State of Nebraska
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF October 16, 2026

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9:01 a.m. on October 16, 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
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 September 18, 2026. Commissioner Brennan seconded the motion

IV. ADDITIONS OR CORRECTIONS

NEB 1-25/26-2-55892-RD 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.

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 was present.
NEB 1-25/26-12-55754

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

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

A. EMPLOYMENT Complainant was present.
NEB 1-25/26-4-56007

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

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

A. EMPLOYMENT Complainant was present.
NEB 1-25/26-3-55983

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

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

A. EMPLOYMENT Respondent was present.
NEB 1-25/26-12-55783

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

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

A. EMPLOYMENT Complainant was present.
NEB 1-25/26-1-55819

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

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

A. EMPLOYMENT Complainant was present.
NEB 1-25/26-3-55978

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

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

A. EMPLOYMENT Complainant and Respondent were present
NEB 1-25/26-4-56008

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

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

C. HOUSING Respondent was present.
NEB 1-25/26-12-3992

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

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

A. EMPLOYMENT Respondent submitted a written statement.
NEB 1-25/26-6-56134

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

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

A. EMPLOYMENT Complainant submitted written statement.
NEB 1-25/26-3-55961

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

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

B. PUBLIC ACCOMMODATION Respondent submitted a written statement.
NEB 1-25/26-5-4024

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

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

A. EMPLOYMENT

NEB 2-25/26-4-56027
NEB 1-25/26-8-55534

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

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

NEB 1-25/26-1-55825
NEB 2-25/26-1-55815
NEB 1-25/26-2-55886
NEB 1-25/26-3-55972

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

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

B. PUBLIC ACCOMMODATION

NEB 2-25/26-3-4016

Commissioner Meyer moved for reasonable cause on the above case.
Commissioner Kosmicki seconded the motion.

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

NEB 2-25/26-5-4025

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

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

C. HOUSING
NEB 2-25/26-2-4008

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

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

VIII. SUCCESSFUL AGREEMENTS

None at this time.

ADMINISTRATIVE ACTIONS

A. EEOC
NEB 2-25/26-6-56150-RS
NEB 1-25/26-2-55892-RD

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

ROLL CALL: Ayes: Brennan, Weddle, Meyer, Kosmicki, Arnold
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 Ledger report. Commissioner Kosmicki seconded the motion.

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

2. Outreach Report—Unit Director, Ben Watson

Director Watson stated that he and Director Gardner are exploring advertising opportunities to enhance outreach efforts, including billboards, signage and online options.

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

Director Gardner announced the hiring of Faith Frick as the new Lincoln investigator with a start date of October 27, 2026.

Director Gardner announced all-staff meeting scheduled for October 28, 2026, at Chalco Hills Recreation Center and discussed the agenda.

Director Gardner shared that next week she will be conducting a presentation at Koley Jessen's annual conference.

Director Gardner states that she plans to meet with Senator Spivey in early November to discuss changing the language to the Fair Employment Practice Act, with the goal to eliminate the requirement to use certified mail.

Director Gardner states that federal partners are proceeding with the payment process and are on track to issue payment for fiscal year 2026.

Director Gardner reminded commissioners that at next month's meeting they will need to pick dates for 2027 meetings and nominate and vote for officers for 2027.

XV. ADJOURNMENT

Commissioner Meyer declared the October 16, 2026, Commission meeting ended at 10:59 a.m. Commissioner Kosmicki seconded the motion.

Respectfully submitted,

D. Brown

Donnita Brown
Administrative Technician II

10/23/24
Date

Paula Gardner
Executive Director

10-23-2026
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of October 16, 2026, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date