



State of Nebraska
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF May 15, 2026

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9:02a.m. on May 15, 2026. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Chairperson
Marcia Weddle
Patrick Borchers

Lynn Brennan, Vice Chair
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 April 17, 2026.
Commissioner Brennan seconded the motion

IV. ADDITIONS OR CORRECTIONS

Under Section VII B. Remove NEB 2-25/26-12-3996

V. PUBLIC INPUT (Non-Case)

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

NEOC

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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 and Respondent were present.
NEB 1-25/26-8-55467

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

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

- A. EMPLOYMENT Respondent was present.
NEB 1-25/26-9-55587

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

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

- A. EMPLOYMENT Respondent was present.
NEB 1-23/24-5-54499

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

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

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- A. EMPLOYMENT Respondent was present.
NEB 1-24/25-9-54744

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

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

- A. EMPLOYMENT Complainant and Respondent were present.
NEB 1-25/26-8-55483

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

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

- C. HOUSING Complainant was present and submitted a written statement.
NEB 2-24/25-6-3956

Commissioner Borchers moved to table the decision until next month's meeting.
Commissioner Arnold seconded the motion.

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

- C. HOUSING Respondent was present and submitted a written statement.
NEB 2-25/26-12-3997

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

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

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- C. HOUSING Complainant was present, Respondent submitted a written statement.
NEB 1-25/26-1-4001

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

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

- A. EMPLOYMENT Complainant and Respondent submitted written statements.
NEB 2-25/26-7-55401

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

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

- A. EMPLOYMENT
NEB 1-24/25-4-55241
NEB 3-25/26-7-55426

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

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

- B. PUBLIC ACCOMMODATION
NEB 1-24/25-6-3954
NEB 2-25/26-7-3960
NEB 1-25/26-8-3963

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

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

C. HOUSING

NEB 1-25/26-8-3962

NEB 1-25/26-10-3988

NEB 1-25/26-1-4003

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-25/26-8-55528-RS

Commissioner Meyer moved to adopt the agreement.
Commissioner Arnold seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. EEOC

NEB 1-25/26-2-55849-RD

Commissioner Meyer moved to adopt the findings of the EEOC.
Commissioner Borchers seconded the motion.

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

B. WITHDRAWALS

NEB 1-25/26-3-4019-H

Commissioner Meyer moved to administratively close the above case based on withdrawal by complainants.
Commissioner Arnold seconded the motion.

ROLL CALL: Ayes: Weddle, Borchers, Meyer, Brennan, 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 Arnold seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson stated that NEOC attended the Lincoln Commission on Human Rights conference and had a resource table at the event. It went well and was a great opportunity for outreach.

Director Watson announced that he conducted a presentation to Nebraska Realtors Association in Lincoln, and Commissioner Weddle was present.

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

Director Gardner announced that she attended an AI conference that was sponsored by the State's OCIO earlier this month and is beginning the preliminary steps on how to safely use AI in the workplace.

Director Gardner stated she has started the review of each chapter of each rule and regulations. LB660 requires every agency to conduct this review, the review and forms need to be completed by the end of the year.

Director Gardner stated we are still waiting for the HUD contract, though we have been credited for the completed cases to date.


Director Gardner announced we have finalized our EEOC contract, with funding at 96%.

Director Gardner reminded commissioners that next month's meeting will be held in Omaha on June 12th due to the Juneteenth Holiday, the 3rd Friday of the month.

XV. ADJOURNMENT

Commissioner Meyer declared the May 15, 2026, Commission meeting ended at 11:38 a.m.

Respectfully submitted,


Donnita Brown
Administrative Technician II

5/20/26
Date


Paula Gardner
Executive Director

5-20-2026
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of May 15, 2026, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date