



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF January 16, 2026

Commissioner Myer called the meeting to order in Lincoln, Nebraska at 9 a.m. on January 16, 2026. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Chairperson
Marcia Weddle

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
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 November 2025.
Commissioner Meyer seconded the motion

IV. ADDITIONS OR CORRECTIONS

Under Section VIII, Successful Agreements, add NEB 2-25/26-8-3974-H
and NEB 1-25/26-8-3971-H
Under Section IX, Administrative Actions, add Withdrawal NEB 1-24/25-8-54665-RD

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 Respondent was present.
NEB 1-24/25-3-55137

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

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

- A. EMPLOYMENT Complainant was present.
NEB 1-24/25-4-55236

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

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

- A. EMPLOYMENT Complainant was present and Respondent provided a written statement
NEB 1-24/25-2-55102

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

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

Commission Meeting Minutes

January 16, 2026

Page - 3 -

- A. EMPLOYMENT Complainant was present.
NEB 1-24/25-2-55103

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

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

EMPLOYMENT Respondent was present.
NEB 2-24/25-3-55138

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

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

- B. PUBLIC ACCOMMODATION Complainant was present.
NEB 1-24/25-12-3902

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

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

PUBLIC ACCOMMODATION Complainant was present.
NEB 1-24/25-3-3923

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

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

Commission Meeting Minutes

January 16, 2026

Page - 4 -

PUBLIC ACCOMMODATION Complainant provided a written statement, and
Respondent was present
NEB 3-24/25-3-3928

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

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

PUBLIC ACCOMMODATION Complainant was present.
NEB 1-24/25-5-3935

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

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

PUBLIC ACCOMMODATION Complainant was present.
NEB 1-24/25-5-3937

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

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

PUBLIC ACCOMMODATION Complainant was present.
NEB 2-24/25-5-3940

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

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

PUBLIC ACCOMMODATION Complainant was present.
NEB 2-24/25-5-3941

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

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

C. HOUSING Complainant and Respondent were present.
NEB 2-24/25-6-3948

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

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

C. HOUSING Respondent was present.
NEB 2-24/25-6-3949

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

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

C. HOUSING Complainant provided a written statement
NEB 1-25/26-7-3958

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

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

- C. HOUSING Complainant and Respondent provided written statements.
NEB 1-24/25-6-3952

Commissioner Arnold moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

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

A. EMPLOYMENT

NEB 2-24/25-2-55118

NEB 1-24/25-3-55133

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

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Arnold, Jeffries, Meyer, Brennan, Weddle
 Nayes:

 Abstained:
 Motion Carried

B. PUBLIC ACCOMMODATION

NEB 1-24/25-1-3910

NEB 1-24/25-1-3916

NEB 1-24/25-3-3929

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

Commissioner Arnold seconded the motion.

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

B. HOUSING

NEB 1-25/26-9-3978

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

Commissioner Arnold seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

NEB 3-24/25-1-54982-RD

NEB 1-24/25-8-3871-PA

NEB 2-25/26-8-3974-H

NEB 1-25/26-8-3971-H

Commissioner Meyer moved to adopt the agreements.

Commissioner Jeffries seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-24/25-8-54665-RD

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

Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Brennan, Weddle, Arnold, Jeffries, Meyer
 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

NEB 1-23/24-10-3813-H

Commissioner Meyer moved to dismiss the case due to the conclusion of the Commission's processes.

Commissioner Jeffries seconded the motion.

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

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Jeffries moved to approve and accept the previous General Ledger report.

Commissioner Meyer seconded the motion.

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

2. Legislative Update Executive Director, Paula Gardner

There are no current bills that directly impact the agency, though Director Gardner will continue to monitor as bills can be introduced through next week.

The Governor has put forth his budget bill, that included a reduction for the agency, while leaving most other independent agencies with no reductions. Director Gardner explained that she can attend the hearing to provide the committee with information on how the agency functions and the impact a reduction could have. Based on the reason used for the reduction, the removal of a supervisory position in 2010, background information could be helpful. It is also an opportunity to explain the impact reductions have on federal funds and explain the agency has not received any HUD funds for last year's contract and there has been no communication about any contract moving forward.

Director Gardner stated a bill that was passed last session that requires Agencies to review all regulations every five years to ensure necessity, cost effectiveness, and statutory compliance. While it will be time consuming initially, the agency has until June 30, 2027, to complete the initial review.

3. Outreach Report—Unit Director, Ben Watson

Director Watson stated he was providing new employee training for nine people for a company that reached out for training.

Director Watson announced it was discovered from the previous annual report that settlements that included training as relief were on the decline. He is working with staff to find ways to increase participation in that area.

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

Director Gardner announced that management is working on performance evaluations for the staff. The agency has revised the evaluation for investigators this past year to better reflect the work they do relative to intake duties and an increased emphasis on timely investigations. Updates will be made this year on evaluations for other positions to better reflect the work being performed.

Director Gardner stated the agency is moving forward with a Worksharing Agreement with the EEOC.

Director Gardner reminded the commissioners to complete their C1 financial statements for Accountability and Disclosure by March 2, 2026.

Director Gardner shared that there is a new code for the Omaha garage for the commissioners. The agency will add it to the February commission meeting packet.

Director Gardner explained the Annual Report for FY 24/25 is completed and is available on the website.

XV. ADJOURNMENT

Commissioner Meyer declared the January 16, 2026, Commission meeting ended at 11:52 a.m.

Respectfully submitted,


Rebekka Hergenrader
Administrative Technician

1-20-26
Date


Paula Gardner
Executive Director

1-20-2026
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of January 16, 2026, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date