

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

January 30, 2014

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 Tom Roberts  
Commissioner William W. Patmon, III  
Commissioner Lori Barreras

Absent: Commissioner Stephanie Mercado

A quorum was present.

**OCRC Staff Present:**

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

Chairman Hubert asked Keith McNeil to introduce Stephanie Bostos Demers, who recently joined the Ohio Civil Rights Commission family as Chief Legal Counsel. Ms. Bostos Demers served as the Compliance Director for Columbus State Community College. She worked approximately 11 years for the Ohio Attorney General’s Office and served as HR Director and as Chief (nine years) and Assistant Chief of the Attorney General’s Civil Rights Section. As Chief and Assistant Chief, she oversaw and managed the OCRC’s litigation and provided legal advice to OCRC Commissioners and staff. She previously served as litigation associate with the law firm then known as Crabbe, Brown, Jones, Potts & Schmidt.

We welcome Stephanie in her return to the Ohio Civil Rights Commission.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Roberts to approve the January 9, 2014 minutes. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</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**

Christopher Head v. State of Ohio, Ohio Department of Youth Services  
COL71(40080)03042013  
22A-2013-01745C

Christine Tsoi v. DeCapua Enterprises d.b.a. Dawson Resources  
COL71(40102)03112013  
22A-2013-03067C

Traci J. Stevenson v. Scott, Scriven & Wahoff LLP  
COLA1(40173)04032013  
22A-2013-02039C

Pauline T. Aaron v. Bath & Body Works, LLC  
COLB1(40309)06112013  
22A-2013-02671C

Yevgeniy A. Kontar v. The University of Findlay  
TOLA2(35802)03112013  
22A-2013-01654C

Kayla M. Meighen v. New A1 Japan, Inc.  
AKR73(36895)05102013  
22A-2013-02141C

Kayla M. Meighen v. Mark Dannemiller \*  
AKRE3(36896)05102013  
22A-2013-02143F

\*Split recommendation. Probable Cause finding on the issue of sexual harassment. No Probable Cause finding on the issue of discharge. Reconsideration filed on the No Probable Cause finding.

Samantha Jo Baus v. New A1 Japan, Inc.  
AKR73(36897)05102013  
22A-2013-02142C

Virginia A. Davis v. Warren Orologic Group, Inc. dba Lippy Group for Ear, Nose and Throat  
AKRA3(36978)06212013  
22A-2013-02534C

Kristine L. Williams v. Health Care Facility Management, Inc.  
AKRB3(37021)07292013  
22A-2013-02924C

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

Barbara Moody v. Harry Gongloff and Gongloff Properties Inc.  
CLEH4(41962)04252013 AMENDED  
05-13-0994-8  
22A-2013-02053F

Felicia Brooke Bivins v. Cuyahoga County Sheriff's Department  
CLE74(42161)09062013  
22A-2013-03334C

Gary Turnington v. Apex Tool Group  
DAYA6(23800)08122013  
22A-2013-03149C

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

Gretchen Roundtree v. Tall Oaks Realty, LLC and Winterwood Management, LLC dba  
Tall Oaks Apartments  
COLH1(40306)06052013  
05-13-0900-8  
22A-2013-02353F

Sue Abraham on behalf of Sam Conley v. Fred and Sharon Kusian, Owners; Fred's  
Investments, LLC  
TOLH2(35773)02192013  
05-13-0510-8  
22A-2013-01501F

Fair Housing Advocates Association v. WY Espenschied and WHAY Corporation\*  
AKRH3(36833)04022013  
05-13-1127-8  
22A-2013-03108F

\*Split recommendation. Probable Cause finding on charge filed against Respondent  
W Y Espenschied. No Probable Cause finding on charge filed against Respondent  
WHAY Corporation. Request for Reconsideration filed by WY Espenschied.

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

Housing Advocates, Inc. v. The K & D Group, Inc., et al.  
CLEH4(40977)06142011  
05-11-1155-8  
22A-2011-03349F  
Complaint No. 12-HOU-CLE-40977

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

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

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

Kimberly Carter v. AmeriFirst Home Mortgage et al; John Insko, Mortgage Loan Officer; AmeriFirst Financial Corporation et al  
TOLH6(23230)09142012  
05-12-1370-8  
22A-2013-00017F  
Complaint No. 13-HOU/CLE-TOL-23230

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

Joan Woods v. Joyce McDowell and Charles Gang  
DAYH6(23306)10182012  
05-13-0014-8  
22A-2013-00408F  
Complaint No. 13-HOU-DAY-23306

Jane Wainright v. Joyce McDowell and Charles Gang  
DAYH6(23320)1252012  
05-13-0156-8  
22A-2013-00316F  
Complaint No. 13-HOU-DAY-23320

Sharon Burson v. Joyce McDowell and Charles Gang  
DAYH6(23321)10252012  
05-13-0157-8  
22A-2013-00314F  
Complaint No. 13-HOU-DAY-23321

Jane Wainright v. Batavia Woods, LLC, et al.  
DAYH6(23612)05132013  
22A-2013-02403F  
Complaint No. 13-HOU-DAY-23612

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

Jane Wainright v. Batavia Woods, LLC, et al.  
DAYH6(23702)06242013  
05-13-0991-8  
22A-2013-02992F  
Complaint No. 13-HOU-DAY-23702

**6. Probable Cause – Schedule Conciliation**

Tina M. Hull v. Best Western Premier Grand Plaza Hotel\*  
TOLA2(35833)03272013 AMENDED  
22A-2013-01791C

\*Split recommendation. Probable Cause finding on the basis of sex and the issues of discipline and termination. No Probable Cause finding on the basis of age and the issues of discipline and termination.

Lawanda Mitchell v. Empowering People Workshop, Inc. dba Creative Learning  
Workshop  
AKR73(36924)05242013  
22A-2013-02274C

Fair Housing Resource Center, Inc. v. Timothy J. and Susan M. Ross  
CLEH4(41972)04262013 AMENDED  
05-13-0747-8  
22A-2013-02058F

Reginald E. Laughlin v. City of Cleveland, Water Pollution Control  
CLEB4(41987)05142013  
22A-2013-02173C

**7. Issue Formal Complaint**

Fair Housing Resource Center, Inc. v. Leland B. and Suzanne Okerwall, Owners; Co  
Trustees  
CLEH4(41877)02052013  
05-13-0442-8  
22A-2013-01520F

Tamara S. Sackett v. Greenville Federal  
DAY76(23467)02052013  
22A-2013-01471C

**Issue Formal Complaint - continued**

Debbie Parks v. Springfield Urban League and Community Center; Kenneth Stone,  
Board; North Hill II Towers, Moses Peterson, Jr., Onsite Manager, Moses Peterson, Sr.,  
Moses Peterson Realty  
DAYH6(23615)05092013  
05-13-0800-8  
22A-2013-02407F

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

Jaison McLean v. J.D. Byrider and Car Now Acceptance Corporation  
COLM1(40090)03072013  
22A-2013-01774F

Mahmoud Marashdeh et al v. Paigelynn Place LLC et al; WODA Management and Real  
Estate, LLC et al  
ADRH2(36288)11212013 AMENDED  
05-14-0174-8  
22A-2014-00536F

Sydney Jeane Phan v. Universal Hair and Nails  
ADRE2(36295)12032013  
22A-2014-00560F

Shawn Ellison West v. Glenmoor Country Club, Inc.  
ADR73(37076)08282013  
22A-2013-03277C

Rachel Stevenson v. Ohio Hickory Harvest Brand Products, Inc.  
ADRB3(37078)08292014  
22A-2013-03283C

Shelia Williams v. Remax Traditions/Brant Jessel/Robert and Leigh Wetzel  
ADRH3(37238)12122013  
05-14-0385-8  
22A-2014-00784F

Housing Research and Advocacy Center v. Douglas and Celeste Glick, Trustees  
ADRH4(42169)09162013  
05-13-1532-8  
22A-2014-00012F

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

Bernice Silverstein v. Progressive Management, Inc. /Deborah Gilbert/Burlington Courts  
Condominiums Units Owners Association  
ADRH4(42177)09172013  
05-13-1526-8  
22A-2014-00024F

Gary Silverstein v. Progressive Management, Inc. /Deborah Gilbert/Burlington Courts  
Condominiums Units Owners Association  
ADRH4(42178)09172013  
22A-2014-00040F

Linda L. Pace v. Deegan Management, Inc. /Todd Deegan  
ADRH4(42182)09182013  
05-13-1521-8  
22A-2013-03426F

Robert S. Sayher v. Ashtabula Metropolitan Housing Authority/James Noyes, Executive  
Director/Susan Massaro/Dave Parsons  
ADRH4(42183)09122013  
05-13-1415-8  
22A-2014-00043F

Matt Cantrall v. Don Benko  
ADRH4(42230)10222013 AMENDED  
05-14-0225-8  
22A-2014-00247F

Matt Cantrall v. The Carlyle Condominiums/Condo Realty, Inc. /Carl Andrako  
ADRH4(42264)11202013 AMENDED  
05-14-0154-8  
22A-2014-00480F

Hardip Purewal v. L and P Management Services, LLC dba L and P Management Co.  
ADRH4(42266)11262013  
22A-2014-00520F

Mercedes Hughes v. L and P Management Services, LLC dba L and P Management Co.  
ADRH4(42267)11262013  
22A-2014-00521F

Maria Jones v. New Life Vineyard Preschool and Daycare  
ADR76(24042)11292013  
22A-2014-00846C

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

Sue Abraham on behalf of Sam Conley v. Fred and Sharon Kusian, Owners; Fred's Investments, LLC  
TOLH2(35773)02192013  
05-13-0510-8  
22A-2013-01501F

**10. Withdrawal of Charge with Settlement**

David Bush v. The Hertz Corporation  
TOL72(35963)06032013  
22A-2013-02293C

Yolonda S. Anderson v. JCILH, Inc. dba McDonald's Restaurant  
TOLB2(36146)09032013  
22A-2013-03235C

Linda Nichols v. The Union Bank Company  
TOLB6(24061)12102013  
22A-2014-00645C

Sam K. Crookshanks v. Toni Heilman, The Unlimited Group, Inc., Dorn Lofts, LLC, and Berger Properties of Ohio LLC  
CLEH4(41969)04302013 AMENDED  
05-13-1180-8  
22A-2013-02056F

Nadra M. Thomas and David Paris v. Cornerstone Apartments  
DAYH6(23609)05102013  
22A-2013-02402F

Cheryl A. Hook v. Wal-Mart Stores East, LP  
DAYB1(40239)05062013  
22A-2013-02418C

Mary Rob Clodfelter v. Sunbury Lodging, LLC dba Holiday Inn Express  
ADRA1(40637)11072013  
22A-2014-00551C

Tony Wright v. Scioto Management Group, LLC  
ADR71(40693)12132013  
22A-2014-00891C

**Withdrawal of Charge with Settlement - continued**

Tony Wright v. Ross Development Corporation, Inc. and Scioto Management Group,  
LLC dba Chantry Village Apartments  
ADRH1(40700)12132013  
22A-2014-00890F

Gloria Harris-Willis v. Cuyahoga Valley Career Center  
ADR73(37110)09182013  
22A-2013-03415C

Ramona Dantzler v. Alcoa, Inc.  
ADR73(37157)10232013  
22A-2014-00253C

Sheila Hackley v. Osnaburg Local Schools  
ADRA3(37201)11212013  
22A-2014-00484C

Franklin C. "Scott" Schnabel v. Boat Masters Marine, Inc.  
ADRB3(37221)12052014  
22A-2014-00594C

Haoua Doumbia v. Buckeye Rubber and Packing Co.  
ADR74(42166)091112013  
22A-2014-00009C

Michael and Jennifer Maraschky obo Justin Maraschky v. Capital Properties  
Management, Ltd., Clifton House Apartments, Marc Laubsher, and Cliflake LLC  
AKRH4(42278)11192013 AMENDED  
22A-2014-00628F

Dennis Leonard v. Ashtabula Metropolitan Housing Authority, James Noyse dba  
Lakeview Towers  
AKRH4(42305)12302013  
05-14-0357-8  
22A-2014-00839F

James R. Gullett v. The Berry Company, LLC  
DAYA6(23903)10022013  
22A-2014-00634C

Napoleon Shurelds, Sr. v. 5430 LLC dba IHOP Lima, LLC  
DAYA6(23909)10042013  
22A-2014-00416C

Fareed Attah v. Zulily/Intellisource  
ADR71(40615)10232013  
22A-2014-00511C

**Withdrawal of Charge with Settlement - continued**

Courtney Michelle Neill-Green v. Norwich Township  
ADR71(40621)10222013  
22A-2014-00464C

Chaleena Jackson v. Toyota West  
ADR71(40628)11042013  
22A-2014-00463C

Acie Middleton v. Lowe's  
ADRB1(40636)11062013  
22A-2014-00448C

Amanda J. Marshall v. Falcon Holdings, L.L.C. d/b/a Church's Chicken  
ADR72(36287)11252013  
22A-2014-00501C AMENDED

**11. Withdrawal of Charge – Grant**

Andrew Wei v. City of Columbus Public Health Department  
COL71(40707)12202013  
22A-2014-00774C

Israel R. Perez v. Defiance Metal Products Co.  
TOLA2(35843)04012013 AMENDED  
22A-2013-01832C

Shelia Jacobs v. JCILH, Inc. dba McDonald's  
TOL72(35822)03202013  
22A-2013-01723C

Dwight Mims v. KLK, Inc. dba Brownstone Tavern  
TOL72(35867)04102013 AMENDED  
22A-2013-01858C

Lama Zamlut v. Sauder Woodworking Co.  
TOL72(36028)07092013  
22A-2013-02645C

Sarah E. Green v. De La Torre Ltd. dba Toledo Wireless  
TOLG2(36090)08092013  
22A-2013-02988F

Paula Radley v. The Kroger Co.  
TOL72(36221)10212013  
22A-2014-00198C

**Withdrawal of Charge – Grant - continued**

Tasha Moore v. Sherry Litvak and SPCG Properties, Ltd.  
CLEH4(42239)10300013 AMENDED  
05-14-0369-8  
22A-2014-00313F

Olivia Washington v. McGregor Independent Senior Housing, and The A. M. McGregor Home  
CLEH4(42259)11052013 AMENDED  
05-14-0112-8  
22A-2014-00475F

Tasha Moore v. Sherry Litvak and SPCG Properties, Ltd.  
CLEH4(42302)12262013 AMENDED  
22A-2014-00808F

**12. Withdrawal of Charge – Grant – After a Finding of Probably Cause**

Howard Strong, Jr. v. Solon Sportsmen’s  
CLEG4(41878)02132013  
22A-2013-01566F

**13. Failure to Cooperate – Dismiss**

Daniel L. Shaw v. William K. and Marilyn Y. Knights  
COLH1(40655)11202013  
05-14-0155-8  
22A-2014-00684F

Christopher P. Culp v. Silverhammer Investment Club, LLC  
COLH1(40708)12182013  
05-14-0269-8  
22A-2014-00977F

Eugene Leach v. International Towers Apartments, LTD, Millennia Housing Management, LTD and Mildred Delgado  
AKRH3(36859)04222013  
22A-2013-02014F

**14. Administrative Closure**

Amy Parcel for Timothy Hoggatt v. Suzanne Berlin and Linda Mawalls  
AKRH3(36931)05282013  
22A-2013-02281F

**Administrative Closure – continued**

Frances Hinkle v. Akron Metropolitan Housing Authority, James C. Casey  
AKRH3(37077)08292013  
22A-2013-03203F

Fair Housing Contact Service, Inc. v. Owner's Management Company, TransCon  
Builders, Linda Tantanella, Jim Crouch and Fred Rzepka  
AKRH3(37188)11182013  
22A-2014-00423F

Belinda Powers and Stephanie Jackson v. Sasha Riley  
DAYH6(24053)12062013  
22A-2014-00639F

Star D. Gentry v. Portsmouth Metropolitan Housing Authority, Helen Adams, Director of  
Housing Management, Linda Ginn, Area Housing Manager  
DAYH6(40642)11082013  
22A-2014-00867F

**15. No Probable Cause – Dismiss**

Tiffany M. Cox v. Dollar General  
COL71(40081)03042013  
22A-2013-01731C

Rodell C. Davis v. Ohio AFL-CIO  
COL71(40093)03072013  
22A-2013-01771C

Towana Stevens v. Alliance Data  
COL71(40114)03182013  
22A-2013-01773C

Barbara Lynn Torchia v. Howard W. Slutsky, CPA, Inc.  
COLE1(40118)03192013  
22A-2013-02297F

Carla Hamm v. Healthcare Service Group, Inc.  
COL71(40120)03202013  
22A-2013-01772C

Sarah Parker-Allen v. City of Columbus, Department of Public Service  
COLB1(40123)03202013  
22A-2013-03062C

**No Probable Cause – Dismiss – continued**

Obed Tematey Mawutor v. Ohio Health Doctors West Hospital  
COL71(40134)03262013  
22A-2013-01927C

Maria Gabriela D'Annunzio-Harris v. Appalachian Grouting Service, Inc.  
COLH1(40136)03222013  
05-13-0619-8  
22A-2013-01819F

Janet Frazee v. OhioHealth Corporation  
COL71(40146)03272013  
22A-2013-02255C

Pamela Cetin v. OhioHealth  
COL71(40147)03272013  
22A-2013-03071C

Andrea Foster v. Buckeye Lake Yacht Club  
COL71(40149)03282013  
22A-2013-03070C

Magaly Retamar-Lopez v. State of Ohio Adjutant General's Department  
COL71(40151)03262013  
22A-2013-03073C

Linda McCrearey v. Giant Eagle, Inc.  
COLB1(40153)03282013  
22A-2013-03061C

Jeremy Florea v. DeCapua Enterprises, dba Dawson  
COL71(40154)03262013  
22A-2013-02007C

Baoju Li v. Boehringer Ingelheim USA Corporation  
COLA1(40167)04022013  
22A-2013-02289C

Shawn R. Moore v. Huntington National Bank  
COLB1(40175)04042013  
22A-2013-02031C

Hymetia Darson v. Cross Mark  
COL71(40177)04052013  
22A-2013-02122C

**No Probable Cause – Dismiss – continued**

Dedra Stephens v. Aveda Institute Columbus  
COLK1(40178)04052013  
22A-2013-02027F

Jamison Daniel Gearheart v. ODW Logistics  
COLB1(40218)04262013  
22A-2013-02184C

Rodell C. Davis v. Ohio AFL-CIO  
COL71(40248)05072013  
22A-2013-02248C

Jessi Chapman v. Appraisal Asset, LLC  
COLH1(40342)06202013  
05-13-0963-8  
22A-2013-02510F

Jessi Chapman v. Exit Realty Leaders and Trinita Real Estate Group Hilliard, LLC dba  
Exit Kleos Associates Realty  
COLH1(40343)06202013  
05-13-0954-8  
22A-2013-02511F

Rodell C. Davis v. Ohio AFL-CIO  
COL71(40395)07122013  
22A-2013-03240C

James Franklin Youngblood v. Advance Auto Parts  
COL71(40420)07102013  
22A-2013-03450C

Brian Ford v. The Ohio State University  
COLB1(40425)07262013  
22A-2013-03448C

Josephine Salas Lynch v. Claremont Retirement Village Limited Partnership  
COL71(40432)07302013  
22A-2013-03265C

Carolyn Marie Zerman v. Oakwood Management Company  
COLA1(40434)07312013  
22A-2013-03264C

Victoria Mitchell v. State of Ohio, Department of Rehabilitation and Correction  
COL71(40445)07302013  
22A-2013-03407C

**No Probable Cause – Dismiss – continued**

Richard E. Rhodes v. TBC Retail Group, Inc.  
COL71(40456)08062013  
22A-2013-03315C

Brian Ford v. The Ohio State University  
COLB1(40468)08092013  
22A-2013-03312C

Jonathan D. Herdman v. Frank Brunckhorst Co., LLC  
COL71(40528)09062013  
22A-2014-00301C

Shafi Ahmed v. Abbey Church Village Limited Partnership and National Corporate  
Research LTD dba National Church Residences dba Abbey Church Village  
COLH1(40611)10182013  
05-14-0019-8  
22A-2014-00420F

Aristides Jurado v. Brooksedge Daycare Center  
COLG1(40639)11072013  
22A-2014-00549F

Tina M. Hull v. Best Western Premier Grand Plaza Hotel\*  
TOLA2(35833)03272013 AMENDED  
22A-2013-01791C

\*Split recommendation. Probable Cause finding on the basis of sex and the issues of  
discipline and termination. No Probable Cause finding on the basis of age and the issues  
of discipline and termination.

Michael Noe v. Mobis North America LLC  
TOL72(35857)04082013  
22A-2013-01846C

Michael Noe v. UAW Local 12  
TOL72(35858)04082013  
22A-2013-01847C

Darrah Okeke v. The University of Toledo Medical Center  
TOL72(35868)04112013  
22A-2013-01869C

Kynard Dennis v. Lucas Metropolitan Housing Authority  
TOL72(35890)04242013  
22A-2013-01991C

**No Probable Cause – Dismiss – continued**

Christina Carter v. Compass Corporation for Recovery Services, Inc.  
TOL72(35964)06032013  
22A-2013-02295C

Melba Y. Foster v. Guardian Guard Services of Toledo  
TOL72(35966)06042013  
22A-2013-02319C

Melissa Harris v. Darette Enterprises, Inc. dba Tim Hortons  
TOL72(35986)06172013  
22A-2013-02461C

William A. Taylor v. XCD Management Services, LLC  
AKR73(36891)05072013  
22A-2013-02121C

Paula Chamberlain and Darlene Thompson v. Frank Kovach  
AKRH3(36893)05092013  
05-13-0811-8  
22A-2013-02138F

Donna Gentile v. Georgetown of the Falls, LLC  
AKR73(36908)05142013  
22A-2013-02181C

Susan Estes v. Heggy's  
AKR73(36913)05152013  
22A-2013-02192C

Susan Estes v. MCS of Alliance, LLC  
AKR73(36914)05152013  
22A-2013-02194C

Susan Estes v. Michael C. Sell and MCS of Alliance, LLC  
AKRH3(36915)05152013  
05-13-0946-8  
22A-2013-02196F

Olivia F. Paschal v. Akron Children's Hospital Medical Center of Akron  
AKRA3(36920)05172013  
22A-2013-02209C

Sherman A. Flakes v. S. D. Myers, Inc.  
AKR73(36953)06112013  
22A-2013-02429C

**No Probable Cause – Dismiss – continued**

Zenia R. Johnston v. Akron Board of Education, Akron School of Practical Nursing  
AKR73(36961)06122013  
22A-2013-02436C

Marcus Anderson v. XCD Management Services, LLC  
AKR73(37079)08292013  
22A-2013-03284C

Kevin Bullock v. XCD Management Services, LLC  
AKR73(37080)08292013  
22A-2013-03285C

Sherman A. Flakes v. S. D. Myers, Inc.  
AKR73(37112)09242013  
22A-2013-03430C

Jadair Stocker v. Millwood Lumber, Inc.  
AKR71(40412)07102013  
22A-2013-02773C

Fair Housing Advocates Association v. Harry Gongloff and Gongloff Properties Inc.  
CLEH4(41945)04082013 AMENDED  
22A-2013-03112F

Abdiel Claussell v. Time Warner Cable Media Inc.  
AKR74(41979)05022013  
22A-2013-02079C

Timothy D. Pratt, Jr. v. Inter-Continental Hotels Corporation  
CLE74(41950)04102013  
22A-2013-01969C

Timothy D. Pratt, Jr. v. Inter-Continental Hotels Corporation  
CLE74(41956)04172013  
22A-2013-01974C

Gary L. Harris v. Anthony Quinn LLC dba Quinn's Family Grill  
CLE74(41957)04222013  
22A-2013-01975C

Anira I. Younger v. 7-Eleven, Inc.  
CLE74(41961)04242013  
22A-2013-02052C

**No Probable Cause – Dismiss – continued**

Housing Research & Advocacy Center v. Tracy Brown and Hollywood Properties, LLC,  
and Bryan Kmiec

CLEH4(41963)04252013 AMENDED

05-13-0734-8

22A-2013-02054F

Anup and Tarsem Garg v. Raymond Capp, Robert Apanasewicz, City of Lakewood  
Building Department, Judge Patrick Carroll and Lakewood Municipal Court

CLEH4(41981)04252013

22A-2014-00349F

Minyon Walls v. George Gotsis and American Eagle Mortgage Corp.

CLEH4(41997)05152013

05-13-0825-8

22A-2013-02227F

Louis Brown v. City of Cleveland

CLE74(42031)06122013

22A-2013-02482C

TiaLynne Peterson v. University Hospitals Health System, Inc.

CLE74(42098)07252013

22A-2013-02844C

Richard J. Salmons v. City of Norwalk

CLEA4(42104)07302013

22A-2013-02959C

Hugh Gaughan v. Laborers Local 860

CLE74(42193)09302013

22A-2014-00061C

Jaclyn A. Schaffer v. Johnsonite, a fictitious name registered to Tarkett USA Inc.

CLE74(42208)10082013

22A-2014-00122C

Errol von Jackson v. River Road Restaurants, LLC dba IHOP

CLE74(42263)11212013

22A-2014-00479C

Herbert R. Cox v. Greater Cleveland Regional Transit Authority

CLEG4(42282)12122013

22A-2014-00663F

Scott Lizzi v. Bowling Green State University – Firelands Campus

CLEB2(35882)04172013

22A-2013-01944C

**No Probable Cause – Dismiss – continued**

Daphne Walker v. The Fairlawn Country Club Company  
CLEA3(36941)06032013  
22A-2013-02380C

Hermia Church v. Springleaf Financial Services of Ohio, Inc.  
CLEB3(36987)07032013  
22A-2013-02622C

James A. Miracle v. State of Ohio, Department of Rehabilitation and Correction  
CLEB1(40471)08062013  
22A-2013-03115C

Lillian R. Atkins v. Sterling Management Ltd., Inc.  
CLEA1(40475)08132013  
22A-2013-03054C

Anthony Hill v. American Ambulette & Ambulance Service, Inc. dba Life Ambulance,  
dba MedCorp  
DAY76(23534)04012013  
22A-2013-01935C

Otto O. Bouttakoth v. Cast-Fab Technologies, Inc.  
DAYB6(23539)04052013  
22A-2013-02037C

Knisha J. Hurt v. Friendship Village  
DAYB6(23549)04122013  
22A-2013-01979C

Jeffrey T. Gates v. Joseph Airport Toyota and The Joseph Group  
DAYB6(23570)04232013  
22A-2014-02409C

Mitchell Oakley v. Veyance Technologies  
DAYB6(23579)04262013  
22A-2013-02312C

Jeffrey T. Gates v. Joseph Airport Toyota and The Joseph Group  
DAY76(23582)04302013  
22A-2013-00847C

Artel Dunson v. Maple Knoll Village  
DAY76(23597)05032013  
22A-2013-02314C

**No Probable Cause – Dismiss – continued**

Michael P. Updegraff v. Meijer  
DAYB6(23628)05212013  
22A-2013-02401C

Marchel M. Alsop-Clark v. Michael Randall; Property Manager, Chris (LNU)  
DAYH6(23643)05282013  
22A-2013-02555F

Jasie Crotinger v. Wade Westfall, Owner  
DAYH6(23689)06192013  
05-13-1330-8  
22A-2013-03362F

Arthur McCurdy v. Kroger Company  
DAYG6(23710)06262013  
22A-2013-03021F

Vaughn Murphy v. Byers Car Rentals, LLC  
DAYA6(23778)07302013  
22A-2013-02885C

Rophyll Bostick v. Walgreens Company  
DAYB6(23779)07302013  
22A-2013-02883C

Dennis and Margie Northcutt v. Original Luster Investments, LLC; Brian Hart  
DAYH6(23902)10022013  
22A-2014-00855F

Maranda Campbell v. Knowledge University-Kindercare Learning Center  
DAY76(23905)10032013  
22A-2014-00768C

Monica Ward v. Carla M. Sallee-Rosselot, Owner  
DAYH6(23921)09252013  
05-13-1471-8  
22A-2014-00724F

Jerome Jackson v. AFSCME, Local 217 Ohio Council #8  
DAYB6(23963)10232013  
22A-2014-00716C

Jerome Jackson v. UC Medical Center  
DAYB6(23964)10232013  
22A-2014-00717C

**No Probable Cause – Dismiss – continued**

Penny R. Conley v. Garfield Commons Apartments, LLC; John Wisenall, Denise Steffen  
DAYH6(23972)10222013  
22A-2014-00719F

Shawn M. Reece v. Garfield Commons Apartments, LLC; John Wisenall, Denise Steffen  
DAYH6(23973)10222013  
22A-2014-00848F

Laura Gentry v. Lot King Realty, Scarlett Roby, Property Manager  
DAYH6(24027)11202013  
05-14-0224-8  
22A-2014-00931F

Patricia Parsons v. Goodwill/Easter Seals Miami Valley  
DAYA6(35961)06032013  
22A-2013-02291C

Deborah Keaton v. Tall Oaks Realty, LLC; Daniel Pessar; Tall Oaks Apartments, Taffy  
Bradford, Property Manager  
DAYH6(40447)07312013 \*AMENDED  
22A-2013-03129F

Fair Housing Advocates Association v. Tall Oaks Realty, LLC; Daniel Pessar; Tall Oaks  
Apartments, Taffy Bradford, Property Manager  
DAYH6(40448)07312013 \*AMENDED  
22A-2014-00849F

**MOTION by Commissioner Roberts to approve the January 30, 2014 Confirmation  
Agenda. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Commissioner Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</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.

The Compliance Department, with the Executive Director's approval, requests that the following case be deleted Week 3 agenda:

### Respondent's Request - Dismiss

Sue Abraham on behalf of Sam Conley v. Fred and Sharon Kusian, Owner; Fred's Investments, LLC  
TOLH2(35773)02192013  
05-13-0510-8  
22A-2013-01501F

The Respondent is requesting to withdraw the Request for Reconsideration because the parties have reached a successful conciliation.

**MOTION by Commissioner Roberts to approve deleting the abovementioned case from the January 30, 2014, Week 3 Commissioners Agenda. Second by Commissioner Patmon.**

### Roll Call Vote:

Commissioner Roberts	YES
Commissioner William Patmon	YES
Commissioner Lori Barreras	YES
Chairman Leonard Hubert	YES

**Motion carried.**

## APPEARANCES

### 1. Recommendation: Finding Upon Reconsideration - No Probable Cause - Dismiss

Kimberly Spurlock v. Autoneum North America, Inc.  
CLE72(35757)02082013  
22A-2013-01451C

Upon review of the Charging Party's request for reconsideration, Courtney Calhoun, Reconsideration Supervisor, recommended the Commission deny Charging Party's request and uphold the Regional finding of No Probable Cause - Dismiss. Mr. Calhoun, Charging Party, Respondent's representative and Respondent's counsel were present to discuss the case.

**MOTION by Commissioner Roberts to adopt the Regional recommendation and uphold the original finding of No Probable Cause - Dismiss. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Roberts to take a brief recess. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried.**

**MOTION by Commissioner Roberts to return to public session. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried**

**COMMISSIONER AGENDA**

**Agenda for Week 1**

**1. Findings Upon Reconsideration – No Probable Cause - Dismiss**

Chester Seran v. Gander Mountain Company  
AKRB3(36759)02142013  
22A-2013-01539C

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

Ivan and Izidora Sosic v. Third Federal Savings & Loan  
CLEF4(41872)02202013  
22A-2013-01560F

Thomas R. Cox v. Wal-Mart Stores East, L.P.  
DAYA1(40109)03132013  
22A-2013-01800C

Lawrence Yates v. Fairfield South Condominium Owner Association  
DAYH6(23937)10152013  
22A-2014-00590F

**MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Week 1 Agenda. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried.**

## Agenda for Week 2

### 1. Findings Upon Reconsideration - No Probable Cause – Dismiss

Robert Cunningham v. Lucas Metropolitan Housing Authority  
TOL72(36180)09192013  
22A-2013-03396C

Robert Cunningham v. AFSCME Ohio Council 8, Local 2916  
TOL72(36181)09192013  
22A-2013-03397C

Marvin Parns v. Summit County Fiscal Office, Kristen M. Scalise,  
Mike Cassety, Ray Valla, Mike Migden, Diane Gangler, and  
Cherie Schinoewolf  
AKRH3(36786)03072013 AMENDED  
22A-2013-01732F

### Findings Upon Reconsideration - No Jurisdiction – Dismiss

Deborah Parker v. Real Time Resolutions, Inc.  
AKRH3(36853)04182013  
22A-2013-01995F

### 2. No Jurisdiction - Dismiss

Christina Hoffman v. Bank of America, N.A.  
AKRH3(37012)07242013  
22A-2013-02850F

**MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 2 Agenda. Second by Commissioner Patmon.**

**Roll Call vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried.**

### Agenda for Week 3

#### 1. Findings Upon Reconsideration - No Probable Cause – Dismiss

Idowu O. Alabi v. Chase BankCard Services, Inc.  
COL71(40055)02192013  
22A-2013-01756C

Christopher Head v. State of Ohio, Department of Youth Services  
COL71(40080)03042013  
22A-2013-01745C

LaAvis F. Gooden v. The Ohio Bell Telephone Company  
DAY76(23653)06042013  
22A-2013-02761C

#### 2. No Jurisdiction – Dismiss

Mary Jane Erard v. University of Toledo Chapter of the American  
Association of University Professors  
CLE72(36013)07012013  
22A-2013-02603C

Sandra Schroeder v. University of Toledo Chapter of the American  
Association of University Professors  
CLEA2(36027)07082013  
22A-2013-02682C

Novella Sullivan v. Retiree Housing Management, Wendy Evans,  
and Marilyn McCullough  
CLEH4(42261)11202013  
22A-2014-00477F

**MOTION by Commissioner Roberts to adopt the staff findings in the foregoing captioned cases on the Week 3 Agenda. Second by Commissioner Barreras.**

#### Roll Call Vote:

Commissioner Tom Roberts	YES
Commissioner William Patmon	YES
Commissioner Barreras	YES
Chairman Leonard Hubert	YES

**Motion carried.**

**MOTION by Commissioner Roberts to move from public session to executive session for the purpose of discussing matters of imminent litigation. Second by Commissioner Barreras.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner Lori Barreras</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried**

**MOTION by Commissioner Patmon to return from executive session to public session. Second by Commissioner Roberts.**

**Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried**

#### **REPORT FROM THE ATTORNEY GENERAL'S OFFICE**

Lori Anthony, Chief, Civil Rights Section – Ohio Attorney General's Office gave Commissioners a status update on two cases they are litigating.

#### **REPORT FROM THE EXECUTIVE DIRECTOR**

Keith McNeil presented the Executive Director's Report:

Executive Director Michael Payton is a presenter today at the Columbus Bar Association's Second Annual Martin Luther King, Jr., Civil Rights Symposium. The Ohio Civil Rights Commission joined with the Columbus Bar Association in planning today's event which will focus on racial bias and poverty in the criminal justice system and the use of arrest and prior convictions in employment decisions, voting and gay rights.

Director Payton and staff members Desmon Martin, Johnnie Kanney and Sandy Aukeman attended the Department of Administrative Services, Equal Opportunity Division's annual commemorative Martin Luther King, Jr. celebration at Trinity Episcopal Church.

Director Payton provided the keynote address at the Martin Luther King, Jr., Performing Arts Center's annual MLK Open House in Columbus on January 20<sup>th</sup>. Johncie Kanney also attended the event.

We were saddened to hear of the passing of Judge Phyllis Carter who served as the Acting Director for the West Virginia Human Rights Commission. The OCRC and the WVHRC had a long-standing relationship and we send our condolences to their family.

We also send our condolences to Ricky and Vera Boggs on the passing of Ricky's mother.

Keith McNeil introduced Jessica Higgins who recently joined the Commission as Columbus Regional Office's Administrative Professional. Keith also introduced our two new legal externs from Capital University Law School. Rachel Howell is a third year student and Mazen Rasoul is in his second year. Welcome to the OCRC family.

### **REPORT FROM THE CHIEF LEGAL COUNSEL**

Stephanie Bostos Demers presented an overview of House Bill 333 to Commissioners. This legislation requires aggrieved persons to provide specific advanced notice to Respondents of accessibility violations and allow Respondents to respond to and/or correct deficiencies prior to filing a private legal action. Stephanie will keep Commissioners apprised of this legislation as it moves forward.

### **REMARKS**

Jessica Higgins thanked Director Payton, Keith McNeil and Aman Mehra for the opportunity to join our commission family.

Chairman Hubert commended Lori Anthony and her staff in the Civil Rights Section of the Ohio Attorney General's Office for their continued help.

Chairman Hubert announced Commissioners would be attending training on Human Trafficking immediately after today's public meeting.

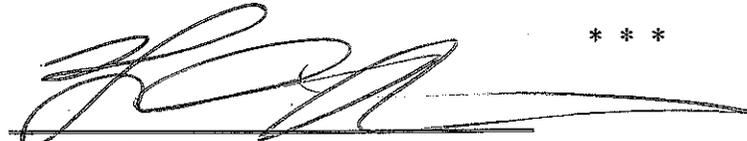
**MOTION by Commissioner Roberts to adjourn the public meeting. Second by Commissioner Barreras.**

#### **Roll Call Vote:**

<b>Commissioner Tom Roberts</b>	<b>YES</b>
<b>Commissioner William Patmon</b>	<b>YES</b>
<b>Commissioner Barreras</b>	<b>YES</b>
<b>Chairman Leonard Hubert</b>	<b>YES</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 12:30 pm.



\* \* \*

Commissioner