



NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF February 21, 2025

Commissioner Brennan called the meeting to order in Omaha, Nebraska at 9:00 a.m. on February 21, 2024. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Lynn Brennan, Vice Chair
Royce Jeffries
Tyeisha Kosmicki

John Arnold
Patrick Borchers

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 Brennan approved the meeting minutes for January 17, 2025.
Commissioner Jeffries seconded the motion

III. ADDITIONS OR CORRECTIONS

Under Section VIII, Successful Agreements, add NEB 2-23/24-3-3845-H and NEB 1-23/24-6-54526-RS

V. PUBLIC INPUT (Non-Case)

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

NEEOC

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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 Respondent was present
NEB 2-23/24-4-54378

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

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

- A. EMPLOYMENT Respondent was present
NEB 1-23/24-3-54297

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

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

- A. EMPLOYMENT Complainant was present
NEB 2-23/24-4-54410

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

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

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- A. EMPLOYMENT Complainant and Respondent were present
NEB 1-23/24-5-54456

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

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

- A. EMPLOYMENT Respondent was present, Complainant submitted a written
statement
NEB 1-23/24-5-54468

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

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

- A. EMPLOYMENT Respondent was present
NEB 1-23/24-6-54516

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

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

- B. PUBLIC ACCOMMODATION Respondent was present
NEB 2-24/25-7-3866

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

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

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- C. HOUSING Respondent was present
NEB 2-23/24-9-3810

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

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

- C. HOUSING Complainants were present
NEB 2-23/24-2-3842

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

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

- C. HOUSING Complainant submitted a written statement
NEB 2-23/24-11-3820

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

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

- A. EMPLOYMENT
NEB 1-23/24-12-54052

Commissioner Borchers moved for reasonable cause on Demotion and no reasonable cause on
Terms and Conditions
Commissioner Jeffries seconded the motion.

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

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A. EMPLOYMENT

NEB 1-23/24-1-54092

NEB 2-23/24-5-54484

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

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

B. PUBLIC ACCOMMODATION

NEB 1-23/24-6-3863

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

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

B. HOUSING

NEB 1-23/24-4-3854

NEB 2-23/24-4-3859

NEB 2-24/25-10-3883

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

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

VIII. SUCCESSFUL AGREEMENTS

- A. NEB 2-23/24-3-3845-H
NEB 1-23/24-6-54526-RS

Commissioner Brennan moved to adopt the Agreements on the above cases
Commissioner Borchers seconded the motion

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

ADMINISTRATIVE ACTIONS

- A. EEOC
NEB 1-22/23-2-5392
NEB 1-22/23-4-53415
NEB 1-23/24-5-54462

Commissioner Brennan moved to adopt the findings of the EEOC on the above cases.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Jeffries, Borchers, Brennan
 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 Jeffries moved to adopt the previous month's General Ledger report.
Commissioner Kosmicki seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson announced that he has conducted several presentations in the past month and most recently presented to a group on disability discrimination in housing, including accommodations and modifications.

Director Watson advised we are still planning to add videos to the website and are currently waiting to hear back from HUD if there will be any funding.

Director Watson stated that we have an employee interested in video editing and have found free software approved by OCIO to add to our computers so that we are able to move forward with adding videos to the website.

Director Watson states we are waiting to hear back from the Governor on the Proclamation for Fair Housing Month in April.

Director Watson announced that NEOC has reserved a table for the LCHR conference on May 8 and 9, 2025.

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

Director Gardner stated that she and Cathy Fedor have been preparing for our Appropriations Hearing that is scheduled for March 6, 2025, at 1:30pm.

Director Gardner stated one of the problems going into the appropriations is our status with our federal partners. Currently we have received almost all the money from our federal partners to date and is planning to request a drawdown of our EEOC monies for the cases submitted to date at the end of February or beginning of March.

Director Gardner announced that management has met twice regarding concerns, obstacles and solutions to those obstacles for the investigative staff. One formal response has gone out so far with another expected after the Appropriations hearing.

Director Gardner asked commissioners to consider changing June's commission meeting from June 20 to June 13 due to a Federal Holiday on June 19. Commissioner Borchers moved to change the June meeting to June 13, 2025, and Commissioner Arnold seconded the motion.

4. Legislative Update--

Director Gardner update Commissioners on LB223, LB361, and LB694

Director Gardner testified January 30, 2025, in a neutral capacity on LB 223, which adds source of income to the public accommodation housing statutes. She also reached out to Senator Guereca's regarding the concerns about how the legislations was drafted and they were receptive to the suggested changes.

LB 361 has not been set for a hearing. Director Gardner reached out Senator Conrad about suggested changes in where the changes were being added, but she has not heard back from the Senator's office.

LB 694 was introduced after the January 2025 Commission meeting. This is similar to a bill introduced last year that adds Veteran's and Military status to our statutes as a protected class. Last year, the Commissioners voted to testify in a neutral capacity. Director Gardner states the hearing is scheduled for March 13th and asked for feedback on how she should testify

Commissioner Borchers moved for unanimous consent to testify in a natural capacity on LB694. Commissioner Jeffries seconded the motion.

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

XV. ADJOURNMENT

Commissioner Brennan declared the February 21, 2025, Commission meeting ended at 11:50am a.m.
Commissioner Arnold seconded the motion.

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Respectfully submitted,


Donnita Brown
Administrative Technician II

2/26/25
Date


Paula Gardner
Executive Director

2-26-2025
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of February 21, 2025, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date