



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF October 17, 2025

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9:00 a.m. on October 17, 2025. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Chairperson
Marcia Weddle
Tyeisha Kosmicki

Lynn Brennan, Vice Chair
Royce Jeffries
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
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 September 19, 2025.
Commissioner Brennan seconded the motion

IV. 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 2-24/25-9-54751

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

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

- A. EMPLOYMENT Complainant was present
NEB 2-24/25-10-54836

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

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

- A. EMPLOYMENT Respondent was present
NEB 1-24/25-1-55031

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

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

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- A. EMPLOYMENT Complainant and Respondent were present
NEB 1-24/25-2-55119

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

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

- A. EMPLOYMENT Respondent was present
NEB 1-24/25-3-55141

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

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

- B. PUBLIC ACCOMMODATION Complainant and Respondent were present
NEB 1-24/25-8-3872

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

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

- B. PUBLIC ACCOMMODATION Respondent was present
NEB 1-24/25-12-3903

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

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

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- C. HOUSING Complainant and Respondent were present
NEB 2-24/25-2-3919

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

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

- A. EMPLOYMENT Complainant provided a written statement
NEB 1-24/25-10-54823

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

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

- A. EMPLOYMENT Respondent provided a written statement
NEB 1-24/25-2-55098

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

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

- B. PUBLIC ACCOMMODATION Complainant and Respondent provided a written
statement
NEB 1-24/25-1-3906

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

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

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A. EMPLOYMENT

NEB 2-24/25-1-54987

NEB 1-24/25-1-55001

NEB 1-24/25-1-55002

NEB 1-24/25-1-55023

NEB 1-24/25-1-55024

NEB 1-24/25-1-55025

NEB 1-24/25-1-55028

NEB 1-24/25-1-55031

NEB 1-24/25-1-55032

NEB 1-24/25-3-55130

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

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

B. PUBLIC ACCOMMODATION

NEB 2-24/25-10-3890

NEB 2-24/25-12-3904

NEB 2-24/25-12-3905

NEB 2-24/25-1-3913

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

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

B. HOUSING

NEB 2-24/25-1-3912

NEB 1-24/25-4-3933

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 2-24/25-4-3932-H

NEB 2-24/25-4-55199-RS

Commissioner Meyer moved to adopt the Agreements.

Commissioner Kosmicki seconded the motion.

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

ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 2-24/25-5-3945-PA

Commissioner Meyer moved to administratively close the above case based on withdrawal by Complainant.

Commissioner Arnold seconded the motion.

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

B. EEOC

NEB 1-23/24-11-53944-RS

NEB 1-22/23-10-53045-RT

NEB 2-22/23-11-53088-RD

NEB 1-22/23-11-53099-RT

NEB 1-22/23-6-53516-RD

NEB 1-23/24-7-53551-RD

NEB 1-23/24-8-53649-RD

NEB 1-23/24-9-53709-RD

NEB 1-23/24-9-53710-RD

NEB 1-23/24-5-54463-RD

NEB 1-24/25-2-55081-RD

NEB 1-24/25-2-55085-RD

Commissioner Meyer moved to adopt the findings of the EEOC.

Commissioner Arnold seconded the motion.

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

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson states he will be providing information material to the Veterans of Foreign Wars at the next meeting and will also provide training within the next couple of months.

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

Director Gardner introduced new Omaha investigator, Ashia Alford.

Director Gardner reminded commissioners of the all-staff meeting scheduled for October 28, 2025, at the Chalco Hills Recreation Center and discussed the agenda.

Director Gardner stated that the Federal shutdown currently has no significant impact on the agency. We are currently still able to process our charges, we are just not receiving approval for dual filing from our federal partner.

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Director Gardner mentioned that our agency does usually receive payment from the EEOC around this time for the prior fiscal year contract as well as enter into the worksharing agreements with our federal partners for the upcoming fiscal year, both of which have been delayed due to the federal shutdown.

Director Gardner shared that on October 30, 2025, she will be conducting a presentation about working with NEOC to the Department of Banking and Finance.

Director Gardner reminded commissioner that at next month's commission meeting they will need to nominate and vote for officers for 2026.

XV. ADJOURNMENT

Commissioner Meyer declared the October 17, 2025, Commission meeting ended at 11:25 a.m.

Respectfully submitted,



Donnita Brown
Administrative Technician II

10/23/25
Date



Paula Gardner
Executive Director

10.23.2025
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of October 17, 2025, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date