NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF May 20, 2022

Commissioner Arnold called the meeting to order in Lincoln, Nebraska at 9:00 a.m. on May 20, 2022. It was established, after a roll call, there was a quorum.

I. ROLL CALL
Commissioners Present
John Arnold, Vice Chair
Eric Drumbeller
Arla Jo Meyer
Tyeisha Kosmicki
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
Kim Carrera-Bower, Investigator I
Sierra Harlow, Admin Tech

II. NOTICE OF PUBLICATION
Director Gardner read the dates of publication for the current Commission meeting.

III. APPROVAL OF MINUTES
Commissioner Arnold approved the meeting minutes for April 15, 2022.
Commissioner Jeffries seconded the motion.

IV. ADDITIONS OR CORRECTIONS
NEB 1-21/22-9-52260-RD corrected under Section VII. A. 5.
NEB 2-21/22-10-52291-RD added under Section VIII.
NEB 2-20/21-4-51965-RD removed under Section IX. C.
NEB 1-19/20-3-3590-H corrected to add the parties under Section XIII.

V. PUBLIC INPUT (Non-Case)
Limit of 5 minutes per person for a total of a 30-minute session.
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 was present and provided a written statement)
   NEB 1-21/22-9-52254 RD

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

**ROLL CALL:**
- Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Meyer, Brennan
- Nayes:  
- Abstained:  
- Motion Carried

A. **EMPLOYMENT**
   NEB 1-21/22-9-52260-RD

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

**ROLL CALL:**
- Ayes: Drumheller, Jeffries, Meyer, Brennan, Kosmicki
- Nayes:  
- Abstained: Arnold
- Motion Carried

A. **EMPLOYMENT**
   NEB 1-21/22-12-52373-RD

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

**ROLL CALL:**
- Ayes: Meyer, Brennan, Jeffries, Kosmicki, Drumheller
- Nayes:  
- Abstained: Arnold
- Motion Carried
B. PUBLIC ACCOMMODATION (Respondent was present)
NEB 1-21/22-10-3688 PA

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

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

B. PUBLIC ACCOMMODATION (Respondent was present)
NEB 3-21/22-10-3696 PA

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

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

C. HOUSING (Respondent was present)
NEB 2-21/22-8-3679 H

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

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold, Drumheller
Nayes: Abstained: Motion Carried
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A. EMPLOYMENT

NEB 1-21/22-10-52282 RD
NEB 1-21/22-1-52424 RD
NEB 1-21/22-10-52274 RD
NEB 2-20/21-6-52068 RD

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

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

B. PUBLIC ACCOMMODATION

1. NEB 1-21/22-11-3700 PA

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

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

B. HOUSING

NEE 2/21/22-7-3674 H
NEE 2-21/22-9-3684 H

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

ROLL CALL: Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Meyer, Brennan
Nayes:
Abstained:
Motion Carries:
VIII. SUCCESSFUL AGREEMENTS

NEB 1-21/22-8-52187 RD
NEB 1-21/22-1-52432 RD
NEB 2-21/22-10-52291-RD

Commissioner Arnold moved to adopt the agreements.
Commissioner Jeffries seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

   NEB 1-21/22-3-3720 H
   NEB 1-21/22-8-3676 PA

Commissioner Arnold moved to administratively close the above cases based on the cases being withdrawn.
Commissioner Meyers seconded the motion.

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

B. LACK OF JURISDICTION

None at this time.
C. EEOC
   NEB 1-17/18-2-49383 RT
   NEB 2-19/20-7-50600 RD
   NEB 1-19/20-10-50873 RS
   NEB 2-19/20-2-51107 RT
   NEB 2-19/20-5-51298 RT
   NEB 2-19/20-5-51308 RD
   NEB 1-19/20-6-51413 RD
   NEB 1-20/21-7-51459 RD
   NEB 1-20/21-10-51601 RD
   NEB 1-20/21-12-51757 RD
   NEB 3-20/21-1-51788 RD
   NEB 2-20/21-4-51983 RD
   NEB 1-20/21-3-51908 RD
   NEB 2-20/21-2-51866 RT
   NEB 1-20/21-3-51942 RS
   NEB 1-21/22-8-52194 RD
   NEB 1-20/21-5-52017 RS
   NEB 1-20/21-5-52036 RT
   NEB 1-21/22-7-52147 RS
   NEB 2-21/22-9-52233 RD

Commissioner Arnold moved to administratively close the above cases based on adoption of the findings of the EEOC.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold, Drumheller
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.
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XIII. CIVIL ACTION

NEB 1-19/20-3-3590 H Family Housing Advisory Services vs. VCVD

Commissioner Arnold moved dismiss the case due to the conclusion of the Commission's processes.
Commissioner Drumheller seconded the motion.

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

XIV. BUSINESS

1. Previous Month's General Ledger Report

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

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

2. Outreach Report—Unit Director, Ben Watson

Unit Director Watson informed the Commission that promotional items are close to being purchased to have available at public events. Watson is continuing to look for such events and will update with dates. Director Watson and Executive Director Gardner met with Nebraska Public Media to discuss doing a program with NPM and will continue to provide updates as the process moves along.

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

Executive Director Gardner updated the Commission on staff changes. Sierra Harlow is the new Administrative Technician in the Lincoln office and Cathy Fedor is the new Administrative Technician in the Omaha office. The Office Specialist position in Lincoln office is open due to the resignation of Melony Moore. Interviews were
conducted for the two investigator positions, one in Lincoln and one in Omaha, and we hope to have these filled in a week or two.

Last month (April), some employees attended the LCHR Civil Rights conference in person. Last week many investigators attended a three-day EEOC online training covering jurisdiction, interviewing, harassment, disability, and settlements. It was very interactive, and our employees did a great job participating.

We met our internal goal for the EEOC measurement period. We will now focus on meeting our EEOC contract goal that goes through September 30, 2022.

We are moving forward with updating our website. We are in the final stages of getting approval to have Stan Othenthal, former Executive Director, work with us to redo our website. We are going to be working with OCIO to update SharePoint to the newer version and hope to work with them to update CMS.

Executive Director Gardner discussed a conflict with the June 2022 meeting. After discussion it was decided to not hold a meeting in June. The next meeting is scheduled for Lincoln July 15, 2022.

XV.  ADJOURNMENT

Commissioner Arnold declared the May 20, 2022, Commission meeting ended at 10:23 am.
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Respectfully submitted,

Sierra Harlow
Administrative Technician

Paula Gardner
Executive Director

5-24-22
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of May 20, 2022, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date