



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF April 18, 2025

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9 a.m. on April 18, 2025. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Chairperson
Tyeisha Kosmicki
John Arnold

Royce Jeffries
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 Meyer approved the meeting minutes for March 21, 2025.
Commissioner Jeffries seconded the motion

III. ADDITIONS OR CORRECTIONS

NEB 1-24/25-11-54889-RD added to section VIII., Successful Agreements

NEB 2-24/25-8-54632-RS added to section IX., Administrative Actions Withdrawal

NEB 2-24/25-4-3931-H added to section IX., Lack of Jurisdiction

V. PUBLIC INPUT (Non-Case)

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

EOE

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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 and Respondent were present.
NEB 1-24/25-8-54653

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

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

- A. EMPLOYMENT Complainant and Respondent were present.
NEB 2-23/24-2-54234

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

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

- A. EMPLOYMENT Complainant and Respondent were present.
NEB 1-23/24-6-54541

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

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

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- A. EMPLOYMENT Complainant and Respondent were present.
NEB 2-24/25-8-54680

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

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

- C. HOUSING Complainant was present.
NEB 2-23/24-2-3835

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

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

- C. HOUSING Respondent was present.
NEB 1-24/25-8-3876

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

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

- C. HOUSING Respondent was present.
NEB 2-24/25-8-3878

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

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

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- C. HOUSING Complainant was present.
NEB 1-24/25-1-3911

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

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

- A. EMPLOYMENT Complainant and Respondent provided written statements.
NEB 2-23/24-2-54246

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

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

- A. EMPLOYMENT Complainant provided written statement.
NEB 1-23/24-5-54465

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

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

- C. HOUSING Complainant and Respondent provided written statements.
NEB 2-24/25-9-3880

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

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

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A. EMPLOYMENT

NEB 1-23/24-5-54435

Commissioner Meyer moved for no reasonable cause.

Commissioner Borchers seconded the motion.

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

A. EMPLOYMENT

NEB 1-23/24-4-54414

NEB 1-23/24-4-54419

NEB 1-23/24-6-54517

NEB 1-23/24-6-54554

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

Commissioner Kosmicki seconded the motion.

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

B. PUBLIC ACCOMMODATION

NEB 1-23/24-4-3858

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

Commissioner Borchers seconded the motion.

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

B. HOUSING

NEB 1-24/25-11-3893

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

Commissioner Jeffries seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-24/25-11-54889-RD

Commissioner Meyer moved to adopt the Agreement.

Commissioner Jeffries seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. EEOC
 NEB 2-23/24-11-53903-RD

Commissioner Meyer moved to adopt the findings of the EEOC.

Commissioner Kosmicki seconded the motion.

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

B. WITHDRAWALS
 NEB 2-24/25-10-54824-RD
 NEB 2-24/25-8-54632-RS

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

Commissioner Arnold seconded the motion.

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

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C. LACK OF JURISDICTION

NEB 1-24/25-8-54643-RS

NEB 2-24/25-4-3931-H

Commissioner Meyer moved to administratively close the above cases based on lack of jurisdiction.

Commissioner Kosmicki Seconded the motion.

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

D. FAILURE TO COOPERATE

NEB1-21/22-2-3711-H

Commissioner Meyer moved to administratively close the above case based on Complainants failure to cooperate with the investigation.

Commissioner Kosmicki seconded the motion.

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

E. COMPLAINANT FILED IN COURT

NEB 1-24/25-11-3896-H

Commissioner Meyer moved to administratively close the above case based on the Complainant filing in court.

Commissioner Kosmicki seconded the motion.

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

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson advised that the previously discussed idea of traveling to different counties in Nebraska is not supported in our budget and he's looking into alternative ideas.

Director Watson discussed updating the website with interactive guides. While HUD funding to add videos to the website is not available, he is working on a low to zero budget idea for updating the website with videos and he will get the software installed this month.

Director Watson advised that he is continuing to work with his contact in Scottsbluff to create an online webinar with multiple housing providers.

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

Director Gardner announced that two investigators have given notice, including one who will be retiring after working for the State since 1977. Both positions will be posted on May 1, 2025, with a hopeful start date of June 16, 2025.

Director Gardner advised that the virtual All Staff meeting will be held May 7, 2025. The meeting will review intake procedures and adjustments made to annual evaluations and why those changes have been made.

Director Gardner reminded Commissioners to complete the Accountability and Disclosure Commission's financial interest forms.

Director Gardner stated she received notice that LB694 was placed on General File. LB223 and LB361 have not made it out of committee. The budget from appropriations is still pending.

XV. ADJOURNMENT

Commissioner Meyer declared the April 18, 2025, Commission meeting ended at 11:19 a.m.

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Respectfully submitted,



Donnita Brown

Administrative Technician II

4/23/25

Date



Paula Gardner

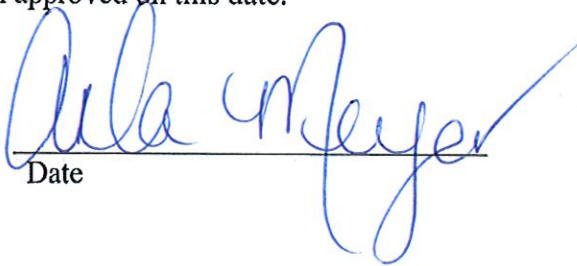
Executive Director

4-23-2025

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of April 18, 2025, have been corrected and accepted, and henceforth approved on this date.

Chairperson



Date