



**NEBRASKA EQUAL OPPORTUNITY COMMISSION  
MEETING OF July 18, 2025**

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9:04 a.m. on July 18, 2025. It was established, after a roll call, there was a quorum.

**I. ROLL CALL**

*Commissioners Present*

Arla Jo Meyer, Chairperson  
Eric Drumheller

Lynn Brennan, Vice Chair  
John Arnold

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 Brennan approved the meeting minutes for June 13, 2025.

Commissioner Meyer seconded the motion

**IV. ADDITIONS OR CORRECTIONS**

Under Section IX. A. Withdrawal add NEB 1-24/25-1-55033-RD

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

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

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**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 2-23/24-5-54449

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

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

- C. HOUSING Complainant and Respondent were both present.  
NEB 2-24/25-11-3897

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

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

- A. EMPLOYMENT Complainant was present.  
NEB 1-24/25-11-54871

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

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

- C. HOUSING Complainant was present.  
NEB 2-24/25-1-3914

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

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

- A. EMPLOYMENT Complainant and Respondent were both present.  
NEB 2-24/25-11-54874

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

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

- A. EMPLOYMENT Complainant provided a written statement  
NEB 1-24/25-9-54728

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

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

- A. EMPLOYMENT Complainant provided a written statement  
NEB 1-24/25-11-54884

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

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

A. EMPLOYMENT

NEB 1-24/25-10-54813  
NEB 2-24/25-10-54832  
NEB 1-23/24-3-54321  
NEB 1-24/25-9-54759  
NEB 1-24/25-11-54888  
NEB 1-24/25-4-55219

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

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

B. HOUSING

NEB 2-24/25-9-3879  
NEB 1-24/25-2-3918  
NEB 2-24/25-12-3899  
NEB 2-24/25-10-3887

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-24/25-2-3920-HM  
NEB 1-23/24-12-54041-RD  
NEB 2-24/25-11-54892-RD  
NEB 1-24/25-5-55311-RD

Commissioner Meyer moved to adopt the Agreements.  
Commissioner Brennan seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. HUD  
NEB 2-18/19-4-3512-H

Commissioner Meyer moved to adopt the findings of HUD.  
Commissioner Drumheller seconded the motion.

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

B. RIGHT TO SUE  
NEB 2-23/24-6-54510-RD  
NEB 2-24/25-7-54627-RD

Commissioner Meyer moved to administratively close the above cases based on the EEOC  
issuing the Right to Sue letter.  
Commissioner Brennan seconded the motion.

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

C. WITHDRAWALS  
NEB 1-24/25-1-55033-RD

Commissioner Meyer moved to administratively close the case based on withdrawal by  
Complainant.  
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Arnold, Drumheller  
Nays:  
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 accept the previous month's General Ledger report.  
Commissioner Arnold seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson brought flyers for the virtual fair housing training for housing providers and tenants in the Scottsbluff and Gering area (or anywhere in Nebraska).. Director Watson explained that at least 50 people have signed up, and the event has been posted on the NEOC website and will be posted on the NEOC Facebook page.

Director Watson announced the NEOC will have a table at the Disability Pride Picnic in Lincoln at Antelope Park, Saturday, July 26, 2025, from 9am to 1pm.

Director Watson added that he is using Scottsbluff online training to see if it is something that can be replicated for other communities in Nebraska as a way to expand on outreach and training.

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

Director Gardner introduced Henry Pallesen as the new investigator for Lincoln's office. Next month the commissioners will meet Omaha's new investigator, Pamela Martinez Oquendo.

Director Gardner announced the agency has completed its contract period with HUD, completing 50 cases. The agency is on track to meet, if not exceed, the EEOC contract that ends in September 30. This past year there was a concerted effort to focus on timeliness and more meetings with investigators to help with processing cases.

Director Gardner indicated that two Commissioners' terms, Commissioner Meyer and Commissioner Borchert, will end September 2025. Commissioner Meyer indicated an interest in seeking reappointment and Director Gardner will reach out to Commissioner Borchert to determine any interest he has in reappointment. Director Gardner also shared that there is an individual moving through the process as an appointment to replace Commissioner Drumheller, whose term expired in 2024.

XV. ADJOURNMENT

Commissioner Meyer declared the July 18, 2025, Commission meeting ended at 12:05 p.m.

Respectfully submitted,



Rebekka Hergenrader  
Administrative Technician II

7.22.25  
Date



Paula Gardner  
Executive Director

7.22.2025  
Date

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

Chairperson

\_\_\_\_\_  
Date