



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF January 17, 2020

GOVERNMENT

Commissioner Jeffries called the meeting to order in Lincoln Nebraska at 10:00 a.m. on January 17, 2020. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller
Rita Griess

Royce Jeffries, Vice Chairperson
Amber Schuppan
Kristin Yates

Staff Present

Marna Munn, Executive Director
Shelley Foss, Unit Director

Paula Gardner, Unit Director

Cherryll Batty, Staff Assistant

Andrea Berry, Investigator III

II. NOTICE OF PUBLICATION

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

III. APPROVAL OF MINUTES

Commissioner Jeffries declared the minutes of December 16, 2019 approved.

IV. ADDITIONS OR CORRECTIONS

No additions or corrections

V. PUBLIC INPUT (Non-Case)

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

There was no public input.

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VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases, wherein a party to the case was present, were moved to the front of the agenda under

VII. CASE DISPOSITIONS

A. EMPLOYMENT (R was present)
NEB 1-18/19-1-50210

Commissioner Drumheller moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Jeffries, Drumheller, Griess, Schuppan, Yates
 Nayes:
 Abstained:
 Motion Carried

A. EMPLOYMENT (C and R were present)
NEB 1-18/19-7-49802

Commissioner Griess moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Jeffries, Drumheller, Griess, Schuppan, Yates
 Nayes:
 Abstained:
 Motion Carried

C. HOUSING (R was present)
NEB 2-18/19-4-3518

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

ROLL CALL: Ayes: Jeffries, Drumheller, Griess, Schuppan, Yates
 Nayes:
 Abstained:
 Motion Carried

C. HOUSING (R was present, C Statement read into the record by Director Munn)
NEB 2-18/19-9-3473

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

ROLL CALL: Ayes: Jeffries, Drumheller, Griess, Schuppan, Yates,
Naves:
Abstained:
Motion Carried

A. EMPLOYMENT

NEB 1-18/19-1-50180

Commissioner Drumheller moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Jeffries, Drumheller, Griess, Schuppan,
Naves:
Abstained: Yates
Motion Carried

NEB 2-18/19-2-50268
NEB 1-18/19-3-50314
NEB 2-18/19-3-50347
NEB 1-18/19-4-50403
NEB 1-18/19-3-50308

Commissioner Jeffries moved for no reasonable cause on the above cases.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Drumheller, Griess, Schuppan, Yates, Jeffries
Naves:
Abstained:
Motion Carried

B. PUBLIC ACCOMMODATION

NEB 2-19/20-7-3537
NEB 2-19/20-7-3536
NEB 1-19/20-10-3553

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

ROLL CALL: Ayes: Jeffries, -Drumheller, Griess, Schuppan, ~~Y~~ates
Naves:
Abstained:
Motion Carried

C. HOUSING

NEB 1-18/19-7-3454

Commissioner Drumheller moved for reasonable cause on Failure to make Reasonable Accommodation and Discriminatory Refusal to Negotiate for Rental
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Drumheller, Griess, Schuppan, Yates, -Jeffries
 Nayes:
 Abstained:
 Motion Carried

Commissioner Drumheller moved for no reasonable cause on Discriminatory Terms, Conditions, Privileges or Services and Facilities
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Drumheller, Griess, Schuppan, Yates, -Jeffries
 Nayes:
 Abstained:
 Motion Carried

The Commissioners briefly discussed the need for greater education for landlords around the subject of support animals. Discussion was tabled for future meetings.

NEB 1-18/19-7-3452

Commissioner Drumheller moved for reasonable cause.
Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Drumheller, Griess, Schuppan, Yates, Jeffries,
 Nayes:
 Abstained:
 Motion Carried

NEB 2-18/19-4-3514

Commissioner Jeffries moved for no reasonable cause on the above cases.
Commissioner Schuppan seconded the motion.

ROLL CALL: Ayes: ,Jeffries, Drumheller, Griess, Schuppan, Yates
 Nayes:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 3-18/19-4-50415

Commissioner Jeffries moved to adopt the agreement.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Jeffries, Drumheller, Griess, Schuppan, Yates.
 Nays:
 Abstained:
 Motion Carried

NEB 3-19/20-7-50613

Commissioner Jeffries moved to adopt the agreement.
Commissioner Drumheller seconded the motion

ROLL CALL: Ayes: Drumheller, Griess, Schuppan, Yates, Jeffries
 Nays:
 Abstained:
 Motion Carried

NEB 1-18/19-10-3483-H

Commissioner Jeffries moved to adopt the agreement.
Commissioner Drumheller seconded the motion

ROLL CALL: Ayes: Drumheller, Griess, Schuppan, Yates, Jeffries,
 Nays:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

1. NEB 2-19/20-9-3547-PA

Commissioner Jeffries moved to adopt the agreement.
Commissioner Drumheller seconded the motion

ROLL CALL: Ayes: Griess, Schuppan, Yates, Jeffries, Drumheller
 Nays:
 Abstained:
 Motion Carried

B. LACK OF JURISDICTION

1. NEB 1-19/20-10-3554-PA
2. NEB 2-19/20-10-3555-PA
3. NEB 2-18/19-8-49871

Commissioner Jeffries moved to adopt the agreement.

Commissioner Drumheller seconded the motion

ROLL CALL: Ayes: Schuppan, Yates, Jeffries, Drumheller, Griess,
 Naves:
 Abstained:
 Motion Carried

C. EEOC

1. NEB 1-15/16-4-48004
2. NEB 1-16/17-12-48347

Commissioner Jeffries moved to adopt the agreement.

Commissioner Drumheller seconded the motion

ROLL CALL: Ayes: Yates, Jeffries, Drumheller, Griess, Schuppan
 Naves:
 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 Jeffries moved to adopt the agreement.

Commissioner Yates seconded the motion

ROLL CALL: Ayes: Schuppan, Yates, Jeffries, Griess, Drumheller,
 Naves:
 Abstained:
 Motion Carried

2. Director's Update

New employees: Director Marna Munn announced the hiring of new investigator Jeff Timmerman. He brings a background in law enforcement to the agency. He also worked the past few years managing a security investigations company. Director Munn introduced new staff assistant Stevie Horton to the commission. She brings a wealth of talent to the job, with past experience at Ameritas, the US Postal Service and UNL's Department of Computer and Electrical Engineering.

Director Munn gave an update on the finalization of the Web Content Access Guidelines 2.0 which were adopted by the state. Business Manager Kathy Bogenreif and Staff Assistant Stevie Horton attended the state sponsored Web Content and Accessibility training where were updated on these new standards and learned about free diagnostic tools to test font size, contrast and reader-ability features of the site.

Director Munn reported a new rewards program designed to incentivize investigation productivity. The program was a success with all eligible investigators qualifying for the reward drawing.

3. Legislative Update:

Director Munn provided updates on the following bills:

LB750: Adds military and veteran status to PA, Housing and FEPA laws.

LB1020: Adds to FHA protection status of "lawful source of income."

Commissioners discussed ramifications of legislation to be held over pending further updates by Director Munn at future meetings.

4. Public Hearing:

The next Public Hearing is tentatively scheduled for March 5, 2020.

XV. ADJOURNMENT

Commissioner Jeffries declared the January 17, 2020 Commission meeting ended at 11:46

Commission Meeting Minutes

January 17, 2020

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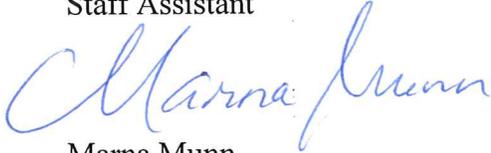
Respectfully submitted,



Cherryl Batty
Staff Assistant

2/14/2020

Date



Marna Munn
Executive Director

2/14/2020

Date

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

Chairperson



2/21/20

Date