



State of Nebraska  
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION  
MEETING OF March 20, 2026

EOC  
NEOC

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9 a.m. on March 20, 2026. 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  
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  
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 Meyer approved the meeting minutes for January 16, 2026.  
Commissioner Brennan seconded the motion

IV. ADDITIONS OR CORRECTIONS

Under Section VIII, Successful Agreements, add NEB 1-25/26-10-3987-H  
and NEB 1-25/26-8-3968-PA

Under Section IX, Administrative Actions, add NEB 1-24/25-4-55210-RS

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 and provided a written statement and Respondent was present.

NEB 1-23/24-5-54488

Commissioner Meyer moved for no reasonable cause.

Commissioner Brennan seconded the motion.

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

A. EMPLOYMENT Complainant was present.

NEB 3-25/26-8-55505

Commissioner Meyer moved for no reasonable cause.

Commissioner Borchers seconded the motion.

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

A. EMPLOYMENT Respondent was present.

NEB 2-24/25-7-54591

Commissioner Borchers moved for no reasonable cause.

Commissioner Kosmicki seconded the motion.

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

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- A. EMPLOYMENT Complainant was present.  
NEB 1-24/25-1-55000

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

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

- A. EMPLOYMENT Complainant provided a written statement and Respondent was present.  
NEB 2-24/25-4-55245

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

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

- A. EMPLOYMENT Respondent was present.  
NEB 1-24/25-5-55259

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

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

- A. EMPLOYMENT Complainant provided a written statement and Respondent was present.  
NEB 1-24/25-5-55267

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

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

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- A. EMPLOYMENT Complainant was present.  
NEB 1-24/25-6-55362

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

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

- A. EMPLOYMENT Respondent was present.  
NEB 1-24/25-4-55230

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

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

- B. PUBLIC ACCOMMODATION Complainant was present.  
NEB 1-24/25-5-3936

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

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

- B. PUBLIC ACCOMMODATION Complainant was present.  
NEB 1-24/25-5-3938

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

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

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- B. PUBLIC ACCOMMODATION Respondent provided a written statement and Complainant was present.  
NEB 1-25/26-9-3977

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

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

- B. PUBLIC ACCOMMODATION Respondent provided a written statement.  
NEB 1-25/26-9-3976

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

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

- B. PUBLIC ACCOMMODATION Respondent was present.  
NEB 1-25/26-12-3994

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

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

- A. EMPLOYMENT Complainant was present.  
NEB 2-24/25-5-55263

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

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

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- C. HOUSING Complainant provided a written statement and Respondent was present.  
NEB 2-23/24-1-3830

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

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

- C. HOUSING Respondent and Complainant were present.  
NEB 1-25/26-7-3961

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

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

- A. EMPLOYMENT Respondent provided a written statement.  
NEB 2-24/25-6-55327

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

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

- A. EMPLOYMENT Complainant and Respondent provided written statements.  
NEB 3-24/25-5-55276

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

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

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- A. EMPLOYMENT Complainant provided a written statement.  
NEB 1-24/25-4-55206

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

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

- C. HOUSING Complainant provided a written statement.  
NEB 2-25/26-8-3970

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

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

- A. EMPLOYMENT
  - NEB 2-24/25-1-54998
  - NEB 2-24/25-2-55104
  - NEB 1-24/25-5-55265
  - NEB 1-24/25-5-55305
  - NEB 1-24/25-6-55320
  - NEB 2-25/26-7-55438
  - NEB 2-24/25-5-55295
  - NEB 1-25/26-7-55414
  - NEB 1-24/25-6-55377

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

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

B. PUBLIC ACCOMMODATION

NEB 1-24/25-4-3934

NEB 1-24/25-6-3953

NEB 1-25/26-10-3985

NEB 1-25/26-12-3993

NEB 1-25/26-12-3995

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

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

C. HOUSING

NEB 2-24/25-1-3908

NEB 2-24/25-3-3926

NEB 2-24/25-6-3950

NEB 1-25/26-9-3975

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-25/26-9-3979-H

NEB 1-25/26-10-3987-H

NEB 1-25/26-8-3968-PA

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

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

ADMINISTRATIVE ACTIONS

- A. LACK OF JURISDICTION  
NEB 2-24/25-1-54984-RD  
NEB 1-24/25-4-55229-RS  
NEB 1-24/25-4-55210-RS

Commissioner Meyer moved to administratively close the cases based on lack of jurisdiction.  
Commissioner Borchers seconded the motion.

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

- B. COMPLAINANT FILED IN COURT  
NEB 2-24/25-4-55216-RD

Commissioner Meyers moved to administratively close the case based on the Complainant filing  
in court.  
Commissioner Borchers seconded the motion.

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

- C. RIGHT TO SUE  
NEB 1-24/25-6-55391-RD

Commissioner Meyer made a motion to administratively close the case based on the EEOC  
issuing a right to sue to the Complainant.  
Commissioner Brennan seconded the motion.

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

D. WITHDRAWAL  
NEB 1-25/26-10-3986-H

Commissioner Meyer made a motion to administratively close the case based on withdrawal by Complainant.

Commissioner Borchers seconded the motion.

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

X.     CONCILIATION

NEB 3-24/25-8-54707-RS

NEB 2-24/25-8-54647-RS

NEB 2-24/25-1-54981-RS

Commissioner Meyer moved to adopt the recommendation of the Director of Conciliation.

Commissioner Brennan seconded the motion.

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

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 General Ledger report. Commissioner Borchers seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson stated the agency will have a table at the LCHR conference.

Director Watson announced the agency sent the April is Fair Housing Month proclamation request to the governor to sign; the agency is waiting for a response.

Director Watson made a draft PSA for the agency and provided link for it on YouTube.

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

Director Gardner distributed the 24/25 Annual Report.

Director Gardner announced there will be a virtual all staff meeting on April 1, 2026

Director Gardner stated the agency has a preliminary contract with the EEOC and expects an increase in the contract amount once finalized.

Director Gardner stated the agency received pay from HUD for this past year and is still awaiting the contract for this fiscal year.

Director Gardner introduced the idea of April commission meeting being held in Lincoln, due to staffing in Omaha for April. Commissioners agreed to have the April meeting in Lincoln and the May meeting in Omaha.

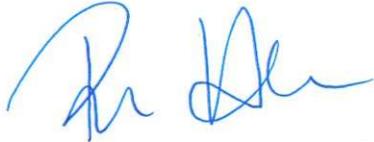
4. Legislative Report

Director Gardner testified at the appropriations hearing for the agency. She notes the final budget had the full appropriated amount for the agency and did not have the reduction that was in the original appropriations budget.

XV. ADJOURNMENT

Commissioner Meyer declared the March 20, 2026, Commission meeting ended at 12:41 p.m.

Respectfully submitted,



Administrative Technician II

3.26.26

\_\_\_\_\_  
Date



Paula Gardner  
Executive Director

3.26.2026

\_\_\_\_\_  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of March 20, 2026, have been corrected and accepted, and henceforth approved on this date.

Chairperson

\_\_\_\_\_  
Date