



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF April 17, 2026

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9:01 a.m. on April 17, 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
Royce Jeffries

We have a quorum.

Staff Present

Paula Gardner, Executive Director
Shelley Foss, Unit Director
Brandie Hinkle, Investigator III

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 March 20, 2026.
Commissioner Meyer seconded the motion

IV. ADDITIONS OR CORRECTIONS

Under Section IX, Administrative Actions, B, EEOC add NEB 1-22/23-10-53011-RD, NEB 1-23/24-4-54368-RD, NEB 1-24/25-8-54699-RD, NEB 1-24/25-6-55323-RS, NEB 1-25/26-10-55660-RD

Under Section IX, Administrative Actions, C, Withdrawal, add NEB 1-25/26-1-4002-H

Under Section X, Conciliation, add NEB 1-24/25-10-54815-RS

V. PUBLIC INPUT (Non-Case)

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

EOE
M

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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 & Respondent were present.
NEB 1-24/25-6-55318

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

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

- A. EMPLOYMENT Respondent was present.
NEB 2-25/26-7-55411

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

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

- A. EMPLOYMENT Complainant was present & Respondent provided a written statement
NEB 2-25/26-7-55413

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

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

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- A. EMPLOYMENT Respondent was present.
NEB 2-25/26-8-55507

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

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

- B. HOUSING Respondent was present.
NEB 1-25/26-8-3967

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

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

- A. EMPLOYMENT Complainant was present.
NEB 1-25/26-8-55466

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

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

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- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-24/25-2-55061

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 2-24/25-6-55389

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

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

- B. HOUSING Complainant provided a written statement.
NEB 2-24/25-3-3924

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

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

A. EMPLOYMENT

NEB 1-25/26-9-55555

NEB 2-24/25-2-55067

NEB 2-24/25-4-55198

NEB 1-24/25-5-55262

NEB 1-24/25-6-55322

NEB 3-25/26-8-55526

NEB 2-25/26-9-55583

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

Commissioner Kosmicki seconded the motion.

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

Nayes:

Abstained:

Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-24/25-6-55319-RD

NEB 1-25/26-8-55458-RD

Commissioner Meyer moved to adopt the agreements.

Commissioner Kosmicki seconded the motion.

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

Nayes:

Abstained:

Motion Carried

ADMINISTRATIVE ACTIONS

A. LACK OF JURISDICTION
NEB 3-25/26-10-55653-RD

Commissioner Meyer moved to administratively close the above case based off of lack of jurisdiction.

Commissioner Kosmicki seconded the motion.

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

- B. EEOC
NEB 1-23/24-4-54426-RS
NEB 1-24/25-12-54948-RS
NEB 1-24/25-2-55060-RD
NEB 1-24/25-3-55177-RT
NEB 1-25/26-9-55599-RD
NEB 3-25/26-10-55638-RD
NEB 1-25/26-2-55878-RD
NEB 1-22/23-10-53011-RD
NEB 1-23/24-4-54368-RD
NEB 1-24/25-8-54699-RD
NEB 1-24/25-6-55323-RS
NEB 1-25/26-10-55660-RD

Commissioner Meyer moved to adopt the findings of the EEOC.

Commissioner Jeffries seconded the motion.

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

C. WITHDRAWALS
NEB 1-25/26-1-4002-H

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

Commissioner Kosmicki seconded the motion.

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

X. CONCILIATION

NEB 1-24/25-10-54815-RS

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

Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Weddle, Meyer, Jeffries
 Naves:
 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 month's General Ledger report. Commissioner Kosmicki seconded the motion.

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

2. Outreach Report— Executive Director, Paula Gardner

Director Gardner announced April is Fair Housing Month and stated the agency received the Proclamation from the Governor for Fair Housing Month.

Director Gardner stated staff will be attending the LCHR Civil Rights conference on Tuesday, April 21, 2026. The agency will have an information table at the conference.

Director Gardner announced Unit Director Ben Watson will be conducting fair housing training with the Realtor's Association on Wednesday, April 22, 2026

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

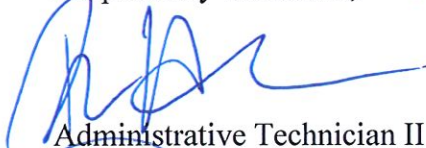
Director Gardner shared the agency is still waiting on the HUD contract. The agency is continuing to operate as though there is a contract with requesting dual filing and submitting closed cases.

Director Gardener reminded the Commissioners that May and June's commission meetings will be in Omaha.

XV. ADJOURNMENT

Commissioner Meyer declared the April 17, 2026, Commission meeting ended at 10:47 a.m.

Respectfully submitted,



Administrative Technician II

4-20-2026

Date

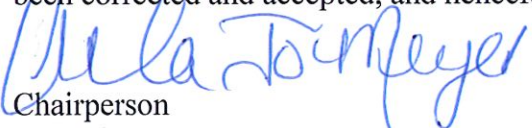


Paula Gardner
Executive Director

4-20-2026

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of April 17, 2026, have been corrected and accepted, and henceforth approved on this date.



Chairperson

5-15-2026

Date