



NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF April 21, 2023

GOOD NEWS

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9 a.m. on April 21, 2023. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Vice Chair
Eric Drumheller

Royce Jeffries
Lynn Brennan

Staff Present

Paula Gardner, Executive Director
Shelley Foss, Unit Director
Brandie Hinkle, Investigator III

Ben Watson, Unit Director
Andrea Berry, Unit Director
Cathy Fedor, Admin Tech
Rebekka Hergenrader, Admin Tech

II. NOTICE OF PUBLICATION

Director Gardner read the dates of publication for the current Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Meyer approved the meeting minutes for March 17, 2023.
Commissioner Jeffries seconded the motion

III. ADDITIONS OR CORRECTIONS

Under Section VIII – Successful Agreements add case number:
NEB 1-22/23-8-52914-RD

V. PUBLIC INPUT (Non-Case)

Limit of 5 minutes per person for a total of a 30-minute session.

MAIN OFFICE:

1526 K St, Suite 310
Lincoln, NE 68508-2734
Phone: 402-471-2024
Fax: 402-471-4059
800-642-6112

BRANCH OFFICES:

1313 Farnam St. Suite 318
Omaha, NE 68102-1836
Phone: 402-595-2028
800-382-7820

505A Broadway Suite 600
Scottsbluff, NE 69361-3515
Phone: 308-632-1340
800-830-8633

ONLINE:

Website:
[NEOC.nebraska.gov](https://neoc.nebraska.gov)

Facebook:
<https://fb.me/NebEOC>

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases, wherein a party to the case was present or provided a written statement, were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

- A. EMPLOYMENT (Complainant submitted a written statement and Respondent was present)

NEB 1-21/22-6-52763

Commissioner Meyer moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Brennan, Drumheller, Jeffries, Meyer
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT (Respondent was present)

NEB 2-22/23-9-52943

Commissioner Meyer moved for no reasonable cause.

Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Drumheller
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT (Respondent was present)

NEB 1-22/23-8-52855

Commissioner Jeffries moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Brennan, Drumheller, Jeffries, Meyer
 Naves:
 Abstained:
 Motion Carried

Commission Meeting Minutes

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- A. EMPLOYMENT (Respondent was present)
NEB 1-22/23-8-52917

Commissioner Meyer moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Drumheller
 Nays:
 Abstained:
 Motion Carried

- C. HOUSING (Respondent was present)
NEB 2-22/23-12-3773

Commissioner Meyer moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Brennan, Drumheller, Jeffries, Meyer
 Nays:
 Abstained:
 Motion Carried

- A. EMPLOYMENT
NEB 1-22/23-7-52817
NEB 1-22/23-9-52968
NEB 1-22/23-9-52990
NEB 1-21/22-11-52339
NEB 2-22/23-8-52848
NEB 1-21/22-1-52479

Commissioner Meyer moved for no reasonable cause on the above cases.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Meyer, Brennan
 Nays:
 Abstained:
 Motion Carried

B. PUBLIC ACCOMMODATION

NEB 2-22/23-12-3770

NEB 1-22/23-10-3762

NEB 1-22/23-10-3763

NEB 1-22/23-12-3774

NEB 2-22/23-12-3776

Commissioner Meyer moved for no reasonable cause on the above cases.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Drumheller
 Naves:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 1-22/23-12-3778-H

NEB 1-22/23-11-3764-H

NEB 1-22/23-8-52914-RD

Commissioner Meyer moved to adopt the agreements.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Brennan, Drumheller, Jeffries, Meyer
 Naves:
 Abstained:
 Motion Carried

ADMINISTRATIVE ACTIONS

A. WITHDRAWAL

NEB 1-22/23-11-53085

Commissioner Meyer moved to administratively close the above case based on the Complainant withdrawing the charges.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Meyer, Brennan
 Naves:
 Abstained:
 Motion Carried

B. LACK OF JURISDICTION

NEB 1-22/23-8-52897

Commissioner Meyer moved to administratively close the above case based on lack of jurisdiction.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Drumheller
 Nayes:
 Abstained:
 Motion Carried

C. RIGHT TO SUE

NEB 2-22/23-10-53009

Commissioner Meyer moved to administratively close the above case based on the EEOC Issuing Complainant a Right to Sue Letter

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Drumheller, Jeffries
 Nayes:
 Abstained:
 Motion Carried

D. EEOC

NEB 1-22/23-9-52947

Commissioner Meyer moved to administratively close the above case based on adoption of the findings of the EEOC.

Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Brennan, Drumheller, Jeffries, Meyer
 Nayes:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Drumheller moved to approve and accept the previous General Ledger report. Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Meyer, Brennan
 Nayes:
 Abstained:
 Motion Carried

2. Outreach Report—Unit Director, Ben Watson

Director Watson announced our program with Nebraska Public Media's Nebraska Connects program, "Welcome Homes" aired on April 5, 2023. It is also available on NPM's website where anyone can enjoy it.

Director Watson has indicated that the NEOC will be participating in this year's Disability Pride Picnic in Lincoln, being held at Antelope Park on Saturday, July 22, 2023. He remarked that we have gone in previous years, and it is a great opportunity for outreach. He invited the Commissioners to stop by and visit our booth.

The Lincoln Commission on Human Rights held their annual conference on April 19, 2023, where we had a table setup for outreach.

3. Director's Report – Executive Director, Paula Gardner

Director Gardner notified the Commissioners we have hired a new investigator for the Lincoln office, Hannah Liberator, who started on April 10, 2023. She comes to us from the civil rights division of Nebraska Department of Transportation, so it is a good match for everyone.

Director Gardner mentioned at this time that since the last meeting, the agency has lost a housing investigator to a federal position. Along with that, recently an Omaha investigator has also resigned due to her significant other being relocated to Florida. Interviews will be conducted for the open positions, and she keep the commissioners updated.

As mentioned last meeting, Lexi George has filled the Office Specialist position in Lincoln.

Director Gardner noted staff has been working on streamlining the notification process for Commission meetings. Director Gardner explained the old process, emphasizing how much time and work was needlessly being put into it. She also indicated that the new process will also help the agency be more efficient if there is a need to cancel a Commission meeting on short notice.

Director Gardner announced that agency is on track to meet our goal for the HUD contract, that is through the end of June. HUD likes to have goals for agencies who they partner with that is based on population, and we are above the goal from where we were last year at this time. And despite the many recent turnovers, we are looking to be on track, or close to on track, for our EEOC contract as well.

4. Legislative Update--

Director Gardner stated that no new action has taken place in legislation.

XV. ADJOURNMENT

Commissioner Meyer declared the April 21, 2023, Commission meeting ended at 10:12 a.m. Commissioner Brennan seconded the motion

Respectfully submitted,



Rebekka Hergenrader
Administrative Technician I

4.26.23

Date



Paula Gardner
Executive Director

4.26.2023

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of April 21, 2023 have been corrected and accepted, and henceforth approved on this date.



Chairperson

5/19/2023

Date