

In The Matter Of:
INDIANA CIVIL RIGHTS COMMISSION MEETING

December 17, 2021

*ACCURATE REPORTING OF INDIANA
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BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF DECEMBER 17, 2021

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, via Webex Conference
on Friday, December 17, 2021 at 1:10 o'clock p.m.

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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Adrienne L. Slash, Chairperson
4 Alpha Blackburn
5 Steven A. Ramos
6 Holli Harrington
7 James W. Jackson
8 Terry Tolliver

9 INDIANA CIVIL RIGHTS COMMISSION
10 By Gregory Wilson, Director
11 & David Fleischhacker, Deputy Director
12 Indiana Government Center North
13 100 North Senate Avenue, Room N300
14 Indianapolis, Indiana 46204
15 On behalf of the Commission.

16 OTHER COMMISSION STAFF PRESENT:

17 Stephanie Slone
18 Zachary Griffin
19 Christiana Ojo

20 ALSO PRESENT:

21 Michelle Allen

22 - - -

23

1 1:10 o'clock p.m.
December 17, 2021

2 - - -

3 CHAIRPERSON SLASH: It is ten after.
4 I do believe that we can go ahead and get
5 started. He will be here momentarily, but we do
6 have a quorum; am I correct?

7 MS. OJO: Yes, that's correct.

8 CHAIRPERSON SLASH: Okay. Fantastic.
9 So, the time is 1:10 on December 17th,
10 2021. I'll call the December meeting of the
11 Indiana Civil Rights Commission to order at this
12 time.

13 Okay. At this time, we can announce the
14 agenda.

15 MS. OJO: Okay. We have a pretty
16 light agenda today. We have just the approval of
17 the previous meeting minutes, the Director's
18 Report, and some -- six cases in Old Business and
19 four in New Business, and review of the ALJ's
20 Order, and some Automatically Confirmed
21 Decisions, and the approval of next year's
22 meeting. I think that's all we really have for
23 today.

1 CHAIRPERSON SLASH: Okay. Thank you
2 very much.

3 At this time, is there a motion to approve
4 the previous meeting minutes?

5 COMM. RAMOS: So moved, Ramos.

6 CHAIRPERSON SLASH: Thank you,
7 Comm. Ramos.

8 Is there a second?

9 COMM. BLACKBURN: Blackburn, second.

10 CHAIRPERSON SLASH: Thank you,
11 Comm. Blackburn.

12 For the record, at the time that we
13 started this conversation, Comm. Jackson has
14 joined the call. And we are entertaining a
15 motion and current second regarding the approval
16 of the November meeting minutes.

17 Shall we call the roll?

18 MS. OJO: Comm. Jackson?

19 COMM. JACKSON: Aye.

20 MS. OJO: Comm. Blackburn?

21 COMM. BLACKBURN: Aye.

22 MS. OJO: Comm. Blackburn?

23 (No response.)

1 MS. OJO: Comm. Blackburn?

2 COMM. BLACKBURN: Aye.

3 MS. OJO: Comm. Tolliver?

4 COMM. TOLLIVER: Aye.

5 MS. OJO: Comm. Tolliver?

6 COMM. TOLLIVER: Sorry. Aye.

7 MS. OJO: Yes.

8 Vice-Chair Ramos?

9 COMM. RAMOS: Aye.

10 MS. OJO: Chair Slash?

11 CHAIRPERSON SLASH: Aye.

12 MS. OJO: Motion passes, five to
13 zero.

14 CHAIRPERSON SLASH: Thank you.

15 At this time, we can have the ICRC
16 Director's Report. Commissioners, it was
17 e-mailed out to you this morning for review.

18 MR. WILSON: Good morning,
19 Commissioners -- or good afternoon, rather. I
20 hope everybody's doing well, and I just wanted to
21 go over a couple of things with the Commission.

22 One, I want to thank -- and we're really
23 excited about it. Hopefully everybody received

1 this on the report, the dates of our holiday,
2 where we sent an invite out, though I'll have
3 Virgil send out another invite, though, with the
4 locations.

5 We just had to work out a few irons,
6 especially coming back from the pandemic, and a
7 lot of places are still planning to get full, so
8 some of the activities we're not totally sure of
9 at this moment.

10 But as far as the actual event itself and
11 the wreath placing, which is moved from --
12 normally we do it the day before the event, but
13 we're going to do it Sunday before Dr. King's
14 holiday on the Circle because of the NCAA
15 tournament that's here. And so, they're going to
16 be using the Tournament -- I mean using the
17 Circle for some other activities.

18 So, anyway, we're still excited. That's
19 one of our -- what we say our signature events
20 that we do every year. We hope you'll come and
21 join us if you're able to, especially on Sunday
22 when we put the wreath there. And we think we
23 have some great partners who are involved in that

1 wreath placing.

2 I think you'll find the event we do for
3 Dr. King at the actual ceremony on that Thursday
4 with -- we're going to do something different.
5 We have a very creative External Affairs team,
6 and I think they've put together some great
7 programming for that day.

8 Also we've been getting some new
9 technology. If you look at our screen versus
10 yours, and you'll see it's a lot clearer than
11 others. So, that's no brag, I'm just -- that's
12 just the technology. It's nothing to do with me,
13 but we're trying to put new technology in place
14 to come up -- stay in the 21st Century, where we
15 can actually be a little bit more successful with
16 our virtual programs. But that's a focus for
17 Virgil and the team.

18 Again -- look, I'm not going to read
19 through all of this, because it would take
20 forever, and actually I sent out more sheets than
21 I really anticipated doing, but on there you'll
22 see some great things, especially when it comes
23 to our Facebook reach and our Twitter

1 impressions, like 4.9 thousand Twitter
2 impressions and -- now, this is in October -- and
3 Facebook, 410,000. I mean we really have been
4 pushing the envelope when it comes to our social
5 media. And right now we're still in the middle
6 of our campaign, and I don't know if any of you
7 had the opportunity to be hit by some of the
8 notices on our social media posts advertising our
9 organi -- our operation here.

10 So, with that -- but anyway, right now the
11 focus is just on MLK and working toward what
12 we're going to do when it comes to marketing and
13 outreach, which we're going to start doing the
14 outreach again, it probably starts in February,
15 where we go to libraries, community centers and
16 set up for that day, making it easier, so those
17 who want to talk to us or file a complaint don't
18 have to come downtown and face the hustle and
19 bustle of downtown, but we're going to do it
20 somewhere close to them.

21 We do it all over town, but we'll be doing
22 it around the state, we'll have a couple of
23 things going on. Our outreach van will be going

1 around the state, strategically going around the
2 state, to places that we've identified as needing
3 to do some outreach there, and then we'll have
4 the local component here in Indianapolis and our
5 doughnut counties. So, that's going to be
6 starting up in February.

7 But we're really excited. We've done some
8 great things here. We're back in business as far
9 as people coming to the office, and we've seen
10 the uptick in complaints, especially in Fair
11 Housing, so really excited about this upcoming
12 year as far as us being able to reach out to
13 people and make it a lot easier for them.

14 Also we're -- again, I think I mentioned
15 that the portal was coming on-line, but it is
16 on-line now, and so, the thing about the portal,
17 since we've put it up, I mean we're constantly
18 getting complaints coming from out there, and
19 we've only marketed thus far on one radio
20 program.

21 And for those who don't know, we go on
22 Arame once a month, but we're going to do a
23 marketing campaign about the portal. The on-line

1 portal allows people just to go on-line, go into
2 that portal system, file their complaint, and
3 then what's key about it, we also have Google
4 Translate, so we know that any language, you
5 would be able to go in and fill out that
6 complaint.

7 And also, too, is the DocuSign, hopefully
8 by the end of this month that should be
9 operational, and so, that will allow us to send
10 documents out to be signed, not going through the
11 mail, making it a lot quicker turnaround, and
12 that will make everything a lot faster when it
13 comes to processing inquiries.

14 So, there's just a lot going on here.
15 Again, we're trying to upgrade our technology.
16 The Case Management System, I told you when I
17 first came aboard, I think, you know, not many
18 people on the Commission was there then, but one
19 of the things I said, I wanted to implement a
20 Case Management System, and we have that in
21 place, and actually it's moving forward and
22 everybody now is utilizing the system, and
23 hopefully we can streamline things to make this

1 process a lot faster and more customer service
2 friendly.

3 So, that's where we are right now, and if
4 you have any questions of me, Commissioners, feel
5 free to ask.

6 CHAIRPERSON SLASH: Thank you so much
7 for that update. I'm looking forward to a lot of
8 things that are coming in the coming year. Is
9 there a goal of interaction from the public with
10 the portal?

11 MR. WILSON: Well, right now through
12 the test, we'll kind of get a better
13 understanding. I mean we've been working the
14 whole time to release it. The goal is twofold.

15 One is, of course, we want -- this is
16 going to be a faster process, so we can eliminate
17 a lot of the paper compliance, because even if
18 they come into the office, we're setting up a
19 computer system here up front, when you first
20 come in. We'll have a space set aside, so they
21 can come in and enter the data -- I mean enter
22 the information right into that, trying to make
23 this -- streamline it, make it less paper.

1 I mean we want less paper. I mean that
2 is -- that's everybody's goal. Now, we
3 understand that's not going to be all of the
4 time, and we understand that some people don't
5 have access to the technologies. That's why
6 we're doing the campaigns outside of here, so we
7 can assist and help them. And wherever we go set
8 up, we'll take it.

9 But it's to reduce the amount of time for
10 the whole process, because mailing things back
11 and forth takes a lot of time, and that's where a
12 lot of our days get lost. And we want to act on
13 a complaint -- or an inquiry, excuse me -- as
14 fast as possible, so we think this will help a
15 lot. And then we'll kind of figure out what this
16 looks like as we get it in play and up and going.

17 CHAIRPERSON SLASH: Thank you.

18 Any other questions from Commissioners
19 regarding the Director's Report?

20 COMM. RAMOS: Not a question, but I
21 commend the Commission on the advancement and the
22 technology. As a tech guru, I always value that,
23 and we can see the productivity, even in our

1 meetings. With the new processes, it's so much
2 easier to link on it and open it, versus, you
3 know, a few years ago, when we were still doing
4 paper, and even some other attempts at
5 electronics. So, congratulations for your job.

6 CHAIRPERSON SLASH: Absolutely.

7 MR. WILSON: And then also you can
8 see, we're not going to all be wearing blinking
9 lights like you see in the background there, so
10 I'll just let you know.

11 And then also, I want to introduce the
12 Commission to our new Deputy Director and General
13 Counsel. He started -- it seems like he's been
14 here already four or five months, but that's what
15 happens when you start working here.

16 So, David, will you introduce yourself?

17 MR. FLEISCHHACKER: Yeah, absolutely.

18 Hi, Commissioners and Chair Slash. My
19 name is David Fleischhacker. I'm the new Deputy
20 Director and General Counsel for the Civil Rights
21 Commission. I'm looking forward to working with
22 all of you and with all of our staff here in
23 advancing our goals.

1 I come here from State Personnel. I also
2 have a history with the Department of Correction
3 and with the Attorney General's Office.

4 Hello, Comm. Tolliver. Good to see you
5 again. We overlap there a little bit.

6 But I'm looking forward, again, to working
7 with all of you.

8 CHAIRPERSON SLASH: Thank you. Glad
9 to have you. Look forward to working with you as
10 well, and hope we can be as helpful and true
11 partners as we have been with our previous Deputy
12 Director. So, thank you.

13 MR. WILSON: And David brings a lot
14 to here, to the Civil Rights. I mean he has a
15 background also with -- especially with
16 employment cases and handling a lot of the
17 state's employment issues.

18 So, we're glad to have him on board and
19 excited about what's going to happen in 2022;
20 right? I mean we call this year a refresh, since
21 we just got back in the office. We're trying to
22 look at things from another -- through another
23 lens.

1 them, in issues.

2 CHAIRPERSON SLASH: Okay.

3 COMM. RAMOS: So, the first issue has
4 to do with whether or not Respondent
5 discriminated against the Complainant on the
6 basis of the Complainant's sex, female, or by
7 creating a hostile environment, and in that case,
8 I recommend that we uphold the Executive
9 Director's finding of -- of -- sorry -- of no
10 reasonable cause under the Indiana Fair Housing
11 Act and no probable cause under the Indiana Civil
12 Rights Law.

13 CHAIRPERSON SLASH: Okay. Is there a
14 second recommendation inside this case, or are
15 those the two recommendations?

16 COMM. RAMOS: So, the other one is --
17 deals with a probable cause, so I would recommend
18 that we vote on them separately.

19 CHAIRPERSON SLASH: Okay.

20 We have heard the recommendation. Is
21 there a motion?

22 COMM. BLACKBURN: I move we accept
23 the recommendation.

1 CHAIRPERSON SLASH: Thank you.

2 Is there a second?

3 COMM. JACKSON: Seconded,

4 Comm. Jackson.

5 CHAIRPERSON SLASH: Thank you.

6 Shall we call the roll?

7 MS. OJO: Yes.

8 Comm. Jackson?

9 COMM. JACKSON: Aye.

10 MS. OJO: Comm. Blackburn?

11 COMM. BLACKBURN: Aye.

12 MS. OJO: Comm. Tolliver?

13 COMM. TOLLIVER: Aye.

14 MS. OJO: Vice-Chair Ramos?

15 COMM. RAMOS: Aye.

16 MS. OJO: Chair Slash?

17 CHAIRPERSON SLASH: Aye.

18 MS. OJO: Motion passes, five-zero.

19 CHAIRPERSON SLASH: Thank you.

20 MS. OJO: Now, on the second issue,
21 it was a probable cause, so that was not appealed
22 upon.

23 COMM. RAMOS: Thank you.

1 Yeah, I was just going to recommend that
2 we uphold the probable cause suggestion, so I'm
3 fine with that.

4 CHAIRPERSON SLASH: Okay. So, no
5 vote is needed, for clarity, on the second issue
6 because there was no appeal?

7 MS. OJO: Yes, ma'am.

8 CHAIRPERSON SLASH: Okay. Thank you
9 very much.

10 And thank you, Vice-Chair Ramos.

11 The next case is Sanders versus Corporate
12 Employment Resources, Inc. d/b/a Guidant Global,
13 Incorporated, Case No. EMha21050167. This case
14 was assigned to Comm. Blackburn.

15 Comm. Blackburn, do you have a
16 recommendation on this case?

17 COMM. BLACKBURN: I'm sorry; the
18 sound was breaking up.

19 CHAIRPERSON SLASH: Okay. The case
20 that we are looking at at this time is the
21 Sanders versus Corporate Employment Resources,
22 Inc.

23 COMM. BLACKBURN: Oh, yes. I -- I

1 move we accept the recommendation.

2 CHAIRPERSON SLASH: What was the
3 recommendation?

4 COMM. BLACKBURN: I thought I heard
5 the recommendation was to accept the finding of
6 no probable cause.

7 CHAIRPERSON SLASH: Okay. Thank you.
8 Is there a motion?

9 COMM. RAMOS: So moved, Ramos.

10 CHAIRPERSON SLASH: Thank you.

11 Is there a second?

12 COMM. HARRINGTON: This is
13 Comm. Harrington. Just for the record, I'm here,
14 and second.

15 CHAIRPERSON SLASH: Thank you.

16 Shall we call roll?

17 MS. OJO: Yes.

18 Comm. Jackson?

19 COMM. JACKSON: Aye.

20 MS. OJO: Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MS. OJO: Comm. Blackburn?

23 COMM. BLACKBURN: Aye.

1 MS. OJO: Vice-Chair Ramos?

2 COMM. RAMOS: Aye.

3 MS. OJO: Comm. Harrington?

4 COMM. HARRINGTON: Aye.

5 MS. OJO: Vice-Chair -- I'm sorry --
6 Chair Slash?

7 CHAIRPERSON SLASH: Aye.

8 MS. OJO: Motion passes, six-zero.

9 CHAIRPERSON SLASH: Thank you.

10 The next case, Wood versus Union
11 Hospital Family Medical Residency Program,
12 Case EMha21070259. This case was assigned to
13 Comm. Jackson.

14 Do you have a recommendation?

15 COMM. JACKSON: A recommendation to
16 uphold the Director's findings of no probable
17 cause.

18 CHAIRPERSON SLASH: Thank you.

19 Is there a motion?

20 COMM. BLACKBURN: I move we accept
21 the recommendation.

22 CHAIRPERSON SLASH: Thank you.

23 Is there a second?

1 COMM. HARRINGTON: Second.

2 CHAIRPERSON SLASH: Comm. Harrington,
3 it sounded like you. Did you second the motion?

4 (No response.)

5 CHAIRPERSON SLASH: We have some
6 sound issues, so I will second the motion, for
7 the record.

8 MS. OJO: I will call the roll.

9 CHAIRPERSON SLASH: Thank you.

10 MS. OJO: Comm. Jackson?

11 COMM. JACKSON: Aye.

12 MS. OJO: Comm. Blackburn?

13 COMM. BLACKBURN: Aye.

14 MS. OJO: Comm. Tolliver?

15 COMM. TOLLIVER: Aye.

16 MS. OJO: Comm. Harrington?

17 COMM. HARRINGTON: Aye.

18 MS. OJO: Vice-Chair Ramos?

19 COMM. RAMOS: Aye.

20 MS. OJO: Chair slash?

21 CHAIRPERSON SLASH: Aye.

22 MS. OJO: Motion passes, six-zero.

23 CHAIRPERSON SLASH: Thank you.

1 The next case is Hampton versus Ryder
2 Integrated Logistics, Inc., Case EMra21070268,
3 assigned to Vice-Chair Ramos.

4 Do you have a recommendation?

5 COMM. RAMOS: Yes, Madam Chair. In
6 the case of Hampton versus Ryder Integrated
7 Logistics, I recommend that we uphold the
8 recommendation of no probable cause by the
9 Executive Director.

10 CHAIRPERSON SLASH: Thank you.

11 Is there a motion?

12 COMM. BLACKBURN: I move we accept.

13 CHAIRPERSON SLASH: Thank you.

14 Is there a second?

15 COMM. HARRINGTON: Comm. Harrington,
16 second.

17 MS. OJO: I'll call the roll.

18 CHAIRPERSON SLASH: Thank you.

19 MS. OJO: Comm. Jackson?

20 COMM. JACKSON: Aye.

21 MS. OJO: Comm. Harrington?

22 COMM. HARRINGTON: Aye.

23 MS. OJO: Comm. Blackburn?

1 COMM. BLACKBURN: Aye.

2 MS. OJO: Comm. Tolliver?

3 COMM. TOLLIVER: Aye.

4 MS. OJO: Vice-Chair Ramos?

5 COMM. RAMOS: Aye.

6 MS. OJO: Chair Slash?

7 CHAIRPERSON SLASH: Aye.

8 MS. OJO: Motion passes, six-zero.

9 CHAIRPERSON SLASH: Thank you.

10 The next case, Mirick versus Decatur
11 County Memorial Hospital, Case EMha21060207. The
12 case was assigned to me, and I recommend that we
13 uphold the finding in both -- right, in both
14 cases, I move that we uphold the finding of no
15 probable cause.

16 Is there a motion?

17 COMM. TOLLIVER: So moved.

18 COMM. RAMOS: So moved, Ramos.

19 COMM. TOLLIVER: I'll second.

20 CHAIRPERSON SLASH: Thank you.

21 Motion, Vice-Chair Ramos, and seconded by
22 Comm. Tolliver. Thank you.

23 MS. OJO: Roll call.

1 Comm. Harrington?

2 COMM. HARRINGTON: Aye.

3 MS. OJO: Comm. Jackson?

4 COMM. JACKSON: Aye.

5 MS. OJO: Comm. Blackburn?

6 (No response.)

7 MS. OJO: Comm. Blackburn?

8 COMM. BLACKBURN: Aye.

9 MS. OJO: Comm. Tolliver?

10 COMM. TOLLIVER: Aye.

11 MS. OJO: Vice-Chair Ramos?

12 COMM. RAMOS: Aye.

13 MS. OJO: Chair Slash?

14 CHAIRPERSON SLASH: Aye.

15 MS. OJO: Motion passes, six-zero.

16 CHAIRPERSON SLASH: Thank you.

17 And the last case in Old Business is
18 Kennedy versus Vibcon Corporation,
19 Case EMha21060216. The case was assigned to
20 Comm. Tolliver.

21 Do you have a recommendation?

22 COMM. TOLLIVER: I do. Thank you. I
23 recommend that we approve the Commission's

1 finding that there's no probable cause to believe
2 that an unlawful discriminatory practice
3 occurred.

4 CHAIRPERSON SLASH: Thank you,
5 Comm. Tolliver.

6 Is there a motion?

7 COMM. JACKSON: So moved,
8 Comm. Jackson.

9 CHAIRPERSON SLASH: Thank you.
10 Is there a second?

11 COMM. HARRINGTON: Second,
12 Comm. Harrington.

13 MS. OJO: I'll call the roll.

14 CHAIRPERSON SLASH: Thank you.

15 MS. OJO: Comm. Jackson?

16 COMM. JACKSON: Aye.

17 MS. OJO: Comm. Blackburn?

18 COMM. BLACKBURN: Aye.

19 MS. OJO: Comm. Harrington?

20 COMM. HARRINGTON: Aye.

21 MS. OJO: Comm. Tolliver?

22 COMM. TOLLIVER: Aye.

23 MS. OJO: Vice-Chair Ramos?

1 COMM. RAMOS: Aye.

2 MS. OJO: Chair slash?

3 CHAIRPERSON SLASH: Aye.

4 MS. OJO: Motion passes, six-zero.

5 CHAIRPERSON SLASH: Thank you.

6 Moving to New Business, seeing that -- did
7 I skip any this time in Old Business?

8 MS. OJO: No.

9 CHAIRPERSON SLASH: Okay. Fantastic.

10 Moving to New Business, we have four -- we
11 have four cases to assign, so I will essentially
12 do them in the order of my screen, unless there's
13 anyone who, through the holiday season, would not
14 like one assigned to them. I can also take that
15 recommendation as a holiday gift.

16 COMM. BLACKBURN: That would be me.

17 CHAIRPERSON SLASH: Okay. I can do
18 that.

19 So, the case of Lewis versus Lake City
20 Bank I'd like to assign to Comm. Tolliver. The
21 case of Love versus South Bend Community School
22 Corporation I will assign to Comm. Harrington.
23 There are two for them. Would it be best for me

1 to keep them together, or to separate them?

2 MS. OJO: There are actually three of
3 them.

4 CHAIRPERSON SLASH: Yes. I'm going
5 to separate them, but know that we have them --
6 that there are three. Commissioners, if you
7 will, you may want to read all three as a part,
8 potentially. So, the first one I assign to
9 Comm. Harrington; the second Love versus South
10 Bend Community Corporation I will assign to
11 Vice-Chair Ramos; and the --

12 COMM. RAMOS: Madam Chair?

13 CHAIRPERSON SLASH: Yes.

14 COMM. RAMOS: I will be unable to
15 attend the January meeting --

16 CHAIRPERSON SLASH: Okay.

17 COMM. RAMOS: -- so you might want to
18 assign that to someone else.

19 CHAIRPERSON SLASH: Thank you.

20 I will assign the second one, for clarity,
21 which is case EDra 200401667 -- I'm sorry; 166 --
22 I will assign to Comm. Jackson; and the final
23 one, Love versus South Bend Community School

1 Corporation, Case EDra20040167, I will assign to
2 myself. Okay. Thank you.

3 So, as we move along, we will -- we are at
4 the Review of ALJ Decisions and Orders. Is there
5 any insight into any of these, or shall I just
6 call them for the record?

7 MS. OJO: There are actually no
8 insights. It's just --

9 CHAIRPERSON SLASH: Okay.

10 MS. OJO: -- a review of the ALJ's
11 decision.

12 CHAIRPERSON SLASH: Thank you very
13 much.

14 The first one is Derek Larson versus
15 Kittle Property Group, Case HOrt20120840. The
16 Administrative Law Judge dismissed the Indiana
17 Fair Housing Act claim because an election was
18 filed. The Indiana Civil Rights Law claim
19 remains with the ALJ.

20 Is there a motion necessary with this
21 decision?

22 MS. OJO: Yeah.

23 CHAIRPERSON SLASH: Okay. Thank you.

1 Is there a motion?

2 COMM. RAMOS: So moved, Vice-Chair
3 Ramos.

4 CHAIRPERSON SLASH: Thank you.

5 Is there a second?

6 COMM. HARRINGTON: Second,
7 Comm. Harrington.

8 CHAIRPERSON SLASH: Thank you.

9 Shall we call the roll?

10 MS. OJO: Yeah.

11 Comm. Jackson?

12 COMM. JACKSON: Aye.

13 MS. OJO: Comm. Harrington?

14 COMM. HARRINGTON: Aye.

15 MS. OJO: Comm. Blackburn?

16 (No response.)

17 MS. OJO: Comm. Blackburn?

18 (No response.)

19 MS. OJO: Comm. Tolliver?

20 COMM. TOLLIVER: Aye.

21 MS. OJO: Vice-Chair Ramos?

22 COMM. RAMOS: Aye.

23 MS. OJO: Chair Slash?

1 CHAIRPERSON SLASH: Aye.

2 MS. OJO: Comm. Blackburn?

3 (No response.)

4 MS. OJO: I will take that five -- as
5 five and one --

6 COMM. BLACKBURN: Aye.

7 MS. OJO: Okay. Yeah. Six-zero,
8 Commission -- motion passes.

9 CHAIRPERSON SLASH: Thank you.

10 The next case, Fair Housing Center of
11 Central Indiana versus Sexton Carlyle, LLC,
12 Case HOfs21070226, the Administrative Law Judge
13 dismissed the Indiana Fair Housing Act claim
14 because an election was filed, and dismissed the
15 Indiana Civil Rights Law claim for lack of
16 jurisdiction.

17 Is there a motion?

18 (No response.)

19 CHAIRPERSON SLASH: And the motions
20 in this case are to support the dismissals.

21 Is there a motion to uphold the dismissal?

22 COMM. HARRINGTON: This is

23 Comm. Harrington. So moved.

1 CHAIRPERSON SLASH: Thank you.

2 Is there a second?

3 COMM. BLACKBURN: Second, Blackburn.

4 CHAIRPERSON SLASH: Shall we call the
5 roll?

6 MS. OJO: Yes.

7 Comm. Jackson?

8 COMM. JACKSON: Aye.

9 MS. OJO: Comm. Harrington?

10 COMM. HARRINGTON: Aye.

11 MS. OJO: Comm. Blackburn?

12 COMM. BLACKBURN: Aye.

13 MS. OJO: Comm. Tolliver?

14 COMM. TOLLIVER: Aye.

15 MS. OJO: Vice-Chair Ramos?

16 COMM. RAMOS: Aye.

17 MS. OJO: Chair Slash?

18 CHAIRPERSON SLASH: Aye.

19 MS. OJO: Motion passes, six-zero.

20 CHAIRPERSON SLASH: Thank you.

21 The next case, Joshua Allen versus Maureen
22 Eastgate & M&M Rental Property Management &
23 Realty, LLC, Case HOfs20080267, the ALJ dismissed

1 Familial Status claims brought under the Indiana
2 Civil Rights Law for lack of jurisdiction.

3 Is there -- is there a motion to uphold
4 this decision?

5 COMM. BLACKBURN: I move to uphold
6 the dismissal.

7 CHAIRPERSON SLASH: Thank you.

8 Is there a second?

9 (No response.)

10 CHAIRPERSON SLASH: I will second
11 myself.

12 MS. OJO: I'll call the roll.

13 CHAIRPERSON SLASH: Thank you.

14 MS. OJO: Comm. Harrington?

15 COMM. HARRINGTON: Aye.

16 MS. OJO: Comm. Jackson?

17 COMM. JACKSON: Aye.

18 MS. OJO: Comm. Blackburn?

19 (No response.)

20 MS. OJO: Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MS. OJO: Comm. Blackburn?

23 COMM. BLACKBURN: Blackburn, aye.

1 MS. OJO: Vice-Chair Ramos?

2 COMM. RAMOS: Aye.

3 MS. OJO: Chair slash?

4 CHAIRPERSON SLASH: Aye.

5 MS. OJO: Motion passes, six-zero.

6 CHAIRPERSON SLASH: Thank you.

7 The following are ALJ decisions that were
8 automatically confirmed. There is no vote on
9 these. I will -- I will read them for the
10 record. The first case, Joshua Allen versus
11 Maureen Eastgate & M&M Rental Property
12 Management & Realty, LLC, Case HOfs20080267, was
13 submitted to the Commission on November 30th.

14 The next case, Jeremy Chandler versus
15 Kings Systems, Corp. doing business as Ambu
16 Noblesville, Case 470-208 -- 2018-02621, which
17 was submitted to the Commission on November 30th,
18 2021.

19 The next case, Tyler McKee versus
20 Powerscreen of Indiana, Inc., Case EMra20070250,
21 was submitted to the Commission on November 30th,
22 2021.

23 And the final case that's automatically

1 confirmed under Commission's order on automatic
2 adoption is Terrance Brown versus Hardees doing
3 business as New Beginnings Restaurant Group, LLC,
4 Case EMco19070349, which was submitted to the
5 Commission on December 6th, 2021.

6 Okay. Moving on to the next agenda item,
7 we have to approve the meeting dates for 2022.
8 At this time, our meetings still fall in our
9 general same cadence as they have in previous
10 years. Shall we look at the first quarter?

11 Would that be helpful for this group, for us to
12 just look at the first couple of meetings? Does
13 anyone have any conflicts January through March?

14 COMM. RAMOS: Vice-Chair Ramos. I'm
15 not going to be able to make the January meeting.

16 CHAIRPERSON SLASH: Thank you.

17 Is there anyone else that could
18 potentially threaten our quorum?

19 COMM. BLACKBURN: What is the January
20 date again?

21 CHAIRPERSON SLASH: Sure. The
22 January date is January 21st.

23 COMM. BLACKBURN: I have a conflict.

1 CHAIRPERSON SLASH: Okay.

2 Can the remaining Commissioners attend the
3 January 21st?

4 COMM. HARRINGTON: This is
5 Comm. Harrington. I'm checking.

6 CHAIRPERSON SLASH: Okay.

7 COMM. TOLLIVER: That's the last day
8 of a two-week jury trial that I'm in, so I will
9 probably be done, but I won't know until we get
10 started.

11 CHAIRPERSON SLASH: Okay.

12 COMM. HARRINGTON: And this is
13 Comm. Harrington confirming that I'm available.

14 CHAIRPERSON SLASH: Okay.

15 Comm. Jackson?

16 COMM. JACKSON: It should be okay.

17 CHAIRPERSON SLASH: Okay.

18 All right. So, at this time, we will
19 continue with the January 21st. Comm. Tolliver,
20 if you could keep us abreast, that would be
21 helpful. And other than that, are we comfortable
22 with our current cadence of meetings?

23 COMM. RAMOS: Vice-Chair Ramos. I'm

1 comfortable.

2 CHAIRPERSON SLASH: Okay. I just
3 want to make sure, because that's -- the meeting
4 dates are still scheduled in that way. We know
5 we have a couple of conflicts throughout the
6 year, but if we keep looking at them, you know, a
7 couple of months ahead and are paying attention
8 to our calendars, we should continue to be okay.

9 All right. Do we need to approve our
10 meeting dates for the year, or are we okay just
11 in discussion?

12 MS. OJO: No, we're okay. Just one
13 thing to keep in mind is that the Governor's
14 order might not be renewed for January, so the
15 meeting has to be in person if it's not approved.

16 CHAIRPERSON SLASH: Okay.

17 So, if you've been double booking your
18 afternoon on your third Friday, we should
19 probably make sure that we're not double booking,
20 because we need to be in person, or at least
21 trying to navigate getting a couple of us there
22 in person.

23 MS. OJO: Yeah.

1 CHAIRPERSON SLASH: Okay. So, our
2 next item of business is Elections, Trainings and
3 Others. I'm seeing none. Are there any
4 additions to today's agenda?

5 MS. OJO: No, no.

6 CHAIRPERSON SLASH: Okay.

7 Are there any announcements today?

8 (No response.)

9 CHAIRPERSON SLASH: Okay. Hearing
10 none --

11 COMM. JACKSON: I'd just like to
12 say --

13 CHAIRPERSON SLASH: -- is there
14 anyone --

15 COMM. JACKSON: I'd just like to say
16 Merry Christmas and Happy New Year to everybody
17 in advance.

18 COMM. BLACKBURN: Thank you.

19 CHAIRPERSON SLASH: Thank you.

20 COMM. BLACKBURN: Happy New Year.

21 CHAIRPERSON SLASH: Thank you.

22 Seeing no one here for public comment,
23 since we did a little bit of attendance at the

1 beginning, I'll still ask for it, just in case.

2 MS. OJO: Is there anyone for public
3 comment?

4 (No response.)

5 CHAIRPERSON SLASH: Wonderful.

6 And with that said, I'll take the final
7 moments of liberty and just say it has been a
8 pleasure and a joy in serving with each and every
9 one of you this year.

10 Comm. Tolliver, you've made it to the end
11 of the calendar year. Thanks for staying with us
12 and sticking beside us.

13 COMM. BLACKBURN: And he's still
14 smiling.

15 CHAIRPERSON SLASH: And I also just
16 would like to, for the record, just say to the
17 staff, you've been extremely resilient, you have
18 made it through some tough times, you have
19 managed to keep just the engagement level really
20 high among the staff members that are present,
21 and that is to be commended.

22 Tough times aren't going to slow down, I
23 don't see that happening, but what I do see is

1 the need for continued engagement, continued
2 resiliency, and continued team work that you all
3 have done a really great job with in this year
4 and through our challenges, and you just continue
5 to innovate and make things better for us.

6 And so, I just really want to send some
7 cheer your way and celebrate and support you all
8 for all that you do and all that you have done,
9 and looking forward to working with you in the
10 coming year.

11 And with that, may everyone have a happy,
12 healthy holiday season, spend some time with your
13 family if you can, get a little rest in if you
14 can. I look forward to working with everyone in
15 the coming year.

16 COMM. TOLLIVER: And stay safe.

17 CHAIRPERSON SLASH: We will adjourn
18 this meeting at 1:45 p.m. on December 17th, 2021.

19 - - -
20 Thereupon, the proceedings of
21 December 17, 2021 were concluded
22 at 1:45 o'clock p.m.
23 - - -

1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, December 17, 2021 in this matter and
8 transcribed by me.

9
10 _____
11 Lindy L. Meyer, Jr.,
12 Notary Public in and
13 for the State of Indiana.

14
15 My Commission expires August 26, 2024.

16 Commission No. NP0690003
17
18
19
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23

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