



# State of Nebraska

## EQUAL OPPORTUNITY COMMISSION

### NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF July 19, 2024

Commissioner Arnold called the meeting to order in Lincoln, Nebraska at 9 a.m. on July 19, 2024. It was established, after a roll call, there was a quorum.

#### I. ROLL CALL

##### *Commissioners Present*

John Arnold, Chairperson  
Tyeisha Kosmicki

Lynn Brennan  
Eric Drumheller

##### *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 June 21, 2024.  
Commissioner Brennan seconded the motion.

#### IV. ADDITIONS OR CORRECTIONS

Under Section IX., Administrative Actions, add B. Withdrawals NEB 1-23/24-53560-RD and NEB 1-23/24-1-54154-RD.

Under Section XII. Public Hearing, the case number should be NEB 1-21/22-11-52368-RS

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

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

NEOC

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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 Respondent was present.  
NEB 1-22/23-3-53342

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

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

- A. EMPLOYMENT Complainant was present.  
NEB 1-22/23-6-53515

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

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

- A. EMPLOYMENT Respondent was present.  
NEB 1-23/24-7-53594

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

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

Commission Meeting Minutes

July 19, 2024

Page - 3 -

- A. EMPLOYMENT Respondent was present.  
NEB 2-23/24-10-53850

Commissioner Drumheller moved for no reasonable cause.

Commissioner Brennan seconded the motion.

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

- A. EMPLOYMENT Respondent was present.  
NEB 1-23/24-11-53886

Commissioner Arnold moved for no reasonable cause.

Commissioner Kosmicki seconded the motion.

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

- A. EMPLOYMENT Respondent submitted a written statement.  
NEB 1-22/23-11-53095

Commissioner Arnold moved for no reasonable cause.

Commissioner Brennan seconded the motion.

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

- A. EMPLOYMENT  
    NEB 3-22/23-1-53243  
    NEB 2-23/24-7-53602  
    NEB 1-23/24-11-53883  
    NEB 3-23/24-11-53889

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

Commissioner Drumheller seconded the motion.

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

B. PUBLIC ACCOMMODATION

NEB 1-23/24-12-3824

NEB 1-23/24-12-3825

NEB 1-23/24-3-3846

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

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

C. HOUSING

NEB 1-23/24-1-3827

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-22/23-11-53104-RD

Commissioner Arnold moved to adopt the agreement.  
Commissioner Kosmicki seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

- A. EEOC  
NEB 1-23/24-5-54439-RD

Commissioner Arnold moved to administratively close the above case based on adoption of the findings of the EEOC.

Commissioner Drumheller seconded the motion.

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

- B. WITHDRAWALS  
NEB 1-23/24-7-53560-RD  
NEB 1-23/24-1-54154-RD

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

Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Drumheller  
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 grant the application of the parties to reopen the public hearing.  
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Drumheller, Brennan, Kosmicki, Arnold  
Naves:  
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 accept the previous General Ledger report. Commissioner Brennan seconded the motion.

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

2. Federal Funds Carryover

Commissioner Arnold moved to approve Federal Funds carry over. Commissioner Kosmicki seconded the motion.

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

3. Outreach Report—Unit Director, Ben Watson

Director Watson announced the website is being finalized.

Director Watson explained that we'll have a booth at the Disability Pride event July 27, 2024, in Lincoln.

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

Director Gardner introduced Clayton Wells, our newest investigator.

Director Gardner announced that the NEOC launched the new database.

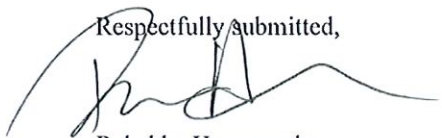
Director Gardner said that two housing investigators attended the National Fair Housing Alliance conference in Washington D.C. July 14-17, 2024, and two housing investigators will participate in the Int'l Assoc of Official Rights Agencies conference in St. Louis in August. Director Gardner explained HUD requires and pays for staff participate in training.

Director Gardner explained we're working on our 2025-2027 budget and that it is to be finalized and submitted by September 15, 2024 .

XV. ADJOURNMENT

Commissioner Arnold declared the July 19, 2024, Commission meeting ended at 10:12 a.m.

Respectfully submitted,



Rebekka Hergenrader  
Administrative Technician II

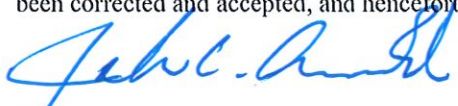
7.24.22  
Date



Paula Gardner  
Executive Director

7.24.2024  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of July 19, 2024, have been corrected and accepted, and henceforth approved on this date.



Chairperson

8/16/2024  
Date