

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

April 25, 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
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; Bradley Dunn, Reconsideration Supervisor; Duffy Jamieson, Assistant Chief, Civil Rights Section – Ohio Attorney General’s Office; and Sandra Aukeman, Administrative Assistant.

APPROVAL OF MINUTES

Commissioner Patmon motioned that a correction be made to the April 4, 2013 minutes reflecting his recusal from participation in the following case found on Page 24.

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

Commissioner Mercado moved to approve the April 4, 2013 minutes with the above noted correction. Seconded by Commissioner Roberts.

The Commissioners voted as follows:

Chairman Leonard Hubert	YES
Commissioner Yajnik	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

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

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

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

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

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

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-2013-00147F

Angela White v. Akron Metropolitan Housing Authority
AKRH3(36410)05232012
05-12-0907-8
22A-2013-00149F

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

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

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

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

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

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.

2. Complainant's Request for Reconsideration – Deny – Untimely

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

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

3. Issue Dismissal Order – Submitted by the Attorney General’s Office

Marcus Walker v. Best Buy Stores, LP.
TOL72(31785)11142007
22A-2008-02473C
Complaint No. 08-EMP-TOL-31785

Marcus Walker v. Best Buy Stores, LP.
TOL72(31828)12032007
22A-2008-02391C
Complaint No. 08-EMP-TOL-31828

4. Authorize Attorney General to Initiate Action in Common Pleas Court - Submitted by the Attorney General’s Office

Anna M. Miller v. Robert E. Shahan
COLH1(38701)07082011
22A-2011-03000F
Complaint No. 12-HOU-COL-38701

Amber Keech-Straley, et al. v. Quicken Loans, Inc., et al.
TOLH3(35917)08012011
05-11-1299-8
22A-2011-03567F
Complaint No. 12-HOU-TOL-35917

Fair Housing Contact Service v. Liberty Street Apartments, LLC
AKRH3(35365)10082010
22A-2011-00902F
Complaint No. 11-HOU-AKR-35365

Kyra Turner v. Akron Metro Housing Authority
AKRH3(35703)0407201
05-11-0866-8
22A-2011-02991F
Complaint No. 12-HOU-AKR-35703

Fair Housing Advocates Association v. Akron Metropolitan Housing Authority
AKRH3(35704)04072011
05-11-0882-8
22A-2011-02992F
Complaint No. 12-HOU-AKR-35704

**Authorize Attorney General to Initiate Action in Common Pleas Court - Submitted
by the Attorney General's Office - continued**

Housing Advocates, Inc. v. The K & D Group, Ltd.
CLEH4(40977)06162011
05-11-1155-8
22A-2011-03349F
Complaint No. 12-HOU-CLE-40977

Robert & Linda Watko v The K & D Group, Ltd.
CLEH4(40988)06142011
05-11-1155-8
22A-2011-03369F
Complaint No. 12-HOU-CLE-40988

5. Probable Cause – Schedule Conciliation

Maria T. Carr v. Economic Opportunity Planning Association of Greater Toledo, Inc.
TOLB2(35306)06152012
22A-2012-02227C

Maria T. Carr v. Economic Opportunity Planning Association of Greater Toledo, Inc.
TOLB2(35333)06292012
22A-2012-02328C

Tiffany L. Morckel for Ian Morckel v. Aultman College of Nursing and Health Sciences
AKRK3(36468)07162012
22A-2012-02446F

Jody Lynn Vasey v. Youngstown Ohio Hospital Company, LLC dba Valleycare Health
System of Ohio, Northside Medical Center
AKRB3(36494)08062012
22A-2012-02621C
**split recommendation - PC – application for employment; NPC – discharge*

Moulay & Faith Elouardighi v. Cedars at Riverbend; Jamie Spears, Regional Manager
DAYH6(23072)07122012
05-12-1167-8
22A-2012-02607F

Miami Valley Fair Housing Center, Inc. v. Barbara Aras; Mark Aras
DAYH6(23074)07132012
05-12-1337-8
22A-2013-01387F

Probable Cause – Schedule Conciliation – continued

Miami Valley Fair Housing Center, Inc. v. Essie Roark
DAYH6(23075)07132012
05-12-1256-8
22A-2013-00762F

Joan Woods v. Batavia Meadows Apts; McDowell Properties of Cincinnati
DAYH6(23306)10182012
05-13-0014-8
22A-2013-00408F

Jane Wainright v. Batavia Meadows Apartments, Charles Gang
DAYH6(23320)10252012
05-13-0156-8
22A-2013-00316F

Sharon Burson v. Batavia Meadows Apartments, Charles Gang
DAYH6(23321)10252012
05-13-0157-8
22A-2013-00314F

6. Withdrawal of Charge with Settlement After a Finding of Probable Cause

Sharon Kobak et al v. Danbury Township; Rhonda Botti-Sowers, Zoning Inspector;
David Hirt, Trustee; Diane Rozak, Trustee; Shelley Seamon, Fiscal Officer; Charles B.
Scott, Trustee
TOLH2(34783)09012011
05-11-1548-8
22A-2011-03875F

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

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

Denise A. Edwards v. The Toledo Edison Company
TOLB2(35303)06142012
22A-2012-02225C

Adrian Curry v. U.S. Suburban Building Services, Inc.
CLE74(41684)08162012 AMENDED
22A-2012-02792C

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

Louise Jackson v. Cleveland Metropolitan School District
CLEA4(41793)11212012
22A-2013-00660C

Karen L. Thacker v. Rowland Enterprises, Rowland Billys Trustee
CLEH4(41867)02142013 AMENDED
05-13-0478-8
22A-2013-01511F

Carmen Ferrell v. Universal Services of America
ADR71(40017)01302013
22A-2013-01563C

Randi Davis v. Perrysburg Ecumenical Housing Inc.; Jill Schumacher, Property Manager
ADRH2(35760)02112013
22A-2013-01470F

Lori Beth Bibbee v. Southerncare, Inc.
ADR72(35771)02152013
22A-2013-01499C

Fair Housing Contact Service, Inc. v. Andrea L. Norris, Trustee
ADRH3(36816)03212013
05-13-0629-8
22A-2013-01883F

Melissa Decker v. Andrea L. Norris, Trustee
ADRH3(36815)03212013
05-13-0628-8
22A-2013-01882F

Craig M. Perkins v. Geraci's Pizzeria, Inc.
ADR74(41832)01092013
22A-2013-01150C

Brooke Chapman v. Professional Service Industries
ADRB6(23525)03262013
22A-2013-01815C

8. Withdrawal of Charge with Settlement

Cynthia Renee Malcolm v. Giant Eagle, Inc.
COL71(39909)12062012
22A-2013-01412C

Withdrawal of Charge with Settlement - continued

Denise Jones v. State of Ohio, Department of Rehabilitation and Corrections
COLA1(40063)02252013
22A-2013-01747C

Cheryl Ellyn Gantz v. Aramark Services, Inc.
COLB6(23457)01252013
22A-2013-01559C

Kyle Cheatham v. Horizons Employment Services, LLC
TOLA2(35516)10022012
22A-2013-00020C

Marcus Jones v. JCILH, Inc. dba McDonald's
TOL72(35736)01302013
22A-2013-01354C

Tabitha Fiorentino v. Ace Bail Bond, Inc.
AKRE3(36814)03212013
22A-2013-01850F

Rosemary L. Funnell v. Trinity Cathedral
AKRA4(41949)04092013
22A-2013-01899C

Tracy Lyn Stephens v. Ohio CVS Stores, LLC dba CVS
CLEB4(41701)09042012
22A-2012-02957C

William J. Powell v. Systemax, Inc.
DAYB6(22962)05222012
22A-2013-00096C

Emma Atkins v. Payless Collective Brands Distribution Center
DAYB6(23069)07122012
22A-2013-00441C

Sally Strain v. Kenton City School District Board of Education
DAYA6(23144)08172012
22A-2013-00420C

Toni Mullins v. Cross Roads Bar & Grill, Inc. dba Hillstation Bar & Grill
DAYE6(23174)08272012
22A-2012-03074F

Withdrawal of Charge with Settlement - continued

Theresa M. Goins v. Industrial Power Systems, Inc.
ADR72(35805)03112013
22A-2013-01672C

Nancy Ellen Beck v. United Church Homes, Inc.
ADRA3(36775)02272013
22A-2013-01594C

Donald J. Pertz v. DeMilta Sand & Gravel, Inc.
ADRB4(41768)11012012
22A-2013-00365C

Joseph Scullin v. GMS Management/Polo Club Apartments, LLC
ADRH4(41842)01152013
22A-2013-01251F

Mary E. Bossart v. Redigo Foodmart
ADRE4(41876)02202013
22A-2013-01519F

Elaine Scott v. Balance Solutions Physical Therapy, Inc.
ADRE4(41893)11202012
532-2013-00381F

9. Withdrawal of Charge – Grant

Elizabeth A. Gasior v. Columbus City School District Board of Education
COL71(39836)11012012
22A-2013-00510C

Lanard A. Mathis v. American Ambulette & Ambulance Service, Inc. dba MedCorp
TOL72(35423)08202012
22A-2012-02880C

10. Administrative Closure

Charles McDevitt v. Kenwood Gardens Apartments et al; Kenwood Gardens Associates, LLC; Esperanza Resendez, Property Manager; Morgan Properties et al
TOLH2(35814)03182013
22A-2013-01709F

Administrative Closure - continued

The Fair Housing Center of Toledo et al v. Kenwood Gardens Apartments et al;
Kenwood Gardens Associates, LLC; Esperanza Resendez, Property Manager; Morgan
Properties et al
TOLH2(35815)03182013
22A-2013-01710F

The Ability Center v. Kenwood Gardens Apartments et al; Kenwood Gardens Associates,
LLC; Esperanza Resendez, Property Manager; Morgan Properties et al
TOLH2(35816)03182013
22A-2013-01711F

Joan Turnbull v. James Chastain
AKRH3(36444)06252012
22A-2012-02287F

Bogdan Demetrescu v. Ford Motor Company
AKRA1(40128)03222013
22A-2013-01933C

Regina Shoecraft v. KC Marketing
DAYE6(23486)02212013
22A-2013-01600F

11. No Probable Cause – Dismiss

Brian D. Trejo v. TM Stoney Creek II LTD and The Wallick Companies dba Stoney
Creek Apartments
COLH1(39440)05232012
05-12-0872-8
22A-2012-02108F

Brandy Lanman v. Weltman, Weinberg & Reis Co., LPA
COLB1(39455)06042012
22A-2012-02665C

Brittany Nicole Lawson v. Costume Specialist, Inc.
COL71(39465)06072012
22A-2012-02685C

Peggy Hinkle v. Wal-Mart Stores East, LP
COL71(39476)06132012
22A-2012-02617C

No Probable Cause – Dismiss – continued

Teresa Danielle Ceckitti v. JPMorgan Chase Bank, N.A.
COL71(39484)06152012
22A-2012-02643C

Sandra Lynn Clark v. Alliance Data Systems, Inc.
COL71(39528)07032012
22A-2012-02680C

Jennifer Spencer v. XLC Services, LLC dba Validex, LLC
COLB1(39530)07052012
22A-2012-02681C

Karlton M. Rembert v. Thirty-One Gifts, LLC
COL71(39538)07092012 AMENDED
22A-2013-00287C

Doris Harper v. Art.com Inc.
COL71(39541)07102012
22A-2012-02888C

Judith E. Reid v. State of Ohio, Office of Budget and Management
COLA1(39568)07182012
22A-2012-02854C

Joseph Leroy Smith v. Style Tech Corp., dba Great Clips
COLB1(39573)07192012
22A-2012-02843C

Raimonda Braddock v. The Kroger Co.
COL71(39578)07232012
22A-2012-02823C

Judith E. Reid v. State of Ohio, Office of Budget and Management
COLA1(39583)07252012
22A-2012-02802C

Gaynell Kammer v. Nurse Medical Healthcare Services, Inc.
COL71(39584)07262012
22A-2012-02801C

Judy Bovie v. Zaner Bloser, Inc.
COLB1(39586)07262012
22A-2013-00361C

No Probable Cause – Dismiss - continued

Ruben Lawrence Reed v. Exel
COL71(39594)07312012
22A-2012-02738C

Samir A. Murshed v. America's Pizza Company, LLC dba Pizza Hut
COL71(39597)07312012
22A-2012-02739C

DeShawna R. Grooms v. American Health Packaging
COL71(39635)08142012
22A-2013-00268C

Sheila O. Bell v. American Health Packaging
COL71(39637)08142012
22A-2013-00267C

Ronald M. Williams v. Oakwood Management Company
COLH1(39667)08132012
05-12-1262-8
22A-2012-03004F

Cher Kay Bland v. State of Ohio, Department of Agriculture
COL71(39750)09262012
22A-2013-00524C

Laura Ann Studevart v. State of Ohio, Department of Agriculture
COLA1(39768)10092012
22A-2013-00520C

Brandi J. Oates v. Pataskala Green IV Limited Partnership and Showe Management Corporation dba Pataskala Green Apartments
COLH1(39794)09282012
05-12-1502-8
22A-2013-00157F

Michelle R. Mathis v. NPA Associates LTD dba Nelson Park Apartments and New Cassady Village Associates LLC dba Cassady Village Apt. and The Abel-Bishop & Clarke Realty Co. dba ABC Management Company
COLH1(39818)10262012
05-13-0070-8
22A-2013-00291F

Michelle S. Otten v. State of Ohio, Ohio Department of Natural Resources
COLB1(39821)10292012
22A-2013-00704C

No Probable Cause – Dismiss - continued

Patrice Hanna v. Carnaby Associates LLC and The Barrington Group Incorporated dba
Carnaby Village Apartments
COLH1(39833)10302012
05-13-0081-8
22A-2013-00319F

Melissa J. Barker v. Intermodal Container Services LLC
COLA1(39872)11152012
22A-2013-00705C

Maritza Antonio v. State of Ohio, Department of Transportation
COL71(39892)112912
22A-2013-00837C

Jessica Morrow v. Ohio Health-Doctors Hospital
COL71(39893)11292012
22A-2013-00835C

Cecil Swaray v. Support Care, Inc.
COL71(39912)12102012
22A-2013-00998C

Steven Troy Scruggs v. Easton Common
COL71(39980)01112013
22A-2013-01289C

Mineyong Han v. Ohio University
COL71(39981)01112013
22A-2013-01287C

Richard Harrison Nelson v. Riser Foods dba Giant Eagle, Inc.
COLB1(40000)01232013
22A-2013-01360C

William J. Edwards v. Athletic Club of Columbus Company
COL71(40020)02042013
22A-2013-01558C

Reginald J. Wilson v. Cardington Yutake Technologies, Inc.
COL74(41634)07162012
22A-2012-02464C

Gwendolyn Watson v. Papoo's Coney Island, LLC
TOL72(35276)06052012
22A-2012-02191C

No Probable Cause – Dismiss – continued

James Lee Merriweather, Jr. v. Papoo's Coney Island, LLC
TOL72(35287)06112012
22A-2012-02207C

Shawanda S. Johnson v. J. Shubeta, LLC dba Daryl Jervis Dance Studio
TOL72(35290)06112012 AMENDED
22A-2012-02210C

Lerline C. Brassfield v. Lucas County Board of Elections
TOLA2(35305)06152012
22A-2012-02226C

Linda Becerra-Marquez v. Teaching and Mentoring Communities
TOLA2(35318)06252012
22A-2012-02286C

Kyong S. Kim v. Sylvania Care and Rehabilitation Center
TOLA2(35319)06262012
22A-2012-02294C

Jamie R. Viertlbeck v. First Solar LLC
TOLB2(35332)06292012
22A-2012-02325C

Dora M. Dunlap v. YMCA JCC of Greater Toledo
TOL72(35336)07032012
22A-2012-02339C

LaToya S. Swain v. The University of Toledo Medical Center
TOL72(35343)07092012
22A-2012-02385C

Dawn M. Schaber-Goa v. State of Ohio, Department of Rehabilitation and Correction
TOL72(35349)07122012
22A-2012-02418C

Natasha Clark v. Walgreen Co.
TOL72(35356)07162012
22A-2012-02448C

Nicholas R. Kelly v. Kellermeyer Bergensons Services, LLC
TOL72(35358)07162012
22A-2012-02450C

No Probable Cause – Dismiss – continued

Marlene Buyer v. Quadco Rehabilitation Center, Inc.
TOLB2(35359)07162012 AMENDED
22A-2012-02451C

Robert G. Fagerman v. First Solar, Inc.
TOLB2(35360)07172012
22A-2012-02471C

Leslie S. Little v. Mac's Convenience Stores LLC dba Circle K Convenience Store
TOL72(35361)07172012
22A-2012-02472C

Ashley M. Lehman v. WorldStart, Inc.
TOLE2(35363)07182012
22A-2012-02474F

Rodney V. Brown, Jr. v. CSX Intermodal Terminals, Inc.
TOLA2(35367)07192012
22A-2012-02478C

Tiffany L. Speziali v. First Solar, Inc.
TOLB2(35372)07202012
22A-2012-02491C

Jody Miller v. Savers, Inc.
TOLB2(35380)07262012
22A-2012-02544C

Rosalyn Hayes v. Luther Home of Mercy
TOL72(35382)07272012
22A-2012-02546C

Ronald L. Bates v. City of Toledo, Sewers and Drainage Services
TOLB2(35398)08072012
22A-2012-02604C

Kathleen J. Corggens v. Hollywood Casino Toledo
TOL72(35467)09102012
22A-2012-03014C

Kathleen J. Corggens v. Hollywood Casino Toledo
TOL72(35534)10112012
22A-2013-00081C

No Probable Cause – Dismiss – continued

Anita Y. Birchfield v. Jeep Country Federal Credit Union
TOL72(35593)11142012
22A-2013-00485C

Todd D. James v. Castle Apartments, Inc., Joe Welker, and Richard Hawkins
AKRH3(36429)06112012
05-12-1559-8
22A-2012-02228F

LaQuetta Ray v. AMHA
AKRH3(36436)06152012
22A-2012-02237F

Donald W. Carnahan v. Inland Industrial Services Group, LLC
AKRA3(36475)07232012
22A-2012-02535C

Randall Wade v. Jefferson Metropolitan Housing Authority
AKRH3(36478)07262012
05-12-1197-8
22A-2012-02548F

Scott D. Miller v. General Motors, LLC
AKRB3(36479)07262012
22A-2012-02549C

Traci M. Loychik v. Champion Animal Hospital, Inc.
AKR73(36486)07312012
22A-2012-02562C

Dayle Rodgers v. Time Warner Cable, Inc.
AKR73(36493)08062012
22A-2012-02620C

Jody Lynn Vasey v. Youngstown Ohio Hospital Company, LLC dba Valleycare Health
System of Ohio, Northside Medical Center
AKRB3(36494)08062012
22A-2012-02621C
**split recommendation - PC – application for employment; NPC – discharge*

Leslie Close v. Bath Manor Limited Partnership
AKRA3(36522)08242012
22A-2012-02903C

No Probable Cause – Dismiss – continued

Frederick Griffin v. Bob Evans Farms, Inc.
AKR73(36565)09242012
22A-2012-03158C

Kristin J. Coghill v. CGI Federal Inc.
AKRB3(36593)10192012
22A-2013-00188C

Charles A. Buskey v. Flambeau, Inc.
AKRA3(36644)12072012
22A-2013-00869C

Ronald Williams v. Kent Adhesive Products Co.
AKR73(36699)01072013
22A-2013-01213C

Tamara L. Reighard v. Electra Tarp, Inc.
AKR73(36712)01112013
22A-2013-01225C

Monica Hewitt v. FirstMerit Corporation
AKR73(36733)01312013
22A-2013-01394C

Ruth James v. State of Ohio, Department of Job and Family Services
AKR71(39641)08142012
22A-2013-00249C

Diana E. Profit v. Community Action for Capable Youth of Mansfield, Ohio, Inc.
AKRE4(41674)08102012
22A-2012-02782F

Brandon Horne v. Dolgencorp, LLC, a subsidiary of Dollar General Corporation
AKRG4(41683)08162012
22A-2012-02793F

Kathy R. Thompkins v. Horizon Science Academy-Cleveland Middle School
AKR74(41705)09052012
22A-2012-02961C

Mohamed Bassem Rayess v. Balanced Career Solutions, Inc.
AKR76(23128)08072012
22A-2012-02772C

No Probable Cause – Dismiss – continued

Josephine Qualiana v. Kim & Joseph Kolb, Louis S. Snider
CLEH4(41603)06202012
05-12-1294-8
22A-2012-02269F

Danielle Alexander v. Lender Processing Services
CLE74(41789)11192012
22A-2013-00540C

Rosalyn L. Jolly v. Geauga County Board of Developmental Disabilities
CLE74(41791)11212012
22A-2013-00656C

Rosalyn L. Jolly v. Ohio Education Association
CLE74(41792)11212012
22A-2013-00657C

James E. Blankenship v. Brauser Enterprises, Inc. dba Inferno Gourmet Burger Bar
CLE74(41806)12042012
22A-2013-00823C

Christina Rivera v. Securitas Security Services USA, Inc.
CLE74(41814)12122012
22A-2013-00944C

Linda Doberdruk v. MFS Supply, LLC
CLE74(41829)01102013
22A-2013-01234C

Carly Marie Kotlyn v. Safeguard Properties, LLC
CLEB4(41849)01252013
22A-2013-01332C

*Commissioner Mercado recused herself from participation in this case.

Lenice White v. Heinen's, Inc.
CLEA4(41850)01282013
22A-2013-01333C

Michael L. Treadwell v. Marc Glassman, Inc.
CLEB4(41862)02112013
22A-2013-01476C

Thomas J. Suhar v. Ashtabula County Medical Center
CLEB4(41869)02152013
22A-2013-01513C

No Probable Cause – Dismiss – continued

Jamy Daughtery v. Alan Stanford
DAYH6(22993)06062012
05-12-0927-8
22A-2013-00198F

Jamie Traucht v. Townsquare Apartments; et al.
DAYH6(23027)06252012
05-12-1260-8
22A-2013-00192F

Timothy Pearson v. Diversco Intergrated Services at DP&L
DAY76(23038)06282012
22A-2013-00763C

Tasha Langenkamp v. Upper Valley Medical Center
DAYA6(23039)06282012
22A-2013-00967C

Dean A. Garrett v. Community Partnership of Preble County
DAYA6(23065)07102012
22A-2013-00439C

Timothy Abner v. Wilcon Corporation, Inc.
DAYA6(23067)07112012
22A-2013-00440C

LaVina Ware v. Crownwood Hills Apartments
DAYH6(23068)07112012
22A-2013-00226F

Christina Allen v. Rodney K. Litteral
DAYH6(23079)07172012
22A-2013-00761F

James T. Maultsby, Jr. v. The Cheesecake Factory Restaurants, Inc.
DAYG6(23082)07182012
22A-2013-00444F

Kimberly B. Smith v. Answers on Demand
DAY76(23087)07202012
22A-2013-00339C

Sandra K. Delemos v. City of Dayton
DAYB6(23089)07222012
22A-2013-00772C

No Probable Cause – Dismiss - continued

Antonia Robbins v. Creative Learning Workshop
DAY76(23091)07232012
22A-2013-00349C

Lisa Cummings v. Central State University
DAY76(23095)07242012
22A-2013-00448C

Corey A. Whitney v. Montgomery County Water Services
DAY76(23100)07252012
22A-2013-00452C

Crystal Strickland v. Healing Touch Home Health Agency
DAY76(23101)07262012
22A-2013-00454C

Stephen T. Leigh v. Warren Correctional Institution
DAY76(23103)07262012
22A-2013-00455C

Chris Davis v. Creative Learning Workshop
DAY76(23105)07272012
22A-2013-00469C

Joyce C. Branham v. CDO Technologies, Inc.
DAYA6(23114)08012012
22A-2013-00376C

Phillip A. Cranford v. Friendship Village Retirement Center
DAYA6(23116)08022012
22A-2013-00409C

Antwanise Bonner v. OHNH EMP, LLC, dba Burlington House
DAYB6(23131)08092012
22A-2012-02796C

Bobby R. Wright v. Groceryland Store
DAYG6(23132)08092012
22A-2013-00417F

Vickie Sue Saul v. Formed Fiber Technologies, LLC.
DAYA6(23177)08272012
22A-2013-00425C

No Probable Cause – Dismiss – continued

Meriel James v. Taco Bell
DAY76(23183)08292012
22A-2013-00428C

Christopher Conner v. Hohman Plating and MFG, LLC
DAYA6(23201)09052012
22A-2013-00755C

Diane E. Beamish v. Assurant Company
DAYA6(23214)09102012
22A-2013-00597C

Darrius D. Williams v. Events by Elite
DAYB6(23218)09122012
22A-2013-00962C

Ashley Ogula v. LA Brenneman Enterprises, Inc. dba Padrone's Pizza
DAYE6(23236)09172012
22A-2013-00603F

Kevin G. Thomas v. Eaton Corporation
DAYA6(23239)09172012
22A-2013-00605C

Michael LeBlanc v. Chipotle Mexican Grill, Inc.
DAYB6(23276)10032012
22A-2013-00584C

Michelle A. Thomas v. HYO Seong America Corp
DAY76(23278)10032012
22A-2013-00586C

Kimberly B. Smith v. Answers on Demand
DAY76(23333)11022012
22A-2013-00545C

Lori K. Ryder v. Plastipak Packaging
DAYB6(23344)11082012
22A-2013-00632C

Roland Rees v. Courthouse Fitness, Inc.
DAYG6(23349)11132012
22A-2013-00668F

No Probable Cause – Dismiss – continued

Nazeeya Abudulai v. Union Institute & University
DAY76(23358)11152012
22A-2013-00638C

Richard Ginyard v. CommuniCare of Clifton, LLC
DAYA6(23360)11152012
22A-2013-00650C

Daniel L. Lytle v. Frisch's Restaurants, Inc.
DAYG6(23368)11202012
22A-2013-00562F

Tanika Shields v. UC Health dba UC Hospital*
DAY76(23371)11272012
22A-2013-00760C
*Commissioner Patmon recused himself from participation in this case.

Clarence Brown v. Kellogg Company
DAYB6(23395)12122012
22A-2013-01050C

Lishunna Haynes v. Lighthouse Place, Inc.; Jack A. Zettler
DAYH6(23413)12202012
05-13-0513-8
22A-2013-01185F

Richard C. Belle, Jr. v. Otterbein Homes
DAY76(23415)12212012
22A-2013-01097C

John Fields v. Spartech Plastics
DAYB6(23424)12312012
22A-2013-01092C

Thomas A. Mabry v. Cobco Enterprises dba McDonald's
DAYG6(23435)01112013
22A-2013-01233F

Kenneth L. Spruce v Hamilton County Board of Elections
DAY76(23502)03072013
22A-2013-01655C

Kenneth L. Spruce v. Hamilton County Board of Elections
DAY76(23517)03212013
22A-2013-01792C

No Probable Cause – Dismiss – continued

Loretta J. Johnson v. B&B Franchising, LLC dba Jani-King of Cincinnati
DAY71(39479)06112012
22A-2013-00765C

Aimee M. Bailey v. Oaks of West Kettering
DAYB1(39950)12192012
22A-2013-01100C

Mark Noble v. Adecco USA, Inc.
DAY71(39953)12202012
22A-2013-01463C

Mark Noble v. Adecco USA, Inc.
DAY71(39954)12202012
22A-2013-01464C

Mark Noble v. Honda of America-East Liberty Plant*
DAY71(39992)01172013
22A-2013-01462C

*Commissioner Patmon recused himself from participation in this case.

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 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 the following case be deleted from the Week 1 Agenda:

Week 1, Page 1, Item I-A

REQUESTS FOR RECONSIDERATION

Respondent's Request - Deny

1. Candace R. Allen v. Lap Technology, LLC & Lapmaster PFS, LLC
DAY76(22931)05072012 *AMENDED
22A-2013-00039C

The parties have reached a settlement in this matter.

Commissioner Mercado moved to approve the above deletion from the Week 1 Agenda. 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.

APPEARANCES

1. **Recommendation: Upon Reconsideration – No Probable Cause Dismiss**

Yelena Lippke v. Sinclair Community College
DAYK6 (22933) 05072012
22A 2012 03138F

Upon review of the Charging Party's request for reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission deny Charging Party's request and uphold the

original finding of No Probable Cause - Dismiss. Mr. Dunn, the Charging Party and the Respondent were present to discuss the case.

Commissioner Roberts recused himself from participation in this case.

Commissioner Mercado 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 Stephanie Mercado	YES
Commissioner William Patmon, III	YES

Motion carried.

2. Recommendation: Upon Reconsideration – No Probable Cause Dismiss

Rena Castillo v. Morales, Inc. dba El Vaquero Mexican Restaurant
COL71 (39485) 06192012
22A 2012 02704C

Upon review of the Charging Party's request for reconsideration, Bradley Dunn, Reconsideration Supervisor, recommended the Commission deny Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. Mr. Dunn, the Charging Party and the Respondent's counsel 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

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 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: Upon Reconsideration – No Probable Cause Dismiss

Uzma Ahmed Zafar v. Carbon Vision, LLC
CLEE4 (41713) 05172012
22A 2012 01578F

Upon review of the Charging Party's request for reconsideration, Vera Boggs, Cleveland Regional Director, recommended the Commission deny Charging Party's request and uphold the original finding of No Probable Cause - Dismiss. Mrs. Boggs, the Charging Party and the Respondent were present to discuss the case.

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

Motion carried.

4. Recommendation: Upon Reconsideration – No Probable Cause Dismiss

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

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. Mr. Mehra; Angel Stone, Supervisor; Anita Jackson, Investigator; the Charging Party and the Respondent 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	NO

Motion carried.

COMMISSIONER AGENDA

Agenda for Week 1

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

DELETED Candace R. Allen v. Lap Technology, LLC & Lapmaster PFS, LLC
DAY76(22931)05072012 *AMENDED
22A 2013 00039C

2. Findings Upon Reconsideration - No Probable Cause – Dismiss

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

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

Findings Upon Reconsideration - No Probable Cause – Dismiss - continued

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

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

Yelena Lippke v. Sinclair Community College
DAYK6(22933)05072012
22A 2012 03138F

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

Meguille Snead v. Laxmi Hotel Associates, Inc. dba Days Inn Dayton
DAYG6(22959)05212012
22A 2013 00069F

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. Findings Upon Reconsideration - No Probable Cause – Dismiss

Renae Castillo v. Morales, Inc., dba El Vaquero Mexican Restaurant
COL71 (39485) 06192012
22A 2012 02704C

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

Knobi Ysumde v. Winking Lizard
AKR73 (36452) 06292012
22A 2012 02329C

Andrea Dawson v. State of Ohio, Department of Rehabilitation and
Corrections, Grafton Correctional Institution
CLE73 (36482) 07302012
22A 2012 02582C

Ruby Kelly v. Transworld System, Inc.
CLE74 (41638) 07172012
22A 2012 02468C

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

2. No Jurisdiction – Dismiss

Maria E. Woerl v. 3501 East Third St., Inc. dba Sam's Market
DAYE6 (23135) 08142012
22A 2013 00776F

Rodney Jackson v. CareStar, Inc.
DAYG6 (23389) 12112012
22A 2013 01044F

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.

Week 3

Commissioner Mercado moved to go into Executive Session for the purpose of discussing matters of pending litigation on the Agenda for Week 3. 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.

Note: The Attorney General's office was not in attendance at the Executive Session.

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 Mercado motioned to remove the following cases from the Week 3 Agenda and remand the cases back to the Administrative Law Judge for production of attorneys' fees itemization records. Seconded by Commissioner Patmon.

**CONSIDERATION OF ADMINISTRATIVE LAW JUDGE'S
REPORT & RECOMMENDATION; RESPONDENT'S
STATEMENT OF OBJECTIONS; COMPLAINANT'S AND
ATTORNEY GENERAL'S REPLIES THERETO**

Administrative Law Judge Recommends Award of Attorneys' Fees

Fair Housing Resource Center v. Gary & Helen Grybosky
(CLE) H4 (39116) 09082008 Amended
05-08-1919-8
22A-2009-00427F
Complaint No. 09-HOU-CLE-39116

Fair Housing Resource Center v. Gary & Helen Grybosky
(CLE) H4 (39125) 09082008
05-08-1918-8
22A-2009-00436F
Complaint No. 09-HOU-CLE-39125

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 - No Probable Cause – Dismiss

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

Findings Upon Reconsideration - No Probable Cause – Dismiss – Continued

Teresa Cassidy v. Esther Legron, Property Manager, Attica Terrace Apts.,
et al; Attica 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

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

Mariama Nadira Ali v. Christy Lee Kirby Manor Limited
Partnership, National Church Residences, c/o Joseph Kasberg,
Management Agent Contact
CLEH4 (41703) 09042012
05-10-1385-8
22A 2012 02959F

2. Consideration of Administrative law Judge’s Report and Recommendation

Administrative Law Judge Recommends Dismissal Orders

Sandra K. Montgomery v. State of Ohio, Rehabilitation Services
Commission
COLA1 (35376) 01182008
22A 200801921C
Complaint No. 08-EMP-COL-35376

3. No Jurisdiction – Dismiss

LaVonna P. Dancy v. Lady C Salon & Spa, Inc.
DAYE6 (23161) 08222012
22A 2013 00423F

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:

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

Motion carried.

Add-On Agenda

1. Findings Upon Reconsideration - No Probable Cause – Dismiss

Leandra Middlebrook v. Tzemach Tzedek, LLC dba Columbus
Park Apartments
COLH1 (39397) 05022012
05-12-0784-8; Inquiry # 339725
22A 2012 01994F

Commissioner Mercado moved to adopt the staff findings in the foregoing captioned cases for the Add-On Agenda. 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.

ATTORNEY GENERAL'S REPORT

Duffy Jamieson, Assistant Chief, Civil Rights Section – Ohio Attorney General's Office presented the first edition of the *Ohio Attorney General's Civil Rights Reporter*, the new electronic newsletter for constituents, stakeholders and advocates spearheaded by Stefan Schmidt and Marilyn Tobocman. This issue features an interview of Attorney General Mike DeWine by Marilyn Tobocman, principal assistant attorney general in the office's Civil Rights Section. Attorney General DeWine discusses his involvement with civil rights issues throughout his career.

Commissioner Mercado applauded the newsletter as a great way to keep our stakeholders informed.

EXECUTIVE DIRECTOR'S REPORT

Director Payton presented the following information to Commissioners:

- Our budget testimony in the Senate is scheduled for April 30, 2013 at 10:45 am. Director Payton extended an invitation for the Commissioners to join him.
- The Civil Rights Section of the Ohio Attorney General's office is commended for their great initiative in creating the *Ohio Attorney General's Civil Rights Reporter*
- We have received an invitation to hold an upcoming commission meeting at the Cincinnati Freedom Center.
- Commissioners are invited to attend an informational training session immediately following today's meeting to learn more about our employee webpage and the capability to use this tool to communicate more efficiently with the Commissioners.

Commissioner Mercado moved to go into Executive Session for the purpose of discussing personnel matters. 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.

Commissioner Roberts 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.

Commissioner Mercado moved to adjourn the public meeting. 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.

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 1:45 p.m.



* * *

Commissioner