CLE74(41815)12142012
22A-2013-01119C

Ying-Liang Wang v. Metro Lofts, LLC & James Sosan
CLEH4(41827)01022013
05-13-0269-8
22A-2013-01835F

Ying-Liang Wang v. Tower Press, Ltd., Karen & David Perkowski
CLEH4(41828)01022013
05-13-0271-8
22A-2013-01132F

Yiang-Liang Wang v. Jason Drake
CLEH4(41838)01022013
05-13-0274-8
22A-2013-01247F

Janine M. Kravejko v. Dominion Management Services, LLC
CLE74(41851)01292013
22A-2013-01356C

Melissa J. Strojek v. Oxyrase, Inc.
CLE71(39883)11232012
22A-2013-00782C

Leslie G. Vance v. Mansfield City School District
CLE73(36564)09242012
22A-2012-03183C

Charlotte Jones v. Miamisburg Central Apartments; et al.
DAYH6(22964)05232012
05-12-1001-8
22A-2013-00203F

No Probable Cause – Dismiss – continued

Karen Alexander v. Community Action Partnership
DAYH6(22966)05242012
05-12-1003-8
22A-2013-00221F

Janelle Ogletree v. PK Management, LLC; Christine Lee, Property Mgr.
DAYH6(22989)06052012
22A-2013-00348F

David Murray v. Robyn Perkins, Landlord
DAYH6(22997)06072012
22A-2013-00197F

Sandra M. Smothers v. PK Management; Christa Lee, Manager
DAYH6(23006)06122012
05-12-1300-8
22A-2013-00200F

Edward Schock v. Greene Country Club
DAYA6(23037)06282012
22A-2013-01032C

Pamela Vattekatu v. Leis Realty
DAYH6(23042)06292012
22A-2013-00058F

Pamela Vattekatu v. Darke County Metropolitan Housing Authority
DAYH6(23043)06292012
22A-2013-00057F

Richard B. Conway v. Interstate Ford
DAYA6(23081)07182012
22A-2013-00443C

Nichole Y. Alridge v. AT&T
DAY76(23094)07242012
22A-2013-00350C

Michael F. Rogers. v. Dayo Associates, LLC dba Dayton Grand Hotel
DAY76(23097)07252012
22A-2013-00450C

Abdul-Waahid Jamil v. Dayo Associates, LLC dba Dayton Grand Hotel
DAY76(23098)07252012
22A-2013-00451C

No Probable Cause – Dismiss – continued

Karen P. Saylor v. Great Miami Valley YMCA-East Butler
DAY76(23106)07272012
22A-2013-00494C

Larry Lawson v. Goodrich
DAYA6(23110)07312012
22A-2013-00476C

Michelle Campbell v. Corbus, LLC
DAYA6(23256)09252012
22A-2013-00618C

Zeek Meir v. Sossaw Diamond, LLC dba Play
DAYG6(23262)09272012
22A-2013-00230F

Brandon Warner v. Twin City Fan Companies, Ltd.
DAYB6(23269)09282012
22A-2013-00594C

Steve Prather v. Antique Bar & Grill
DAYG6(23271)10012012
22A-2013-00674F

Sean Frew v. Mama Rosa's, LLC
DAYA6(23272)10012012
22A-2013-00581C

Sunny M. Rudduck v. Premier Health Partners
DAYB6(23287)10092012
22A-2013-00561C

Mary L. Chapman v. Summit Academy Management Company
DAYA6(23300)10162012
22A-2013-00614C

Brandy Donohoo v. Kurtzman Plastic Surgery
DAYE6(23318)10252012
22A-2013-00315F

Francesca McElroy v. Kurtzman Plastic Surgery
DAYE6(23319)10252012
22A-2013-00313F

No Probable Cause – Dismiss – continued

Charles Mention v. City Arts Association
DAY76(23325)10302012
22A-2013-00559C

Samba J. Soumare v. American Foods Group, LLC aka Green Bay Dressed Beef, LLC
DAY76(23326)10302012
22A-2013-00536C

Judy A. Brady v. Ohio Valley Residential Services
DAY76(23338)11052012
22A-2013-00627C

Betty Riley v. Supports to Encourage Low Income Families
DAYB6(23348)11132012
22A-2013-00667C

Terrie Gibbs v. Humana Pharmacy, Inc dba Right Source
DAYA6(23350)11132012
22A-2013-00671C

Kimberly Blackwell v. Frisch's Restaurant
DAYA6(23366)11192012
22A-2013-00748C

Ma'Chon Minnifield v. State of Ohio, Department of Rehabilitation and Correction
DAY76(23397)12132012
22A-2013-01371C

Allison Nicole Kahny v. UC Health*
DAYB6(23417)12182012
22A-2013-01093C

*Commissioner Patmon recused himself from participation in this case

Judy A. Brady v. Ohio Valley Residential Services
DAY76(23420)12262012
22A-2013-01091C

Peter C. Teague v. Collective Brands Eastern Distribution Center
DAYB6(23421)12262012
22A-2013-01090C

Clarence W. Zile v. Ohio Valley Schools
DAYA6(23426)01032013
22A-2013-01197C

No Probable Cause – Dismiss – continued

Catherine Lamb v. Jolly Express
DAYE6(23440)01162013
22A-2013-01273F

Quince Sain-Dunham v. Greene Comedy, LLC dba Funny Bone Comedy Club
DAY76(23459)01302013
22A-2013-01381C

Stephen Caples v. Dental Care of Columbus
DAY71(39596)07312012
22A-2013-00576C

Stephen B. Caples v. Dental Care of Columbus
DAY71(39610)08062012
22A-2013-00574C

Commissioner Roberts moved to approve the Confirmation Agenda with the above noted recusals. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	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.

APPEARANCES

1. Recommendation: Respondent's Request - Deny

Eric Grinston v. Columbus Baking Company
COL71 (39356) 04242012
22A 2012 02083C

Upon review of the Respondent's request for reconsideration, Aman Mehra, Columbus Regional Director, recommended the Commission deny Respondent's request and uphold the original finding of Probable Cause. Foday Kenneh, Supervisor, Christopher Harris, Investigator and the Respondent were present to discuss the case.

Commissioner Mercado moved to grant the Respondent's request and reverse the Probable Cause Finding to No Probable Cause - Dismiss. Seconded by Commissioner Yajnik.

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	NO

Motion carried.

Commissioner Patmon moved to take a short recess. 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 Patmon moved to return to regular session. 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

2. Recommendation: Respondent's Request - Deny

John Pipkin, Jr. v. Central Ohio Transit Authority
COLB1 (39354) 04242012
22A 2012 02081C

Upon review of the Respondent's request for reconsideration, Aman Mehra, Columbus Regional Director, recommended the Commission deny the Respondent's request and uphold the original finding of Probable Cause. Foday Kenneh, Supervisor, Christopher Harris, Investigator and both parties were present to discuss the case.

Commissioner Mercado moved to grant the Respondent's request and reverse the Probable Cause finding to No Probable Cause – dismiss. Motion failed for lack of a second.

Commissioner Roberts moved to adopt the Regional recommendation and find Probable Cause. Motion failed for lack of a second.

Commissioner Mercado moved to grant the Respondent's request and reverse the Probable Cause finding to No Probable Cause – dismiss. Seconded by Chairman Hubert.

The Commissioners voted as follows:

Chairman Leonard Hubert	NO
Commissioner Rashmi Yajnik	NO
Commissioner Tom Roberts	NO
Commissioner Stephanie Mercado	YES
Commissioner William Patmon, III	YES

Motion failed.

Commissioner Roberts moved to adopt the Regional recommendation and find Probable Cause. Seconded by Commissioner Patmon.

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Rashmi Yajnik	NO
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	NO
Commissioner William Patmon, III	NO

Motion failed.

Commissioner Roberts moved to adopt the Regional recommendation and find Probable Cause. Seconded by Commissioner Mercado.

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Rashmi Yajnik	YES
Commissioner Tom Roberts	YES
Commissioner Stephanie Mercado	NO
Commissioner William Patmon, III	YES

Motion carried.

Commissioner Mercado moved to take a short recess. 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 Mercado moved to return to regular session. 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

3. Recommendation: No Probable Cause - Dismiss

Morine N. Slayton-Nixon v. The Association of the Developmentally Disabled
COL71 (39325) 04122012
22A 2012 01884C

Upon review of the Charging Party's request for reconsideration, Aman Mehra, Columbus Regional Director, recommended the Commission deny Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. Foday Kenneh, Supervisor, Renae Wallace, Investigator and both parties were present to discuss the case.

Commissioner Mercado moved to adopt the Regional recommendation and uphold the original finding of No Probable Cause - Dismiss. 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

4. Recommendation: No Probable Cause - Dismiss

Morine N. Slayton-Nixon v. The Association of the Developmentally Disabled
COL71 (39474) 04122012
22A 2012 02629C

Upon review of the Charging Party's request for reconsideration, Aman Mehra, Columbus Regional Director, recommended the Commission deny Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. Foday Kenneh, Supervisor, Renae Wallace, Investigator and both parties were present to discuss the case.

Commissioner Roberts moved to adopt the Regional recommendation and uphold the original finding of 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 Stephanie Mercado	YES
Commissioner William Patmon, III	YES

COMMISSIONER AGENDA

Agenda for Week 1

1. Findings Upon Reconsideration - Respondent's Request - Deny

Chandra L. Smith v. Ohio American Health Care, Inc.
COLB1 (39324) 04122012
22A 2012 01879C

2. Findings Upon Reconsideration - No Probable Cause – Dismiss

Tari Stewart v. The W. W. Williams Company
AKR71 (39386) 05022012
22A 2013 00140C

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

3. No Jurisdiction - Dismiss

Carrie Leedy v. The Toledo Blade Company
TOL72 (35242) 05162012
22A 2012 01993C

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 1. 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 2

1. Findings Upon Reconsideration - Respondent's Request – Deny

Kristin Lyn Heinmiller v. South Beach Fitness Center LLC
COL71 (39721) 09172012
22A 2013 00909C

Fair Housing Contact Service, Inc. v. Ronald Craft
AKRH3 (36572) 10012012
05-13-0555-8
22A 2013 00002F

Albert Bias v. Eco Tree Services, LLC
CLEB4 (41714) 09182012
22A 2012 03111C

2. Findings Upon Reconsideration - No Probable Cause – Dismiss

Lloyd Dixon v. Catholic Health Partners dba Springfield Regional
Medical Center
DAYG6 (23179) 08282012
22A 2012 03079F

Charlene Burton v. James Laria, Clerk of Courts, Akron Municipal
Courts
AKR73 (36398) 05142012
22A 2013 00145C

Ethan Reisinger v. One 1 Hospitality, Inc. dba Bullies BBQ
AKRB4 (41561) 05252012
22A 2013 00049C

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

Agenda for Week 2 - continued

3. No Jurisdiction - Dismiss

Darnell Redman v. Federal Housing Finance Agency (FHFA) et al;
Edward DeMarco, Director
TOLH2 (35764) 02122013
22A 2013 01482F

Joseph B. Austin, Sr. v. Federal Housing Finance Agency (FHFA) et al.;
Edward DeMarco, Director
TOLH2 (35785) 02272013
22A 2013 01587F

Alicia Smith v. Federal Housing Finance Agency (FHFA) et al;
Edward DeMarco, Director
TOLH2 (35786) 02272013
22A 2013 01588F

Brenda Witcher v. Federal Housing Finance Agency (FHFA) et al;
Edward DeMarco, Director
TOLH2 (35787) 02272013
22A 2013 01589F

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:

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. Findings Upon Reconsideration - Respondent's Request – Deny

Kathy M. Culp v. Delaware County Sheriff's Office
COL71 (39330) 04172012
22A 2012 02020C

John Pipkin, Jr. v. Central Ohio Transit Authority
COLB1 (39354) 04242012
22A 2012 02081C

Eric Grinston v. Columbus Baking Company
COL71 (39356) 04242012
22A 2012 02083C

2. Findings Upon Reconsideration - No Probable Cause – Dismiss

Morine N. Slayton-Nixon v. The Association of the Developmentally Disabled
COL71 (39325) 04122012
22A 2012 01884C

Morine N. Slayton-Nixon v. The Association of the Developmentally Disabled
COL71 (39474) 06122012
22A 2012 02629C

Angel Ramsey v. TJD Industrial Cleaning & Maintenance, Inc.
TOL72 (35206) 04272012
22A 2012 01835C

Housing Opportunities Made Equal v. First Financial Bank – Real Estate Division
COLH6 (22894) 04182012
05-12-0702-8
22A 2013 00167F

Agenda for Week 3 - continued

3. Remedy is Moot; Dismiss Formal Complaint – Submitted by the Attorney General's Office

Jennifer Patton v. R. G. Barry Corporation

COL71(38472)03222011

22A-2011-02761C

Complaint No. 12-EMP-COL-38472

**Commissioner Patmon recused himself from the above cited case (38472)*

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for Week 3 with the above noted recusal. 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

ATTORNEY GENERAL'S REPORT

Lori Anthony presented a case update on *Betty Tanks v. Murray's Wings CIN (31100)*. This case originated out of the Cincinnati Regional Office. Charging Party Betty Tanks alleged she was discharged and sexually harassed because of her pregnancy and race and that Respondent would not accommodate her by providing assistance in moving heavy tables and cleaning the restaurant. A hearing was held before the Administrative Law Judge. The case has now proceeded through the courts where an Order to Enforce has been issued resulting in Charging Party receiving a settlement.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Director Payton reported that he was a panelist at the Seventeenth Annual State of the State Conference Outreach at Bowling Green University on March 21, 2013 where he discussed Best Practices for Enforcement and Compliance. Other panel members included Cindy Stankewicz of the U.S. Equal Employment Opportunity Commission and Felicia Godbolt from the Department of Administrative Services – Equal Opportunity Division. Keith McNeil, Darlene Newbern, Desmon Martin and Aman Mehra also attended. The keynote speakers for the event was Michelle Alexander, Professor, Ohio

State University's Moritz College of Law and author of "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" and social commentator Tim Wise.

- Taribo Osuobeni, son of Tony Osuobeni (Hearings Division) recently won the statewide "Poetry Out Loud" contest held at Ohio Dominican University. Taribo, a senior at Westerville Central High School was awarded a cash prize and an all-expense-paid trip to Washington D.C. to compete in the national finals. His high school was awarded \$500.00 to purchase poetry books for their library.
- The Commission is exploring ways to improve the delivery of cases to the Commissioners.

Commissioner Mercado moved to go into Executive Session for the purpose of discussing personnel matters. 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 Mercado moved to return to regular session. 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 Patmon moved to adjourn the public meeting. Seconded by Commissioner Mercado.

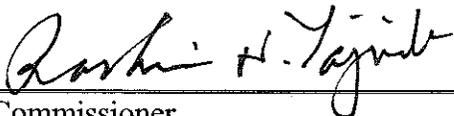
The Commissioners voted as follows:

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

Motion carried.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:20 p.m.

* * *



Commissioner