



State of Nebraska
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF OCTOBER 18, 2024

Commissioner Arnold called the meeting to order in Omaha, Nebraska at 9 a.m. on October 18, 2024. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

John Arnold, Chairperson
Lynn Brennan

Arla Jo Meyer, Vice Chair
Royce Jeffries

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
Donnita Brown, 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 September 20, 2024.
Commissioner Meyer seconded the motion.

IV. ADDITIONS OR CORRECTIONS

There were no additions or corrections.

V. PUBLIC INPUT (Non-Case)

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

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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 2-23/24-11-53968

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

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

- A. EMPLOYMENT Complainant was present
NEB 3-23/24-12-54057

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

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

- B. HOUSING Complainant was present and submitted written statement
NEB 2-23/24-12-3822

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

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

- B. HOUSING Complainant was present
NEB 2-23/24-2-3834

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

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

- B. HOUSING Complainant submitted written statement, Respondent was present
NEB 1-23/24-8-3806

Commissioner Arnold moved for reasonable cause on issue of Reasonable Accommodation Disability, and no reasonable cause for all other issues.
Commissioner Brennan seconded the motion.

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

- A. EMPLOYMENT Respondent submitted written statement
NEB 1-23/24-1-54148

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

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

- A. EMPLOYMENT Complainant submitted written statement
NEB 1-23/24-11-53977

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

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

- B. HOUSING Complainant submitted written statement
NEB 1-23/24-4-3852

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

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

- A. EMPLOYMENT
 NEB 3-23/24-1-54140
 NEB 2-23/24-1-54130

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

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

- B. HOUSING
 NEB 1-23/24-3-3850

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-23/24-4-3855-HM

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

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

ADMINISTRATIVE ACTIONS

A. COMPLAINANT FILED IN COURT
NEB 1-23/24-3-54341-RD

Commissioner Arnold moved to administratively close the above case based on the case being filed in court.
Commissioner Meyer seconded the motion.

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

B. LACK OF JURISDICTION
NEB 1-24/25-7-3868-PA
NEB 1-24/25-7-3869-PA

Commissioner Arnold moved to administratively close the above case based on lack of jurisdiction.
Commissioner Meyer seconded the motion.

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

C. EEOC
NEB 1-23/24-8-53628-RS
NEB 1-18/19-9-49918-RD
NEB 1-22/23-1-53189-RD
NEB 1-23/24-7-53559-RD
NEB 2-23/24-12-54048-RD
NEB 3-23/24-3-54317-RD
NEB 1-24/25-7-54622-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: Brennan, Arnold, Meyer, Jeffries
 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

None at this time.

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 month's General Ledger report. Commissioner Jeffries seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson announced that NEOC's website launched. His next step is to add outreach materials such as videos to the website.

Director Watson stated that he is seeking a new grant from HUD to fund adding outreach material to the website.

Director Watson stated that next week he and Executive Director Gardner will be presenting on the NEOC at the Jackson Lewis Law firm's Employment Seminar.

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

Director Gardner announced the presence of security at the meeting and discussed the security process for Omaha and Lincoln going forward.

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Director Gardner announced that NEOC did meet EEOC contract for the most recent fiscal year, there is a slight increase to the contract for the next fiscal year.

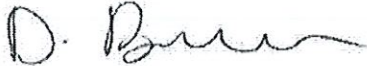
Director Gardner discussed the upcoming all staff meeting scheduled for October 30, 2024, at Chalco Hills.

Director Gardner stated a chairperson and vice chairperson will need to be elected in November.

XV. ADJOURNMENT

Commissioner Arnold declared the October 18, 2024, Commission meeting ended at 11:25 a.m. Commissioner Meyer seconded the motion.

Respectfully submitted,



Donnita Brown
Administrative Technician II

10/23/24
Date



Paula Gardner
Executive Director

10.23.2024
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of October 18, 2024 have been corrected and accepted, and henceforth approved on this date.



Chairperson

11/15/2024
Date