BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF OCTOBER 20, 2025

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PROCEEDINGS

in the above-captioned matter, before the Indiana Civil Rights Commission, Steven A. Ramos, Vice-Chairman, taken before me, Lindy L. Meyer, Jr., a Notary Public in and for the State of Indiana, County of Shelby, at the Indiana Government Center North, 100 North Senate Avenue, Room N300, Indianapolis, Indiana, on Monday, October 20, 2025 at 1:07 o'clock p.m.

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1 APPEARANCES:

2 COMMISSION MEMBERS:
Steven A. Ramos, Vice-Chairman
3 Holli Harrington
Sue Silberberg
4 James W. Jackson
Terry Tolliver
5

6 INDIANA CIVIL RIGHTS COMMISSION
By J. Philip Clay, Executive Director
7 Indiana Government Center North
100 North Senate Avenue, Room N300
8 Indianapolis, Indiana 46204
On behalf of the Commission.
9

10 OTHER COMMISSION STAFF PRESENT:
Michael Lostutter
11 Lucy Travis
Brooklyn Marrs
12 James Hodges
Debra Bluitt
13 Nicole Owens
Cecelia Kibada (virtual)
14 Vanessa Powell (virtual)

15
ALSO PRESENT:
16 Mary Taylor Gallagher
Harold Brown
17 Tebogo Kaisara
Cindy Armour
18 John Garcia
Mary Garcia
19 Molly Radecki
Gabriel Kramer
20 Cynthia Hammond
Arturo Vargas
21 Mary Ruz

22 - - -

23

1:07 o'clock p.m.
October 20, 2025

- - -

VICE-CHAIR RAMOS: Today is October the 20th. I call the Commission to order, the Commissioner meeting for the Indiana Civil Rights Commission, and we do have a quorum.

MR. LOSTUTTER: We do.

VICE-CHAIR RAMOS: So, we confirm that. Mike, if you could announce the agenda, please.

MR. LOSTUTTER: All right.

First, please be advised no party will be allowed to speak directly to the Commission during any Commission meeting except during a previously scheduled oral argument or during our Public Comments time directly before the end of the meeting.

Concerning appeals, the Commissioners will make their initial determination based on the complaint, the notice of finding, the appeal, and the final investigative report. You must not address the Commission members except and unless you are addressed directly by them.

1 If you have any questions about your case,
2 please wait to speak to the Docket Clerk until
3 after the Commission meeting ends. If you are
4 here to make remarks during the Public Comments
5 time, be aware that you will only be allowed two
6 minutes to speak.
7 Thank you.
8 All right. And then we've established
9 quorum. Agenda, we'll have the ICRC Director's
10 Report; we have Old Business, cases left over
11 from last month where we did not have a quorum,
12 and a couple of new ones as well; and then we
13 have, I believe, four new cases to assign to
14 Commissioners, and that's it. No review of any
15 ALJ decisions, and none to be read into the
16 record.
17 VICE-CHAIR RAMOS: Thank you.
18 The next item on the agenda is the
19 approval of the previous meeting minutes. I was
20 unable to attend that meeting virtually or in
21 person, so I will abstain. I need a motion to
22 approve the previous meeting minutes.
23 COMM. TOLLIVER: So moved.

1 VICE-CHAIR RAMOS: I need a second.
2 COMM. SILBERBERG: Second.
3 VICE-CHAIR RAMOS: Seconded by
4 Comm. Silberberg. All those in favor, signify by
5 saying aye.
6 (Commissioners responded, "Aye.")
7 VICE-CHAIR RAMOS: Any opposed?
8 (No response.)
9 VICE-CHAIR RAMOS: And one
10 abstention.
11 MR. LOSTUTTER: The ayes have it.
12 VICE-CHAIR RAMOS: Thank you.
13 The Director's Report.
14 MR. CLAY: Yes. Good afternoon,
15 Commissioners. I hope you all are doing well in
16 October. It's hard to believe we're here
17 already.
18 The team here at the Civil Rights
19 Commission continues to show determination and
20 impact. We've recently completed the EEOC
21 portion of our federal contracts, in coordination
22 with our contract through HUD. We'll be bringing
23 about 1.2 million dollars back to the agency

1 through our federal contracts.
2 We're currently awaiting the reopening of
3 the government during the shutdown to negotiate
4 our numbers for next year, but because of this
5 accomplishment, which is actually level to what
6 we've done last year, we saw our EEOC contract
7 alone -- last year we had 350 cases, this year we
8 did 700, in coordination, again, with our
9 contract with HUD.
10 We were visited by the Governor last
11 Thursday, and to our knowledge, this is the first
12 time the Governor has stopped by the Civil Rights
13 Commission. The staff was incredibly excited.
14 For a lot of them, it was the first time they've
15 had a chance to interact with the Governor, so it
16 was a very cool moment for our team, a very big
17 moment for our team, and we're very excited about
18 that.
19 We also had the largest settlement in
20 agency history, $200,000. Ms. Debra Bluitt had
21 negotiated that, so another big feat. We're
22 still tracking well with the numbers. We'll be
23 rounding out the rest of our team by bringing on

1 a new Deputy Director/General Counsel here in the
2 next few weeks. That process is currently with
3 SPD, so we're just waiting for some of the
4 finalizations on that.
5 We look forward to seeing the team
6 continue successes through the end of the year
7 and into 2026. One of our big moves, as I'm sure
8 you noted earlier, is bringing Brooklyn back as
9 our new Division Director for External Affairs.
10 Brooklyn will be overseeing not only the agency's
11 communications, but also our Web site, social
12 media, outreach events, all of that.
13 I'll give her a moment to introduce
14 herself again, and to bring you up to speed on
15 some events that are coming up for you all.
16 MS. MARRS: Hi. So nice to see
17 everyone again. Thank you for welcoming me back
18 into this position, and I did just want to share
19 some external and internal things that we have
20 going on.
21 I do have some fliers over here that you
22 can pick up on your way out if you are interested
23 in our Annual MLK Day of Service. It's a little

1 bit later in the year this year. We are doing it
2 November 12th, but it is a volunteer opportunity.
3 We'll be at Watkins Park and Family Center, along
4 Dr. Martin Luther King, Jr. Street.
5 And then we also have another internal
6 event going on. We have our Halloween all-staff
7 pitch-in. As always, you are all more than
8 welcome to come be judges for our costume
9 contest, and then as well as our cubicle
10 decorating contest.
11 And yeah, we're just thankful to have you
12 guys. We will have some staff from the
13 Governor's Office to assist with judging, but
14 we'd like to extend that again this year.
15 MR. CLAY: And I think lastly, we're
16 working diligently to continue fulfilling our
17 statutory duties as providing the administrative
18 assistance to the state's five Cultural
19 Commissions. We've had some questions as to the
20 Commissions and what's going on with them.
21 We, I think like most Commissions, are
22 currently waiting to see what's happening with
23 the Government Reform Task Force and where this

1 Commission will end up. So, as we are briefed
2 and are filled in on those plans, we'll be happy
3 to fill in the Commission as well to let you all
4 know.
5 VICE-CHAIR RAMOS: Great.
6 Any questions or comments?
7 (No response.)
8 VICE-CHAIR RAMOS: Welcome back.
9 MS. MARRS: Thank you. Good to see
10 you.
11 VICE-CHAIR RAMOS: And I commented
12 unofficially about the heft of the report, and
13 normally we get the summary, but this provides a
14 lot of valuable details, so thank you for that,
15 and it includes the Commission -- those reports
16 as well, so that's a great thing, and I
17 appreciate that.
18 MR. CLAY: And there's a few pages in
19 there that are probably blank that we need to
20 retroactively fill, and once we get those filled
21 in, we'd be happy to send it out to the
22 Commission then, just so it's updated.
23 VICE-CHAIR RAMOS: Okay. Thank you.

1 Any other major impacts with the Federal
2 Government and the shutdown?
3 MR. CLAY: Aside from having some
4 issues getting password assistance, we've really
5 been unimpacted, luckily. Again, we'll just kind
6 of continue to monitor the situation and see
7 where things end up. We're really fortunate to
8 have the relationships that we do with HUD and
9 EEOC. We look forward to continuing those
10 partnerships.
11 VICE-CHAIR RAMOS: Thank you.
12 Michael, do we need to announce the people
13 that are on the line --
14 MR. LOSTUTTER: Yes.
15 VICE-CHAIR RAMOS: -- just so we have
16 those for Lindy?
17 MR. LOSTUTTER: I think it would be
18 helpful to the transcriber.
19 So, if everyone who is with us virtually
20 would unmute and announce yourselves, I believe
21 we could start with Ms. Mary Taylor Gallagher.
22 MS. GALLAGHER: Yes. Good afternoon.
23 Mary Taylor Gallagher, on behalf of Simtra

1 BioPharma Solutions, regarding the appeal filed
2 by Tebogo Kaisara.
3 MR. LOSTUTTER: Mr. Brown?
4 MR. BROWN: Yes. My name's Harold
5 Brown, and regarding the appeal for Harold Brown
6 versus Chestnut Hills, and I am representing
7 myself at this time.
8 MR. LOSTUTTER: All right.
9 And then I believe we have at least two
10 members of the Indiana Civil Rights Commission.
11 Ms. Cecelia Kibada, and attorney Ms. Vanessa
12 Powell. And then I believe if the remaining
13 three would announce themselves, unmute and
14 announce. I believe Ms. Cindy Armour; is that
15 correct?
16 (No response.)
17 VICE-CHAIR RAMOS: I think she's
18 muted.
19 MR. LOSTUTTER: I thought I unmuted
20 her there, but we can come back to her. I
21 believe one of the other people is Mr. John
22 Garcia. If you could announce yourself.
23 MR. GARCIA: Yeah, John Garcia,

1 representing John and Mary Kay Garcia against
2 Lost Run Farms.
3 MR. LOSTUTTER: Okay. And then a
4 Ms. Molly Radecki, did I pronounce that
5 correctly? I'm hoping that I did.
6 MS. RADECKI: I hope you can hear me.
7 You did. I don't have -- I don't think I have a
8 case for this meeting. I have an upcoming case
9 with Indiana University, and I just wanted to
10 watch to see how things operate.
11 MR. LOSTUTTER: That -- that's
12 perfectly acceptable. Thank you. All right.
13 VICE-CHAIR RAMOS: Okay. Thank you.
14 Lindy, did you get all of those?
15 THE REPORTER: Yes.
16 VICE-CHAIR RAMOS: All right.
17 Item V on our agenda is Old Business. We
18 have several appeals reports to review. Some of
19 them have oral arguments as well. The first one
20 on the list is -- and I apologize if I don't
21 pronounce this correctly -- Tebogo Kaisara versus
22 Simtra BioPharma Solutions. The Case Number
23 is EMno24080693, and we are having oral

1 arguments. This was assigned to
2 Comm. Harrington.
3 Are both parties represented today?
4 MR. LOSTUTTER: Yes.
5 VICE-CHAIR RAMOS: So, we have Mary
6 Gallagher, I believe, is representing Simtra
7 BioPharma.
8 MR. LOSTUTTER: Yes.
9 VICE-CHAIR RAMOS: And the Tebogo --
10 MS. KAISARA: Yes.
11 VICE-CHAIR RAMOS: -- you are here
12 yourself?
13 MS. KAISARA: Yes.
14 VICE-CHAIR RAMOS: Okay.
15 So, the way that we proceed with this is
16 that we give each -- each group five minutes of
17 time. You can state your arguments. This is
18 consistent with what has been in the cases, so
19 you can provide information to the Commissioners.
20 We'll have five minutes, and then we'll have a
21 two-minute rebuttal, and that'll provide you time
22 to come back if there are any questions or
23 comments that you want to say.

1 You don't have to use all of that time.
2 You will be on a timer, and once we get to the
3 one-minute mark, you will be notified that you
4 have one minute. And we are succinct on time, so
5 close your arguments, whatever they need to be,
6 because we will cut you short on time -- or at
7 the time -- minute.
8 Are there any questions on that?
9 (No response.)
10 VICE-CHAIR RAMOS: Okay. Hearing
11 none, we'll begin with Ms. Kaisara.
12 And you can stand. You really don't
13 approach the bench, but we do need to be able to
14 hear you, as well as our stenographer, so please
15 be clear with -- and loud enough so everybody can
16 hear you.
17 MS. KAISARA: Okay. First of all,
18 thank you for accepting me to come back for my
19 appeal, because I have sent my documents here for
20 my appeal, and somehow it was misplaced, and I
21 had to call and make a call to permit myself to
22 prove that I really needed this to be taken care
23 of.

1 But the main reason I'm here is because
2 the way I've been treated by my previous
3 employer, Simtra. I have filed my case in --
4 August 1st, 2024. I -- I filed because I've been
5 working with the same management from the time I
6 was hired with the previous company before Simtra
7 took over, so I've been working with the same HR,
8 reporting every incident that will happen [sic],
9 and nothing has ever been taken care of.
10 So, I was -- I -- I had reported my
11 comments that was racism comments from one of the
12 employ -- the employees that I worked with, that
13 she told me that -- asked me where I was coming
14 from, where I came from, and I told her that I
15 came from Africa, and she asked me if I came --
16 she said, "Oh, you came from Africa. Did you
17 come here to marry American and get papers from
18 American man, because that's what Africans do?"
19 And I was really shocked for her to tell
20 me that, and she -- I said, "Why are you asking
21 me that?" I said, "I'm not married," and I told
22 her, "I was -- I'm a victim of human trafficking.
23 I came to United States. I was -- in 2004, I was

1 trafficked to the United States, so I didn't come
2 here to marry any American to get my papers."
3 So, then she continued with the comment
4 and told me that -- well, she was raised not to
5 like black people by her father. Either her
6 father was -- she said something like she was
7 raised by her father from his -- her father, he
8 is from Martinsville and stuff like that. So, I
9 didn't -- and I didn't ask her any more questions
10 after that.
11 So, she stated that her father told her
12 that African people are from the monkeys, so --
13 and she -- I went to HR and reported this to HR,
14 and before I reported to HR, I sent an e-mail to
15 talk to them about that comment.
16 And also, I worked with one employee who
17 was making sexual comments to me, talking about
18 how he told me he's been in prison almost like 12
19 years. He used to -- and I asked him, "Why?" He
20 said he used to -- he's like, "Well, I used to
21 touch little girls and stuff like that." And he
22 said, "I just --" he said, "I admire black women
23 and I just want to try to sleep with black

1 women." And I told him, "This stuff is
2 inappropriate for you to be talking like that on
3 the job, and I'm --"
4 MR. LOSTUTTER: One minute.
5 MS. KAISARA: "-- not interested."
6 MR. LOSTUTTER: One minute left.
7 MS. KAISARA: So -- and I sent e-mail
8 to HR to talk to them about this, and they came
9 and met with me the next day, and after that, I
10 waited for them to respond. They never got back
11 to me.
12 And in the meantime, they kept -- I kept
13 receiving more comments about racism, all kinds
14 of things, and I went back to HR and talked to
15 HR, and when I talked to them, they didn't do
16 anything. I sent the e-mail, I have
17 documentation that I have responded. I have -- I
18 have sent to them talking about this, and also, I
19 reported my supervisor that was having us falsify
20 with documentation how we performed the process
21 for our product --
22 MR. LOSTUTTER: Time.
23 MS. KAISARA: -- that we're making.

1 VICE-CHAIR RAMOS: Thank you.
2 Mary Gallagher, you're representing Simtra
3 BioPharma.
4 MS. GALLAGHER: Yes.
5 VICE-CHAIR RAMOS: You have five
6 minutes as well.
7 MS. GALLAGHER: I do. Good
8 afternoon.
9 I would -- Simtra would ask that this
10 appeal be dismissed for two reasons. First, the
11 appeal is untimely. Pursuant to 910 IAC 1-3-2,
12 paragraph (g), an appeal must be filed within 15
13 days of the issuance of the initial no cause
14 finding. In this matter, the Deputy Director
15 issued that no cause finding on March 17th. The
16 appeal was filed on July 18th, which is more
17 than 120 days after the notice of issuance.
18 Second, the Commission should uphold the
19 Deputy Director's finding of no probable cause.
20 The Deputy Director correctly found that the
21 allegations raised by Complainant did not show a
22 sufficiently severe or pervasive conduct that
23 would rise to the level of a hostile work

1 environment.
2 And the Deputy Director also correctly
3 found that Simtra took prompt corrective remedial
4 action, including coaching, counseling, and
5 termination of an employee that addressed the
6 allegations raised by Complainant.
7 Thank you.
8 VICE-CHAIR RAMOS: Thank you.
9 Ms. Kaisara, you have two minutes to
10 respond.
11 MS. KAISARA: Well, first of all, I
12 don't understand. They said -- when I talked to
13 them, they sent someone else different. I didn't
14 even meet with the same people for HR, and they
15 told me my case was never reported at that time.
16 After they find out that I have filed with
17 Civil Rights Commission, then they came back and
18 told me that this was never reported, none of
19 this stuff was ever reported to them, and when I
20 went to talk to them, they didn't even know who
21 was that man that was doing those comments. I
22 had to explain to them who he was, how he looks
23 like.

1 And now they are telling me that they made
2 those coach -- they made coaches for all of these
3 comments. They never did that. Every time --
4 the time that the supervisor talked about the
5 discrimination in the meetings, it's because at
6 the end of the -- our meeting beginning of the
7 shift, they were asking if anybody have comments.
8 And I raised my hand, and I asked, "When
9 are they going to address the issues of hostile
10 environment for racism?" And that's when that
11 manager talked to everybody and told everyone
12 that if anybody make any type of comments like
13 this, there will be either termination from the
14 job and stuff like that. So, they have never
15 took care of anything from the time I worked
16 there.
17 Even -- I have a proof that even when I
18 worked there, I was breastfeeding. They never
19 gave me the lactation room key, from January to
20 August, to August 10th. I had to call the
21 state --
22 MR. LOSTUTTER: Time.
23 MS. KAISARA: -- on them.

1 VICE-CHAIR RAMOS: Thank you.
2 Ms. Gallagher?
3 MS. GALLAGHER: To the extent that
4 the Complainant has -- is raising allegations
5 that were not in the initial charge of
6 discrimination, I would ask that the Commission
7 disregard those.
8 And, you know, again would state that the
9 appeal was filed more than 120 days after the
10 issuance of the notice of no probable cause,
11 which is long past the 15 days that Complainant
12 had in which to file this appeal, and would ask
13 the Commission to dismiss the appeal as untimely,
14 and also uphold the Deputy Director's finding
15 that Simtra took prompt corrective remedial
16 action, which included terminating an employee
17 that had been accused of harassment.
18 Thank you.
19 VICE-CHAIR RAMOS: So, everyone, just
20 for clarity, each of the Commissioners received
21 the documentation for each one of these cases, so
22 we had the opportunity to read this and review
23 this ahead of time and ask any questions to the

1 Commission, if there are any. And this was
2 assigned to Comm. Harrington.
3 COMM. HARRINGTON: Uh-huh.
4 VICE-CHAIR RAMOS: Do you have a
5 recommendation?
6 COMM. HARRINGTON: Well, I did have a
7 question. There was a comment made about lost
8 communication, but we're hearing an oral
9 argument, so I'm assuming that the Commission is
10 allowing this because there was some issue.
11 VICE-CHAIR RAMOS: Yes.
12 COMM. HARRINGTON: So, to the comment
13 about dismissing because of time, we're here
14 today because I'm assuming there's an issue.
15 MR. LOSTUTTER: Correct.
16 COMM. HARRINGTON: Okay.
17 MR. LOSTUTTER: That's the reason why
18 we went ahead and allowed for it there.
19 COMM. HARRINGTON: So, that -- I just
20 want it for the record that --
21 MR. LOSTUTTER: Right.
22 COMM. HARRINGTON: -- would not be
23 granted dismissed because of time, because of --

1 MR. LOSTUTTER: Correct.
2 COMM. HARRINGTON: -- of that issue.
3 The clarification I want from, I guess
4 it's Simtra, that was there an individual that
5 was terminated because of the -- because of not
6 just the complaint of Complainant, and has that
7 been verified as the same individual that the
8 Complainant brought forward, that that individual
9 is no longer with the company?
10 VICE-CHAIR RAMOS: Ms. Gallagher,
11 that question's addressed to you.
12 MS. GALLAGHER: Okay. I wanted to
13 make sure before I responded. Yes, the
14 individual -- and in fact, the Deputy Director
15 properly found that Simtra had already dismissed
16 that individual because other employees had
17 raised complaints about him prior to the
18 Complainant bringing those same complaints to the
19 company's attention. That individual has been
20 dismissed.
21 COMM. HARRINGTON: And just for
22 clarification, what was the actual termination
23 date, and what was her actual complaint date?

1 MS. GALLAGHER: The termination date
2 was May 17th of 2024. The complaint date was
3 June 6th of 2024.
4 COMM. HARRINGTON: Okay. And then on
5 the second issue, the reference to coaching,
6 because I wanted to make sure that coaching
7 wasn't for the gentleman, but was for the female
8 that had made inappropriate comments. What was
9 the date of that complaint, or is this the same,
10 of 6-6-24?
11 MS. GALLAGHER: It was also the same
12 date of complaint, June 6th of 2024. Subsequent
13 to that complaint, the complaint was
14 investigated, HR did meet with that individual,
15 coached and counseled, and then during the staff
16 meeting, the supervisor for that shift read the
17 Code of Conduct and the antiharassment policy,
18 and instructed all staff members during that
19 staff meeting that they are reminded that they
20 have signed the Code of Conduct, they have signed
21 the antidiscrimination policy, and they are
22 expected to comply. Simtra did not receive any
23 further complaint from Complainant after the

1 July 3rd, 2024 meeting.
2 COMM. HARRINGTON: So, the complaint
3 was made June 6th and then assessed, and then
4 during the staff meeting 7-3-24 -- I just want to
5 make sure the dates are right, so that was within
6 30 days addressed to the broader group; correct?
7 MS. GALLAGHER: That is correct.
8 COMM. HARRINGTON: Okay.
9 MS. GALLAGHER: And prior to that
10 July 3rd, 2024 meeting, Simtra had already
11 coached and counseled the employee that
12 Complainant -- the female employee that
13 Complainant had raised concerns about.
14 COMM. HARRINGTON: Okay.
15 And then I have one question. You made a
16 comment that there was nothing done, but you
17 acknowledge within 30 days there was action
18 taken. I just wanted to understand, when you
19 said nothing was done, what were you referencing?
20 MS. KAISARA: I want to know when
21 they -- when they -- what the proof for them that
22 they acknowledged me that, because they have
23 never met with me since -- after I sent that

1 e-mail on May 6th to meet with them and made my
2 complaints and everything about everything that
3 I'd brought to them, and they never got back to
4 me.
5 I sent an e-mail, which I provided those
6 e-mails, and they said -- the person that I met
7 with, one of them was out of the office, and they
8 were back -- they'll be back on the following
9 week to meet with me. They never responded, and
10 I sent another e-mail, and after that e-mail,
11 that's when I decided to go out and look for
12 help, because they never done anything. And
13 after I filed my case, then --
14 COMM. HARRINGTON: You an --
15 MS. KAISARA: -- they find out
16 that --
17 COMM. HARRINGTON: You answered my --
18 MS. KAISARA: Yes.
19 COMM. HARRINGTON: So, the -- your
20 issue is not with did they fire the individual or
21 did they reprimand, it's their process --
22 MS. KAISARA: It's --
23 COMM. HARRINGTON: -- and that's --

1 MS. KAISARA: -- their process.
2 COMM. HARRINGTON: -- out of our
3 jurisdiction. That is something you would have
4 to take up, but based on the action that they
5 took, that the one gentleman was fired and the
6 other individual was reprimanded, they did
7 take -- take action, and they communicated to the
8 whole group. I can't speak to the internal
9 company process, but that's not within the
10 jurisdiction of the Indiana Civil Rights
11 Commission.
12 So, based on the complaint, there was
13 action taken in both cases, and so, there would
14 be -- my recommendation would be there's no
15 probable cause for what we have control over.
16 VICE-CHAIR RAMOS: Someone motion for
17 upholding the Director's finding of no probable
18 cause. I need a motion.
19 COMM. TOLLIVER: So moved.
20 VICE-CHAIR RAMOS: I need a second.
21 COMM. SILBERBERG: Second.
22 VICE-CHAIR RAMOS: All those in
23 favor, signify by saying aye.

1 (Commissioners responded, "Aye.")
2 VICE-CHAIR RAMOS: Any opposed?
3 (No response.)
4 VICE-CHAIR RAMOS: Any abstentions?
5 (No response.)
6 VICE-CHAIR RAMOS: Motion passes.
7 Thank you.
8 The next case is Kayla Rogers on behalf of
9 Minor Child S.S.R. [sic] versus Building Blocks
10 Learning Center, Inc. The Case Number
11 is PAha25020122. That case was assigned to me,
12 and I recommend that we uphold the Executive
13 Director's finding of no probable cause under
14 Indiana's Civil Rights Law. I need a motion to
15 approve.
16 COMM. JACKSON: So moved.
17 VICE-CHAIR RAMOS: I need a second.
18 COMM. SILBERBERG: Second.
19 COMM. TOLLIVER: Second.
20 VICE-CHAIR RAMOS: Second by
21 Comm. Silberberg. All those in favor, signify by
22 saying aye.
23 (Commissioners responded, "Aye.")

1 VICE-CHAIR RAMOS: Any opposed?
2 (No response.)
3 VICE-CHAIR RAMOS: Motion carries.
4 The next case, Mary Kay and John Garcia
5 versus Lost Run Farm Community Association &
6 Armour Property Management, LLC, Case
7 No. HOno24010006. This case was assigned to
8 Comm. Slash. There are four issues, and I
9 recommend -- Chair Slash recommend for each of
10 the issues to uphold the Executive Director's
11 finding of no reasonable cause under the Indiana
12 Fair Housing Act and no probable cause under the
13 Indiana Civil Rights Law. I need a motion to
14 approve.
15 COMM. TOLLIVER: So moved.
16 VICE-CHAIR RAMOS: I need a second.
17 COMM. JACKSON: Second.
18 VICE-CHAIR RAMOS: Second. All those
19 in favor, signify by saying aye.
20 COMM. HARRINGTON: I'm going to
21 abstain.
22 VICE-CHAIR RAMOS: Oh, I'm sorry.
23 COMM. HARRINGTON: I know the

1 individual.
2 VICE-CHAIR RAMOS: Okay. All those
3 in favor, signify by saying aye.
4 (Commissioners responded, "Aye.")
5 VICE-CHAIR RAMOS: And any of those
6 opposed?
7 (No response.)
8 VICE-CHAIR RAMOS: And we have one
9 abstention, Comm. Harrington.
10 The next case is Harold L. Brown versus
11 Chestnut Hills Partner RA, LLC & the Michaels
12 Organization. The Case Number is HOfs24121170.
13 This was assigned to Comm. Tolliver.
14 Do you have a recommendation?
15 MR. LOSTUTTER: This is --
16 VICE-CHAIR RAMOS: Oh, this is --
17 MR. LOSTUTTER: -- oral argument.
18 VICE-CHAIR RAMOS: -- for oral
19 argument; I'm sorry. Yeah, I even highlighted
20 that. Are both parties here?
21 MR. LOSTUTTER: I believe Mr. Brown
22 is here. I am not sure if there is a
23 representative for the Michaels Organization.

1 VICE-CHAIR RAMOS: Is there a
2 representative from Chestnut Hills Partner RA,
3 LLC and the Michaels Organization?
4 (No response.)
5 VICE-CHAIR RAMOS: Hearing none, we
6 will listen to you, Mr. Brown. We'll give you
7 five minutes, and there won't be a rebuttal,
8 because there is no rebuttal to challenge on
9 that, but we will listen to your comments. You
10 have the floor, Mr. Brown.
11 (No response.)
12 VICE-CHAIR RAMOS: You're on mute,
13 sir.
14 MR. BROWN: Okay. I think I'm
15 unmuted now.
16 MR. LOSTUTTER: Yes, yes, you are.
17 MR. BROWN: I did want to first off
18 thank the Commission for letting me speak my oral
19 argument today.
20 With that being said, my -- my complaint,
21 what I want, is to reverse the no cause finding.
22 I wanted to see that be reversed, just because of
23 some of the exhibits that I have presented,

1 everything falls into line with my testimony --
2 or basically of what I was complaining about. I
3 noticed there -- the no cause finding was -- I
4 know that there was no reasonable cause and no
5 probable cause to believe that unlawful
6 discriminatory practice occurred in this
7 instance.
8 My only question that I would have for The
9 Michael's Organization is: I had an application
10 that was from August 4th of 2023, and with this
11 case, it was more of a sort of timing thing, like
12 I stated. It -- I filed, and was approved and
13 accepted. Everything, like I said, kind of falls
14 in line with the scope of everything that I'm
15 saying.
16 Basically I wanted to ask them that -- you
17 know, I wanted to know what kind of happened with
18 this application that was initiated first,
19 because as time went on, they was having issues
20 of hiring, they was having issues -- they had a
21 high turnover rate.
22 So, I was going back and forth from their
23 apartment complex, I mean to what they called

1 sister apartment complexes. I was going
2 everywhere for months -- for days on, days in,
3 and I wasn't getting any answers. And from
4 August until about December, I didn't have any
5 answers.
6 December 2nd came around -- this was all
7 in 2023. December 2nd came around, and I finally
8 got in touch with someone at the apartment
9 complex, and by a lady named Leah, and she had
10 told me, she said, "Mr. Brown, it's okay for you
11 to, you know, put in your 60-day notice at your
12 current apartment complex," and she insisted.
13 I asked her three times, I said, "Are you
14 sure?" Because I knew if I put my 60 day notice
15 in, then, you know, of course, you know, you
16 would accrue fees, but because of the longevity
17 of it, I said, "Okay. Well, I'll still do it,
18 you know, as long as I get the apartment."
19 Everything was ready, and I put my 60-day
20 notice in, and, of course, I accrued fees. And I
21 go back the next week to check on the appeals,
22 and, you know, because after this, Leah -- or,
23 yeah, I'm sorry -- Leah told me to come back,

1 said, "Come back next week and, you know, we'll
2 get you all put in, have you sign the papers and
3 all of that stuff; okay?"
4 So, I go in, and, of course, she's not
5 there. So, from December 2nd, and then about
6 three weeks later, I had actually got in touch
7 with the property manager. She was there. She
8 was saying this -- the lady named Daphne, and
9 that was the -- that was the owner of the
10 apartment complex, and she was saying, "I just
11 couldn't find the application," and I showed the
12 proof of my -- that "I have the application fee
13 here that was, you know, represented to you guys,
14 and I know it's there because I paid for it."
15 So, she couldn't look for it --
16 MR. LOSTUTTER: One minute.
17 MR. BROWN: -- and a lady named --
18 VICE-CHAIR RAMOS: One minute.
19 MR. BROWN: Oh. And a lady named
20 Kelly had pulled my application up and said,
21 "Hey, everything is good, everything is good.
22 You know, we'll get you into this apartment," and
23 I said, "Okay. Cool," because I had told them

1 that I had already put in my 60-day notice on it,
2 accrued fees. And that -- they started getting
3 my -- kind of, you know, helping for some reason,
4 like I had told her myself -- well, I'm going
5 through, you know, kind of a custody thing, and I
6 had told her that nothing's changed with my
7 timing, because --
8 (Cell phone rang.)
9 MR. BROWN: -- just based on other
10 factors.
11 VICE-CHAIR RAMOS: Actually that
12 wasn't your time.
13 MR. BROWN: But that --
14 COMM. SILBERBERG: I'm sorry; I was
15 trying to silence it.
16 VICE-CHAIR RAMOS: Go ahead,
17 Mr. Brown.
18 MR. BROWN: Did -- I didn't know if
19 my time was up or not; sorry.
20 VICE-CHAIR RAMOS: No, we had an
21 interruption from a phone in the audience -- or a
22 Commissioner. So --
23 MR. BROWN: Oh.

1 VICE-CHAIR RAMOS: -- I think you
2 still have 30 seconds left.
3 MR. BROWN: Okay. So -- yeah, so --
4 and as I was reading through it, I said I was
5 just -- I was hoping to speak to them to see
6 what, if anything, we could come up with, but I
7 don't know. Since they're not here, I really
8 don't want to focus on this.
9 But I did want to ask that the no cause
10 finding should be reversed, and that's kind of
11 my -- my statement for the Commission.
12 VICE-CHAIR RAMOS: Thank you.
13 Are there any questions for Mr. Brown?
14 (No response.)
15 VICE-CHAIR RAMOS: Hearing none,
16 Comm. Tolliver, do you have a recommendation?
17 COMM. TOLLIVER: Yeah. There were
18 two issues, and the Commission found there were
19 no -- there was no reasonable cause to believe a
20 discriminatory act had occurred on issues one and
21 two, and then on sole issue two, that there was
22 no reasonable claim under the Indiana Fair
23 Housing Act, and I'd move -- I would request that

1 we uphold both findings, both of the Commission's
2 findings.
3 VICE-CHAIR RAMOS: I need a
4 recommendation-to-approve motion.
5 COMM. SILBERBERG: So moved.
6 VICE-CHAIR RAMOS: Comm. Silberberg.
7 I need a second.
8 COMM. JACKSON: Second.
9 VICE-CHAIR RAMOS: Seconded by
10 Comm. Jackson. All those in favor, signify by
11 saying aye.
12 (Commissioners responded, "Aye.")
13 VICE-CHAIR RAMOS: Any opposed?
14 (No response.)
15 VICE-CHAIR RAMOS: Any abstentions?
16 (No response.)
17 VICE-CHAIR RAMOS: Motion carries.
18 The next case is Jessica Harrison versus
19 Dollar General. It is Case No. PAra24111074, and
20 I have two things. One says oral argument, and
21 the other one says no, so I'm not sure which is
22 which.
23 MR. LOSTUTTER: I do not believe that

1 there's an oral argument on this one.
2 VICE-CHAIR RAMOS: Okay.
3 Is there anybody here to represent those,
4 just in case?
5 (No response.)
6 VICE-CHAIR RAMOS: Okay. Thank you.
7 And this was assigned to Comm. Jackson.
8 Do you have a recommendation?
9 COMM. JACKSON: Uphold the Director's
10 finding of no probable cause.
11 VICE-CHAIR RAMOS: I have a motion to
12 uphold the Director's finding of no probable
13 cause. I need a motion to approve.
14 COMM. TOLLIVER: So moved.
15 COMM. HARRINGTON: Second.
16 VICE-CHAIR RAMOS: And second. Thank
17 you. All those in favor, signify by saying aye.
18 (Commissioners responded, "Aye.")
19 VICE-CHAIR RAMOS: Any opposed?
20 (No response.)
21 VICE-CHAIR RAMOS: Any abstentions?
22 (No response.)
23 VICE-CHAIR RAMOS: Motion carries.

1 The next case is Mary Amsbury versus
2 Deaconess Gibson Hospital, Case No. EMra24040278,
3 and this was assigned to Comm. Silberberg.
4 COMM. SILBERBERG: There were three
5 issues. All were -- there were three issues, and
6 on all three, the findings were that there was no
7 probable cause to believe that a discriminatory
8 practice occurred, and I would uphold those --
9 vote to uphold those three --
10 VICE-CHAIR RAMOS: The motion is
11 to --
12 COMM. SILBERBERG: To uphold those
13 three.
14 VICE-CHAIR RAMOS: The recommendation
15 is to uphold the Executive Director's finding of
16 no probable cause. I need a motion.
17 COMM. TOLLIVER: So moved.
18 VICE-CHAIR RAMOS: I need a second.
19 COMM. HARRINGTON: Second.
20 VICE-CHAIR RAMOS: All those in
21 favor, signify by saying aye.
22 (Commissioners responded, "Aye.")
23 VICE-CHAIR RAMOS: Any opposed?

1 (No response.)
2 VICE-CHAIR RAMOS: Any abstentions?
3 (No response.)
4 VICE-CHAIR RAMOS: Motion carries.
5 The next case is Makya Johnson versus
6 Kroger, Case PAco24101020. This was assigned to
7 Comm. Harrington.
8 COMM. HARRINGTON: In this case, I --
9 my recommendation is to uphold the no probable
10 cause finding under the Indiana Civil Rights Law.
11 VICE-CHAIR RAMOS: We have a motion
12 to uphold the Director's finding of no probable
13 cause. I need a motion to approve.
14 COMM. JACKSON: So moved.
15 VICE-CHAIR RAMOS: I need a second.
16 COMM. SILBERBERG: Second.
17 VICE-CHAIR RAMOS: All those in
18 favor, signify by saying aye.
19 (Commissioners responded, "Aye.")
20 VICE-CHAIR RAMOS: Any opposed?
21 (No response.)
22 VICE-CHAIR RAMOS: Any abstentions?
23 (No response.)

1 VICE-CHAIR RAMOS: Motion carries.
2 The next case is Antonio Ortiz versus
3 Hisada America, Incorporated, Case
4 No. EMno24020145, and we have oral arguments for
5 this case.
6 Are both parties represented? Is there
7 any -- is Mr. Ortiz here?
8 (No response.)
9 VICE-CHAIR RAMOS: Is anybody here
10 from Hisada America, Incorporated?
11 (No response.)
12 VICE-CHAIR RAMOS: Okay. With this
13 case, this was assigned to Comm. Harrington.
14 What is your recommendation?
15 COMM. HARRINGTON: In this -- there
16 were two issues, and on both there was a
17 recommendation of no probable cause under the
18 Civil Rights Law, and I would recommend that we
19 uphold.
20 VICE-CHAIR RAMOS: Motion to uphold
21 the Director's finding of no probable cause. I
22 need a motion to approve.
23 COMM. JACKSON: So moved.

1 VICE-CHAIR RAMOS: I need a second.
2 COMM. SILBERBERG: Second.
3 VICE-CHAIR RAMOS: All those in
4 favor, signify by saying aye.
5 (Commissioners responded, "Aye.")
6 VICE-CHAIR RAMOS: Any opposed?
7 (No response.)
8 VICE-CHAIR RAMOS: Motion carries.
9 Our last case is Mary Ruz versus Trilogy
10 Management Services, LLC, Case No. EMco24060492.
11 This case was assigned to Comm. Jackson.
12 COMM. JACKSON: Uphold the Deputy
13 Director's finding of no probable cause.
14 VICE-CHAIR RAMOS: The motion is to
15 uphold the Director's finding of no probable
16 cause. I need a motion to approve.
17 COMM. TOLLIVER: So moved.
18 VICE-CHAIR RAMOS: I need a second.
19 COMM. SILBERBERG: Second.
20 VICE-CHAIR RAMOS: Silberberg. All
21 those in favor, signify by saying aye.
22 (Commissioners responded, "Aye.")
23 VICE-CHAIR RAMOS: Any opposed?

1 (No response.)
2 VICE-CHAIR RAMOS: Any abstentions?
3 (No response.)
4 VICE-CHAIR RAMOS: Motion carries.
5 Okay. That takes us -- no Other Motions
6 or Filings. We have New Business and cases to
7 assign to the Commissioners. The first case is
8 Juan Rodriguez Rogers versus First Student
9 Incorporated. The Case Number is EMno24030198,
10 and I will assign this to Comm. Harrington, and
11 they are requesting oral arguments.
12 MR. LOSTUTTER: Yes.
13 VICE-CHAIR RAMOS: The next case is
14 Augustus Nwachuk -- I am so sorry -- Nwachukwu
15 versus Indiana Department of Environmental
16 Management. The Case Number is EMno24060569.
17 I'm assigning that case to Comm. Silberberg, and
18 this also is requesting an oral argument.
19 The next case is Christine Busanelli
20 versus Centennial Estates Associated [sic],
21 Incorporated & 1st American Management Company --
22 excuse me -- Incorporated. The Case Number
23 is HOha25030152. I will assign that case to

1 myself.
2 And the last case to assign is Alex
3 Kalokula versus KYB Americas Corporation, Case
4 No. EMno24111078. I will assign that to
5 Comm. Jackson. Okay. Are there any questions on
6 any of those?
7 (No response.)
8 VICE-CHAIR RAMOS: We have no Other
9 Motions and Filings, we do not have any ALJ
10 Decisions or Orders to review, and there are also
11 no ALJ Decisions Automatically to be Confirmed.
12 The next item is our Meeting Dates, and
13 our next meeting date, if you could look at your
14 calendars, please, is November 17th, 2025. Is
15 that a Monday?
16 MR. LOSTUTTER: It is a Monday.
17 VICE-CHAIR RAMOS: Okay. I will be
18 on the other side of the planet, and what I have
19 to figure out is I will be in Tuesday when you
20 are in Monday, and so, I hope to be able to
21 attend. It's 1:00 o'clock in the morning, but
22 I'm on a cruise, so it should be a party anyway,
23 so that's very -- strike that off the record.

1 COMM. HARRINGTON: I will be
2 traveling, and I'm flying, so it is -- unless
3 flight arrangements change, I will not be
4 available.
5 COMM. TOLLIVER: Are you guys doing
6 Thanksgiving this year?
7 MR. CLAY: We are.
8 COMM. TOLLIVER: And when is that?
9 MR. CLAY: We haven't decided yet.
10 We were going --
11 COMM. TOLLIVER: How about if you
12 decide, and then we'll --
13 MR. CLAY: Yeah.
14 COMM. TOLLIVER: -- figure out if our
15 calendars can match up?
16 MR. CLAY: Can -- do you want to look
17 and see if there's a good day for that? I know
18 the following week is Thanksgiving proper, so --
19 COMM. TOLLIVER: The following week
20 is probably crazy, just because that is
21 Thanksgiving week.
22 (Discussion off the record.)
23 COMM. TOLLIVER: Are you gone that

1 whole week?
2 MR. CLAY: When do you -- when do you
3 leave for your --
4 VICE-CHAIR RAMOS: I leave on
5 the 7th, return on the 23rd.
6 MR. CLAY: Okay. And when do you,
7 Comm. Harrington?
8 COMM. HARRINGTON: Oh, I'm flying
9 back in on the 17th.
10 MR. CLAY: Okay. When do you fly
11 out?
12 COMM. HARRINGTON: On that Thursday.
13 COMM. SILBERBERG: And I'll also be
14 unavailable.
15 COMM. HARRINGTON: You'll be out that
16 week?
17 COMM. SILBERBERG: Most likely I
18 could probably attend on Zoom.
19 (Discussion off the record.)
20 MR. CLAY: Yeah. So, we can do our
21 in-house Thanksgiving either the 10th or
22 the 24th, if that would work for the Commission,
23 should the Commission decide to move or adjust

1 the meeting.
2 COMM. TOLLIVER: The 24th works
3 better for me.
4 VICE-CHAIR RAMOS: The 24th works for
5 me.
6 COMM. SILBERBERG: That works for me.
7 MR. CLAY: Can we ask the Commission
8 to henceforth name that Commissionsgiving?
9 (Laughter.)
10 VICE-CHAIR RAMOS: Thank you. All
11 right. So, will move the next meeting to
12 November 24th, assuming Chair Slash can make it
13 as well. Then the next meeting after that will
14 be December, and we'll call that when we get to
15 November.
16 We have -- next options, we do not have
17 any Elections or Trainings or Otherwise. Are
18 there any announcements?
19 COMM. TOLLIVER: Didn't we have the
20 EEOC cases? Did we get -- was that for this
21 meeting? It's on the e-mail.
22 MR. LOSTUTTER: I don't -- we should
23 not -- I mean I don't think there would be any

1 EEOC meeting or anything that we would have to
2 deal with at this meeting.
3 COMM. TOLLIVER: You know what?
4 Never mind, because it's 10-7-22.
5 (Laughter.)
6 VICE-CHAIR RAMOS: I was there.
7 COMM. TOLLIVER: I think -- I think
8 we voted on those already. Maybe this thing was
9 on Web server thing and will be fixed at some
10 point today.
11 VICE-CHAIR RAMOS: Are there any
12 announcements for 2022?
13 (Laughter.)
14 VICE-CHAIR RAMOS: Hearing any
15 other -- no other announcements, is there any
16 public comment?
17 MR. KRAMER: I would like to make a
18 short one.
19 VICE-CHAIR RAMOS: Can you address
20 who you are?
21 MR. KRAMER: Yes. My name is Gabriel
22 Kramer. I was the former Cultural Commissions
23 Coordinator and External Affairs Coordinator, and

1 I just wanted to congratulate Phil on his
2 appointment and the work that he's been doing.
3 Just from visiting here, it has been a total 180
4 from the work environment that we've experienced
5 under prior leadership before he came in. So, I
6 just wanted that on record, that he's doing an
7 amazing job, and I'm excited to see his
8 leadership moving forward.
9 VICE-CHAIR RAMOS: Thank you. I
10 appreciate that.
11 Are there any other public comments?
12 Madam, would you please recognize --
13 MS. HAMMOND: Yes.
14 VICE-CHAIR RAMOS: -- identify
15 yourself?
16 MS. HAMMOND: My name is Cynthia
17 Hammond, owner of Building Blocks Learning
18 Center, and I've worked in the child care setting
19 for the past 43 years and owner for 25 years, and
20 I would like to thank the Commission for your
21 time and consideration in our matter.
22 VICE-CHAIR RAMOS: Thank you.
23 MS. HAMMOND: Thank you.

1 VICE-CHAIR RAMOS: Any other public
2 comment.
3 MR. VARGAS: Public question. I'm
4 sorry. Ms. Ruz was under the impression she
5 would get the chance to speak with her appeal,
6 but it didn't happen. It's not something that
7 she gets to do, speak on behalf of her appeal?
8 This is Mary Ruz. She had an appeal scheduled
9 for today versus Trilogy.
10 MR. LOSTUTTER: There -- there -- I
11 did not receive from you anything in regards to
12 requesting an oral argument.
13 MR. VARGAS: Okay. Is that the --
14 she requested a form. I believe she requested it
15 when she had her meeting with the Civil Rights
16 rep.
17 MR. LOSTUTTER: I -- there is a spot
18 on the notice of appeal, notice of appeal that is
19 included with your package when you receive your
20 notice of finding, and there is something in
21 there that indicates for you to mark on whether
22 you want to appeal or not. I never received
23 anything like that. I never received any e-mail

1 or anything from you in regards to that.
2 MR. VARGAS: Does this go to you
3 directly, or to the office?
4 MR. LOSTUTTER: Yes, it goes directly
5 to me.
6 MS. RUZ: I have this in letter, too.
7 MR. VARGAS: She said she had the
8 receipt showing that she had --
9 MS. RUZ: The appeal.
10 MR. VARGAS: -- requested an appeal.
11 MR. LOSTUTTER: I -- I'm sorry; I did
12 not -- I did not --
13 MR. VARGAS: Is this something that
14 we can take off-line, or is that something --
15 (Ms. Ruz speaking Spanish.)
16 MR. VARGAS: She said she had a
17 receipt showing that she did appeal, and she was
18 requesting to have her chance to speak. She has
19 the stamp on it when it was received.
20 VICE-CHAIR RAMOS: That's a great
21 question. This is an unusual situation. It's --
22 the Commission has already made the
23 recommendation.

1 MR. VARGAS: I didn't want to
2 interrupt. You guys said that we couldn't
3 address the panel, so I do apologize.
4 COMM. JACKSON: Can I see that?
5 MS. RUZ: Yes. (Speaking Spanish.)
6 MR. VARGAS: She says she personally
7 brought it in.
8 MS. RUZ: Yeah.
9 MR. LOSTUTTER: I -- I mean it's
10 marked as having been stamped. I know I did not
11 stamp it, but it was addressed to the Deputy
12 Director, Mr. Fleischhacker, who is not here now,
13 so --
14 (Discussion off the record.)
15 COMM. TOLLIVER: Is it timely?
16 MR. CLAY: David would have been --
17 MR. LOSTUTTER: I think it still
18 would have been in here, but --
19 MR. CLAY: He wouldn't have been here
20 on the -- yeah, his last day was the 5th.
21 COMM. TOLLIVER: When did the notice
22 have to be received?
23 MR. LOSTUTTER: They have 15 days

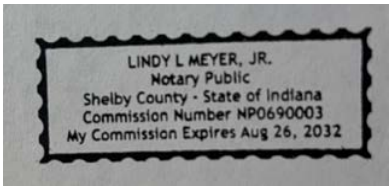
1 after receiving their notice of finding to
2 appeal, if they wish to appeal.
3 COMM. TOLLIVER: And when was that?
4 MR. HODGES: August 28th.
5 COMM. JACKSON: So, August 28th.
6 MR. LOSTUTTER: August 28th, which
7 was when we received --
8 MR. VARGAS: I think it was on
9 the 15th day, she mentioned. It was on the 15th
10 day.
11 MS. RUZ: It was when it --
12 COMM. TOLLIVER: Yeah, it was
13 the 15th day?
14 MR. HODGES: That was the --
15 MR. LOSTUTTER: Yes.
16 COMM. TOLLIVER: Okay. So, it was
17 timely.
18 MR. LOSTUTTER: So, it would have
19 been timely.
20 COMM. JACKSON: Then we need to fix
21 this.
22 COMM. TOLLIVER: So, you're moving to
23 set it for an oral argument at the next meeting?

1 VICE-CHAIR RAMOS: Yes. I'll
2 recommend that.
3 COMM. JACKSON: I don't know what
4 we're hoping for. We just need to fix it.
5 COMM. TOLLIVER: I second that, if
6 that's the motion.
7 COMM. JACKSON: Well, essentially we
8 have a citizen -- all right. Well, since this is
9 my case, and since we have a citizen that
10 followed the rules, regardless of what happened
11 on our end, we need to fix it --
12 MR. CLAY: Right.
13 COMM. JACKSON: -- because she's got
14 a document that shows --
15 MR. LOSTUTTER: That shows it.
16 VICE-CHAIR RAMOS: All right. So,
17 our options are: We can move to put the current
18 recommendations on hold, and then have oral
19 arguments in our next meeting, and so we'll make
20 that final at that time. We do need to notify
21 the Respondents that they have also the
22 opportunity to provide oral arguments. So, we'll
23 hold that case in tentative until we have the

1 opportunity to listen to both parties. Ideally
2 we can focus that on the next meeting --
3 MR. LOSTUTTER: Yes.
4 VICE-CHAIR RAMOS: -- which will be
5 the 24th of November.
6 MR. VARGAS: Perfect.
7 MS. RUZ: Thank you so much. Thank
8 you.
9 VICE-CHAIR RAMOS: De nada.
10 (Discussion off the record.)
11 VICE-CHAIR RAMOS: All right.
12 Any other public comments?
13 (No response.)
14 VICE-CHAIR RAMOS: Hearing none,
15 we'll adjourn this meeting.
16 Thank you very much.
17 - - -
18 Thereupon, the proceedings of October 20, 2025 were concluded at 2:00 o'clock p.m.
19 - - -
20
21
22
23

CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Monday, October 20, 2025 in this matter and transcribed by me.



Lindy L. Meyer, Jr.

Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires August 26, 2032.
Commission No. NP0690003

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