



# State of Nebraska

## NEBRASKA EQUAL OPPORTUNITY COMMISSION

### NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF MARCH 22, 2019

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Commissioner Drumheller called the meeting to order in Lincoln, Nebraska, at 9:02 a.m. on March 22, 2019. It was established, after a roll call, there was a quorum.

#### I. ROLL CALL

##### *Commissioners Present*

Eric Drumheller, Chairperson  
Royce Jeffries  
Amber Schuppan

Rita Griess, Vice Chairperson  
John Arnold  
Kristin Yates

##### *Staff Present*

Marna Munn, Executive Director  
Shelley Foss, Unit Director

Paula Gardner, Unit Director  
Ben Watson, Unit Director

Toni Fletcher, 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 Drumheller declared the minutes of February 22, 2019 approved.

#### IV. ADDITIONS OR CORRECTIONS

None

#### V. PUBLIC INPUT (Non-Case)

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

None

#### MAIN OFFICE:

301 Centennial Mall, South ☐  
PO Box 94934  
Lincoln, NE 68509-4934  
Phone: 402-471-2024  
Fax: 402-471-4059  
800-642-6112  
www.NEOC.nebraska.gov

#### BRANCH OFFICES:

1313 Farnam-on-the-Mall ☐  
Omaha, NE 68102-1836  
Phone: 402-595-2028  
Fax: 402-595-1205  
800-382-7820

505A Broadway Suite 600 ☐  
Scottsbluff, NE 69361-3515  
Phone: 308-632-1340  
Fax: 308-632-1341  
800-830-8633

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 Section VII. CASE DISPOSITIONS.

VII. A. EMPLOYMENT (R was present)  
NEB 1-17/18-5-49643

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

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

A. EMPLOYMENT (C and R were present)  
NEB 2-17/18-6-49693

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

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

A. EMPLOYMENT (C and R were present)  
NEB 1-17/18-1-49214

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

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

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A. EMPLOYMENT (R was present)  
NEB 3-18/19-8-49847

Commissioner Drumheller moved for no reasonable cause.

Commissioner Schuppan seconded the motion.

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

A. EMPLOYMENT

1.     NEB 1-17/18-6-49675
2.     NEB 3-17/18-4-49505
5.     NEB 1-1718-1-49225
6.     NEB 1-17/18-3-49462
7.     NEB 2-17/18-6-49705
8.     NEB 1-17/18-11-49081

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

Commissioner Griess seconded the motion.

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

B. PUBLIC ACCOMMODATION  
None

C. HOUSING  
NEB 2-18/19-11-3489-H

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

Commissioner Yates seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

None

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-18/19-7-49735

NEB 2-18/19-2-50280

NEB 1-18/19-12-50123

Commissioner Drumheller moved to administratively close the above cases based on the withdrawal forms.

Commissioner Jeffries seconded the motion.

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

B. LACK OF JURISDICTION

NEB 1-18/19-8-49859

Commissioner Drumheller moved to administratively close the above cases based on lack of jurisdiction.

Commissioner Arnold seconded the motion.

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

C. EEOC

NEB 1-18/19-7-49754

NEB 1-18/19-1-50176

Commissioner Drumheller moved to adopt the findings of the EEOC.

Commissioner Schuppan seconded the motion.

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

X. CONCILIATION

None

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 Arnold seconded the motion.

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

2. Outreach

Unit Director, Ben Watson talked to the Commission about the status of the radio ad. He is ready to send in the script on Monday. It has been paid for and will be played on 1020 AM radio and 99.5 FM radio.

He also explained that the Proclamation for "April Is Fair Housing" has been accepted for the language; however, the line-up for the presentation of the Proclamation is full. He reached out to his contact in the governor's office explaining that this is the 50<sup>th</sup> Year for the Nebraska Fair Housing Act. Someone from the Nebraska Realtor's office also reached out in order to get us on the list. If things change, the ceremony will be on April 8, 2019, and the director, Marna Munn said she will let the commissioners know via email.

3. Legislative Update

Executive Director, Marna Munn went over the Legislative Bills (LBs) which could affect the agency. Most of them are stalled at this point. Because this is the first session for the legislature, the bills can be reintroduced next session.

4. Director's Update

Director Munn informed the Commissioners there were 3 staff members that ended their time with the agency since they last met. Investigator, Jessica Boren, left to work with a non-profit agency. Staff Assistant, Jenner Horton, is leaving the state with her partner; he has been reassigned to Florida. Housing Investigator, Kentavis Brice resigned this last week.

Director Munn is working with LCHR to see if we can give them some cases that follow certain criteria. It has to be a respondent in the city limits and over 6 months old. If no cases meet the criteria, we won't send any to them.

During the EEOC call, our radio ad was brought up and Joe Wilson of the EEOC pointed out this is another option for using the education funds – it doesn't all have to be about seminars.

Director Munn informed the Commissioners she is using Google Alerts for notification about Employment and Housing issues in the news. There are 2 articles regarding approving emotional support animals. She also learned HUD could take a huge hit under the federal proposed budget; however; it appears HUD is not changing the dollar amounts designated to enforcing the Fair Housing Act.

The administrative staff is looking at shifting some of the unit director responsibilities.

Some training opportunities coming up will be Iowa Civil Rights and Lincoln Commission on Human Rights. The All Staff Meeting is scheduled for June 19, 2019 at Chalco Hills in Omaha.

Director Munn is hoping to get Brandie Hinkle to talk to the Commissioners about the investigative process at the next commission meeting for Commissioner Training.

XV. ADJOURNMENT

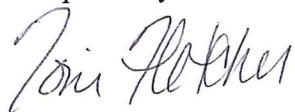
Commissioner Drumheller declared the March 22, 2019, Commission meeting ended at 10:18 a.m.

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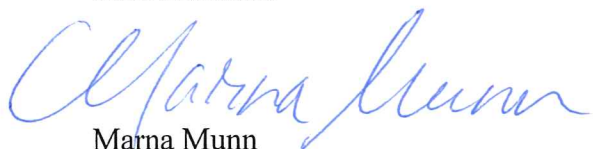
Respectfully submitted,



Toni Fletcher  
Staff Assistant

4-1-19

\_\_\_\_\_  
Date



Marna Munn  
Executive Director

4/2/19

\_\_\_\_\_  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of February 22, 2019 have been corrected and accepted, and henceforth approved on this date.

Chairperson

\_\_\_\_\_  
Date