



# State of Nebraska

## EQUAL OPPORTUNITY COMMISSION

### NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF November 21, 2025

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9:01 a.m. on November 21, 2025. It was established, after a roll call, there was a quorum.

#### I. ROLL CALL

##### *Commissioners Present*

Arla Jo Meyer, Chairperson  
Patrick Borchers  
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 October, 2025.  
Commissioner Borchers seconded the motion

#### IV. ADDITIONS OR CORRECTIONS

Under Section VIII, Successful Agreements, add NEB 2-25/26-8-3964-H and NEB 2-24/25-4-55218-RS

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

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

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Phone: 308-632-1340  
800-830-8633

##### ONLINE:

Website:  
NEOC.nebraska.gov

Facebook:  
<https://fb.me/NebEOC>

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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 1-24/25-2-55084

Commissioner Borchers moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

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

Nayes:

Abstained:

Motion Carried

A. EMPLOYMENT Complainant was present.

NEB 1-24/25-4-55238

Commissioner Arnold moved for no reasonable cause.

Commissioner Meyer seconded the motion.

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

Nayes:

Abstained:

Motion Carried

A. EMPLOYMENT Respondent was present.

NEB 2-23/24-2-54282

Commissioner Borchers moved for no reasonable cause.

Commissioner Meyer seconded the motion.

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

Nayes:

Abstained:

Motion Carried

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A. EMPLOYMENT Respondent was present.  
NEB 3-24/25-2-55068

Commissioner Jeffries moved for no reasonable cause.

Commissioner Meyer seconded the motion.

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

A. EMPLOYMENT Respondent was present.  
NEB 1-24/25-2-55071

Commissioner Meyer moved for no reasonable cause.

Commissioner Brennan seconded the motion.

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

A. EMPLOYMENT Respondent was present.  
NEB 2-24/25-3-55179

Commissioner Borchers moved for no reasonable cause.

Commissioner Meyer seconded the motion.

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

B. PUBLIC ACCOMMODATION Respondent was present.  
NEB 1-24/25-5-3942

Commissioner Meyer moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

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

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A. EMPLOYMENT Complainant provided a written statement.  
NEB 1-24/25-3-55170

Commissioner Meyer moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

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

C. HOUSING Respondent submitted a written statement.  
NEB 2-24/25-1-3909

Commissioner Borchers moved for no reasonable cause.

Commissioner Meyer seconded the motion.

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

C. HOUSING Complainant submitted a written statement.  
NEB 1-24/25-5-3939

Commissioner Arnold moved for no reasonable cause.

Commissioner Meyer seconded the motion.

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

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A. EMPLOYMENT

NEB 2-24/25-1-54983  
NEB 2-24/25-4-55197  
NEB 3-24/25-4-55188  
NEB 1-24/25-4-55205

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

Commissioner Arnold seconded the motion.

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

Nayes:

Abstained:

Motion Carried

B. PUBLIC ACCOMMODATION

NEB 1-24/25-5-3946  
NEB 1-24/25-6-3955

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

Commissioner Brennan seconded the motion.

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

Nayes:

Abstained:

Motion Carried

B. HOUSING

NEB 1-24/25-2-3921  
NEB 1-24/25-5-3944  
NEB 1-24/25-5-3947

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

Commissioner Jeffries seconded the motion.

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

Nayes:

Abstained:

Motion Carried

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VIII. SUCCESSFUL AGREEMENTS

NEB 1-24/25-4-55186-RS  
NEB 2-25/26-8-3964-H  
NEB 2-24/25-4-55218-RS

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

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

ADMINISTRATIVE ACTIONS

A. WITHDRAWAL  
NEB 1-25/26-9-3984-H

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

Commissioner Jeffries seconded the motion.

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

B. FILED IN COURT  
NEB 2-24/25-1-54973-RD

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

Commissioner Borchers seconded the motion.

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

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C. EEOC  
NEB 1-24/25-6-55358-RD

Commissioner Meyer moved to adopt the findings of the EEOC.

Commissioner Arnold seconded the motion.

ROLL CALL:            Ayes:    Arnold, Weddle, Jeffries, Meyer, Brennan, 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 Ledger report.

Commissioner Brennan seconded the motion.

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

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2. Investigator Performance Standards

Commissioner Meyer moved to approve the updated performance standards.

Commissioner Borchers seconded the motion.

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

                          Nayes:

                          Abstained:

                          Motion Carried

3. Election of Officers for 2026

Commissioner Arnold moved to nominate Commissioner Meyer as Chair and Commissioner Brennan and Vice Chair for 2026.

Commissioner Borchers seconded the motion.

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

                          Nayes:

                          Abstained:

                          Motion Carried

4. Outreach Report—Unit Director, Ben Watson

Director Watson stated that he has received numerous requests for training from various companies.

Director Watson continues to work with VFWs including postings on their social media.

Director Watson has finished writing scripts for the agency's YouTube shorts ("How To" videos) for the Website.

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

Director Gardner introduced Erin Zulkoski as the agency's newest investigator. She started the beginning of October.

Director Gardner announced the federal agencies are back at work. The EEOC has completed the processing of our cases for our contract year and we are awaiting the contract for the current fiscal year. HUD is working on dual filing cases and reviewing closure for credit.

Director Gardner stated she is continuing to explore ways to reduce mailing costs. She will be meeting with another agency to learn about a service they use to see if it will work for the NEOC.

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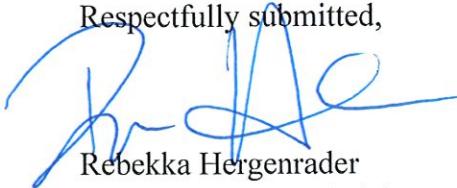
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XV. ADJOURNMENT

Commissioner Meyer declared the November 21, 2025, Commission meeting ended at 10:40 a.m.

Respectfully submitted,



Rebekka Hergenrader  
Administrative Technician

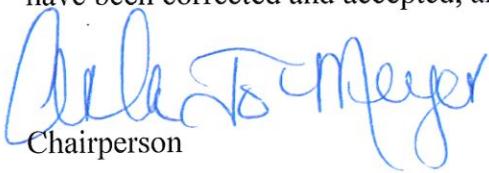
12.1.25  
Date



Paula Gardner  
Executive Director

12.1.2025  
Date

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



Chairperson

1.16.2026  
Date