



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF September 18, 2026

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9 a.m. on September 18, 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
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 Meyer approved the meeting minutes for August 21, 2026.
Commissioner Jeffries seconded the motion

IV. ADDITIONS OR CORRECTIONS

NEB 1-25/26-3-4020-PA added to section VIII., Successful Agreements.

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 provided a written statement and Respondent was present.
NEB 1-25/26-10-55615

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

- A. EMPLOYMENT Respondent was present.
NEB 2-25/26-1-55787

Commissioner Jeffries 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 2-25/26-3-55926

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

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

- C. HOUSING Respondent was present.
NEB 2-25/26-2-4010

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

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

- A. EMPLOYMENT Complainant was present.
NEB 2-25/26-2-55888

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-25/26-3-55937

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

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

- A. EMPLOYMENT Complainant provided a written statement.
NEB 1-25/26-11-55720

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

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

- C. HOUSING Complainant provided a written statement.
NEB 2-25/26-12-3999

Commissioner Arnold 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

NEB 3-25/26-10-55626
NEB 2-25/26-10-55643
NEB 1-25/26-12-55772
NEB 3-25/26-12-55782
NEB 1-25/26-2-55858
NEB 3-25/26-2-55864
NEB 1-25/26-4-56018
NEB 3-25/26-4-56035

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

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

C. HOUSING

NEB 2-25/26-2-4009

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-25/26-1-55831-RD
NEB 1-25/26-3-55976-RD
NEB 1-25/26-3-4020-PA

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

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

ADMINISTRATIVE ACTIONS

A. WITHDRAWALS
NEB 1-25/26-1-55832-RD
NEB 2-26/27-7-56268-RS

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

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

B. LACK OF JURISDICTION
NEB 1-25/26-10-55616-RD

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

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

C. EEOC

NEB 1-24/25-4-55220-RT

NEB 1-24/25-5-55314-RD

NEB 1-24/25-6-55368-RD

NEB 1-25/26-5-56115-RT

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 General Ledger report.
Commissioner Borchers seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson shared since the last commission meeting, he visited the city Wahoo, Nebraska, who requested fair housing training for the city.

Director Watson stated since the last commission meeting the agency participated in a first-time home buyers conference in Omaha, Nebraska.

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

Director Gardner announced she participated in Lincoln Commission on Human Rights' monthly show, that highlights different agencies or individuals throughout the community. She answered questions and discussed the agency's processes.

Director Gardner stated an Omaha Investigator left for a similar position in Omaha. The agency was able to obtain permission to fill the position.

Director Gardner shared that the agency has submitted the biennium budget. Every agency is required to indicate modifications that will be made if there is a reduction, and the outcome/consequences of those reductions. The agency put forth a one-time reduction for legal fees, , a statutory change regarding position that we will work with a Senator on achieving, as well as shifting some federal funds to cover a portion of salaries and other operating expenses. Any shift to use federal funds are noted as temporary as long term use reduces federal funds at a rate faster than we are able to recoup through the federal contracts. The agency won't know until legislature is back in session what the Governor's or legislature's budgets will be for the agency.

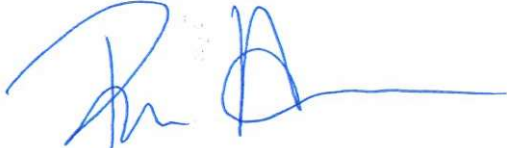
Director Gardner stated the agency is still waiting on the HUD contract. However, there has been some movement as HUD reached out for clarification on account information.

Director Gardner said the agency worked with the state's new AI program to test to see if it would provide the correct information since it uses information from the agency's website. Overall, it went well and changes that could be made to the information on the agency's website were made.

XV. ADJOURNMENT

Commissioner Meyer declared the September 18, 2026, Commission meeting ended at 10:13 a.m.

Respectfully submitted,



Administrative Technician II

9.21.2026

Date



Paula Gardner
Executive Director

9.21.2026

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of September 18, 2026, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date