



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF July 17, 2026

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9 a.m. on July 17, 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
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 Borchers moved to approve the meeting minutes for May 15, 2026.
Commissioner Meyer seconded the motion.

III. ADDITIONS OR CORRECTIONS

NEB 1-24/25-7-54607-RT added to section IX., Administrative Actions.

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.
NEB 2-25/26-9-55595

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

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

- A. EMPLOYMENT Respondent was present.
NEB 1-25/26-10-55666

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

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

- A. EMPLOYMENT Respondent was present.
NEB 1-25/26-12-55779

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

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

- B. PUBLIC ACCOMMODATION Complainant and Respondent were present.
NEB 1-25/26-9-3981

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

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

- B. PUBLIC ACCOMMODATION Complainant was present.
NEB 2-25/26-12-3996

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

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

- C. HOUSING Complainant and Respondent were present.
NEB 1-25/26-8-3965

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

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

- C. HOUSING Respondent was present.
NEB 2-25/26-11-3990

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-25/26-1-55812

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-25/26-2-55843

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

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

- A. EMPLOYMENT Respondent provided a written statement.
NEB 1-25/26-9-55556

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-25/26-9-55573

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

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

- A. EMPLOYMENT Respondent provided a written statement.
NEB 1-25/26-11-55717

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

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

- A. EMPLOYMENT Respondent provided a written statement.
NEB 1-25/26-12-55769

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-25/26-1-55802

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

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

- B. PUBLIC ACCOMMODATION Responded provided a written statement.
NEB 1-25/26-2-4007

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

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

A. EMPLOYMENT

NEB 3-25/26-10-55671
NEB 2-25/26-11-55680
NEB 1-25/26-7-55424
NEB 1-25/26-12-55766
NEB 2-25/26-1-55828
NEB 1-25/26-1-55838

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

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

C. HOUSING

NEB 2-22/23-5-3789

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-25/26-11-55698-RD
NEB 1-25/26-3-4017-H

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

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

ADMINISTRATIVE ACTIONS

A. LACK OF JURISDICTION
NEB 2-25/26-7-55443-RD

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

Commissioner Brennan seconded the motion.

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

B. RIGHT TO SUE
NEB 1-24/25-6-55364-RD

Commissioner Meyer made a motion to administratively close the case based on the EEOC issuing a Right to Sue Letter to the Complainant.

Commissioner Borchers seconded the motion.

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

C. EEOC
NEB 1-25/26-4-55995-RD

Commissioner Meyer moved to adopt the findings of the EEOC.

Commissioner Jeffries seconded the motion.

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

D. WITHDRAWALS
NEB 1-24/25-7-54607-RT

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

Commissioner Weddle seconded the motion.

ROLL CALL: Ayes: Jeffries, Weddle, 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 General Ledger report.
Commissioner Borchers seconded the motion.

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

2. Federal Funds Carryover

Commissioner Meyer moved to approve Federal Funds Carryover to the next state fiscal year.
Commissioner Borchers seconded the motion.

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

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

Director Gardner announced the agency will be attending the Disability Pride event on July 25th.
The agency will have a resource table at the event at Antelope Park in Lincoln from 9:00 am –
11:00 am.

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Director Gardner discussed the announcement of the state budget shortfall. All agencies have been asked to cut 5%. Cathy Fedor has been working diligently to operate within our budget, and we will be able to realize the 5% savings requested. These reductions will likely also impact the upcoming biennium budget process that is to be completed by September 15, 2026.

Director Gardner announced hiring a new investigator starting in Omaha on Monday, July 20, 2026.

Director Gardner stated EEOC contract is entering its final quarter, and the agency is requesting an upward modification. Any granting of an upward modification will likely not be known until later in August.

Director Gardner conveyed that the agency still doesn't have a HUD contract, but HUD seems to be moving forward as they have in the past in reviewing case closures from July 2025 through June 2026. In the meantime, the agency will continue to operate business as usual with HUD.

Director Gardner announced Commission Meyer has been formally reappointed, and we are still waiting to hear about the reappointment of Commissioner Borchers. Commissioners Arnold, Jeffries, and Weddle's appointments end in September. Those Commissioners interested in seeking reappointment are to let Director Gardner know before the next meeting. If Commissioners have anyone they believe would be a good match for the Commission, they are encouraged to share with that individual how to apply for consideration for appointment.

XV. ADJOURNMENT

Commissioner Meyer declared the July 17, 2026, Commission meeting ended at 10:54 a.m.

Respectfully submitted,


Administrative Technician

7-20-2026
Date


Paula Gardner
Executive Director

7-20-2026
Date

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

Chairperson

Date