



State of Nebraska  
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION  
MEETING OF SEPTEMBER 20, 2024

EOC  
NEE

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9 a.m. on September 20, 2024. 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

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 Meyer approved the meeting minutes for August 16, 2024.  
Commissioner Jeffries seconded the motion.

IV. ADDITIONS OR CORRECTIONS

Under Section VII A. Employment, remove NEB 1-23/24-10-53819 from agenda.

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](http://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 was present  
NEB 2-23/24-1-54111

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

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

- A. EMPLOYMENT Respondent was present  
NEB 1-23/24-1-54076

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

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

- A. EMPLOYMENT Respondent was present  
NEB 2-23/24-1-54109

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

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

- A. EMPLOYMENT Complainant and Respondent were present  
NEB 2-23/24-2-54244

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

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

- A. EMPLOYMENT Complainant submitted a written statement  
NEB 3-23/24-1-54159

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

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

- A. EMPLOYMENT  
      NEB 2-23/24-12-54065  
      NEB 2-23/24-1-54155  
      NEB 2-23/24-2-54241  
      NEB 2-23/24-8-53656  
      NEB 2-23/24-11-53962  
      NEB 2-23/24-12-54072

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

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

B. PUBLIC ACCOMMODATION  
NEB 1-23/24-1-3839

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 3-23/24-2-54232-RD

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

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

ADMINISTRATIVE ACTIONS

A. WITHDRAWALS  
NEB 1-23/24-10-53865-RD  
NEB 1-23/24-11-53899-RD  
NEB 2-23/24-1-54132-RD

Commissioner Meyer moved to administratively close the above cases based on withdrawal by  
Complainants.  
Commissioner Jeffries seconded the motion.

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

X. CONCILIATION

NEB 1-22/23-5-53450-RS

Commissioner Meyer moved to adopt the recommendation of the Director of Conciliation.  
Commissioner Drumheller seconded the motion.

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

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

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

2. NEOC Rules of Conduct for Public Meetings

Commissioner Meyer moved to adopt the NEOC Rules of Conduct for Public Meetings. Commissioner Brennan seconded the motion.

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

3. Outreach Report—Unit Director, Ben Watson

Director Watson announced that the website is done and ready to launch. The new website is more attractive and user friendly, which is important for the agency to have.

Director Watson reported the NEOC was invited by LCHR to speak to a Hotel Management Group. Director Watson was unavailable, so Director Gardner presented to the group.

Director Watson relayed Brandie had an outreach presentation scheduled that ended up not occurring due to a scheduling issue on the part of the group who requested it. They will be rescheduling it.

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

Director Gardner disclosed the newest Office Specialist had to resign, but Ryanne Weiss has been hired and starts on Monday 9.23.24

Director Gardner stated the NEOC formally submitted the budget. We will likely not hear anything until the Legislative session starts to see what funding the legislature and governor's office put forth for the agency.

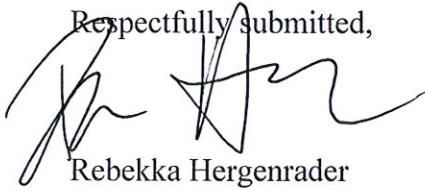
Director Gardner indicated the NEOC held a virtual all staff meeting on 8.13.24 and announced an in-person meeting at Chalco Hills Park on 10.30.24.

Director Gardner shared the NEOC should meet its EEOC contract, which will be finalized 9.30.24.

XV. ADJOURNMENT

Commissioner Meyer declared the September 20, 2024, Commission meeting ended at 10:16 a.m.

Respectfully submitted,



Rebekka Hergenrader  
Administrative Technician

9.25.24

\_\_\_\_\_  
Date



Paula Gardner  
Executive Director

9.25.2024

\_\_\_\_\_  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of September 20, 2024 have been corrected and accepted, and henceforth approved on this date.

Chairperson

\_\_\_\_\_  
Date