



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF AUGUST 16, 2024

Commissioner Arnold called the meeting to order in Omaha, Nebraska at 9:07 a.m. on August 16, 2024. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

John Arnold, Chairperson
Patrick Borchers
Tyeisha Kosmicki

Arla Jo Meyer, Vice Chair
Royce Jeffries
Lynn Brennan

We have a quorum.

Staff Present

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

Ben Watson, Unit Director
Andrea Berry, Unit Director
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 Arnold approved the meeting minutes for July 19, 2024.
Commissioner Borchers seconded the motion.

IV. ADDITIONS OR CORRECTIONS

V. PUBLIC INPUT (Non-Case)

A member of the public commented on the Open Meeting Act. Their concerns were about making decisions during a public hearing and stated they would object when they saw fit.

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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

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 and Respondent were present and Complainant submitted a written statement
NEB 1-23/24-11-53881

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

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

- A. EMPLOYMENT Complainant and Respondent were present
NEB 2-23/24-1-54121

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

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

- A. EMPLOYMENT Complainant was present
NEB 2-22/23-6-53527

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

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

- A. EMPLOYMENT Complainant was present
NEB 1-23/24-11-53902

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

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

- C. HOUSING Complainant and Respondent were present
NEB 2-23/24-1-3826-H

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

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

- A. EMPLOYMENT Complainant submitted a written statement
NEB 2-23/24-11-53913

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

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

- A. EMPLOYMENT Complainant submitted a written statement
NEB 2-23/24-3-54332

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

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

A. EMPLOYMENT

NEB 2-23/24-11-53923

NEB 1-22/23-11-53091

NEB 2-22/23-6-53506

NEB 1-23/24-9-53783

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

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

B. PUBLIC ACCOMMODATION

NEB 1-23/24-1-3840-PA

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

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

B. HOUSING

NEB 2-22/23-5-3791-H

Commissioner Arnold moved for no reasonable cause on the above case.
Commissioner Kosmicki seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

NEB 2-23/24-10-53841-RS

NEB 3-23/24-11-53963-RS

Commissioner Arnold moved to adopt the agreements.

Commissioner Kosmicki seconded the motion.

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

ADMINISTRATIVE ACTIONS

A. RIGHT TO SUE

NEB 1-23/24-3-54303-RD

Commissioner Arnold move to administratively close the above case based on the EEOC issuing the Right to Sue letter.

Commissioner Meyer seconded the motion.

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

B. WITHDRAWALS

NEB 1-23/24-2-3836-PA

NEB 1-23/24-2-3837-PA

NEB 1-23/24-2-3838-PA

Commissioner Arnold moved to administratively close the above cases based on withdrawal by Complainants.

Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Arnold, Jeffries, Meyer, Brennan, Kosmicki
 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

NEB 1-21/22-11-52368-RS

McWilliams vs. Union Pacific Railroad Company

Commissioner Arnold moved to adopt the Recommended Order of the Hearing Officer.
Commissioner Kosmicki seconded the motion.

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

XIII. CIVIL ACTION

None at this time

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Arnold moved to approve and adopt the previous General Ledger report.
Commissioner Meyer seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson stated the Disability Pride Picnic went well. We had a table and were able to walk around and talk to others who also had tables and make connections.

Director Watson went to Midland University for housing outreach. In addition to staff, he was able to answer questions students had regarding housing.

Director Watson said he will be doing a second session with with Heartland Workforce Solutions presenting to their staff. Brandie Hinkle will be doing a separate presentation September 12, 2024, with their clients.

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

Director Gardner stated that Lincoln's Office Specialist resigned, and we have hired a Sara Urbach as the new Office Specialist. Sara comes to us with significant customer service and banking experience.

Director Gardner explained that we're close to having our website finished and will soon be trained on how to use it with it going live after that.

Director Gardner shared we have posted our budget narratives and will be working on the remaining budget items, which are due September 15, 2024. This will be for our budget request for 25-27 that the Governor and Legislature will be considering starting January 2025.

Director Gardner noted that we'll be having a virtual all staff quarterly meeting next week. We are looking to have our in-person staff meeting sometime the end of October 2024.

XV. ADJOURNMENT

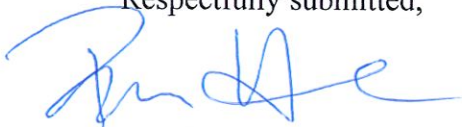
Commissioner Arnold declared the August 16, 2024, Commission meeting ended at 11:45 a.m.

Commission Meeting Minutes

August 16, 2024

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Respectfully submitted,



Rebekka Hergenrader
Administrative Technician II

8-21-2024

Date



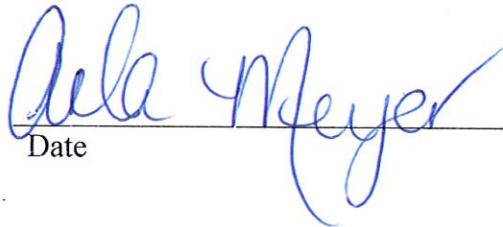
Paula Gardner
Executive Director

8-21-2024

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of August 16, 2023, have been corrected and accepted, and henceforth approved on this date.

Chairperson



Date