

1 BEFORE THE STATE OF INDIANA

2 CIVIL RIGHTS COMMISSION

3 - - -

4
5 PUBLIC MEETING OF OCTOBER 19, 2026

6
7
8 - - -

9 PROCEEDINGS

10 in the above-captioned matter, before the Indiana
11 Civil Rights Commission, Steven A. Ramos,
12 Chairman, taken before me, Lindy L. Meyer, Jr., a
13 Notary Public in and for the State of Indiana,
14 County of Shelby, at the Indiana Government
15 Center North, 100 North Senate Avenue, Room N300,
16 Indianapolis, Indiana, on Monday, October 19,
17 2026 at 1:11 o'clock p.m.

18 - - -

19
20
21 ACCURATE REPORTING OF INDIANA, LLC
22 543 Ponds Pointe Drive
23 Carmel, Indiana 46032
 TELEPHONE: (317) 848-0088
 EMAIL: accuratereportingofindiana@gmail.com

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Steven A. Ramos, Chairman
4 Holli Harrington
5 Sue Silberberg
6 Chaka Coleman (virtual)
7 Fouad Lane Hamami
8 Terry Tolliver

9 INDIANA CIVIL RIGHTS COMMISSION
10 By J. Philip Clay, Executive Director
11 & Scott Kreider, 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 Michael Lostutter
18 Frederick S. Bremer
19 Ashim Singh
20 Johanna Aviles Collazo
21 Brooklyn Marrs (virtual)

22 ALSO PRESENT:

23 Robyn Maddox
Andrew W. Gruber
Kimberly Ward (virtual)
Christopher Jeter
Christopher Vickery
Monica McNeil (virtual)
Molly Radecki (virtual)

- - -

1 1:11 o'clock p.m.
2 October 19, 2026

3 - - -

4 CHAIRMAN RAMOS: Good afternoon. I
5 call the Indiana Civil Rights Commission meeting
6 to order. It is October 19th, it's approximately
7 1:12 in the afternoon. We do have some rules we
8 want to follow, so I'll ask the Docket Clerk to
9 clarify.

10 MR. LOSTUTTER: All right.

11 Please be advised no party will be allowed
12 to speak directly to the Commission during any
13 Commission meeting except during a previously
14 scheduled oral argument or during our public
15 comments time directly before the end of the
16 meeting.

17 Concerning appeals, the Commissioners will
18 make their initial determination based on the
19 complaint, the notice of finding, the appeal, the
20 respondent's position statement, and the final
21 investigative report. You must not address the
22 Commission members except and unless you are
23 addressed directly by them.

If you have any questions about your case,

1 please wait to speak to the Docket Clerk until
2 after the Commission meeting ends. If you are
3 here to make remarks during the public comments
4 time, be aware that you will only be allowed two
5 minutes to speak.

6 Thank you.

7 CHAIRMAN RAMOS: Thank you. We do
8 have a quorum. Would you like to announce the
9 agenda, please?

10 MR. LOSTUTTER: I will do so.

11 We will establish a quorum. We will have
12 approval of meeting minutes, and that will be the
13 August meeting minutes as well as the September
14 meeting minutes. We will then have the ICRC
15 Director's Report. We'll then proceed to Old
16 Business, which involves cases that were assigned
17 to Commissioners regarding the appeal of notice
18 of finding next month -- or last month for this
19 month.

20 We will then briefly go over the status of
21 a remanded case. It's no longer remanded,
22 there's been a decision on it. And then we will
23 have New Business, assigned of new cases, new

1 appeals of notice of finding. We then have an
2 oral argument scheduled in the case of Lanita
3 Goins versus Spicewood Gardens.

4 And we then have a case that will have to
5 be read into the record already automatically
6 confirmed, and then we will have a brief
7 discussion over the meeting dates for the
8 remainder of the year.

9 CHAIRMAN RAMOS: Thank you.

10 MR. LOSTUTTER: You are welcome.

11 CHAIRMAN RAMOS: Any questions as we
12 get started?

13 (No response.)

14 MR. LOSTUTTER: It does look like
15 Comm. -- or Vice-Chair Coleman has arrived.

16 CHAIRMAN RAMOS: Thank you.

17 The next item on the agenda is the
18 approval of the previous meeting minutes. I will
19 do them individually, so I need a motion for the
20 August meeting minutes to be approved.

21 COMM. SILBERBERG: So moved.

22 CHAIRMAN RAMOS: I need --

23 COMM. HARRINGTON: Second.

1 CHAIRMAN RAMOS: -- a second.

2 MR. LOSTUTTER: All right.

3 CHAIRMAN RAMOS: Motion, Silberberg;
4 second, Harrington. All in -- I'm sorry. We
5 have to take a roll call.

6 MR. LOSTUTTER: Have to take a roll
7 now.

8 Comm. -- Vice-Chair Coleman?

9 (No response.)

10 MR. LOSTUTTER: She is on mute.
11 We'll come back to her then.

12 VICE-CHAIR COLEMAN: Aye.

13 MR. LOSTUTTER: Oh, aye. All right.

14 Comm. Harrington?

15 COMM. HARRINGTON: Aye.

16 MR. LOSTUTTER: Comm. Hamami?

17 COMM. HAMAMI: Aye.

18 MR. LOSTUTTER: Comm. Silberberg?

19 COMM. SILBERBERG: Aye.

20 MR. LOSTUTTER: Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MR. LOSTUTTER: And Chair Ramos?

23 CHAIRMAN RAMOS: Aye.

1 MR. LOSTUTTER: The ayes have it.

2 CHAIRMAN RAMOS: Thank you.

3 I need a motion to adopt the meetings for
4 September as well.

5 COMM. SILBERBERG: So moved.

6 COMM. HAMAMI: Second.

7 CHAIRMAN RAMOS: Motion -- okay.

8 Motion, Silberberg; second, Hamami.

9 MR. LOSTUTTER: All righty. We will
10 call the roll for that.

11 Vice-Chair Coleman?

12 VICE-CHAIR COLEMAN: Aye.

13 MR. LOSTUTTER: Comm. Harrington?

14 COMM. HARRINGTON: Aye.

15 MR. LOSTUTTER: Comm. Hamami?

16 COMM. HAMAMI: Aye.

17 MR. LOSTUTTER: Comm. Silberberg?

18 COMM. SILBERBERG: Aye.

19 MR. LOSTUTTER: Comm. Tolliver?

20 COMM. TOLLIVER: Aye.

21 MR. LOSTUTTER: And Chair Ramos?

22 CHAIRMAN RAMOS: Aye.

23 MR. LOSTUTTER: The ayes have it.

1 CHAIRMAN RAMOS: Thank you.

2 That takes us to the Director's Report.

3 MR. CLAY: Yes. And welcome,
4 Commissioners, to October. Thank you for being
5 here.

6 As always, we'll start with upcoming
7 events. At 10:00 a.m. on October 30th, following
8 our all-staff meeting, we'll be doing our second
9 annual costume contest. We would love to invite
10 you to be judges. That will, again, take place
11 at 10:00 a.m. on October 30th, just following our
12 all-staff meeting.

13 And then, as you're well aware, on
14 November 16th we'll have our ICRC Thanksgiving.
15 That'll take place before the scheduled meeting
16 on that day.

17 As far as the agency updates, not a lot of
18 news, but some big news. Both of our federal
19 contracts have been completed this year, totaling
20 1.2 million dollars for both the EEOC and HUD
21 contracts. Our Employment Division, with Ashim
22 Singh, who is our Employment Director, sitting
23 behind me, and Intake both set a new record

1 of 735 cases for employment and 186 intake
2 credits, which is another all-time high for the
3 agency.

4 Our aged cases remain at an all-time low,
5 and I wasn't sure if this was mentioned in the
6 last -- in the last Commission meeting, but our
7 agency is once again in the top five for our
8 Pulse Survey scores that are done through the
9 state. This is the second year in a row that
10 we've held honor, so we're very excited about
11 that.

12 And we've begun preparing for the '27
13 legislative session. We anticipate mostly
14 reactionary involvement in this session, as we're
15 not bringing any major bills forward, but
16 nonetheless, we look forward to the start of
17 session, so --

18 CHAIRMAN RAMOS: Thank you.
19 Congratulations on the continued excellence.

20 MR. CLAY: Thank you.

21 CHAIRMAN RAMOS: We appreciate that.

22 Are there any questions or comments for
23 the Director?

1 (No response.)

2 CHAIRMAN RAMOS: All right. Thank
3 you.

4 That takes us to Old Business. We have
5 several cases that we will review. The first one
6 on the list is Rachel Alley versus Amazon.Com
7 Services, LLC. The Case Number is EMse26050390,
8 and that case was assigned to Comm. Hamami.

9 Do you have a recommendation?

10 COMM. HAMAMI: I recommend we uphold
11 the Director's finding of no probable cause on
12 both issues.

13 CHAIRMAN RAMOS: Thank you.

14 I need a motion to approve.

15 COMM. SILBERBERG: So moved.

16 CHAIRMAN RAMOS: I need a second.

17 COMM. TOLLIVER: Second.

18 CHAIRMAN RAMOS: Second; okay. Thank
19 you. Motion, Silberberg; second, Tolliver.

20 Roll call.

21 MR. LOSTUTTER: All right.

22 Vice-Chair Coleman?

23 VICE-CHAIR COLEMAN: Aye.

1 MR. LOSTUTTER: Comm. Harrington?

2 COMM. HARRINGTON: Aye.

3 MR. LOSTUTTER: Comm. Hamami?

4 COMM. HAMAMI: Aye.

5 MR. LOSTUTTER: Comm. Silberberg?

6 COMM. SILBERBERG: Aye.

7 MR. LOSTUTTER: Comm. Tolliver?

8 COMM. TOLLIVER: Aye.

9 MR. LOSTUTTER: Chair Ramos?

10 CHAIRMAN RAMOS: Aye.

11 MR. LOSTUTTER: The ayes have it.

12 CHAIRMAN RAMOS: Thank you.

13 Our next case has to do with Mishia Jones
14 and Fastenal. The Case Number is EMha25080717,
15 and in this particular case, I will read into the
16 record a notice of withdrawal of appeal. This
17 was Mishia Jones' withdrawal of appeal.

18 In the above-referenced matter, the
19 Indiana Civil Rights Commission received a
20 request from the Complainant by their counsel to
21 withdraw her appeal of her notice of finding of
22 no probable cause on October 2nd, 2026.
23 Complainant wishes to withdraw the appeal to

1 request a right-to-sue letter from the EEOC.
2 Without any further review, the Chairperson
3 grants the request for the withdrawal, and
4 accordingly the appeal is hereby dismissed.

5 Any questions on that?

6 (No response.)

7 CHAIRMAN RAMOS: Okay. That takes us
8 to our next case, which is Robyn Maddox versus
9 Ditto Sales, Incorporated doing business as
10 Versteel. The Case is EMre25040282, and that is
11 scheduled for oral argument. The case was
12 assigned to Comm. -- I'm sorry -- Vice-Chair
13 Coleman.

14 Would you please read the rules for us?

15 MR. LOSTUTTER: The Complainant will
16 go first. She will get five minutes to state her
17 case there. The Respondent, represented by their
18 counsel, will then get five minutes. The
19 Complainant will then get two minutes rebuttal,
20 and the Respondent will then get two minutes of
21 rebuttal. If the Commissioners have any
22 questions to ask, they will ask them at that
23 point, and then a decision will be made.

1 CHAIRMAN RAMOS: Thank you. Is
2 Ms. Maddox here?

3 MR. LOSTUTTER: She is.

4 MS. MADDUX: I am.

5 CHAIRMAN RAMOS: Thank you. You may
6 go ahead. You will get a one-minute warning when
7 you get down to that.

8 MS. MADDUX: Okay. I'm just going to
9 read what I prepared, so hopefully I'll get it.

10 Okay. I would like start out by saying
11 God spoke to me audibly in 2020 and said we're in
12 the end of times.

13 Now, back to the issue at hand. I worked
14 at Versteel a little over two years. This is
15 going to get stupid, because it was stupid. I
16 started in February 2023 and was terminated on
17 March 11th, 2025 for speaking up about my rights
18 at this factory. I was a laborer. I inspected,
19 cleaned, and added hardware to big office tables
20 and packed them to be shipped.

21 I have an Associate's in Science and
22 previously was a Registered Nurse. My supervisor
23 was William Burgess as the staff director. After

1 a few months of working there -- I don't know the
2 exact day -- there was a female co-worker there
3 by the name of Jennifer Dearborn. She was on
4 drugs and I was in recovery.

5 She went to the restroom and came back and
6 was telling me about condoms falling out of her
7 vagina when she was in the restroom and doing
8 methamphetamine and having sex all weekend. I
9 told her about God letting Satan attack me when I
10 was on drugs, and God told me we're in the end of
11 times and she better straighten up.

12 She screamed at me. I told her I didn't
13 want to hear about her going to the bathroom and
14 condoms falling out of her vagina, so -- who she
15 was having sex with, or anything about
16 methamphetamines.

17 I think the next day we were both taken to
18 the office, or the day after that. I signed the
19 write-up. Nobody asked my side of the story. I
20 wasn't allowed to give it.

21 As far as leaving my work station during
22 work hours, I never left my work station when we
23 had work to do.

1 As far as talking with other co-workers at
2 work about Jesus, Ryan Cox and I spoke about
3 Jesus. Joanne Long -- Jonna Long, my line
4 leader, and I spoke about Jesus. Kyle Schmidt
5 spoke about having a friend that could see
6 spiritual things. Kyle Kelly spoke about the end
7 of times and the Devil talking to him. He was on
8 drugs, too.

9 I worked at their sister facility in
10 Evansville. John and Cathy Evans and an employee
11 named Brandon talked about God and the end of
12 times also. I'm not saying it complied with
13 workplace expectations, but half of the people
14 working there were screaming "God damn" all of
15 the time. William Burgess, my supervisor, was
16 one of them. He would yell at people and scream
17 "God damn this" and "God damn that."

18 To the question that co-workers reported
19 that my conduct was disruptive and made them
20 uncomfortable, I had to watch people high on
21 methamphetamine screaming and acting crazy. One
22 guy, Kyle Kelly, was so high on methamphetamine
23 that he accidentally shot himself in the chest

1 with -- near his heart with a staple gun.

2 That was pretty disruptive. Everybody sat
3 there and stared. An ambulance came. He never
4 came back after that because of the drug test at
5 the hospital, but he had been working there a
6 couple of years, really high most of the time.
7 His dad was also. They were both on drugs.
8 Nobody said anything about that.

9 The safety guy, Luke Huls, was very well
10 aware they were on drugs. I don't think OSHA was
11 even notified of that incident that occurred,
12 probably because drugs were involved.

13 None of the co -- I don't -- none of the
14 co-workers said anything to me except the girl
15 that was talking about that gross stuff. The
16 rest of us had civil conversations about Jesus
17 Christ.

18 The employees said that I was terminated
19 for yelling and cursing and disrupting co-workers
20 during a meeting on 3-11-20 -- 2025. My response
21 is that I was called to the office on 3-11-25.
22 There were no co-workers there, just Tracy
23 Steinhardt and myself.

1 Tracy told me she had a write-up for me to
2 sign for talking about my religion again. I told
3 Tracy of the people out there screaming "God
4 damn" all day and using methamphetamines. Tracy
5 said, "I'm not concerned about that." Those were
6 her exact words.

7 I told Tracy, "I've been upset about this
8 since the first time you wrote me up for this
9 stupid crap." Tracy then said, "Okay. You're
10 terminated." Then at that point, I did tell her
11 to "Go to hell, you fat bitch." Then after that,
12 she terminated me -- or then after that, for
13 telling her that I was upset with her for writing
14 me up and nobody even allowing me to give my side
15 of what happened.

16 My response to their statement that
17 co-workers reported that I told them it was the
18 end of times and they were going to hell, that is
19 a lie. God is the only one that can judge that.
20 I told people they needed to get their families
21 and children saved. A lot of them thought that
22 it was funny and laughed at me.

23 The other employee that spoke about their

1 religious beliefs and were not fired was Kyle
2 Schmidt, his supervisor, Jake. Brandon at the
3 Evansville plant approached me about Satan one
4 time, but he was on drugs --

5 MR. LOSTUTTER: One minute.

6 MS. MADDOX: -- too.

7 All I really ever said was, "God spoke to
8 me audibly and said we're in the end of times.
9 Nobody ever asked me not to talk about it.
10 Everybody was talking about it. The only thing
11 that I have to add is it should be concerning to
12 everybody in the room today, because it did
13 happen. Your children can't go in the factory
14 and work anymore.

15 I've also been diagnosed with
16 schizoaffective by doctors, even though I'm able
17 to work 40 hours a week on Medicaid and never had
18 an issue in my life before using the medical
19 system to get sober, and because of that
20 diagnosis, my daughter was sent to foster care
21 and became an alleged victim of sexual abuse, and
22 that's how the United States works.

23 I've definitely been discriminated

1 against. It doesn't take a rocket scientist --
2 I'm going to be a smart aleck. I'm just being
3 me -- to figure out it was religious
4 discrimination and sexual discrimination -- who
5 needs to listen to that stuff? -- and disability
6 discrimination, because I've got a diagnosis of
7 schizoaffective right here.

8 MR. LOSTUTTER: Time.

9 MS. MADDOX: Anyway.

10 CHAIRMAN RAMOS: Thank you.

11 MS. MADDOX: You're welcome.

12 CHAIRMAN RAMOS: Are there any
13 questions for Ms. Maddox?

14 (No response.)

15 CHAIRMAN RAMOS: Okay.

16 MR. GRUBER: Thank you. I appreciate
17 it, Chair Ramos. Andrew Gruber with Dentons,
18 counsel for Respondent Versteel.

19 We -- Versteel asks the Commission to
20 affirm the Deputy Director's affirma -- finding
21 of no probable cause in this matter. Versteel
22 did not terminate Mr. Maddox's employment because
23 of her religion or otherwise subject her to any

1 different terms and conditions of employment.

2 Rather, as I believe Ms. Maddox correctly
3 pointed out, she was terminated following a
4 write-up meeting with the HR staff on March 11th
5 that -- and during which, Ms. Maddox began to
6 yell, curse, and use profane language.

7 Ms. Maddox was an employee of Versteel
8 down at its Jasper, Indiana facility. Prior to
9 her termination, in about September of 2023,
10 Versteel did write her up for pushing her
11 religion onto others, which violated the
12 company's antiharassment policy. She was told
13 that she could not harass employees about their
14 religious beliefs.

15 The company policy, which is in the
16 record, bars conduct that creates an
17 intimidating, hostile, or offensive work
18 environment and any interference with an
19 individual's work performance.

20 In the week leading up to the termination
21 of her employment is -- placed in the record is
22 evidence that Ms. Maddox's team lead Jonna Risch,
23 reported that Ms. Maddox had left her work

1 station, approached other co-workers while they
2 were working, and was yelling at them that this
3 was the end of time, everyone was stupid, and
4 that the co-workers would go to hell. This, in a
5 subsequent investigation, was corroborated by one
6 of her co-workers, Anthony Wolfe.

7 On March 11th, 2025, Versteel's Human
8 Resources Manager met with Ms. Maddox to issue a
9 write-up, just as Ms. Maddox said. During that
10 meeting, Ms. Maddox yelled, repeatedly used
11 profanity, and told Ms. Steinhardt that she was
12 going to hell.

13 That was all confirmed in a subsequent
14 e-mail that Ms. Maddox sent to Ms. Steinhardt the
15 evening of her termination, in which she said,
16 "All of these people are going to hell. What the
17 fuck is wrong with you in not even wanting to
18 fight over God? I just think I've got some real
19 epic shit to show; okay? So, like I don't know,
20 I'm not a preacher, so I think I've got some epic
21 shit that's really fucking important." And she
22 also said, "But I will stand up for what's
23 right."

1 "Savannah," one of her co-workers, "is not
2 baptized; okay? And I tried to talk to her about
3 that. I felt like I couldn't because of you
4 motherfuckers. Now if we die tomorrow and she
5 goes to hell, what's your fucking -- it's all
6 your fucking fault."

7 Those e-mails Versteel has not placed into
8 the record, but they do not suggest that it was
9 that which caused her termination. Rather, it
10 was corroborating admission by Ms. Maddox that
11 she was out proselytizing in a harassing manner
12 toward her co-workers.

13 On those points, the termination was not
14 based upon religion. As the Deputy Director
15 correctly pointed out, Ms. Maddox was not meeting
16 the company's legitimate expectations. She was
17 both -- had repeated conduct covered by -- she
18 repeated her conduct covered by her prior written
19 warning, and her conduct during the March 11th
20 meeting was inappropriate.

21 Despite Ms. Maddox's general references to
22 comparator evidence, the record is devoid of any
23 comparator evidence suggesting that Versteel

1 treated similarly situated individuals who
2 engaged in harassing and destructive behavior and
3 had prior written warnings was somehow treated
4 more favorably than Ms. Maddox.

5 In the end, there's no pretext on
6 Versteel's decision.

7 MR. LOSTUTTER: One minute.

8 MR. GRUBER: Indiana law does not
9 protect proselytizing that harasses or disrupts
10 co-workers. That's precisely what Ms. Maddox had
11 done. It did not in any way subject her to
12 different terms and conditions. Her termination
13 did not follow her discussion -- discussing
14 religion. Rather, it followed her outburst
15 during the March 11th, 2026 write-up.

16 In short, nothing in the record
17 contradicts Ms. Maddox's conduct towards her
18 co-workers or Versteel's management. Nothing in
19 the record supplies Ms. Maddox a comparator or
20 shows pretext. Ms. Maddox's religious belief did
21 not cause her termination.

22 Rather, it was her conduct towards her
23 co-workers and her comment during the March 11th

1 meeting. The fact that Ms. Maddox disagrees with
2 that is not a basis for reversal. We
3 respectfully request the Commission to uphold the
4 no cause finding.

5 MR. LOSTUTTER: Time.

6 CHAIRMAN RAMOS: Ms. Maddox, you have
7 two minutes the respond.

8 MS. MADDOX: Like I'm not going to
9 be -- can I show you guys something?

10 CHAIRMAN RAMOS: Not in --

11 MS. MADDOX: Am I allowed to do that?

12 CHAIRMAN RAMOS: No.

13 MS. MADDOX: Can I show him
14 something?

15 CHAIRMAN RAMOS: Anything that would
16 have -- should have been presented would have
17 been done ahead of time, so there's not really
18 anything that's --

19 MS. MADDOX: Okay. Well, the only
20 thing I have to add is the first time I got
21 brought -- brought to the office, Tracy
22 Steinhardt said, "You are being wrote up for your
23 religion." When I told her that -- I told her

1 that "Tracy, I've been upset since the first time
2 you wrote me up over this stupid crap," she
3 said -- she said, "I'm writing you up for your
4 religion"; okay? And I said, "I've been upset
5 since the first time you wrote me up over this
6 stupid crap." And she said, "Okay. You're
7 terminated."

8 I worked there two years. There was no
9 complaints of my work anywhere, nobody complained
10 of my work. I did my job. That factory's going
11 downhill. It's went (gestured). But anyway --
12 but -- and so, we were down all of the time
13 because there was no work there. People are
14 running around talking about everything all of
15 the time. So, it wasn't just me.

16 And I -- that's all I've got.

17 CHAIRMAN RAMOS: Thank you.

18 Mr. Gruber?

19 MR. GRUBER: More of the same, just
20 on the points that Ms. Maddox raised. Again, the
21 record does not have any details on any of this
22 comparator evidence that Ms. Maddox now claims
23 exists.

1 Moreover, the September 2023 write-up that
2 I believe that she referenced that allegedly
3 Ms. Steinhardt said she was being written up
4 because of her religion is out of date. It's
5 September 2023. Based upon the filing of the
6 charge, that's out of date from the statute of
7 limitations of the charge, but --

8 CHAIRMAN RAMOS: Thank you.

9 Vice-Chair Coleman, this case was assigned
10 to you. Do you have a recommendation for the
11 Commission?

12 VICE-CHAIR COLEMAN: I do. I have a
13 quick question, though. I didn't get -- catch
14 the Respondent's attorney's name --

15 MR. GRUBER: Sure.

16 VICE-CHAIR COLEMAN: -- but this
17 question's kind of for you. Was there an
18 opportunity during that meeting -- and it doesn't
19 necessarily sound like it is, but I want you to
20 confirm whether or not there was an opportunity
21 for Ms. Maddox to provide her side of the story,
22 or did it escalate quickly?

23 MS. MADDOX: No, I was never given an

1 opportunity.

2 CHAIRMAN RAMOS: That question was --

3 MS. MADDOX: They never offered me --

4 CHAIRMAN RAMOS: -- addressed to
5 Mr. Gruber.

6 MS. MADDOX: Oh, I'm sorry.

7 MR. GRUBER: It's my understanding
8 that it escalated quick enough that Ms. Maddox
9 began to use profanity, yell, become abusive to
10 Ms. Steinhardt. That was the reason for the
11 separation.

12 VICE-CHAIR COLEMAN: Okay. Thank
13 you.

14 CHAIRMAN RAMOS: Did you catch --
15 capture his last name?

16 MR. GRUBER: It's Andrew Gruber,
17 G r u b, as in boy, e r, with the law firm of
18 Dentons, D e n t o n s.

19 CHAIRMAN RAMOS: Thank you.

20 VICE-CHAIR COLEMAN: Thank you for
21 confirming.

22 So, there are two issues before us today.
23 The first issue is termination based on religion,

1 and the second issue is being subjected to
2 different terms of employment based on religion
3 as well. I recommend upholding the finding of no
4 probable cause on both issues.

5 CHAIRMAN RAMOS: Thank you,
6 Vice-Chair.

7 I need a motion to approve.

8 COMM. TOLLIVER: So moved.

9 CHAIRMAN RAMOS: I need a second.

10 COMM. SILBERBERG: Second.

11 CHAIRMAN RAMOS: I have a motion from
12 Tolliver, a second from Harrington [sic]. I need
13 a roll call, please.

14 MR. LOSTUTTER: Vice-Chair Coleman?

15 VICE-CHAIR COLEMAN: Aye.

16 MR. LOSTUTTER: Comm. Harrington?

17 COMM. HARRINGTON: Aye.

18 MR. LOSTUTTER: Comm. Silberberg?

19 COMM. SILBERBERG: Aye.

20 MR. LOSTUTTER: Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MR. LOSTUTTER: Chair Ramos?

23 CHAIRMAN RAMOS: Aye.

1 MR. LOSTUTTER: I believe the ayes
2 have it.

3 COMM. HAMAMI: I didn't --

4 MR. LOSTUTTER: Oh, Comm. Hamami?
5 I'm sorry.

6 COMM. HAMAMI: Aye.

7 MR. LOSTUTTER: Now I think the ayes
8 have it.

9 CHAIRMAN RAMOS: Thank you.

10 MR. LOSTUTTER: I'm very sorry.

11 CHAIRMAN RAMOS: Thank you. That
12 ends this session, and you're both excused.

13 MR. GRUBER: Thank you.

14 MS. MADDOX: Is it over now? So,
15 it's done?

16 CHAIRMAN RAMOS: It is done.

17 MS. MADDOX: Oh, well, bye. Thank
18 you. Have a great day, all of it.

19 CHAIRMAN RAMOS: Thank you.

20 That takes us to our next case, which is
21 Yousef Madar versus Southwire Company, Case
22 No. EMre25080644.

23 Do we have both parties?

1 MR. LOSTUTTER: We have the attorney
2 for the Respondent. We do not have the
3 Complainant. The Complainant received the same
4 paperwork that the Respon -- both the Respondent
5 and the Respondent's attorney received there, and
6 they did not make any attempt at getting, I
7 think, the necessary links and numbers to do it
8 virtually --

9 CHAIRMAN RAMOS: Okay.

10 MR. LOSTUTTER: -- nor are they here.

11 CHAIRMAN RAMOS: We'll just clarify.
12 Is there anybody that's calling on-line
13 representing Yousef Madar?

14 (No response.)

15 CHAIRMAN RAMOS: All right. Hearing
16 none, we are still set for oral argument, so
17 Southwire Company is present or on-line?

18 MR. LOSTUTTER: Yes, they are.

19 MS. WARD: Yes.

20 CHAIRMAN RAMOS: Please announce
21 yourself.

22 MS. WARD: Good afternoon. I am
23 Kimberly Ward, and I'm here on behalf of

1 Southwire Company.

2 MR. LOSTUTTER: Proceed.

3 MS. WARD: Thank you.

4 Southwire company employed Mr. Madar for
5 about seven years, and not only did Southwire not
6 discriminate against Mr. Madar, it actually went
7 out of its way to accommodate him. What we're
8 asking, of course, is that the Commission uphold
9 the no probable cause finding.

10 Mr. Madar was a known practitioner of the
11 religious belief Islam. He made that clear
12 throughout his employment. He made several
13 requests for accommodations that were all
14 granted, every single one. Mr. Madar was granted
15 multiple leave requests to celebrate Ramadan.

16 He was also allowed to take a half day off
17 every other Friday so that he could pray and
18 attend midday congregational prayer services.
19 He -- and that was because he only worked every
20 other Friday. He would have been granted every
21 Friday, but he was off half days.

22 He was also allowed to have a private
23 space in an office for prayer. So, the company

1 really went out of its way to engage and allow
2 him to appropriately celebrate his religious
3 beliefs.

4 Between 2023 and 2025, Mr. Madar began to
5 engage in a consistent pattern of behavior that
6 was disruptive, uncomfortable, harassing, and
7 also insubordinate. For example, in September
8 of 2023, several employees came forth and began
9 to complain about his conduct.

10 Southwire received reports that Mr. Madar
11 had made inappropriate comments about the LGBT
12 community, saying that they were the worst of
13 their kind and they touched kids. Employees
14 reported that he would get up close, into their
15 face, and talk about his religious beliefs.
16 Employees reported that he stated specifically to
17 one employee that he knew this employee's
18 schedule, that he could easily hide by his car
19 and kill him if God didn't tell him otherwise.

20 He told employees that they would go to
21 hell. He told one employee whose nephew had
22 passed away that he wouldn't have died if he
23 believed in Islam. He told other employees

1 on 9-11, in what they believed to be in an
2 antagonistic way, "Do you know what today is?
3 You know what today is; right?"

4 He also told -- passed around pamphlets on
5 the Quran during working hours in working areas.
6 He told co-workers that it was his job to convert
7 everyone to Islam, would get in their face
8 multiple times. He was initially issued a
9 written warning to stop this behavior, because
10 they -- management considered it harassing. He
11 didn't discontinue the behavior. It continued.

12 He told employees after that, one
13 employee, who's -- who had an injury to his hand,
14 that because he had not fixed his hand by
15 converting to Islam, the Creator would take
16 everything he loved, including his wife and kids.
17 He told another employee he was going to die and
18 go to hellfire.

19 He would also engage in just insubordinate
20 behavior, throwing papers, making inappropriate
21 comments to his managers. He would continuously
22 play loud videos in the break room about
23 converting to Islam. He told employees that

1 Islam was the one true religion --

2 MR. LOSTUTTER: One minute.

3 MS. WARD: -- and that they would
4 have no happiness without Islam.

5 Ultimately -- I just want to clarify --
6 Mr. Madar was terminated for -- not for any of
7 these reasons. He was ultimately terminated
8 because he engaged in an aggressive -- in
9 aggressive behavior with his team lead. His team
10 lead had taken a forklift to move certain items.
11 He had been using it throughout the day.

12 Mr. Madar became upset, approached the
13 team lead, called him stupid, got in his face.
14 Other employees witnessed it. There was --
15 there's -- it was also captured on video. He was
16 terminated because of his aggressive conduct
17 towards his team lead, but overall, I think
18 there's overwhelming evidence to show that he --

19 MR. LOSTUTTER: Time. I think she
20 froze.

21 (Discussion off the record.)

22 CHAIRMAN RAMOS: Ms. Ward, are you
23 still there?

1 MR. LOSTUTTER: Can you hear us?

2 CHAIRMAN RAMOS: Can you hear us,
3 ma'am?

4 MS. WARD: I can hear you; I'm sorry.

5 MR. LOSTUTTER: Okay.

6 CHAIRMAN RAMOS: Okay. You're out of
7 time. Since you're the only one, I will ask
8 if -- again, if there's anybody representing
9 Mr. Madar that's on the call or present.

10 (No response.)

11 CHAIRMAN RAMOS: All right. Hearing
12 none, this case was assigned to Comm. Tolliver.

13 Do you have a recommendation for the
14 Commission?

15 COMM. TOLLIVER: Yes. There are two
16 issues, and I recommend we uphold the
17 Commission's finding of no probable cause under
18 the Indiana Civil Rights Law for both.

19 CHAIRMAN RAMOS: Thank you.

20 I need a motion to approve.

21 COMM. SILBERBERG: So moved.

22 CHAIRMAN RAMOS: I need a second.

23 COMM. HARRINGTON: Second.

1 CHAIRMAN RAMOS: Motion, Silberberg;
2 second, Tolliver [sic]. Roll call, please.
3 Harrington. I'm sorry; Harrington.

4 MR. CLAY: She seconded.

5 COMM. HARRINGTON: I was the second.

6 CHAIRMAN RAMOS: I'm sorry. Thank
7 you.

8 MR. LOSTUTTER: Vice-Chair Coleman?

9 VICE-CHAIR COLEMAN: Aye.

10 MR. LOSTUTTER: Comm. Harrington?

11 COMM. HARRINGTON: Aye.

12 MR. LOSTUTTER: Comm. Hamami?

13 COMM. HAMAMI: Aye.

14 MR. LOSTUTTER: Comm. Silberberg?

15 COMM. SILBERBERG: Aye.

16 MR. LOSTUTTER: Comm. Tolliver?

17 COMM. TOLLIVER: Aye.

18 MR. LOSTUTTER: Chair Ramos?

19 CHAIRMAN RAMOS: Aye.

20 MR. LOSTUTTER: The ayes have it.

21 CHAIRMAN RAMOS: Thank you.

22 The next case is Christopher Vickery
23 versus Bill's Automotive. The Case Number

1 is EMha2607036 [sic], and this is -- this one we
2 have some questions regarding -- the question has
3 to do with the number of employees that are
4 actually at Bill's Automotive. Can you represent
5 and identify yourself, please, and let us know of
6 your --

7 MS. AVILES: Good afternoon. Johanna
8 Aviles, and I'm with the Employment Division. I
9 investigated.

10 During the investigation, we reached out
11 to Respondent and asked them to provide evidence
12 of how many employees they had from the time the
13 Complainant was hired through his termination,
14 which was 45 days, and he proceeded to send me
15 timecards of five employees; okay? So, we looked
16 into that. It was the primary way of us saying
17 we have less than six employees.

18 Looking into the Complainant's new
19 evidence claiming the employer, or the owner, and
20 also a tow driver. We looked into that. The
21 owner generally is not considered to be an
22 employee, and as far as the individual who is a
23 tow truck driver, we don't have a name for this

1 person, and so, we couldn't corroborate there was
2 an additional person to consider. That is why we
3 based our decision on less than six employees.

4 CHAIRMAN RAMOS: Okay.

5 Is Mr. Vickery here?

6 MR. LOSTUTTER: He is. He is
7 on-line, and if he is ready to start -- I guess
8 the Respondent -- just kind of like the reverse
9 of the previous case, the Respondent was made
10 aware of everything, but they did not respond.

11 CHAIRMAN RAMOS: Thank you.

12 So Mr. Vickery, I'm sure you've heard the
13 rules for your discussion, your oral argument, so
14 you may proceed.

15 MR. VICKERY: Thank you. Can you
16 hear me?

17 MR. LOSTUTTER: Yes, very well.

18 MR. VICKERY: Okay. My name is
19 Christopher Vickery. Thank you for letting me
20 join by phone.

21 My case got thrown out because Bill's said
22 they had fewer than six workers. That's not
23 true. When I worked there, there were eight

1 full-time workers. We all punched the clock, and
2 we all got paid every Friday. Bill's never
3 showed any proof, no payroll, no timecards,
4 nothing.

5 So, I'm asking that you open my case back
6 up and make Bill's show their payroll and
7 timecards from May through July. I have MS, and
8 I just want my case heard fairly.

9 Thank you. I'm happy to answer questions.

10 CHAIRMAN RAMOS: You are -- I do have
11 a question. So, our investigator with the
12 Indiana Civil Rights Commission has determined
13 the number to be less than six. Are you
14 including the owner in your listing?

15 MR. VICKERY: Yes, the owner, so that
16 would make seven plus the owner.

17 CHAIRMAN RAMOS: Right.

18 So, the -- this is one of those strange
19 kind of cases, because it is right at that number
20 of less than six. Did you receive evidence of --
21 I know you received it at the end. Were you able
22 to collaborate with that?

23 MS. AVILES: Yes, I was able --

1 during the investigation, he sent me the five
2 employees -- the timecards for the five
3 employees, and that's the only thing I was able
4 to corroborate.

5 CHAIRMAN RAMOS: All right. But he
6 did indicate, I think, there were seven that were
7 in his last --

8 MS. AVILES: The Complainant had
9 indicated there a tow truck driver that should be
10 included in that count. However, we don't have a
11 name for the individual and he was not a part of
12 the timecards.

13 CHAIRMAN RAMOS: Right. And then a
14 contractor would not be considered an employee.
15 That's probably a 1099, so that would not be
16 considered an employer [sic].

17 So, Mr. Vickery, you've had the
18 opportunity to provide evidence that supports
19 your request. It's been refuted by our
20 Commission, and the current status is to dismiss
21 this.

22 So, I'm going to ask Comm. Hamami if you
23 have a recommendation for the Commission.

1 COMM. HAMAMI: I recommend we uphold
2 the dismissal.

3 CHAIRMAN RAMOS: We have a
4 recommendation from Comm. Hamami to uphold the
5 Director's finding and notice of administrative
6 dismissal. Are there any questions before we
7 proceed to a roll call?

8 COMM. TOLLIVER: I have one. So, we
9 know there are five employees?

10 MS. AVILES: Right.

11 COMM. TOLLIVER: So, then the
12 question is: Is the owner an employee?

13 MS. AVILES: So, we consider the
14 owner not to be an employee. Generally he is not
15 considered an employee. So, the question would
16 be that unnamed tow truck driver for which we
17 don't have information.

18 COMM. TOLLIVER: But you can -- you
19 can elect to be treated as an employee as an
20 owner?

21 (Discussion off the record.)

22 MR. SINGH: I'm sorry. So, to
23 interject, when we reviewed the timecards, one of

1 the employees, I think it was Ted, or Theodore,
2 there was an indication that that individual who
3 Mr. Vickery listed as a mechanic also performs
4 tow truck duties. It indicated on the timecard,
5 at least, that that particular individual engaged
6 in towing.

7 So, whether there was a separate
8 individual who -- or a contractor who performed
9 tow truck -- tow driving for Bill's Automotive,
10 or it as an amalgamation of different employees
11 who were listed by Mr. Vickery as well as by the
12 Respondent who took turns doing towing, you know,
13 we weren't able to determine that as well, so --

14 COMM. TOLLIVER: Okay. Thank you.

15 CHAIRMAN RAMOS: Please identify
16 yourself.

17 MR. SINGH: I'm sorry. My name is
18 Ashim Singh. I am the Director of the Employment
19 Division.

20 CHAIRMAN RAMOS: Thank you.

21 Mr. Vickery, I'm going to allow you to
22 respond.

23 MR. VICKERY: If I can respond that

1 Carl, a full-time employee -- it was Carl worked
2 there, the Secretary, DeeDee, Ted -- Theodore,
3 Joey -- I've got them all written down -- and
4 Greg, and then Bill, so there was eight total
5 people. I just ask that you guys do not dismiss
6 it and look through the payroll.

7 CHAIRMAN RAMOS: Yeah. I mean I --
8 the first thing that I'm wanting to see, if I can
9 find anything in the Indiana Biz. That's where
10 most of the companies have to be listed in the
11 State of Indiana, and there was no reference to
12 Bill's Auto at all, as it's such a small
13 organization.

14 So, we do have a recommendation on the
15 table from --

16 MR. LOSTUTTER: I think Vice-Chair
17 Coleman has a question.

18 VICE-CHAIR COLEMAN: Thank you. I
19 have a couple of questions.

20 So, what actual -- as a business owner
21 myself, what actual tools did we use as a
22 Commission, or are we even privy to, to see,
23 besides him providing -- it sounds like besides

1 the Respondent providing that information to us,
2 do we have a connection to DWD or anything else
3 to be able to verify these things?

4 MS. AVILES: We don't. We don't have
5 that access, no.

6 CHAIRMAN RAMOS: Okay. I don't know
7 if you could hear, Vice-Chair. Their response
8 was they don't have access. They received
9 information from Bill's --

10 MS. AVILES: Respondent.

11 CHAIRMAN RAMOS: -- Automotive.

12 MS. AVILES: Right.

13 VICE-CHAIR COLEMAN: I'm going to
14 assume this is a "no," and this is for you,
15 Counselor Kreider. Do we have tools to know --
16 allow us to investigate a little more deeply
17 without just simply respond -- relying on what
18 the Respondent provides?

19 MR. KREIDER: No, we don't have
20 access to like personnel records or things like
21 that. Those would be difficult for us to obtain
22 without a lot of hoops and things to jump
23 through. So, we don't have direct access to look

1 those things up.

2 VICE-CHAIR COLEMAN: Could -- did we
3 ever ask him to voluntarily provide the
4 information, like "Send us your redacted returns,
5 send us anything other than those statements"?

6 MR. KREIDER: So, it's my
7 understanding we generally ask for payroll
8 records, timecards, that sort of thing. In some
9 cases --

10 VICE-CHAIR COLEMAN: Sort of like
11 through a payroll provider?

12 MR. KREIDER: No, they were provided
13 from the -- by the Respondent employers. If they
14 have a payroll company, they'll have them send
15 it, but you usually just do the Respondent.

16 VICE-CHAIR COLEMAN: What happened in
17 this occasion? So, forgive me if I've missed
18 that information in the packet, but --

19 MR. KREIDER: So, yeah. The
20 investigator can speak to it directly, but I
21 understand that through the communications, that
22 the Respondent provided timecards for the five
23 employees, and they didn't line up with the

1 numbers that Mr. Vickery has -- the names that
2 Mr. Vickery has indicated.

3 VICE-CHAIR COLEMAN: But we never
4 asked -- so, he was the one who provided them.
5 We never asked him to have a third party like
6 Equifax or anything verified; correct?

7 MR. KREIDER: No, we didn't do
8 anything further after that, that's correct.

9 VICE-CHAIR COLEMAN: Thank you.

10 CHAIRMAN RAMOS: Do you have any
11 further questions, Vice-Chair?

12 VICE-CHAIR COLEMAN: No, but I would
13 probably like to make a motion -- and I don't --
14 I know this is your case, Comm. Hamami -- to
15 remand for further investigation. That would be
16 my suggestion, but I will take Comm. Hamami's
17 lead.

18 COMM. HAMAMI: So, just to clarify,
19 it was solely based off of timecards as to what
20 they got, and we didn't --

21 MS. AVILES: No.

22 COMM. HAMAMI: -- we didn't go
23 anywhere outside to verify? Yeah, I --

1 Comm. Coleman, if I can change my recommendation
2 to --

3 CHAIRMAN RAMOS: No motion has been
4 voted on, so --

5 COMM. HARRINGTON: No.

6 COMM. HAMAMI: I guess I'd change my
7 recommendation to remand, or remand to --

8 COMM. HARRINGTON: For additional
9 information.

10 COMM. HAMAMI: For additional
11 information.

12 CHAIRMAN RAMOS: All right. So, just
13 to clarify, the motion that's made is to remand
14 this case back to the Commission for further
15 investigation regarding the number of employees,
16 to confirm what actual number is present at that
17 time that Mr. Vickery was employed.

18 Are there any other questions?

19 COMM. TOLLIVER: Can I further amend
20 that, to the extent that there are six or more,
21 that they would just go ahead and complete the
22 investigation?

23 CHAIRMAN RAMOS: Yes. So, in the --

1 so, if there are more than six that are
2 identified, then this case would go through
3 formal review; okay?

4 COMM. TOLLIVER: And that this is
5 decided -- I think the only thing that I would
6 like to see is how he's paid. Does he get to
7 elect to be paid as an owner, take draws, or can
8 he elect to be paid as a W-2, in which case, he'd
9 be an employee?

10 COMM. HARRINGTON: Uh-huh.

11 COMM. SILBERBERG: Uh-huh.

12 COMM. HAMAMI: And would that
13 change -- I don't know -- let me ask this
14 question: Would it change if he elected to be
15 paid through a W-2? Would that count him as an
16 employee in that sense, or would it -- would he
17 still be considered the owner?

18 MR. KREIDER: Yeah, it'd possibly
19 depend on what the investigation showed.

20 COMM. HAMAMI: Okay.

21 CHAIRMAN RAMOS: Okay. All right.
22 So, we have a motion to remand back for further
23 investigation. I need a motion to approve.

1 COMM. TOLLIVER: So moved.

2 CHAIRMAN RAMOS: I need --

3 COMM. SILBERBERG: Second.

4 CHAIRMAN RAMOS: -- a second.

5 Motion, Tolliver; second, Harrington.

6 (Discussion off the record.)

7 THE REPORTER: Chairman,

8 Comm. Silberberg seconded.

9 CHAIRMAN RAMOS: I'm sorry.

10 (Discussion off the record.)

11 CHAIRMAN RAMOS: All right. Roll

12 call, please.

13 MR. LOSTUTTER: All right.

14 Vice-Chair Coleman?

15 VICE-CHAIR COLEMAN: Aye.

16 MR. LOSTUTTER: Comm. Harrington?

17 COMM. HARRINGTON: Aye.

18 MR. LOSTUTTER: Comm. Hamami?

19 COMM. HAMAMI: Aye.

20 MR. LOSTUTTER: Comm. Silberberg?

21 COMM. SILBERBERG: Aye.

22 MR. LOSTUTTER: Comm. Tolliver?

23 COMM. TOLLIVER: Aye.

1 MR. LOSTUTTER: And Chair Ramos?

2 CHAIRMAN RAMOS: Aye.

3 MR. LOSTUTTER: I believe the ayes
4 have it.

5 CHAIRMAN RAMOS: All right.

6 So, Mr. Vickery, the case will be open for
7 review, and you'll get a response from the
8 Commission directly, presuming they have
9 determined six or more.

10 MR. VICKERY: Thank you.

11 CHAIRMAN RAMOS: You're welcome.

12 MR. VICKERY: Thank you so much.

13 CHAIRMAN RAMOS: Okay. That takes us
14 to Motions and Other Filings, which show none,
15 and then we have Status of Remanded Cases, so I
16 will review -- read this.

17 Holly June Lewis versus Marble Products
18 International, LLC, the Case Number
19 is EMse24060594. This was remanded back for
20 further investigation of packets allegedly sent
21 by both parties and prepare new findings on
22 March 16, 2026. Post-appeal and remand finding
23 issues [sic] on September 21st of 2026, with

1 findings of no probable cause. Complainant has
2 appealed on time, so this will be moved to our
3 next meeting.

4 Okay. That takes us to New Business and
5 assignment of cases, and we have several cases
6 to be assigned. The first on the list is Lola
7 Bosstel versus McDonald Physical Therapy &
8 Sports Rehab Center P.C. The Case Number is
9 EMha25080647. They are requesting oral argument.
10 I will assign that to Comm. Harrington.

11 Is anybody not going to be able to attend
12 the meeting next month? We should do that before
13 I start assigning cases. Everybody okay for the
14 next month's meeting.

15 COMM. HARRINGTON: I think so.

16 COMM. SILBERBERG: I won't be in
17 person, but I'll be able to be on-line.

18 CHAIRMAN RAMOS: Okay.

19 COMM. SILBERBERG: I think I will be
20 able to be on-line. I know I won't be able to be
21 in person.

22 CHAIRMAN RAMOS: This is the
23 luncheon.

1 COMM. HARRINGTON: Yeah.

2 (Discussion off the record.)

3 CHAIRMAN RAMOS: All right. Okay.

4 So, I assigned that case to Comm. Harrington.

5 The next case, Teressa Wilson versus
6 Fourteen Foods, LLC, Case No. EMha24050435, I
7 will assign that to me.

8 The case after that is Mouhamed Dieng
9 versus Gardaworld Security Services,
10 EMno25070607, and I will assign that case to
11 Comm. Silberberg.

12 The next case is Shola Jeremiah versus
13 Greater Lafayette Public Transportation
14 Corporation, Case No. EMra26020091. I will
15 assign that to Comm. Hamami.

16 Case no. 5 is Richard Johnson versus
17 Service Sanitation, Inc. The Case Number
18 is EMra26010043. I will assign that case to
19 Comm. Tolliver.

20 The next case is Remy Hill versus Arbor
21 Glen Independent & Assisted Living. The Case
22 Number is EMse2509010 [sic]. I'm going to assign
23 that to Comm. Harrington.

1 I have not forgotten about you, Vice-Chair
2 Coleman.

3 Th next case is Stefan Tichenor versus
4 Ascension Medical Group Saint Vincent, Case
5 No. EMse25120992. I'll assign that to Vice-Chair
6 Coleman.

7 The next case is Daniel Antrup versus
8 United Parcel Service, Case No. EMha25121082.
9 I'll assign that to Comm. Hamami.

10 The next case is Robert C. Browning versus
11 Parker-Hannifin Corporation, Case No. EMha26 --
12 sorry -- 25110943. I'll assign that to me.

13 The next case is Ning Zhou versus Purdue
14 University, Case No. EMha24101036. Would this be
15 a concern on --

16 COMM. SILBERBERG: No, because I
17 don't work for them anymore.

18 CHAIRMAN RAMOS: All right. Thank
19 you. Versus Purdue University. We'll assign
20 that to Comm. Silberberg.

21 And case Shain Puklus versus Perry
22 Township Trustee's Office, Case No. EMse25010006,
23 I'll assign that to Comm. Tolliver.

1 COMM. TOLLIVER: Does anybody know
2 who the Perry Township Trustee is?

3 MR. CLAY: (Shook head no.)

4 COMM. TOLLIVER: I just know a bunch
5 of the people in Perry, and I just want to make
6 sure it's not somebody I already know, not that I
7 think it would matter, but --

8 CHAIRMAN RAMOS: It's not a conflict
9 of interest?

10 COMM. TOLLIVER: I don't think so,
11 but let me see.

12 CHAIRMAN RAMOS: All right. While
13 you're --

14 COMM. TOLLIVER: Yes, please go on.
15 You can go on, and then I'll --

16 CHAIRMAN RAMOS: All right.

17 So, the next case is Tiffany & Anthony
18 Byerly on behalf of R.B. versus Saint Mary of the
19 Knobs Catholic School, Case No. EDha25050442, and
20 I will assign that to Comm. -- I'm sorry --
21 Vice-Chair Coleman.

22 Do you have a response?

23 COMM. TOLLIVER: It's Patricia

1 Hagenmaier. I don't -- I may know the person,
2 but I don't have a conflict.

3 CHAIRMAN RAMOS: All right. So, the
4 cases are assigned as discussed and reviewed.

5 There are no Motions or Other Filings, and
6 we have a Review of ALJ Decisions and Orders.
7 The Administrative Law Judge's order disposing of
8 the proceedings becomes a final order when
9 affirmed under Indiana Code 4-21.5-3-29 and
10 Indiana Code 4-21.5-3-27. We do have to have
11 votes for this.

12 So, this is the Indiana Civil Rights
13 Commission/Lanita Goins versus Spicewood Garden
14 Apartments II, LP, Herron Property Management and
15 Hands [sic], Incorporated. This Case Number
16 is HOra23080663, submitted to the commission on
17 January 6, 2026.

18 The ALJ in this matter had determined that
19 the Complainant in this matter has failed to meet
20 her burden of proof in either issue and hereby
21 rules in favor of the Respondent and against the
22 Complainant and Aggrieved Person, with the
23 Indiana Director's -- Indiana Civil Rights

1 Commission Director's charges dismissed with
2 prejudice.

3 The Complainant has filed an objection to
4 the proposed final order issued in this matter by
5 the ALJ. The Respondent filed a response and
6 objection to the Complainant's objection. The
7 Commission issued an order setting a briefing
8 schedule prior to oral arguments taking place.
9 Complainant has filed their brief with the
10 Indiana Civil Rights Commission, as has the
11 Respondent. Oral arguments are set for today.

12 Correct?

13 MR. LOSTUTTER: Correct.

14 CHAIRMAN RAMOS: Okay. So, we -- do
15 we have the parties?

16 MR. LOSTUTTER: We do. We have
17 Mr. Fred Bremer for the Indiana Civil Rights
18 Commission, and we have Christopher Jeter
19 representing the Respondents in this matter. And
20 the one difference between these oral arguments
21 and the previous ones is that the Complainant
22 gets ten minutes and the Respondent will get ten
23 minutes, and then the Complainant will get five

1 minutes of rebuttal, and likewise for the
2 Respondent.

3 CHAIRMAN RAMOS: Thank you. Do we
4 have this case assigned to any of the
5 Commissioners?

6 MR. LOSTUTTER: No, because it was a
7 review. It's an ALJ decision, so no.

8 CHAIRMAN RAMOS: Okay.

9 All right. Is everybody familiar with the
10 rules? Mr. Jeter, I'm not sure you were here in
11 the previous conversation. Do you have any
12 questions?

13 MR. JETER: No. I didn't catch it,
14 but I am familiar. Thank you.

15 CHAIRMAN RAMOS: Thank you.

16 So, we'll start with the Complainant.

17 MR. BREMER: Thank you. I would like
18 to reserve two minutes for rebuttal, if you'd let
19 me know.

20 MR. LOSTUTTER: We'll do that.

21 MR. BREMER: My name's Fred Bremer.
22 I've met most of you before, prior to the
23 objections, and this particular case has to do

1 with the -- it's a housing case. There's been a
2 decision in favor of the landlord management
3 company.

4 Lanita Goins, African-American individual
5 who lived in -- or moved to Sheridan, Indiana in
6 something called the Spicewood Apartment Complex,
7 and she had problems when she got there with a
8 white tenant. She is African-American, and this
9 is from her perspective, she -- I think she saw
10 herself as probably the only African-American who
11 was living there.

12 So, this white lady was -- had a wall in
13 common with Ms. Goins' apartment, and the white
14 lady kept -- whose name was Bobbie Marker, kept
15 accusing Ms. Goins of having video games loudly
16 and through the night that could be heard into
17 her apartment, and also cigarette smoke. The
18 particular apartment that she was in, there was
19 no smoking. She denied any of that to the
20 Respondent's representative, and she was not able
21 to convince them of what she was saying.

22 So, they did offer a lady by the name of
23 Sandie Love, which was from the corporate office,

1 offered to meet in person with Ms. Goins and talk
2 to her about this, and Ms. Goins arranged for her
3 representative from the V.A. to be present at
4 this meeting. She was getting assistance in her
5 housing through the Veteran's Administration.
6 That's that involvement.

7 During that meeting, it was explained
8 to -- what was going on. This white lady, Bobbie
9 Marker, was banging on the common wall late into
10 the evening. Ms. Goins was by herself in the
11 apartment that she lived in. She was not playing
12 video games with anyone, she was not smoking,
13 anything like that.

14 So, this particular lady, Sandie Love,
15 from the corporate office, in the middle of this
16 conversation, she said, "We have other places
17 where there are people of your kind there." So,
18 she didn't say "African-American," she didn't say
19 anything like that, but the point of these
20 objections is that there's an implication that
21 the reference was to race, that there were an
22 African -- in other words, this was a violation
23 of our statutory section that I'm going to read,

1 but I'm going to leave out a lot of extra words,
2 because it -- what I'm reading is the essence of
3 what we're saying today about this violation.

4 The statute is codified at IC 29-9.5-5-2,
5 and it's -- what I'm saying is that a person may
6 not make any statement with respect to the rental
7 of a dwelling that indicates any preference,
8 limitation or discrimination based on race, or
9 indicates any intention to make such a
10 preference, limitation or discrimination.

11 Now, the Administrative Law Judge, in her
12 recommended order, resorted to the federal
13 statute that deals with this particular kind of a
14 situation, and found that things were deficient
15 because there was no offer to move to an area
16 where there was a proven population of
17 African-Americans, that this statement, just
18 standing alone, would not be a violation of that
19 statute and of the language I read from it to
20 you.

21 We take the position that the reference
22 was racial, and that the Administrative Law Judge
23 should weigh the fact that our statute is to be

1 construed broadly to effectuate its purpose, and
2 there is an implication here that the person that
3 represented this company was trying to get Ms. --
4 instead of dealing with the problem directly, was
5 trying to come up with a solution where race was
6 part of the solution; in other words, basically
7 implying that Ms. Goins was a racist, that she
8 had to live with people who were
9 African-American, instead of the company dealing
10 with the problem that this white person was
11 causing.

12 So, the decision that was made here was
13 without consideration of our state statute that
14 said that our laws, our civil rights laws, are to
15 be interpreted to be construed broadly to
16 effectuate the purpose. The purpose in this one
17 section is that there not be anything thrown into
18 the conversation that would indicate some
19 preference for a certain race being tenants at
20 this other place they suggested, or Ms. Love
21 suggested, would have any impact on what was
22 decided, and that there was a violation of the
23 statute.

1 This word "steering" is used in federal
2 law and -- but it does not appear in our state
3 statute, and there is nothing in the state
4 statute that's lacking, that says, "Well, you
5 have to -- it has to involve some move to a
6 particular place where there's -- you know, a
7 certain race will be there, or predominantly,
8 anything. It stands on its own. I mean there
9 was a discussion. There was -- something was
10 thrown out.

11 Ms. Goins was very afraid of this white
12 lady. She even arranged to have a gun in her
13 apartment. She started not going outside because
14 she felt like this lady was -- had been banging
15 on the walls and so forth and continually
16 accusing her falsely of doing things, and that
17 the company was not doing anything about
18 Ms. Marker, that she was afraid. And so --

19 MR. LOSTUTTER: Two minutes.

20 MR. BREMER: Eight?

21 MR. LOSTUTTER: Yeah.

22 MR. BREMER: That's eight? Okay.

23 I'll let it go right there.

1 CHAIRMAN RAMOS: Mr. Jeter, you're
2 up.

3 MR. JETER: Thank you. Can you hear
4 me?

5 CHAIRMAN RAMOS: Yes.

6 MR. LOSTUTTER: Yes.

7 MR. JETER: Okay. Thank you. Good
8 afternoon. My name's Chris Jeter. I represent
9 the Respondents in this case: Herron Property
10 Management; Hand, Incorporated; and Spicewood
11 Garden Apartments II. I think in my career this
12 is the first time I've been in front of you, so
13 it's definitely a privilege.

14 I apologize for not being able to be there
15 in person. I have an afternoon hearing up here,
16 so you're letting me do both, so thank you for
17 the accommodation.

18 The Commission has the briefs in this
19 case, so I'm not going to recite too much of it,
20 but I just -- just briefly the facts. Lanita
21 Goins leased an apartment at Spicewood in
22 Sheridan from November 17th, 2022 through
23 October 30th, 2023.

1 In the spring of '23, a new neighbor named
2 Bobbie Jo Marker, okay, who the record suggests
3 was in her 80's, moved in next door and began
4 accusing Ms. Goins of, as you heard, smoking,
5 late night noises, having unauthorized occupants.
6 In a word, this became a neighbor dispute, all
7 right, in layman's terms.

8 The district manager for the property, her
9 name's Sandie Love, she met with Ms. Goins and
10 with Ms. Goins' V.A. social worker, and Ms. Love
11 found no proof of a neighbor's accusations, but
12 she did offer Ms. Goins the option to move to
13 another property within the Hand portfolio, which
14 had several different properties.

15 That meeting produced the remark that
16 Mr. Bremer talks about that I'll discuss in a
17 second, but Ms. Goins declined to move. So,
18 management warned the neighbor and the
19 accusations stopped, and that was the end of it.

20 It's important to note here Ms. Goins was
21 never served with an eviction notice. She
22 completed her lease and gave her own written
23 notice that she was leaving; okay? That was in

1 the ALJ's findings. One of those facts, that the
2 ALJ found that there was no eviction, and
3 dismissed the complaint, and no steering, which
4 I'll talk about, you know, in a second.

5 There's sort of two threshold issues that
6 I'd like to just mention procedurally before I
7 talk about the two main parts of the case. The
8 first is: A party objecting to an ALJ's order
9 has to identify the basis of the objection with
10 reasonable particularity, and these objections
11 are not particular at all.

12 First of all, they -- the conclusions of
13 law that are assigned to error are Conclusions of
14 Law 47 and Conclusion of Law 59, but the ALJ's
15 decision only has 20 conclusions of law. So,
16 it's not super clear which ones are being
17 objected to, and the objections really only state
18 that the ALJ failed to take into account broad
19 construction of the statute.

20 But it doesn't challenge a single fact or
21 a piece of evidence or suggest that there's some
22 other piece of evidence. It doesn't -- in fact,
23 it doesn't attack any of the substance of the

1 case. It's just -- sort of just vague, like "You
2 should have read the statute more broadly," and
3 we would submit that that's not reasonable
4 particularity when it comes to their objection.

5 The second thing Mr. Bremer talked a lot
6 about, the Fair Housing Act discriminatory
7 statement provision, Indiana Code 22-9.5-5-2,
8 that claim is not a part of this case. The
9 Respondents elected, under that same provision,
10 to have the Fair Housing Act claim heard in
11 Superior Court.

12 And on February 14th, 2024, the ALJ
13 dismissed it in this action with prejudice, and
14 the parties stipulated that the case was going to
15 be adjudicated in Superior Court, and then the
16 Commission refiled it in the Hamilton Superior
17 Court in March of 2024.

18 So, the ALJ can't have erred in declining
19 to address that, because that -- that item was
20 not before the ALJ or before the Commission.
21 That's in -- that's in Superior Court. So, I
22 think we -- that's not really something that we
23 can talk about on appeal.

1 So, the two main, right, left are eviction
2 and steering, and since -- since like the 1900's
3 Indiana law has held that a tenant claiming
4 constructive eviction had to have actually quit
5 the premises. Like, you know, you can't stay the
6 entirety of your term and then claim that you
7 were wrongfully evicted.

8 Ms. Goins never left before her lease
9 ended. She lived in Spicewood for the full term,
10 and then she sent the complex a written notice
11 that she was not renewing. I asked her at the
12 hearing whether she stayed until the end of her
13 lease term, and she answered, quote, Yeah, comma,
14 I stayed until the end of my lease, period,
15 transcript, page 99.

16 Ms. Love, the property manager, told her
17 she was not being evicted, specifically. That's
18 on page 145 of the transcript. No eviction was
19 ever filed, so no -- no reading of the word
20 "evict," however generous, could reach a tenant
21 who stayed through her full lease and left on her
22 own accord. So -- and really, the Complainant's
23 objection and brief makes no argument to the

1 contrary on that, so it's difficult to even
2 really understand what the -- what the appeal is.

3 So, that leaves -- there's this issue in
4 the record about an envelope, that the on-site
5 manager was a lady named Ann Marie Allgood.
6 Ms. Goins claimed that she came to her door,
7 hander her an envelope, and then tore it up and
8 said, "No eviction, no eviction."

9 Really, that -- that part of the story's
10 sort of unconfirmed. The ALJ found that the
11 envelope's contents really are not known.
12 Ms. Allgood was later terminated for cause for
13 performance from Herron, so we don't know what
14 was in the envelope, but really it's kind of a
15 red herring, because there was never an eviction
16 filed.

17 There was never any eviction paperwork
18 that anybody saw, and in fact, Herron's -- Herron
19 Respondent's folks testified that there was no
20 eviction. So, again, no evict -- you can't
21 complete the term and then go back and say you
22 were wrongfully evicted. I mean it just -- it
23 doesn't make sense under the statute.

1 So, that only leaves the steering claim,
2 which is that, you know, it kind of claims
3 that -- it goes, well, the -- you know, the
4 apartment complex directed Ms. Goins towards a
5 racial group of buildings that primarily had the
6 same -- you know, the same makeup, demographic
7 makeup, as her and away from those that were more
8 diverse.

9 But the record just simply contains no
10 evidence of this. The ALJ found there was no
11 credible evidence that the racial compensa --
12 composition of the other Hand properties was any
13 different than the one she was in.

14 So, without -- without presenting some
15 evidence of that, you can't make a claim, because
16 you -- by definition, you have to show that
17 another property was not racially diverse, and
18 that's why you tried to steer them there. That
19 evidence has never made its way into the record.

20 Now, there's this remark -- Mr. Seiv --
21 Mr. Seibert, who was Ms. Goins' V.A. social
22 worker, who was with her during these procedures
23 [sic], he testified that Ms. Love, the property

1 manager, said, "We have another property you can
2 move into for more of your kind," or something
3 like that.

4 Ms. Goins remembered it a little
5 differently. She testified that Ms. Love said
6 that she could live with all blacks, I think, is
7 what she said, but Ms. Love testified at the
8 hearing that -- she simply denied that. She
9 said, "That's not how I talk. I never said
10 that." Mr. Seibert even conceded that when I was
11 questioning him that Ms. Love never explained
12 what she meant, that she could have been trying
13 to help.

14 So, the ALJ heard all of that, recorded
15 those competing understandings, and adopted a
16 finding that she didn't find that the -- that the
17 evidence met the standard for that, that, again,
18 without a -- some indication of the portfolio of
19 properties and what the property makeup was that
20 they were trying to push her towards, by
21 definition, cannot have steered.

22 So, this was a neighbor dispute between
23 two neighbors, and I mean the Respondents here

1 were trying to address it the way they could.
2 Nobody was evicted, no -- I mean everybody was
3 warned, but there was no action here really at
4 all. So, you know, for that reason, you know,
5 we're going to request that the -- that the ALJ's
6 decision be upheld. I mean she did a really
7 thorough job, a full-day hearing with a lot of
8 evidence.

9 And so, there's also a little bit of a
10 complaint in the brief that the ALJ might have
11 erred by borrowing elements from federal law when
12 determining what a steering claim entails, but
13 Civil Rights Law really has no codified steering
14 elements, so -- and when the statute's silent on
15 something, the Supreme Court of Indiana has
16 indicated that the Commission can look to the
17 federal precedence, federal cases, for help. And
18 so, again, that just, to me, showed the ALJ's
19 thoroughness when she went through the case.

20 And so, this brings me back to the
21 beginning. The real subject of the objection is
22 a lack of a broad construction of the statute,
23 but that's not a substitute for proof or for

1 evidence.

2 We don't quarrel that the Civil Rights Law
3 is to be construed broadly, but that governs how
4 the Commission reads the words, it doesn't create
5 any facts or lower the standard of proof or move
6 the burden. And so, the burden remains -- it
7 remains on the Complainant, and they haven't
8 identified any evidence or any fact that was
9 incorrect or something that we could go back and
10 even address.

11 So, again, the ALJ heard from Mr. Seibert,
12 Ms. Goins, Ms. Douglass, Ms. Herron, Ms. Love, a
13 lot of other folks, made findings, and I don't --
14 I would submit respectfully that the Commission
15 shouldn't go back and substitute it's own
16 credibility judgments for those of the witnesses.

17 So, with that, again, Ms. Goins was not
18 evicted, there's no evidence she was steered
19 anywhere that has a different composition of
20 people, and so, we would ask that the ALJ's
21 findings be upheld.

22 So, that's all I have. Thank you.

23 CHAIRMAN RAMOS: Thank you.

1 Mr. Bremer?

2 MR. BREMER: What Ms. Love said was
3 what Ms. Love said. She was in a position to
4 talk to Ms. Goins about getting her to a place
5 where there would be more of her kind. You know,
6 if there was a place or not, I mean it's still a
7 violation to make those kinds of statements in
8 this environment which we are in now, post-civil
9 rights movement legis -- major legislation. It
10 had been in effect for decades.

11 So, this particular idea of steering is
12 introduced by federal case law, but there's no --
13 no requirement that this Commission resort to
14 federal case law, especially if there's no -- no
15 real conflict as to what the statute, the state
16 statute says.

17 Why would we go for interpretation to a
18 federal source if the state statute is very clear
19 on its face that what was said, according to
20 Ms. Goins' testimony and the V.A. representative
21 was that her kind, that's what they were talking
22 about? In this day and age we're not able to
23 talk that way in a real estate situation, and

1 that's the violation.

2 We have held our place with the objections
3 that we made. When they say reasonable
4 particularity, there was really no definition of
5 that. It's just on its face those words are
6 there, "reasonable particularity," and it's my
7 contention that it's reasonably particular.

8 We got the decision of the Administrative
9 Law Judge. We can see that there was no resort
10 to any broad construction, or at least if there
11 was, it certainly wasn't mentioned, and that this
12 needs to go back to the Administrative Law Judge
13 to look at this in light of this section that
14 says that broad construction is what has to carry
15 the day, not something that is contrived into
16 being more narrow than it should be.

17 Our recommendation is that the
18 Commissioners remand this back to the
19 Administrative Law Judge to edit the decision or
20 write it out in such a way that it does
21 specifically, on its face, take into account the
22 broad construction mandate -- it is a mandate in
23 the Civil Rights Law -- and that that would be

1 done.

2 And that would be appropriate for a case
3 as important as this. We don't very often get
4 these cases where there's some -- something
5 involved with this particular statutory section
6 that I've read to you.

7 Thank you.

8 CHAIRMAN RAMOS: Thank you.

9 Mr. Jeter?

10 MR. JETER: I don't have anything
11 else to add. Thank you for your time.

12 CHAIRMAN RAMOS: Thank you.

13 Commissioners, we have --

14 COMM. HARRINGTON: A question.

15 CHAIRMAN RAMOS: -- just reviewed --
16 I'm sorry. You have questions?

17 COMM. HARRINGTON: I have questions.

18 I just wanted to verify that Ms. Goins
19 lived in the property first, and then the other
20 person moved in; is that correct?

21 MR. BREMER: Yes.

22 COMM. HARRINGTON: But the decision
23 by Herron Property Group was to move the resident

1 that was already in place and not the new tenant.
2 Is there a reason why? Is that policy or
3 practice? Because it was stated that there was
4 no finding in the Complainant -- or the person
5 who complained against Ms. Goins, but yet they
6 suggested to move Ms. Goins. I just want to make
7 sure that's what has taken place.

8 MR. BREMER: May I respond?

9 MR. JETER: Well, I -- go ahead,
10 Mr. Bremer.

11 MR. BREMER: You have stated mostly
12 the way it was, but the person that was the white
13 person was not asked to leave.

14 COMM. HARRINGTON: Or move.

15 MR. BREMER: You seemed to imply
16 that.

17 COMM. HARRINGTON: No, that's not --

18 MR. BREMER: Okay.

19 COMM. HARRINGTON: -- what I'm
20 implying.

21 MR. BREMER: So, I think I -- that's
22 what I was hearing.

23 COMM. HARRINGTON: Did you hear that?

1 CHAIRMAN RAMOS: No.

2 COMM. HARRINGTON: No, that's --

3 MR. BREMER: Okay.

4 COMM. HARRINGTON: No. They asked
5 Ms. Goins to move to another location once
6 someone had made a complaint about her. They
7 found that there -- they couldn't find any
8 evidence that it was true, but they were moving
9 her instead of the person who made the complaint
10 against her.

11 MR. BREMER: Well, they sug -- there
12 was a suggestion. It certainly could be implied
13 that they were going to solve the problem by
14 getting her to a more favorable venue.

15 COMM. HARRINGTON: Okay. I don't
16 know if Mr. Jeter had anything he wanted to add.

17 CHAIRMAN RAMOS: Are there any --

18 MR. JETER: Yeah, I do. I would just
19 like to just correct you a little bit. Nobody
20 was ordered to move. Ms. Goins was offered.

21 COMM. HARRINGTON: That's what --
22 nobody was ordered. I said they suggested they
23 would --

1 MR. JETER: No.

2 COMM. HARRINGTON: -- move her, and
3 she said she declined.

4 MR. JETER: I would -- I would --

5 COMM. HARRINGTON: Did they offer the
6 other person to move as well, or just Ms. Goins?

7 MR. JETER: That's not in the record.
8 I know that they had all -- they had very similar
9 conversations with the other neighbor. I don't
10 know. I just know that they offered her other
11 property. She declined it. She said she liked
12 it there, so she stayed.

13 COMM. HARRINGTON: Uh-huh.

14 MR. JETER: That was -- it was an
15 attempt to accommodate the situation, I think. I
16 just wouldn't characterize it as them trying to
17 persuade her or direct her or tell her she had to
18 move. I think it was just an effort to try to
19 offer solutions to this problem.

20 COMM. HARRINGTON: But she didn't
21 complain, the other person did. So, you offer
22 the person who someone complained against to
23 move, not the person who complained. So,

1 typically I would see the person who had an issue
2 and who was the person who moved in after the
3 fact, that is who I would have anticipated to be
4 offered a different place to live to rectify the
5 situation. Just my perspective, but just wanted
6 to get clarification that I was understanding
7 what happened. Okay.

8 MR. JETER: Sure, yeah, I understand,
9 and I don't know if both -- if the same was
10 offered to both. I just know that option was
11 offered.

12 COMM. HARRINGTON: To Ms. Goins only
13 is all we know?

14 MR. JETER: That's all that's in the
15 record, yes.

16 COMM. HARRINGTON: Okay.

17 CHAIRMAN RAMOS: Other questions?

18 COMM. HAMAMI: Yeah, I have one quick
19 question.

20 As for the steering element, it -- it
21 doesn't have to be within the owned property? It
22 could be any other property not managed by that
23 company, it could be a suggestion to go to a

1 different property, owned by another group; is
2 that correct? Am I understanding it?

3 MR. BREMER: That's not clear that
4 that was maybe in mind, too, but my impression
5 was that the representative of the company was
6 talking about properties for which they were
7 responsible in other areas --

8 COMM. HAMAMI: Okay.

9 MR. BREMER: -- such as Indianapolis.

10 CHAIRMAN RAMOS: Mr. Jeter, did you
11 have a comment on that?

12 MR. JETER: Yeah. I don't know the
13 answer to that. I think you could probably steer
14 someone to a property you don't own. I think the
15 reason that the other Hand properties were
16 offered is just because since those were all in
17 the same ownership and control, you could move
18 somebody, you know, without much problem is why I
19 assume that was offered. But I think you
20 probably could steer someone, I guess, anywhere.

21 COMM. HAMAMI: Okay.

22 CHAIRMAN RAMOS: Go ahead.

23 COMM. SILBERBERG: Yes.

1 Was the steering then being -- moving her
2 from where she was, in a different city, into
3 Indianapolis? Is that what you're saying?
4 Because that's --

5 CHAIRMAN RAMOS: Great question. We
6 don't know where the location was recommended.
7 Do you know if it's the same property, just a
8 different building?

9 MR. BREMER: Oh, no, it was -- it was
10 not in that complex.

11 COMM. SILBERBERG: But do we know if
12 it was in a different -- because this complex
13 isn't in Indianapolis, the complex she was in.
14 It was in --

15 MR. BREMER: Sheridan.

16 COMM. SILBERBERG: -- Sheridan. So,
17 was the offer to move to Indianapolis from
18 Sheridan? Because that's --

19 MR. JETER: I think the offer was to
20 move to any of the other Hand properties, which I
21 know there are one or two in Indianapolis. I
22 think there's another one in Hamilton County.
23 So, I don't think --

1 COMM. SILBERBERG: So, she would have
2 to move cities is what you're saying? She would
3 have to move to another city to be with people --

4 MR. JETER: If she --

5 COMM. SILBERBERG: -- the right
6 people --

7 MR. JETER: If she wanted to move --

8 COMM. SILBERBERG: -- or whatever the
9 comment was?

10 COMM. HARRINGTON: Uh-huh.

11 CHAIRMAN RAMOS: Good question.
12 Thank you.

13 Other questions or comments?

14 (No response.)

15 CHAIRMAN RAMOS: All right. So, we
16 have three options in front of us. We can uphold
17 the ALJ's decision, we can reverse the decision,
18 or we can remand it back to the Commission for
19 further review. The recommendation from
20 Mr. Bremer is to remand it back to the ALJ for
21 broad construction on the mandates, looking at
22 the Indiana law, as I understand it --

23 MR. BREMER: Yes.

1 CHAIRMAN RAMOS: -- is that correct?

2 So, I would need a motion or
3 recommendation from one of the Commissioners on
4 what you would recommend.

5 COMM. SILBERBERG: Can you -- I'm
6 sorry. Can you clarify a little bit, because I'm
7 not quite understanding --

8 CHAIRMAN RAMOS: Sure.

9 COMM. SILBERBERG: -- what the --

10 CHAIRMAN RAMOS: Right. So --

11 COMM. SILBERBERG: -- what the
12 results of what we remand would be, and what
13 would be --

14 CHAIRMAN RAMOS: It's a good
15 question. So, basically it goes back to the
16 Commission, the ALJ, to review the information,
17 specifically the question that's been asked by
18 Mr. Bremer, and also just by Mr. Jeter, to really
19 clearly investigate that to determine whether the
20 ALJ decision was correct or incorrect, and then
21 they would provide a response back to the
22 Commission at a future meeting.

23 Correct?

1 MR. KREIDER: Yeah, it would go back
2 to the ALJ --

3 CHAIRMAN RAMOS: Yeah.

4 MR. KREIDER: -- if you remand it.

5 COMM. SILBERBERG: Okay.

6 COMM. HAMAMI: And it would be asked
7 of them to take a broader view of the --

8 MR. BREMER: To utilize a broad
9 construction as mandated by the statute.

10 COMM. HAMAMI: Okay.

11 COMM. SILBERBERG: What -- what would
12 be -- like what kind of -- and if that's decided,
13 what does that mean for the case?

14 CHAIRMAN RAMOS: It --

15 COMM. SILBERBERG: Does that -- does
16 that mean --

17 CHAIRMAN RAMOS: So, the -- so, the
18 ALJ's decision was based on federal principle.

19 COMM. SILBERBERG: Uh-huh.

20 CHAIRMAN RAMOS: What Mr. Bremer is
21 suggesting is that it be taken into consideration
22 the Indiana code, which technically would
23 supersede federal guidelines, and that's what his

1 request is.

2 COMM. SILBERBERG: But then what
3 would be sort of the next step, or does that not
4 concern us?

5 COMM. HARRINGTON: The Judge would
6 have to review --

7 CHAIRMAN RAMOS: Yeah, the ALJ would
8 review it.

9 COMM. HARRINGTON: -- and make a
10 determination based on that in some way.

11 CHAIRMAN RAMOS: And he may decide to
12 continue to uphold his decision or reverse it or,
13 you know, do further investigation as needed. My
14 guess is one or the other, either he could
15 reverse or uphold.

16 COMM. SILBERBERG: Okay.

17 COMM. TOLLIVER: But is there a
18 reason why that's not an appealable issue? Isn't
19 that the Court of Appeals' job, to determine
20 whether it's -- the issue be construed more
21 broadly --

22 COMM. HARRINGTON: Well, the
23 Indiana --

1 COMM. TOLLIVER: -- under Indiana law
2 than federal?

3 MR. KREIDER: Yes, Comm. Tolliver, in
4 Indiana, ultimately the appellate courts would
5 make those decisions, but for now, at this point,
6 you're still at the finalizing the AL -- the
7 administrative proceeding, if you will, before
8 they can do and appeal to the Court of Appeals.

9 COMM. TOLLIVER: Okay.

10 MR. KREIDER: So, it would be from
11 what -- if it is affirmed, it could be further
12 appealed, if it's reversed back or remanded back,
13 the ALJ makes a decision, it comes back to you
14 all, and then could ultimately go to the Court of
15 Appeals is my understanding.

16 CHAIRMAN RAMOS: Further discussion?

17 (No response.)

18 CHAIRMAN RAMOS: I need a
19 recommendation, Commissioners.

20 COMM. HARRINGTON: I make a motion
21 that we remand this back for broad construction
22 mandate, and also for further investigation to
23 the fact of were both parties offered an

1 opportunity to move, or just one. I think that's
2 also important to understand.

3 CHAIRMAN RAMOS: And the location.

4 COMM. HARRINGTON: And the location.
5 So, again, I make a motion that we remand for the
6 broad construction mandate, and to get additional
7 information about were both parties offered to
8 move, and for the one that was offered, what was
9 the location?

10 CHAIRMAN RAMOS: Thank you,
11 Commissioner. I need a motion to approve.

12 COMM. SILBERBERG: So moved.

13 CHAIRMAN RAMOS: I have a motion from
14 Silberberg. I need a second.

15 COMM. HAMAMI: Second.

16 CHAIRMAN RAMOS: Second, Hamami.

17 Roll call, please.

18 MR. LOSTUTTER: Vice-Chair Coleman?

19 VICE-CHAIR COLEMAN: No.

20 MR. LOSTUTTER: Comm. Harrington?

21 COMM. HARRINGTON: Aye.

22 MR. LOSTUTTER: Comm. Hamami?

23 COMM. HAMAMI: Aye.

1 MR. LOSTUTTER: Comm. Silberberg?

2 COMM. SILBERBERG: Aye.

3 MR. LOSTUTTER: Comm. Tolliver?

4 COMM. TOLLIVER: Opposed.

5 MR. LOSTUTTER: Chair Ramos?

6 CHAIRMAN RAMOS: Aye.

7 MR. LOSTUTTER: The ayes have it,
8 four to two.

9 CHAIRMAN RAMOS: Thank you.

10 The next item on the docket is the ALJ
11 Decisions Automatically Confirmed. Automatically
12 confirmed under Commission's order on automatic
13 adoption and approval of certain nonfinal
14 decisions. No vote is required, but I will read
15 it into the record. Rachel Thornton versus Exel
16 Inc. doing business as DHL Supply Chain. The
17 Case Number is EMse23120974, and the final order
18 has been submitted to the Commission.

19 Next are our meeting dates. Our next
20 scheduled date is November 16th. I think we
21 previously discussed that we have no conflicts.

22 Is that okay with you, Vice-Chair Coleman?

23 VICE-CHAIR COLEMAN: I may have to be

1 virtual for that, because I might not be back
2 from leave --

3 CHAIRMAN RAMOS: Okay.

4 VICE-CHAIR COLEMAN: -- but I'll let
5 you know closer to the day. Don't change it for
6 me.

7 CHAIRMAN RAMOS: Thank you.

8 Any other Commissioners have a conflict?

9 COMM. SILBERBERG: I just have a -- I
10 will be virtual --

11 CHAIRMAN RAMOS: Okay.

12 COMM. SILBERBERG: -- if at all.

13 CHAIRMAN RAMOS: Okay.

14 Anyone else?

15 COMM. HARRINGTON: How many people do
16 we need to have in the room for quorum?

17 CHAIRMAN RAMOS: Three.

18 MR. KREIDER: Three in the room and
19 one on-line, so four total.

20 CHAIRMAN RAMOS: Yeah.

21 COMM. HARRINGTON: Okay.

22 CHAIRMAN RAMOS: Are you good?

23 COMM. HARRINGTON: Today, yes.

1 CHAIRMAN RAMOS: Okay.

2 Hamami?

3 COMM. HAMAMI: Yes.

4 CHAIRMAN RAMOS: Comm. Tolliver?

5 COMM. TOLLIVER: I'm good.

6 CHAIRMAN RAMOS: I'm good as well, so
7 we should be fine. Thank you. Do we want to
8 chat about December 14th? Can you look at your
9 calendars for December 14th, please?

10 COMM. TOLLIVER: I've got a trial
11 right now, but I don't know if it's going at all.

12 MR. CLAY: That's my birthday, but
13 I'd be happy to share it with you all.

14 CHAIRMAN RAMOS: Great.

15 COMM. TOLLIVER: Cake.

16 CHAIRMAN RAMOS: Cake is being
17 provided.

18 MR. CLAY: Cookies.

19 MR. LOSTUTTER: Birthday cookies,
20 probably.

21 COMM. HAMAMI: I'll have to get back
22 to you on that.

23 CHAIRMAN RAMOS: Okay.

1 COMM. HARRINGTON: And the 14th is
2 not on my calendar, so do you guys have a meeting
3 on your calendar currently?

4 MR. LOSTUTTER: It probably isn't on
5 your calendar. It probably got removed when we
6 switched from doing these meetings on Webex over
7 to Microsoft there, so --

8 COMM. HARRINGTON: All right. We're
9 going to need it on the calendar.

10 CHAIRMAN RAMOS: Yeah, good idea.

11 MR. LOSTUTTER: We can do that.

12 COMM. HARRINGTON: It's a holiday.

13 CHAIRMAN RAMOS: Okay. If there are
14 any conflicts that come up, please let the Docket
15 Clerk be aware.

16 And then VIII is Election, Training and
17 Otherwise, we have none. That takes us to
18 Announcements. Are there any announcements?

19 (No response.)

20 CHAIRMAN RAMOS: Hearing none, we
21 have public comment. Any public comment?

22 (No response.)

23 CHAIRMAN RAMOS: Hearing none, we

1 have --

2 MS. RADECKI: Yes, I --

3 CHAIRMAN RAMOS: I'm sorry.

4 MS. RADECKI: This is Molly Radecki.
5 I have a public comment.

6 CHAIRMAN RAMOS: Molly, can you
7 please identify yourself again?

8 MS. RADECKI: This is Molly Radecki.
9 Can you hear me okay?

10 CHAIRMAN RAMOS: Yes.

11 MR. LOSTUTTER: Yes.

12 MS. RADECKI: Okay. This past
13 weekend Paris Hilton hosted a summit for the ADHD
14 Creators and Thinkers, including Dr. Edward
15 Hallowell, author of "Driven to Distraction" and
16 "ADHD 2.0," whose works has helped transform
17 public understanding of ADHD.

18 (Comm. Tolliver left the room.)

19 MS. RADECKI: A central message was:
20 ADHD minds are not broken, they are simply --
21 they simply operate differently.

22 (Comm. Harrington left the room.)

23 MS. RADECKI: Yet many educational

1 institutions, workplace and civic systems
2 continue to interpret neurological differences as
3 behavior deficiencies rather than legitimate
4 variations of how people think, communicate, and
5 process information and produce work.

6 When institutions refuse reasonable
7 accommodations, the cost to persons can extend
8 far beyond academic and professional setbacks.
9 They can be psychologically, financially and
10 materially devastating. Organizations --

11 MR. LOSTUTTER: One minute.

12 MS. RADECKI: -- such as
13 understood.org work to distinguish scientific
14 evidence from persistent misconceptions about
15 nerve divergence. This raises an important
16 question: How do our civic institutions,
17 administrative agencies, and judicial systems
18 keep pace with involving scientific knowledge
19 about neurological differences?

20 Artificial intelligence will become
21 increasingly important in disability
22 accommodations, offering opportunities to
23 customize communications, learning, and work

1 environments to individual needs, but
2 simultaneously we need greater scrutiny on how
3 medical and mental health providers view
4 AI-generated templates in evaluation, diagnosis
5 reports, and clinical documentations. AI should
6 help institutions recognize individual
7 differences, not automate assumptions about them.

8 That's all I have to say. Thank you for
9 my opportunity to give public comment today.

10 CHAIRMAN RAMOS: Thank you,
11 Ms. Radecki.

12 Is there any other public comment?

13 (No response.)

14 CHAIRMAN RAMOS: Hearing none, I
15 adjourn the meeting. Thank you all for
16 attending.

17 - - -
18 Thereupon, the proceedings of
19 October 19, 2026 were concluded
20 at 2:43 o'clock p.m.
21 - - -
22
23

1 CERTIFICATE

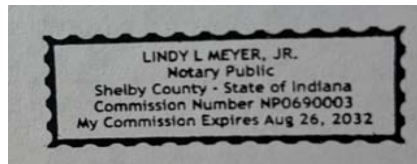
2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Monday, October 19, 2026 in this matter and
8 transcribed by me.

9
10 Lindy L. Meyer, Jr.

11 Lindy L. Meyer, Jr.,

12 Notary Public in and

13 for the State of Indiana.



15 My Commission expires August 26, 2032.

16 Commission No. NP0690003
17
18
19
20
21
22
23

	4	according ^[1] - 73:19 accordingly ^[1] - 12:4 account ^[2] - 65:18, 74:21 ACCURATE ^[1] - 1:21 accuratereportingofi ndiana@gmail.com ^[1] - 1:23 accusations ^[2] - 64:11, 64:19 accusing ^[3] - 58:15, 62:16, 64:4 act ^[1] - 66:6 Act ^[1] - 66:10 acting ^[1] - 15:21 action ^[2] - 66:13, 71:3 actual ^[3] - 43:20, 43:21, 47:16 add ^[4] - 18:11, 24:20, 75:11, 77:16 added ^[1] - 13:19 additional ^[4] - 38:2, 47:8, 47:10, 87:6 address ^[4] - 3:20, 66:19, 71:1, 72:10 addressed ^[2] - 3:22, 27:4 ADHD ^[4] - 92:13, 92:16, 92:17, 92:20 adjourn ^[1] - 94:15 adjudicated ^[1] - 66:15 administration ^[1] - 59:5 administrative ^[9] - 41:5, 55:7, 60:11, 60:22, 74:8, 74:12, 74:19, 86:7, 93:17 admission ^[1] - 22:10 adopt ^[1] - 7:3 adopted ^[1] - 70:15 adoption ^[1] - 88:13 advised ^[1] - 3:10 affirm ^[1] - 19:20 affirma ^[1] - 19:20 affirmed ^[2] - 55:9, 86:11 afraid ^[2] - 62:11, 62:18 African ^[7] - 58:4, 58:8, 58:10, 59:18, 59:22, 60:17, 61:9 African-American ^[5] - 58:4, 58:8, 58:10, 59:18, 61:9 African-Americans ^[1] - 60:17 afternoon ^[6] - 3:3, 3:6, 30:22, 37:7,	63:8, 63:15 age ^[1] - 73:22 aged ^[1] - 9:4 agencies ^[1] - 93:17 agency ^[3] - 8:17, 9:3, 9:7 agenda ^[2] - 4:9, 5:17 aggressive ^[3] - 34:8, 34:9, 34:16 aggrieved ^[1] - 55:22 ahead ^[5] - 13:6, 24:17, 47:21, 76:9, 80:22 AI ^[2] - 94:4, 94:5 AI-generated ^[1] - 94:4 AL ^[1] - 86:6 aleck ^[1] - 19:2 ALJ ^[21] - 55:6, 55:18, 56:5, 57:7, 65:2, 65:18, 66:12, 66:18, 66:20, 68:10, 69:10, 70:14, 71:10, 72:11, 82:20, 83:16, 83:20, 84:2, 85:7, 86:13, 88:10 ALJ's ^[8] - 65:1, 65:8, 65:14, 71:5, 71:18, 72:20, 82:17, 84:18 all-staff ^[2] - 8:8, 8:12 all-time ^[2] - 9:2, 9:4 alleged ^[1] - 18:21 allegedly ^[2] - 26:2, 50:20 Alley ^[1] - 10:6 Allgood ^[2] - 68:5, 68:12 allow ^[3] - 32:1, 42:21, 44:16 allowed ^[6] - 3:10, 4:4, 14:20, 24:11, 31:16, 31:22 allowing ^[1] - 17:14 alone ^[1] - 60:18 ALSO ^[1] - 2:16 amalgamation ^[1] - 42:10 Amazon.com ^[1] - 10:6 ambulance ^[1] - 16:3 amend ^[1] - 47:19 American ^[5] - 58:4, 58:8, 58:10, 59:18, 61:9 Americans ^[1] - 60:17 Andrew ^[3] - 2:17, 19:17, 27:16 Ann ^[1] - 68:5 announce ^[2] - 4:8, 30:20	announcements ^[2] - 91:18 annual ^[1] - 8:9 answer ^[2] - 39:9, 80:13 answered ^[1] - 67:13 antagonistic ^[1] - 33:2 Anthony ^[2] - 21:6, 54:17 anticipate ^[1] - 9:13 anticipated ^[1] - 79:3 antiharassment ^[1] - 20:12 Antrup ^[1] - 53:7 anyway ^[2] - 19:9, 25:11 apartment ^[8] - 58:6, 58:13, 58:17, 58:18, 59:11, 62:13, 63:21, 69:4 Apartments ^[2] - 55:14, 63:11 apologize ^[1] - 63:14 appeal ^[11] - 3:18, 4:17, 11:16, 11:17, 11:21, 11:23, 12:4, 50:22, 66:23, 68:2, 86:8 appealable ^[1] - 85:18 appealed ^[2] - 51:2, 86:12 appeals ^[2] - 3:16, 5:1 Appeals ^[2] - 86:8, 86:15 Appeals' ^[1] - 85:19 appear ^[1] - 62:2 APPEARANCES ^[1] - 2:1 appellate ^[1] - 86:4 appreciate ^[2] - 9:21, 19:16 approached ^[3] - 18:3, 21:1, 34:12 appropriate ^[1] - 75:2 appropriately ^[1] - 32:2 approval ^[3] - 4:12, 5:18, 88:13 approve ^[5] - 10:14, 28:7, 35:20, 48:23, 87:11 approved ^[1] - 5:20 Arbor ^[1] - 52:20 area ^[1] - 60:15 areas ^[2] - 33:5, 80:7 argument ^[7] - 3:13, 5:2, 12:11, 30:16, 38:13, 51:9, 67:23 arguments ^[3] - 56:8, 56:11, 56:20
'23 ^[1] - 64:1 '27 ^[1] - 9:12	4-21.5-3-27 ^[1] - 55:10 4-21.5-3-29 ^[1] - 55:9 40 ^[1] - 18:17 45 ^[1] - 37:14 46032 ^[1] - 1:22 46204 ^[1] - 2:9 47 ^[1] - 65:14			
1	5			
1.2 ^[1] - 8:20 100 ^[2] - 1:15, 2:9 1099 ^[1] - 40:15 10:00 ^[2] - 8:7, 8:11 11th ^[6] - 13:17, 20:4, 21:7, 22:19, 23:15, 23:23 145 ^[1] - 67:18 14th ^[4] - 66:12, 90:8, 90:9, 91:1 16 ^[1] - 50:22 16th ^[2] - 8:14, 88:20 17th ^[1] - 63:22 186 ^[1] - 9:1 19 ^[5] - 1:5, 1:16, 3:1, 94:18, 95:7 1900's ^[1] - 67:2 19th ^[1] - 3:5 1:11 ^[2] - 1:17, 3:1 1:12 ^[1] - 3:6	5 ^[1] - 52:16 543 ^[1] - 1:21 59 ^[1] - 65:14			
	6			
	6 ^[1] - 55:17			
	7			
	735 ^[1] - 9:1			
	8			
	80's ^[1] - 64:3 848-0088 ^[1] - 1:22			
2	9			
2.0 ^[1] - 92:16 20 ^[1] - 65:15 2020 ^[1] - 13:11 2022 ^[1] - 63:22 2023 ^[7] - 13:16, 20:9, 26:1, 26:5, 32:4, 32:8, 63:23 2024 ^[2] - 66:12, 66:17 2025 ^[4] - 13:17, 16:20, 21:7, 32:4 2026 ^[10] - 1:5, 1:17, 3:1, 11:22, 23:15, 50:22, 50:23, 55:17, 94:18, 95:7 2032 ^[1] - 95:15 21st ^[1] - 50:23 22-9.5-5-2 ^[1] - 66:7 25110943 ^[1] - 53:12 26 ^[1] - 95:15 29-9.5-5-2 ^[1] - 60:4 2:43 ^[1] - 94:18 2nd ^[1] - 11:22	9-11 ^[1] - 33:1 99 ^[1] - 67:15			
	A			
	a.m ^[2] - 8:7, 8:11 able ^[13] - 18:16, 39:21, 39:23, 40:3, 42:13, 44:3, 51:11, 51:17, 51:20, 58:20, 63:14, 73:22 above-captioned ^[1] - 1:10 above-referenced ^[1] - 11:18 abuse ^[1] - 18:21 abusive ^[1] - 27:9 academic ^[1] - 93:8 access ^[4] - 44:5, 44:8, 44:20, 44:23 accidentally ^[1] - 15:23 accommodate ^[2] - 31:7, 78:15 accommodation ^[1] - 63:17 accommodations ^[3] - 31:13, 93:7, 93:22 accord ^[1] - 67:22			
3				
3-11-20 ^[1] - 16:20 3-11-25 ^[1] - 16:21 30th ^[3] - 8:7, 8:11, 63:23 317 ^[1] - 1:22				

arranged [2] - 59:2, 62:12
arrived [1] - 5:15
artificial [1] - 93:20
Ascension [1] - 53:4
Ashim [3] - 2:13, 8:21, 42:18
assign [12] - 51:10, 52:7, 52:10, 52:15, 52:18, 52:22, 53:5, 53:9, 53:12, 53:19, 53:23, 54:20
assigned [11] - 4:16, 4:23, 10:8, 12:12, 26:9, 35:12, 51:6, 52:4, 55:4, 57:4, 65:13
assigning [1] - 51:13
assignment [1] - 51:5
assistance [1] - 59:4
Assisted [1] - 52:21
Associate's [1] - 13:21
assume [2] - 44:14, 80:19
assumptions [1] - 94:7
attack [2] - 14:9, 65:23
attempt [2] - 30:6, 78:15
attend [2] - 31:18, 51:11
attending [1] - 94:16
attorney [2] - 30:1, 30:5
attorney's [1] - 26:14
audibly [2] - 13:11, 18:8
August [3] - 4:13, 5:20, 95:15
author [1] - 92:15
Auto [1] - 43:12
automate [1] - 94:7
automatic [1] - 88:12
automatically [1] - 5:5
Automatically [2] - 88:11
automotive [3] - 36:23, 37:4, 42:9
Automotive [1] - 44:11
Avenue [2] - 1:15, 2:9
Aviles [2] - 2:14, 37:8
AVILES [9] - 37:7, 39:23, 40:8, 41:10, 41:13, 44:4, 44:10, 44:12, 46:21
aware [5] - 4:4, 8:13, 16:10, 38:10, 91:15
aye [41] - 6:12, 6:13,

6:15, 6:17, 6:19, 6:21, 6:23, 7:12, 7:14, 7:16, 7:18, 7:20, 7:22, 10:23, 11:2, 11:4, 11:6, 11:8, 11:10, 28:15, 28:17, 28:19, 28:21, 28:23, 29:6, 36:9, 36:11, 36:13, 36:15, 36:17, 36:19, 49:15, 49:17, 49:19, 49:21, 49:23, 50:2, 87:21, 87:23, 88:2, 88:6
ayes [8] - 7:1, 7:23, 11:11, 29:1, 29:7, 36:20, 50:3, 88:7

B

banging [2] - 59:9, 62:14
baptized [1] - 22:2
bars [1] - 20:16
based [10] - 3:17, 22:14, 26:5, 27:23, 28:2, 38:3, 46:19, 60:8, 84:18, 85:10
basis [2] - 24:2, 65:9
bathroom [1] - 14:13
became [3] - 18:21, 34:12, 64:6
become [2] - 27:9, 93:20
becomes [1] - 55:8
BEFORE [1] - 1:1
began [5] - 20:5, 27:9, 32:4, 32:8, 64:3
beginning [1] - 71:21
begun [1] - 9:12
behalf [3] - 2:10, 30:23, 54:18
behavior [7] - 23:2, 32:5, 33:9, 33:11, 33:20, 34:9, 93:3
behind [1] - 8:23
belief [2] - 23:20, 31:11
beliefs [4] - 18:1, 20:14, 32:3, 32:15
better [1] - 14:11
between [3] - 32:4, 56:20, 70:22
beyond [1] - 93:8
big [2] - 8:18, 13:19
Bill [1] - 43:4
Bill's [4] - 38:21, 39:6, 43:12, 44:9
bill's [4] - 36:23, 37:4, 39:2, 42:9
bills [1] - 9:15

birthday [2] - 90:12, 90:19
bit [3] - 71:9, 77:19, 83:6
bitch [1] - 17:11
Biz [1] - 43:9
blacks [1] - 70:6
Bobbie [3] - 58:14, 59:8, 64:2
borrowing [1] - 71:11
Bosstel [1] - 51:7
boy [1] - 27:17
Brandon [2] - 15:11, 18:2
break [1] - 33:22
BREMER [19] - 57:17, 57:21, 62:20, 62:22, 73:2, 75:21, 76:8, 76:11, 76:15, 76:18, 76:21, 77:3, 77:11, 80:3, 80:9, 81:9, 81:15, 82:23, 84:8
Bremer [10] - 2:13, 56:17, 57:21, 64:16, 66:5, 73:1, 76:10, 82:20, 83:18, 84:20
brief [4] - 5:6, 56:9, 67:23, 71:10
briefing [1] - 56:7
briefly [2] - 4:20, 63:20
briefs [1] - 63:18
bringing [1] - 9:15
brings [1] - 71:20
broad [9] - 65:18, 71:22, 74:10, 74:14, 74:22, 82:21, 84:8, 86:21, 87:6
broader [1] - 84:7
broadly [5] - 61:1, 61:15, 66:2, 72:3, 85:21
broken [1] - 92:20
Brooklyn [1] - 2:14
brought [2] - 24:21
Browning [1] - 53:10
building [1] - 81:8
buildings [1] - 69:5
bunch [1] - 54:4
burden [3] - 55:20, 72:6
Burgess [2] - 13:23, 15:15
business [7] - 4:16, 4:23, 10:4, 12:9, 43:20, 51:4, 88:16
bye [1] - 29:17
Byerly [1] - 54:18

C

cake [2] - 90:15, 90:16
calendar [4] - 91:2, 91:3, 91:5, 91:9
calendars [1] - 90:9
cannot [1] - 70:21
captioned [1] - 1:10
capture [1] - 27:15
captured [1] - 34:15
car [1] - 32:18
care [1] - 18:20
career [1] - 63:11
Carl [2] - 43:1
Carmel [1] - 1:22
carry [1] - 74:14
Case [9] - 10:7, 36:23, 51:8, 52:17, 53:11, 53:14, 53:22, 54:19, 55:15
case [61] - 3:23, 4:21, 5:2, 5:4, 10:8, 11:13, 11:14, 11:15, 12:8, 12:10, 12:11, 12:17, 26:9, 29:20, 29:21, 35:12, 36:22, 38:9, 38:21, 39:5, 39:8, 46:14, 47:14, 48:2, 48:8, 50:6, 50:18, 52:4, 52:5, 52:6, 52:8, 52:10, 52:12, 52:14, 52:16, 52:18, 52:20, 52:21, 53:3, 53:4, 53:7, 53:8, 53:10, 53:13, 53:21, 54:17, 57:4, 57:23, 58:1, 63:9, 63:19, 65:7, 66:1, 66:8, 66:14, 71:19, 73:12, 73:14, 75:2, 84:13, 88:17
cases [14] - 4:16, 4:23, 9:1, 9:4, 10:5, 39:19, 45:9, 50:15, 51:5, 51:13, 55:4, 71:17, 75:4
catch [3] - 26:13, 27:14, 57:13
Catholic [1] - 54:19
Cathy [1] - 15:10
caused [1] - 22:9
causing [1] - 61:11
celebrate [2] - 31:15, 32:2
center [1] - 51:8
Center [2] - 1:15, 2:8
central [1] - 92:19
certain [4] - 34:10, 61:19, 62:7, 88:13
certainly [2] - 74:11,

77:12
CERTIFICATE [1] - 95:1
certify [1] - 95:5
chain [1] - 88:16
Chair [19] - 5:15, 7:11, 10:22, 11:9, 12:12, 19:17, 26:9, 28:14, 36:8, 36:18, 43:16, 44:7, 46:11, 49:14, 53:1, 54:21, 87:18, 88:5, 88:22
chair [7] - 6:8, 6:22, 7:21, 28:6, 28:22, 50:1, 53:5
CHAIR [21] - 6:12, 7:12, 10:23, 26:12, 26:16, 27:12, 27:20, 28:15, 36:9, 43:18, 44:13, 45:2, 45:10, 45:16, 46:3, 46:9, 46:12, 49:15, 87:19, 88:23, 89:4
Chairman [3] - 1:12, 2:3, 49:7
CHAIRMAN [150] - 3:3, 4:7, 5:9, 5:11, 5:16, 5:22, 6:1, 6:3, 6:23, 7:2, 7:7, 7:22, 8:1, 9:18, 9:21, 10:2, 10:13, 10:16, 10:18, 11:10, 11:12, 12:7, 13:1, 13:5, 19:10, 19:12, 19:15, 24:6, 24:10, 24:12, 24:15, 25:17, 26:8, 27:2, 27:4, 27:14, 27:19, 28:5, 28:9, 28:11, 28:23, 29:9, 29:11, 29:16, 29:19, 30:9, 30:11, 30:15, 30:20, 34:22, 35:2, 35:6, 35:11, 35:19, 35:22, 36:1, 36:6, 36:19, 36:21, 38:4, 38:11, 39:10, 39:17, 40:5, 40:13, 41:3, 42:15, 42:20, 43:7, 44:6, 44:11, 46:10, 47:3, 47:12, 47:23, 48:21, 49:2, 49:4, 49:9, 49:11, 50:2, 50:5, 50:11, 50:13, 51:18, 51:22, 52:3, 53:18, 54:8, 54:12, 54:16, 55:3, 56:14, 57:3, 57:8, 57:15, 63:1, 63:5, 72:23, 75:8, 75:12, 75:15, 77:1, 77:17, 79:17, 80:10,

80:22, 81:5, 82:11, 82:15, 83:1, 83:8, 83:10, 83:14, 84:3, 84:14, 84:17, 84:20, 85:7, 85:11, 86:16, 86:18, 87:3, 87:10, 87:13, 87:16, 88:6, 88:9, 89:3, 89:7, 89:11, 89:13, 89:17, 89:20, 89:22, 90:1, 90:4, 90:6, 90:14, 90:16, 90:23, 91:10, 91:13, 91:20, 91:23, 92:3, 92:6, 92:10, 94:10, 94:14 chairperson [1] - 12:2 Chaka [1] - 2:4 challenge [1] - 65:20 change [5] - 47:1, 47:6, 48:13, 48:14, 89:5 characterize [1] - 78:16 charge [2] - 26:6, 26:7 charges [1] - 56:1 chat [1] - 90:8 chest [1] - 15:23 children [2] - 17:21, 18:13 Chris [1] - 63:8 Christ [1] - 16:17 Christopher [5] - 2:18, 2:19, 36:22, 38:19, 56:18 cigarette [1] - 58:17 cities [1] - 82:2 City [1] - 95:4 city [2] - 81:2, 82:3 civic [2] - 93:1, 93:16 civil [5] - 16:16, 61:14, 71:13, 73:8, 74:23 CIVIL [2] - 1:2, 2:7 Civil [10] - 1:11, 3:4, 11:19, 35:18, 39:12, 55:12, 55:23, 56:10, 56:17, 72:2 claim [6] - 66:8, 66:10, 67:6, 69:1, 69:15, 71:12 claimed [1] - 68:6 claiming [2] - 37:19, 67:3 claims [2] - 25:22, 69:2 clarification [1] - 79:6 clarify [6] - 3:8, 30:11, 34:5, 46:18, 47:13, 83:6 CLAY [6] - 8:3, 9:20, 36:4, 54:3, 90:12,	90:18 Clay [1] - 2:7 cleaned [1] - 13:19 clear [4] - 31:11, 65:16, 73:18, 80:3 clearly [1] - 83:19 Clerk [1] - 3:7 clerk [2] - 4:1, 91:15 clinical [1] - 94:5 clock [1] - 39:1 close [1] - 32:14 closer [1] - 89:5 co [17] - 14:2, 15:1, 15:18, 16:13, 16:14, 16:19, 16:22, 17:17, 21:1, 21:4, 21:6, 22:1, 22:12, 23:10, 23:18, 23:23, 33:6 co-worker [1] - 14:2 co-workers [15] - 15:1, 15:18, 16:14, 16:19, 16:22, 17:17, 21:1, 21:4, 21:6, 22:1, 22:12, 23:10, 23:18, 23:23, 33:6 Code [2] - 55:9, 66:7 code [2] - 55:10, 84:22 codified [2] - 60:4, 71:13 Coleman [17] - 2:4, 5:15, 6:8, 7:11, 10:22, 12:13, 26:9, 28:14, 36:8, 43:17, 47:1, 49:14, 53:2, 53:6, 54:21, 87:18, 88:22 COLEMAN [21] - 6:12, 7:12, 10:23, 26:12, 26:16, 27:12, 27:20, 28:15, 36:9, 43:18, 44:13, 45:2, 45:10, 45:16, 46:3, 46:9, 46:12, 49:15, 87:19, 88:23, 89:4 collaborate [1] - 39:22 Collazo [1] - 2:14 comm [4] - 5:15, 6:8, 6:16, 11:1 COMM [132] - 5:21, 5:23, 6:15, 6:17, 6:19, 6:21, 7:5, 7:6, 7:14, 7:16, 7:18, 7:20, 10:10, 10:15, 10:17, 11:2, 11:4, 11:6, 11:8, 28:8, 28:10, 28:17, 28:19, 28:21, 29:3, 29:6, 35:15, 35:21, 35:23, 36:5, 36:11, 36:13, 36:15, 36:17, 41:1,	41:8, 41:11, 41:18, 42:14, 46:18, 46:22, 47:5, 47:6, 47:8, 47:10, 47:19, 48:4, 48:10, 48:11, 48:12, 48:20, 49:1, 49:3, 49:17, 49:19, 49:21, 49:23, 51:15, 51:16, 51:19, 52:1, 53:16, 54:1, 54:4, 54:10, 54:14, 54:23, 75:14, 75:17, 75:22, 76:14, 76:17, 76:19, 76:23, 77:2, 77:4, 77:15, 77:21, 78:2, 78:5, 78:13, 78:20, 79:12, 79:16, 79:18, 80:8, 80:21, 80:23, 81:11, 81:16, 82:1, 82:5, 82:8, 82:10, 83:5, 83:9, 83:11, 84:5, 84:6, 84:10, 84:11, 84:15, 84:19, 85:2, 85:5, 85:9, 85:16, 85:17, 85:22, 86:1, 86:9, 86:20, 87:4, 87:12, 87:15, 87:21, 87:23, 88:2, 88:4, 89:9, 89:12, 89:15, 89:21, 89:23, 90:3, 90:5, 90:10, 90:15, 90:21, 91:1, 91:8, 91:12 Comm [49] - 6:14, 6:18, 6:20, 7:13, 7:15, 7:17, 7:19, 10:8, 11:3, 11:5, 11:7, 12:12, 28:16, 28:18, 28:20, 29:4, 35:12, 36:10, 36:12, 36:14, 36:16, 40:22, 41:4, 46:14, 46:16, 47:1, 49:8, 49:16, 49:18, 49:20, 49:22, 51:10, 52:4, 52:11, 52:15, 52:19, 52:23, 53:9, 53:20, 53:23, 54:20, 86:3, 87:20, 87:22, 88:1, 88:3, 90:4, 92:18, 92:22 comma [1] - 67:13 comment [8] - 23:23, 80:11, 82:9, 91:21, 92:5, 94:9, 94:12 comments [6] - 3:14, 4:3, 9:22, 32:11, 33:21, 82:13 commission [24] - 3:4, 3:11, 3:12, 3:21, 4:2, 9:6, 19:19, 31:8,	35:14, 40:20, 40:23, 47:14, 50:8, 55:16, 56:1, 56:7, 63:18, 71:16, 72:4, 73:13, 82:18, 83:16, 83:22, 88:18 COMMISSION [4] - 1:2, 2:2, 2:7, 2:11 Commission [14] - 1:11, 2:10, 11:19, 24:3, 26:11, 39:12, 43:22, 56:10, 56:18, 66:16, 66:20, 72:14, 95:15, 95:16 Commission's [2] - 35:17, 88:12 Commission/Lanita [1] - 55:13 Commissioner [1] - 87:11 Commissioners [5] - 3:16, 8:4, 57:5, 83:3, 89:8 commissioners [5] - 4:17, 12:21, 74:18, 75:13, 86:19 common [2] - 58:13, 59:9 communicate [1] - 93:4 communications [2] - 45:21, 93:23 community [1] - 32:12 companies [1] - 43:10 company [13] - 20:15, 29:21, 30:17, 31:1, 31:4, 31:23, 45:14, 58:3, 61:3, 61:9, 62:17, 79:23, 80:5 company's [2] - 20:12, 22:16 comparator [4] - 22:22, 22:23, 23:19, 25:22 compensa [1] - 69:11 competing [1] - 70:15 complain [2] - 32:9, 78:21 Complainant [10] - 11:20, 11:23, 12:15, 12:19, 30:3, 37:13, 40:8, 51:1, 55:19 complainant [8] - 55:22, 56:3, 56:9, 56:21, 56:23, 57:16, 72:7, 76:4 complainant's [1] - 37:18 Complainant's [2] - 56:6, 67:22	complained [4] - 25:9, 76:5, 78:22, 78:23 complaint [5] - 3:18, 65:3, 71:10, 77:6, 77:9 complaints [1] - 25:9 complete [2] - 47:21, 68:21 completed [2] - 8:19, 64:22 complex [6] - 58:6, 67:10, 69:4, 81:10, 81:12, 81:13 complied [1] - 15:12 composition [2] - 69:12, 72:19 conceded [1] - 70:10 concern [2] - 53:15, 85:4 concerned [1] - 17:5 concerning [2] - 3:16, 18:11 concluded [1] - 94:18 Conclusion [1] - 65:14 conclusions [2] - 65:12, 65:15 Conclusions [1] - 65:13 conditions [2] - 20:1, 23:12 condoms [2] - 14:6, 14:14 conduct [9] - 15:19, 20:16, 22:17, 22:18, 22:19, 23:17, 23:22, 32:9, 34:16 confirm [2] - 26:20, 47:16 confirmed [4] - 5:6, 21:13, 88:11, 88:12 confirming [1] - 27:21 conflict [4] - 54:8, 55:2, 73:15, 89:8 conflicts [2] - 88:21, 91:14 congratulations [1] - 9:19 congregational [1] - 31:18 connection [1] - 44:2 consider [2] - 38:2, 41:13 consideration [2] - 61:13, 84:21 considered [6] - 33:10, 37:21, 40:14, 40:16, 41:15, 48:17 consistent [1] - 32:5 construction [9] -
---	---	---	---	---

65:19, 71:22, 74:10, 74:14, 74:22, 82:21, 84:9, 86:21, 87:6 constructive [1] - 67:4 construed [4] - 61:1, 61:15, 72:3, 85:20 contains [1] - 69:9 contention [1] - 74:7 contents [1] - 68:11 contest [1] - 8:9 continually [1] - 62:15 continue [2] - 85:12, 93:2 continued [2] - 9:19, 33:11 continuously [1] - 33:21 contractor [2] - 40:14, 42:8 contracts [2] - 8:19, 8:21 contradicts [1] - 23:17 contrary [1] - 68:1 contrived [1] - 74:15 control [1] - 80:17 conversation [3] - 57:11, 59:16, 61:18 conversations [2] - 16:16, 78:9 convert [1] - 33:6 converting [2] - 33:15, 33:23 convince [1] - 58:21 cookies [2] - 90:18, 90:19 corporate [2] - 58:23, 59:15 corporation [2] - 52:14, 53:11 correct [11] - 46:6, 46:8, 56:12, 56:13, 75:20, 77:19, 80:2, 83:1, 83:20, 83:23, 95:6 correctly [2] - 20:2, 22:15 corroborate [2] - 38:1, 40:4 corroborated [1] - 21:5 corroborating [1] - 22:10 cost [1] - 93:7 costume [1] - 8:9 counsel [3] - 11:20, 12:18, 19:18 counselor [1] - 44:15 count [2] - 40:10, 48:15 County [2] - 1:14, 95:4	county [1] - 81:22 couple [2] - 16:6, 43:19 course [1] - 31:8 Court [7] - 66:11, 66:15, 66:17, 71:15, 85:19, 86:8, 95:3 court [2] - 66:21, 86:14 courts [1] - 86:4 covered [2] - 22:17, 22:18 Cox [1] - 15:2 crap [3] - 17:9, 25:2, 25:6 crazy [1] - 15:21 create [1] - 72:4 creates [1] - 20:16 creator [1] - 33:15 creators [1] - 92:14 credibility [1] - 72:16 credible [1] - 69:11 credits [1] - 9:2 current [1] - 40:20 curse [1] - 20:6 cursing [1] - 16:19 customize [1] - 93:23	78:3, 78:11 declining [1] - 66:18 DeeDee [1] - 43:2 deeply [1] - 44:16 deficiencies [1] - 93:3 deficient [1] - 60:14 definitely [2] - 18:23, 63:13 definition [3] - 69:16, 70:21, 74:4 demographic [1] - 69:6 denied [2] - 58:19, 70:8 Dentons [2] - 19:17, 27:18 deputy [1] - 22:14 Deputy [2] - 2:8, 19:20 despite [1] - 22:21 destructive [1] - 23:2 details [1] - 25:21 determination [2] - 3:17, 85:10 determine [3] - 42:13, 83:19, 85:19 determined [3] - 39:12, 50:9, 55:18 determining [1] - 71:12 devastating [1] - 93:10 Devil [1] - 15:7 devoid [1] - 22:22 DHL [1] - 88:16 diagnosed [1] - 18:15 diagnosis [3] - 18:20, 19:6, 94:4 die [2] - 22:4, 33:17 died [1] - 32:22 Dieng [1] - 52:8 difference [1] - 56:20 differences [3] - 93:2, 93:19, 94:7 different [12] - 20:1, 23:12, 28:2, 42:10, 64:14, 69:13, 72:19, 79:4, 80:1, 81:2, 81:8, 81:12 differently [2] - 70:5, 92:21 difficult [2] - 44:21, 68:1 direct [2] - 44:23, 78:17 directed [1] - 69:4 directly [6] - 3:11, 3:14, 3:22, 45:20, 50:8, 61:4 director [4] - 8:22, 9:23, 13:23, 42:18	Director [3] - 2:7, 2:8, 22:14 Director's [3] - 10:11, 41:5, 56:1 director's [4] - 4:15, 8:2, 19:20, 55:23 disability [2] - 19:5, 93:21 disagrees [1] - 24:1 discontinue [1] - 33:11 discriminate [1] - 31:6 discriminated [1] - 18:23 discrimination [5] - 19:4, 19:6, 60:8, 60:10 discriminatory [1] - 66:6 discuss [1] - 64:16 discussed [2] - 55:4, 88:21 discussing [1] - 23:13 discussion [9] - 5:7, 23:13, 34:21, 38:13, 41:21, 49:10, 52:2, 62:9, 86:16 Discussion [1] - 49:6 dismiss [2] - 40:20, 43:5 dismissal [2] - 41:2, 41:6 dismissed [4] - 12:4, 56:1, 65:3, 66:13 disposing [1] - 55:7 dispute [2] - 64:6, 70:22 disrupting [1] - 16:19 disruptive [3] - 15:19, 16:2, 32:6 disrupts [1] - 23:9 distinguish [1] - 93:13 Distraction [1] - 92:15 district [1] - 64:8 Ditto [1] - 12:9 divergence [1] - 93:15 diverse [2] - 69:8, 69:17 Division [1] - 42:19 division [2] - 8:21, 37:8 Docket [1] - 3:7 docket [3] - 4:1, 88:10, 91:14 doctors [1] - 18:16 documentations [1] - 94:5 dollars [1] - 8:20 done [6] - 9:8, 23:11, 24:17, 29:15, 29:16,	75:1 door [2] - 64:3, 68:6 Douglass [1] - 72:12 down [4] - 13:7, 20:8, 25:12, 43:3 downhill [1] - 25:11 Dr [1] - 92:14 draws [1] - 48:7 Drive [1] - 1:21 Driven [1] - 92:15 driver [4] - 37:20, 37:23, 40:9, 41:16 driving [1] - 42:9 drug [1] - 16:4 drugs [7] - 14:4, 14:10, 15:8, 16:7, 16:10, 16:12, 18:4 during [17] - 3:11, 3:12, 3:13, 4:3, 14:21, 16:20, 20:5, 21:9, 22:19, 23:15, 23:23, 26:18, 33:5, 37:10, 40:1, 59:7, 69:22 duties [1] - 42:4 DWD [1] - 44:2 dwelling [1] - 60:7
D		E		
dad [1] - 16:7 damn [4] - 15:14, 15:17, 17:4 Daniel [1] - 53:7 date [3] - 26:4, 26:6, 88:20 dates [2] - 5:7, 88:19 daughter [1] - 18:20 days [2] - 31:21, 37:14 dealing [2] - 61:4, 61:9 deals [1] - 60:13 Dearborn [1] - 14:3 decades [1] - 73:10 December [2] - 90:8, 90:9 decide [1] - 85:11 decided [3] - 48:5, 61:22, 84:12 decision [18] - 4:22, 12:23, 23:6, 38:3, 57:7, 58:2, 61:12, 65:15, 71:6, 74:8, 74:19, 75:22, 82:17, 83:20, 84:18, 85:12, 86:13 decisions [3] - 55:6, 86:5, 88:14 Decisions [1] - 88:11 declined [3] - 64:17,		e-mail [1] - 21:14 e-mails [1] - 22:7 easily [1] - 32:18 EDha25050442 [1] - 54:19 edit [1] - 74:19 educational [1] - 92:23 Edward [1] - 92:14 EEOC [2] - 8:20, 12:1 effect [1] - 73:10 effectuate [2] - 61:1, 61:16 effort [1] - 78:18 eight [4] - 38:23, 43:4, 62:20, 62:22 either [2] - 55:20, 85:14 elect [3] - 41:19, 48:7, 48:8 elected [2] - 48:14, 66:9 Election [1] - 91:16 element [1] - 79:20 elements [2] - 71:11, 71:14 EMAIL [1] - 1:23 EMha24050435 [1] - 52:6 EMha24101036 [1] -		

53:14 EMha25080647 [1] - 51:9 EMha25080717 [1] - 11:14 EMha25121082 [1] - 53:8 EMha26 [1] - 53:11 EMha2607036 [1] - 37:1 EMno25070607 [1] - 52:10 employed [2] - 31:4, 47:17 employee [16] - 15:10, 17:23, 20:7, 32:17, 32:21, 33:13, 33:17, 37:22, 40:14, 41:12, 41:14, 41:15, 41:19, 43:1, 48:9, 48:16 employee's [1] - 32:17 employees [22] - 16:18, 20:13, 32:8, 32:13, 32:16, 32:20, 32:23, 33:12, 33:23, 34:14, 37:3, 37:12, 37:15, 37:17, 38:3, 40:2, 40:3, 41:9, 42:1, 42:10, 45:23, 47:15 employer [2] - 37:19, 40:16 employers [1] - 45:13 employment [9] - 8:21, 8:22, 9:1, 19:22, 20:1, 20:21, 28:2, 31:12, 37:8 Employment [1] - 42:18 EMra26010043 [1] - 52:18 EMra26020091 [1] - 52:14 EMre25040282 [1] - 12:10 EMre25080644 [1] - 29:22 EMse23120974 [1] - 88:17 EMse24060594 [1] - 50:19 EMse25010006 [1] - 53:22 EMse2509010 [1] - 52:22 EMse25120992 [1] - 53:5 EMse26050390 [1] - 10:7 end [13] - 3:14, 13:12,	14:10, 15:6, 15:11, 17:18, 18:8, 21:3, 23:5, 39:21, 64:19, 67:12, 67:14 ended [1] - 67:9 ends [2] - 4:2, 29:12 engage [3] - 32:1, 32:5, 33:19 engaged [3] - 23:2, 34:8, 42:5 entails [1] - 71:12 entirety [1] - 67:6 envelope [3] - 68:4, 68:7, 68:14 envelope's [1] - 68:11 environment [2] - 20:18, 73:8 environments [1] - 94:1 epic [2] - 21:19, 21:20 Equifax [1] - 46:6 erred [2] - 66:18, 71:11 error [1] - 65:13 escalate [1] - 26:22 escalated [1] - 27:8 especially [1] - 73:14 essence [1] - 60:2 establish [1] - 4:11 estate [1] - 73:23 evaluation [1] - 94:4 Evans [1] - 15:10 Evansville [2] - 15:10, 18:3 evening [2] - 21:15, 59:10 events [1] - 8:7 evict [2] - 67:20, 68:20 evicted [5] - 67:7, 67:17, 68:22, 71:2, 72:18 eviction [10] - 64:21, 65:2, 67:1, 67:4, 67:18, 68:8, 68:15, 68:17, 68:20 evidence [22] - 20:22, 22:22, 22:23, 25:22, 34:18, 37:11, 37:19, 39:20, 40:18, 65:21, 65:22, 69:10, 69:11, 69:15, 69:19, 70:17, 71:8, 72:1, 72:8, 72:18, 77:8, 93:14 exact [2] - 14:2, 17:6 example [1] - 32:7 excellence [1] - 9:19 except [3] - 3:12, 3:21, 16:14 excited [1] - 9:10 excused [1] - 29:12	Executive [1] - 2:7 Exel [1] - 88:15 exists [1] - 25:23 expectations [2] - 15:13, 22:16 expires [1] - 95:15 explained [2] - 59:7, 70:11 extend [1] - 93:7 extent [1] - 47:20 extra [1] - 60:1 F face [6] - 32:15, 33:7, 34:13, 73:19, 74:5, 74:21 facility [2] - 15:9, 20:8 fact [8] - 24:1, 60:23, 65:20, 65:22, 68:18, 72:8, 79:3, 86:23 factory [2] - 13:18, 18:13 factory's [1] - 25:10 facts [3] - 63:20, 65:1, 72:5 failed [2] - 55:19, 65:18 Fair [1] - 66:6 fair [1] - 66:10 fairly [1] - 39:8 falling [2] - 14:6, 14:14 falsely [1] - 62:16 familiar [2] - 57:9, 57:14 families [1] - 17:20 far [5] - 8:17, 14:21, 15:1, 37:22, 93:8 Fastenal [1] - 11:14 fat [1] - 17:11 fault [1] - 22:6 favor [2] - 55:21, 58:2 favorable [1] - 77:14 favorably [1] - 23:4 February [2] - 13:16, 66:12 federal [12] - 8:18, 60:12, 62:1, 71:11, 71:17, 73:12, 73:14, 73:18, 84:18, 84:23, 86:2 felt [2] - 22:3, 62:14 female [1] - 14:2 few [1] - 14:1 fewer [1] - 38:22 fight [1] - 21:18 figure [1] - 19:3 filed [5] - 56:3, 56:5, 56:9, 67:19, 68:16	filing [1] - 26:5 filings [2] - 50:14, 55:5 final [4] - 3:19, 55:8, 56:4, 88:17 finalizing [1] - 86:6 financially [1] - 93:9 findings [5] - 50:21, 51:1, 65:1, 72:13, 72:21 fine [1] - 90:7 fired [1] - 18:1 firm [1] - 27:17 first [13] - 10:5, 12:16, 17:8, 24:20, 25:1, 25:5, 27:23, 43:8, 51:6, 63:12, 65:8, 65:12, 75:19 five [9] - 9:7, 12:16, 12:18, 37:15, 40:1, 40:2, 41:9, 45:22, 56:23 fixed [1] - 33:14 folks [2] - 68:19, 72:13 follow [2] - 3:7, 23:13 followed [1] - 23:14 following [3] - 8:7, 8:11, 20:3 foods [1] - 52:6 foregoing [1] - 95:5 forgive [1] - 45:17 forgotten [1] - 53:1 forklift [1] - 34:10 formal [1] - 48:3 forth [2] - 32:8, 62:15 forward [2] - 9:15, 9:16 foster [1] - 18:20 Fouad [1] - 2:5 four [2] - 88:8, 89:19 Fourteen [1] - 52:6 Fred [2] - 56:17, 57:21 Frederick [1] - 2:13 Friday [4] - 31:17, 31:20, 31:21, 39:2 friend [1] - 15:5 front [2] - 63:12, 82:16 froze [1] - 34:20 fuck [1] - 21:17 fucking [3] - 21:21, 22:5, 22:6 full [5] - 39:1, 43:1, 67:9, 67:21, 71:7 full-day [1] - 71:7 full-time [2] - 39:1, 43:1 funny [1] - 17:22 future [1] - 83:22	G games [2] - 58:15, 59:12 Gardaworld [1] - 52:9 garden [1] - 55:13 Garden [1] - 63:11 gardens [1] - 5:3 general [1] - 22:21 generally [3] - 37:21, 41:14, 45:7 generated [1] - 94:4 generous [1] - 67:20 gestured [1] - 25:11 girl [1] - 16:14 given [1] - 26:23 Glen [1] - 52:21 God [11] - 13:11, 14:9, 14:10, 15:11, 15:14, 15:17, 17:3, 18:7, 21:18, 32:19 god [1] - 17:19 goins [1] - 77:5 Goins [28] - 5:3, 55:13, 58:4, 58:15, 59:1, 59:2, 59:10, 61:7, 62:11, 63:21, 64:4, 64:9, 64:12, 64:17, 64:20, 67:8, 68:6, 69:4, 70:4, 72:12, 72:17, 73:4, 75:18, 76:5, 76:6, 77:20, 78:6, 79:12 Goins' [4] - 58:13, 64:10, 69:21, 73:20 Government [2] - 1:14, 2:8 governs [1] - 72:3 granted [3] - 31:14, 31:20 grants [1] - 12:3 great [3] - 29:18, 81:5, 90:14 greater [2] - 52:13, 94:2 Greg [1] - 43:4 gross [1] - 16:15 group [3] - 53:4, 69:5, 80:1 Group [1] - 75:23 Gruber [5] - 2:17, 19:17, 25:18, 27:5, 27:16 GRUBER [7] - 19:16, 23:8, 25:19, 26:15, 27:7, 27:16, 29:13 guess [4] - 38:7, 47:6, 80:20, 85:14 guidelines [1] - 84:23 gun [2] - 16:1, 62:12
--	---	--	--	--

guy [2] - 15:22, 16:9 guys [3] - 24:9, 43:5, 91:2	79:16, 82:10, 85:5, 85:9, 85:22, 86:20, 87:4, 87:21, 89:15, 89:21, 89:23, 91:1, 91:8, 91:12	HUD [1] - 8:20 Huls [1] - 16:9 Human [1] - 21:7	indicated [4] - 40:9, 42:4, 46:2, 71:16 indicates [2] - 60:7, 60:9	involved [2] - 16:12, 75:5 involvement [2] - 9:14, 59:6
H	head [1] - 54:3	I	indication [2] - 42:2, 70:18	involves [1] - 4:16
Hagenmaier [1] - 55:1 half [3] - 15:13, 31:16, 31:21 Hallowell [1] - 92:15 Hamami [17] - 2:5, 6:16, 7:8, 7:15, 10:8, 11:3, 29:4, 36:12, 40:22, 41:4, 46:14, 49:18, 52:15, 53:9, 87:16, 87:22, 90:2 HAMAMI [25] - 6:17, 7:6, 7:16, 10:10, 11:4, 29:3, 29:6, 36:13, 41:1, 46:18, 46:22, 47:6, 47:10, 48:12, 48:20, 49:19, 79:18, 80:8, 80:21, 84:6, 84:10, 87:15, 87:23, 90:3, 90:21 Hamami's [1] - 46:16 Hamilton [2] - 66:16, 81:22 Hand [3] - 63:10, 64:13, 80:15 hand [5] - 13:13, 33:13, 33:14, 69:12, 81:20 hander [1] - 68:7 Hands [1] - 55:15 Hannifin [1] - 53:11 happiness [1] - 34:4 happy [2] - 39:9, 90:13 harass [1] - 20:13 harasses [1] - 23:9 harassing [4] - 22:11, 23:2, 32:6, 33:10 hardware [1] - 13:19 Harrington [17] - 2:3, 6:4, 6:14, 7:13, 11:1, 28:12, 28:16, 36:3, 36:10, 49:5, 49:16, 51:10, 52:4, 52:23, 87:20, 92:22 HARRINGTON [44] - 5:23, 6:15, 7:14, 11:2, 28:17, 35:23, 36:5, 36:11, 47:5, 47:8, 48:10, 49:17, 51:15, 52:1, 75:14, 75:17, 75:22, 76:14, 76:17, 76:19, 76:23, 77:2, 77:4, 77:15, 77:21, 78:2, 78:5, 78:13, 78:20, 79:12,	health [1] - 94:3 hear [9] - 14:13, 35:1, 35:2, 35:4, 38:16, 44:7, 63:3, 76:23, 92:9 heard [7] - 38:12, 39:8, 58:16, 64:4, 66:10, 70:14, 72:11 hearing [10] - 30:15, 35:11, 63:15, 67:12, 70:8, 71:7, 76:22, 91:20, 91:23, 94:14 heart [1] - 16:1 held [3] - 9:10, 67:3, 74:2 hell [7] - 17:11, 17:18, 21:4, 21:12, 21:16, 22:5, 32:21 hellfire [1] - 33:18 help [3] - 70:13, 71:17, 94:6 helped [1] - 92:16 hereby [3] - 12:4, 55:20, 95:5 herring [1] - 68:15 Herron [6] - 55:14, 63:9, 68:13, 68:18, 72:12, 75:23 Herron's [1] - 68:18 herself [2] - 58:10, 59:10 hide [1] - 32:18 high [4] - 9:2, 15:20, 15:22, 16:6 Hill [1] - 52:20 Hilton [1] - 92:13 himself [1] - 15:23 hired [1] - 37:13 holiday [1] - 91:12 Holli [1] - 2:3 Holly [1] - 50:17 honor [1] - 9:10 hoops [1] - 44:22 hopefully [1] - 13:9 HOra23080663 [1] - 55:16 hospital [1] - 16:5 hosted [1] - 92:13 hostile [1] - 20:17 hours [3] - 14:22, 18:17, 33:5 housing [4] - 58:1, 59:5, 66:6, 66:10 HR [1] - 20:4	IC [1] - 60:4 ICRC [2] - 4:14, 8:14 idea [2] - 73:11, 91:10 identified [2] - 48:2, 72:8 identify [4] - 37:5, 42:15, 65:9, 92:7 II [2] - 55:14, 63:11 impact [1] - 61:21 implication [2] - 59:20, 61:2 implied [1] - 77:12 imply [1] - 76:15 implying [2] - 61:7, 76:20 important [6] - 21:21, 64:20, 75:3, 87:2, 93:15, 93:21 impression [1] - 80:4 inappropriate [3] - 22:20, 32:11, 33:20 Inc [2] - 52:17, 88:16 incident [1] - 16:11 included [1] - 40:10 including [3] - 33:16, 39:14, 92:14 Incorporated [1] - 63:10 incorporated [2] - 12:9, 55:15 incorrect [2] - 72:9, 83:20 increasingly [1] - 93:21 independent [1] - 52:21 INDIANA [3] - 1:1, 1:21, 2:7 Indiana [33] - 1:10, 1:13, 1:14, 1:16, 1:22, 2:8, 2:9, 3:4, 11:19, 20:8, 23:8, 35:18, 39:12, 43:9, 43:11, 55:9, 55:10, 55:12, 55:23, 56:10, 56:17, 58:5, 66:7, 67:3, 71:15, 82:22, 84:22, 85:23, 86:1, 86:4, 95:4, 95:13 Indianapolis [7] - 1:16, 2:9, 80:9, 81:3, 81:13, 81:17, 81:21 indicate [2] - 40:6, 61:18	individual [8] - 37:22, 40:11, 42:2, 42:5, 42:8, 58:4, 94:1, 94:6 individual's [1] - 20:19 individually [1] - 5:19 individuals [1] - 23:1 information [10] - 41:17, 44:1, 44:9, 45:4, 45:18, 47:9, 47:11, 83:16, 87:7, 93:5 initial [1] - 3:17 injury [1] - 33:13 inspected [1] - 13:18 instead [3] - 61:4, 61:9, 77:9 institutions [4] - 93:1, 93:6, 93:16, 94:6 insubordinate [2] - 32:7, 33:19 Intake [1] - 8:23 intake [1] - 9:1 intelligence [1] - 93:20 intention [1] - 60:9 interest [1] - 54:9 interference [1] - 20:18 interject [1] - 41:23 international [1] - 50:18 interpret [1] - 93:2 interpretation [1] - 73:17 interpreted [1] - 61:15 intimidating [1] - 20:17 introduced [1] - 73:12 investigate [2] - 44:16, 83:19 investigated [1] - 37:9 investigation [11] - 21:5, 37:10, 40:1, 46:15, 47:15, 47:22, 48:19, 48:23, 50:20, 85:13, 86:22 investigative [1] - 3:20 investigator [2] - 39:11, 45:20 invite [1] - 8:9 involve [1] - 62:5	Islam [7] - 31:11, 32:23, 33:7, 33:15, 33:23, 34:1, 34:4 issue [10] - 13:13, 18:18, 21:8, 27:23, 28:1, 55:20, 68:3, 79:1, 85:18, 85:20 issued [3] - 33:8, 56:4, 56:7 issues [6] - 10:12, 27:22, 28:4, 35:16, 50:23, 65:5 it'd [1] - 48:18 item [3] - 5:17, 66:19, 88:10 items [1] - 34:10
				J
				Jake [1] - 18:2 January [1] - 55:17 Jasper [1] - 20:8 Jennifer [1] - 14:3 Jeremiah [1] - 52:12 Jesus [4] - 15:2, 15:3, 15:4, 16:16 JETER [16] - 57:13, 63:3, 63:7, 75:10, 76:9, 77:18, 78:1, 78:4, 78:7, 78:14, 79:8, 79:14, 80:12, 81:19, 82:4, 82:7 Jeter [9] - 2:18, 56:18, 57:10, 63:1, 63:8, 75:9, 77:16, 80:10, 83:18 Jo [1] - 64:2 Joanne [1] - 15:3 job [4] - 25:10, 33:6, 71:7, 85:19 Joey [1] - 43:3 Johanna [2] - 2:14, 37:7 John [1] - 15:10 Johnson [1] - 52:16 join [1] - 38:20 Jones [1] - 11:13 Jones' [1] - 11:17 Jonna [2] - 15:3, 20:22 Jr [3] - 1:12, 95:2, 95:11 Judge [1] - 85:5 judge [6] - 17:19,

60:11, 60:22, 74:9, 74:12, 74:19 judge's [1] - 55:7 judges [1] - 8:10 judgments [1] - 72:16 judicial [1] - 93:17 July [1] - 39:7 jump [1] - 44:22 June [1] - 50:17	35:18, 55:7, 60:11, 60:22, 62:2, 65:13, 65:14, 65:15, 67:3, 71:11, 71:13, 73:12, 73:14, 74:9, 74:12, 74:19, 74:23, 82:22, 86:1 laws [2] - 61:14 layman's [1] - 64:7 lead [6] - 20:22, 34:9, 34:10, 34:13, 34:17, 46:17 leader [1] - 15:4 leading [1] - 20:20 learning [1] - 93:23 lease [5] - 64:22, 67:8, 67:13, 67:14, 67:21 leased [1] - 63:21 least [2] - 42:5, 74:10 leave [4] - 31:15, 60:1, 76:13, 89:2 leaves [2] - 68:3, 69:1 leaving [2] - 14:21, 64:23 left [7] - 14:22, 20:23, 67:1, 67:8, 67:21, 92:18, 92:22 legis [1] - 73:9 legislation [1] - 73:9 legislative [1] - 9:13 legitimate [2] - 22:16, 93:3 less [4] - 37:17, 38:3, 39:13, 39:20 letter [1] - 12:1 letting [3] - 14:9, 38:19, 63:16 Lewis [1] - 50:17 LGBT [1] - 32:11 lie [1] - 17:19 life [1] - 18:18 light [1] - 74:13 likewise [1] - 57:1 limitation [2] - 60:8, 60:10 limitations [1] - 26:7 Lindy [3] - 1:12, 95:2, 95:11 line [8] - 15:3, 30:12, 30:17, 38:7, 45:23, 51:17, 51:20, 89:19 links [1] - 30:7 list [2] - 10:6, 51:6 listed [3] - 42:3, 42:11, 43:10 listen [1] - 19:5 listing [1] - 39:14 live [3] - 61:8, 70:6, 79:4 lived [4] - 58:5, 59:11,	67:9, 75:19 living [2] - 52:21, 58:11 LLC [4] - 1:21, 10:7, 50:18, 52:6 location [5] - 77:5, 81:6, 87:3, 87:4, 87:9 Lola [1] - 51:6 look [7] - 5:14, 9:16, 43:6, 44:23, 71:16, 74:13, 90:8 looked [2] - 37:15, 37:20 looking [2] - 37:18, 82:21 Lostutter [1] - 2:12 LOSTUTTER [86] - 3:9, 4:10, 5:10, 5:14, 6:2, 6:6, 6:10, 6:13, 6:16, 6:18, 6:20, 6:22, 7:1, 7:9, 7:13, 7:15, 7:17, 7:19, 7:21, 7:23, 10:21, 11:1, 11:3, 11:5, 11:7, 11:9, 11:11, 12:15, 13:3, 18:5, 19:8, 23:7, 24:5, 28:14, 28:16, 28:18, 28:20, 28:22, 29:1, 29:4, 29:7, 29:10, 30:1, 30:10, 30:18, 31:2, 34:2, 34:19, 35:1, 35:5, 36:8, 36:10, 36:12, 36:14, 36:16, 36:18, 36:20, 38:6, 38:17, 43:16, 49:13, 49:16, 49:18, 49:20, 49:22, 50:1, 50:3, 56:13, 56:16, 57:6, 57:20, 62:19, 62:21, 63:6, 87:18, 87:20, 87:22, 88:1, 88:3, 88:5, 88:7, 90:19, 91:4, 91:11, 92:11, 93:11 loud [1] - 33:22 loudly [1] - 58:15 love [11] - 8:9, 58:23, 59:14, 61:20, 64:9, 64:10, 67:16, 69:23, 70:7, 72:12, 73:3 Love [3] - 70:5, 70:11, 73:2 loved [1] - 33:16 low [1] - 9:4 lower [1] - 72:5 LP [1] - 55:14 Luke [1] - 16:9 luncheon [1] - 51:23	M ma'am [1] - 35:3 Madar [10] - 29:21, 30:13, 31:4, 31:6, 31:10, 31:14, 32:4, 32:10, 34:12, 35:9 madar [1] - 34:6 maddox [3] - 13:2, 20:2, 23:10 Maddox [20] - 2:17, 12:8, 19:13, 20:5, 20:7, 20:23, 21:8, 21:9, 21:10, 21:14, 22:10, 22:15, 23:4, 23:19, 24:1, 24:6, 25:20, 25:22, 26:21, 27:8 MADDOX [14] - 13:4, 13:8, 18:6, 19:9, 19:11, 24:8, 24:11, 24:13, 24:19, 26:23, 27:3, 27:6, 29:14, 29:17 Maddox's [4] - 19:22, 22:21, 23:17, 23:20 maddox's [1] - 20:22 mail [1] - 21:14 mails [1] - 22:7 main [2] - 65:7, 67:1 major [2] - 9:15, 73:9 makeup [3] - 69:6, 69:7, 70:19 managed [1] - 79:22 management [6] - 23:18, 33:10, 55:14, 58:2, 63:10, 64:18 manager [5] - 21:8, 64:8, 67:16, 68:5, 70:1 managers [1] - 33:21 mandate [4] - 74:22, 86:22, 87:6 mandated [1] - 84:9 mandates [1] - 82:21 manner [1] - 22:11 marble [1] - 50:17 March [8] - 13:17, 20:4, 21:7, 22:19, 23:15, 23:23, 50:22, 66:17 Marie [1] - 68:5 marker [4] - 58:14, 59:9, 62:18, 64:2 Marrs [1] - 2:14 Mary [1] - 54:18 materially [1] - 93:10 matter [9] - 1:10, 11:18, 19:21, 54:7, 55:18, 55:19, 56:4,	56:19, 95:7 McDonald [1] - 51:7 McNeil [1] - 2:19 mean [9] - 43:7, 62:8, 68:22, 70:23, 71:2, 71:6, 73:6, 84:13, 84:16 meant [1] - 70:12 mechanic [1] - 42:3 Medicaid [1] - 18:17 medical [3] - 18:18, 53:4, 94:3 meet [2] - 55:19, 59:1 MEETING [1] - 1:5 meeting [31] - 3:4, 3:12, 3:15, 4:2, 4:12, 4:13, 4:14, 5:7, 5:18, 5:20, 8:8, 8:12, 8:15, 9:6, 16:20, 20:4, 21:10, 22:15, 22:20, 24:1, 26:18, 51:3, 51:12, 51:14, 59:4, 59:7, 64:15, 83:22, 88:19, 91:2, 94:15 meetings [2] - 7:3, 91:6 members [1] - 3:21 MEMBERS [1] - 2:2 mental [1] - 94:3 mention [1] - 65:6 mentioned [2] - 9:5, 74:11 message [1] - 92:19 met [4] - 21:8, 57:22, 64:9, 70:17 methamphetamine [3] - 14:8, 15:21, 15:22 methamphetamines [2] - 14:16, 17:4 Meyer [3] - 1:12, 95:2, 95:11 Michael [1] - 2:12 Microsoft [1] - 91:7 midday [1] - 31:18 middle [1] - 59:15 might [2] - 71:10, 89:1 million [1] - 8:20 mind [1] - 80:4 minds [1] - 92:20 minute [5] - 13:6, 18:5, 23:7, 34:2, 93:11 minutes [16] - 4:5, 4:12, 4:13, 4:14, 5:18, 5:20, 12:16, 12:18, 12:19, 12:20, 24:7, 56:22, 56:23, 57:1, 57:18, 62:19 misconceptions [1] - 93:14
K keep [1] - 93:18 Kelly [2] - 15:6, 15:22 kept [2] - 58:14 kids [2] - 32:13, 33:16 kill [1] - 32:19 Kimberly [2] - 2:18, 30:23 kind [12] - 26:17, 32:13, 38:8, 39:19, 59:17, 60:13, 68:14, 69:2, 70:2, 73:5, 73:21, 84:12 kinds [1] - 73:7 Knobs [1] - 54:19 knowledge [1] - 93:18 known [2] - 31:10, 68:11 KREIDER [11] - 44:19, 45:6, 45:12, 45:19, 46:7, 48:18, 84:1, 84:4, 86:3, 86:10, 89:18 Kreider [2] - 2:8, 44:15 Kyle [4] - 15:4, 15:6, 15:22, 18:1	L laborer [1] - 13:18 lack [1] - 71:22 lacking [1] - 62:4 lady [8] - 58:12, 58:14, 58:22, 59:8, 59:14, 62:12, 62:14, 68:5 Lafayette [1] - 52:13 landlord [1] - 58:2 Lane [1] - 2:5 language [2] - 20:6, 60:19 Lanita [3] - 5:2, 58:4, 63:20 last [5] - 4:18, 9:6, 27:15, 40:7 late [2] - 59:9, 64:5 laughed [1] - 17:22 Law [2] - 65:14, 72:2 law [21] - 23:8, 27:17,			

Mishia [2] - 11:13, 11:17
missed [1] - 45:17
Molly [4] - 2:20, 92:4, 92:6, 92:8
Monday [2] - 1:16, 95:7
Monica [1] - 2:19
month [4] - 4:18, 4:19, 51:12
month's [1] - 51:14
months [1] - 14:1
moreover [1] - 26:1
most [3] - 16:6, 43:10, 57:22
mostly [2] - 9:13, 76:11
motherfuckers [1] - 22:4
motion [22] - 5:19, 6:3, 7:3, 7:7, 7:8, 10:14, 10:19, 28:7, 28:11, 35:20, 36:1, 46:13, 47:3, 47:13, 48:22, 48:23, 49:5, 83:2, 86:20, 87:5, 87:11, 87:13
Motions [1] - 55:5
motions [1] - 50:14
Mouhamed [1] - 52:8
move [24] - 34:10, 60:15, 62:5, 64:12, 64:17, 70:2, 72:5, 75:23, 76:6, 76:14, 77:5, 77:20, 78:2, 78:6, 78:18, 78:23, 80:17, 81:17, 81:20, 82:2, 82:3, 82:7, 87:1, 87:8
moved [12] - 5:21, 7:5, 10:15, 28:8, 35:21, 49:1, 51:2, 58:5, 64:3, 75:20, 79:2, 87:12
movement [1] - 73:9
moving [2] - 77:8, 81:1
MR [153] - 3:9, 4:10, 5:10, 5:14, 6:2, 6:6, 6:10, 6:13, 6:16, 6:18, 6:20, 6:22, 7:1, 7:9, 7:13, 7:15, 7:17, 7:19, 7:21, 7:23, 8:3, 9:20, 10:21, 11:1, 11:3, 11:5, 11:7, 11:9, 11:11, 12:15, 13:3, 18:5, 19:8, 19:16, 23:7, 23:8, 24:5, 25:19, 26:15, 27:7, 27:16, 28:14,

28:16, 28:18, 28:20, 28:22, 29:1, 29:4, 29:7, 29:10, 29:13, 30:1, 30:10, 30:18, 31:2, 34:2, 34:19, 35:1, 35:5, 36:4, 36:8, 36:10, 36:12, 36:14, 36:16, 36:18, 36:20, 38:6, 38:15, 38:17, 38:18, 39:15, 41:22, 42:17, 42:23, 43:16, 44:19, 45:6, 45:12, 45:19, 46:7, 48:18, 49:13, 49:16, 49:18, 49:20, 49:22, 50:1, 50:3, 50:10, 50:12, 54:3, 56:13, 56:16, 57:6, 57:13, 57:17, 57:20, 57:21, 62:19, 62:20, 62:21, 62:22, 63:3, 63:6, 63:7, 73:2, 75:10, 75:21, 76:8, 76:9, 76:11, 76:15, 76:18, 76:21, 77:3, 77:11, 77:18, 78:1, 78:4, 78:7, 78:14, 79:8, 79:14, 80:3, 80:9, 80:12, 81:9, 81:15, 81:19, 82:4, 82:7, 82:23, 84:1, 84:4, 84:8, 86:3, 86:10, 87:18, 87:20, 87:22, 88:1, 88:3, 88:5, 88:7, 89:18, 90:12, 90:18, 90:19, 91:4, 91:11, 92:11, 93:11
MS [36] - 13:4, 13:8, 18:6, 19:9, 19:11, 24:8, 24:11, 24:13, 24:19, 26:23, 27:3, 27:6, 29:14, 29:17, 30:19, 30:22, 31:3, 34:3, 35:4, 37:7, 39:7, 39:23, 40:8, 41:10, 41:13, 44:4, 44:10, 44:12, 46:21, 92:2, 92:4, 92:8, 92:12, 92:19, 92:23, 93:12

multiple [2] - 31:15, 33:8
must [1] - 3:20
mute [1] - 6:10

N

N300 [2] - 1:15, 2:9
name [9] - 14:3, 26:14, 27:15, 37:23, 38:18, 40:11, 42:17, 58:14,

58:22
name's [3] - 57:21, 63:8, 64:9
named [3] - 15:11, 64:1, 68:5
names [1] - 46:1
narrow [1] - 74:16
near [1] - 16:1
necessarily [1] - 26:19
necessary [1] - 30:7
need [19] - 5:19, 5:22, 7:3, 10:14, 10:16, 28:7, 28:9, 28:12, 35:20, 35:22, 48:23, 49:2, 83:2, 86:18, 87:11, 87:14, 89:16, 91:9, 94:2
needed [2] - 17:20, 85:13
needs [3] - 19:5, 74:12, 94:1
neighbor [5] - 64:1, 64:6, 64:18, 70:22, 78:9
neighbor's [1] - 64:11
neighbors [1] - 70:23
nephew [1] - 32:21
nerve [1] - 93:15
neurological [2] - 93:2, 93:19
never [15] - 14:22, 16:3, 18:17, 26:23, 27:3, 39:2, 46:3, 46:5, 64:21, 67:8, 68:15, 68:17, 69:19, 70:9, 70:11
new [9] - 4:23, 8:23, 37:18, 50:21, 51:4, 64:1, 76:1
news [2] - 8:18
next [23] - 4:18, 5:17, 11:13, 12:8, 14:17, 29:20, 36:22, 51:3, 51:12, 51:14, 52:5, 52:12, 52:20, 53:3, 53:7, 53:10, 53:13, 54:17, 64:3, 85:3, 88:10, 88:19
night [2] - 58:16, 64:5
Ning [1] - 53:13
nobody [8] - 14:19, 16:8, 17:14, 18:9, 25:9, 71:2, 77:19, 77:22
noises [1] - 64:5
none [9] - 16:13, 30:16, 35:12, 50:14, 91:17, 91:20, 91:23, 94:14
nonetheless [1] - 9:16

nonfinal [1] - 88:13
North [4] - 1:15, 2:8, 2:9
Notary [3] - 1:13, 95:3, 95:12
note [1] - 64:20
nothing [4] - 23:16, 23:18, 39:4, 62:3
notice [9] - 3:18, 4:17, 5:1, 11:16, 11:21, 41:5, 64:21, 64:23, 67:10
notified [1] - 16:11
November [3] - 8:14, 63:22, 88:20
NP0690003 [1] - 95:16
number [14] - 10:7, 11:14, 36:23, 37:3, 39:13, 39:19, 47:15, 47:16, 50:18, 51:8, 52:17, 52:22, 55:15, 88:17
numbers [2] - 30:7, 46:1
Nurse [1] - 13:22

O

o'clock [3] - 1:17, 3:1, 94:18
objected [1] - 65:17
objecting [1] - 65:8
objection [7] - 56:3, 56:6, 65:9, 66:4, 67:23, 71:21
objections [5] - 57:23, 59:20, 65:10, 65:17, 74:2
obtain [1] - 44:21
occasion [1] - 45:17
occupants [1] - 64:5
occurred [1] - 16:11
OCTOBER [1] - 1:5
October [10] - 1:16, 3:1, 3:5, 8:4, 8:7, 8:11, 11:22, 63:23, 94:18, 95:7
OF [3] - 1:1, 1:5, 1:21
offensive [1] - 20:17
offer [8] - 58:22, 60:15, 64:12, 78:5, 78:19, 78:21, 81:17, 81:19
offered [12] - 27:3, 59:1, 77:20, 78:10, 79:4, 79:10, 79:11, 80:16, 80:19, 86:23, 87:7, 87:8
offering [1] - 93:22
Office [1] - 53:22

office [7] - 13:19, 14:18, 16:21, 24:21, 31:23, 58:23, 59:15
often [1] - 75:3
old [2] - 4:15, 10:4
on-line [6] - 30:12, 30:17, 38:7, 51:17, 51:20, 89:19
on-site [1] - 68:4
once [2] - 9:7, 77:5
one [35] - 10:5, 13:6, 15:16, 15:21, 17:19, 18:3, 18:5, 21:5, 22:1, 23:7, 31:14, 32:17, 32:21, 33:12, 34:1, 34:2, 35:7, 37:1, 39:18, 41:8, 41:23, 46:4, 56:20, 61:16, 65:1, 69:13, 79:18, 81:21, 81:22, 83:3, 85:14, 87:1, 87:8, 89:19, 93:11
one-minute [1] - 13:6
ones [2] - 56:21, 65:16
open [2] - 39:5, 50:6
operate [1] - 92:21
opportunities [1] - 93:22
opportunity [6] - 26:18, 26:20, 27:1, 40:18, 87:1, 94:9
opposed [1] - 88:4
option [2] - 64:12, 79:10
options [1] - 82:16
oral [9] - 3:13, 5:2, 12:11, 30:16, 38:13, 51:9, 56:8, 56:11, 56:20
order [9] - 3:5, 55:7, 55:8, 56:4, 56:7, 60:12, 65:8, 88:12, 88:17
ordered [2] - 77:20, 77:22
orders [1] - 55:6
organization [1] - 43:13
organizations [1] - 93:10
OSHA [1] - 16:10
OTHER [1] - 2:11
otherwise [3] - 19:23, 32:19, 91:17
outburst [1] - 23:14
outside [2] - 46:23, 62:13
overall [1] - 34:17
overwhelming [1] - 34:18

own [5] - 62:8, 64:22, 67:22, 72:15, 80:14
owned [2] - 79:21, 80:1
owner [11] - 37:19, 37:21, 39:14, 39:15, 39:16, 41:12, 41:14, 41:20, 43:20, 48:7, 48:17
ownership [1] - 80:17

P

P.C [1] - 51:8
p.m [3] - 1:17, 3:1, 94:18
pace [1] - 93:18
packed [1] - 13:20
packet [1] - 45:18
packets [1] - 50:20
page [2] - 67:15, 67:18
paid [5] - 39:2, 48:6, 48:7, 48:8, 48:15
pamphlets [1] - 33:4
papers [1] - 33:20
paperwork [2] - 30:4, 68:17
Parcel [1] - 53:8
Paris [1] - 92:13
parker [1] - 53:11
parker-Hannifin [1] - 53:11
part [4] - 40:11, 61:6, 66:8, 68:9
particular [11] - 11:15, 42:5, 57:23, 58:18, 59:14, 60:13, 62:6, 65:11, 73:11, 74:7, 75:5
particularity [4] - 65:10, 66:4, 74:4, 74:6
parties [6] - 29:23, 50:21, 56:15, 66:14, 86:23, 87:7
parts [1] - 65:7
party [3] - 3:10, 46:5, 65:8
passed [2] - 32:22, 33:4
past [1] - 92:12
Patricia [1] - 54:23
pattern [1] - 32:5
payroll [6] - 39:3, 39:6, 43:6, 45:7, 45:11, 45:14
people [16] - 15:13, 15:16, 15:20, 17:3, 17:20, 21:16, 25:13, 43:5, 54:5, 59:17,

61:8, 72:20, 82:3, 82:6, 89:15, 93:4
performance [2] - 20:19, 68:13
performed [1] - 42:8
performs [1] - 42:3
period [1] - 67:14
Perry [3] - 53:21, 54:2, 54:5
persistent [1] - 93:14
person [22] - 38:1, 38:2, 51:17, 51:21, 55:1, 55:22, 59:1, 60:5, 61:2, 61:10, 63:15, 75:20, 76:4, 76:12, 76:13, 77:9, 78:6, 78:21, 78:22, 78:23, 79:1, 79:2
personnel [1] - 44:20
persons [1] - 93:7
perspective [2] - 58:9, 79:5
persuade [1] - 78:17
Philip [1] - 2:7
phone [1] - 38:20
physical [1] - 51:7
piece [2] - 65:21, 65:22
place [11] - 8:10, 8:15, 56:8, 61:20, 62:6, 73:4, 73:6, 74:2, 76:1, 76:7, 79:4
placed [2] - 20:21, 22:7
places [1] - 59:16
plant [1] - 18:3
play [1] - 33:22
playing [1] - 59:11
plus [1] - 39:16
point [4] - 12:23, 17:10, 59:19, 86:5
Pointe [1] - 1:21
pointed [2] - 20:3, 22:15
points [2] - 22:13, 25:20
policy [3] - 20:12, 20:15, 76:2
Ponds [1] - 1:21
population [1] - 60:16
portfolio [2] - 64:13, 70:18
position [3] - 3:19, 60:21, 73:3
possibly [1] - 48:18
post [2] - 50:22, 73:8
post-appeal [1] - 50:22
post-civil [1] - 73:8
practice [1] - 76:3

practicer [1] - 31:10
pray [1] - 31:17
prayer [2] - 31:18, 31:23
preacher [1] - 21:20
precedence [1] - 71:17
precisely [1] - 23:10
predominantly [1] - 62:7
preference [3] - 60:7, 60:10, 61:19
prejudice [2] - 56:2, 66:13
premises [1] - 67:5
prepare [1] - 50:21
prepared [1] - 13:9
preparing [1] - 9:12
PRESENT [2] - 2:11, 2:16
present [4] - 30:17, 35:9, 47:16, 59:3
presented [1] - 24:16
presenting [1] - 69:14
presuming [1] - 50:8
pretext [2] - 23:5, 23:20
pretty [1] - 16:2
previous [4] - 5:18, 38:9, 56:21, 57:11
previously [3] - 3:12, 13:22, 88:21
primarily [1] - 69:5
primary [1] - 37:16
principle [1] - 84:18
private [1] - 31:22
privilege [1] - 63:13
privity [1] - 43:22
probable [7] - 10:11, 11:22, 19:21, 28:4, 31:9, 35:17, 51:1
problem [5] - 61:4, 61:10, 77:13, 78:19, 80:18
problems [1] - 58:7
procedurally [1] - 65:6
procedures [1] - 69:22
proceed [4] - 4:15, 31:2, 38:14, 41:7
proceeded [1] - 37:14
proceeding [1] - 86:7
proceedings [3] - 55:8, 94:17, 95:6
PROCEEDINGS [1] - 1:9
process [1] - 93:5
produce [1] - 93:5
produced [1] - 64:15
products [1] - 50:17

profane [1] - 20:6
profanity [2] - 21:11, 27:9
professional [1] - 93:8
proof [5] - 39:3, 55:20, 64:11, 71:23, 72:5
properties [6] - 64:14, 69:12, 70:19, 80:6, 80:15, 81:20
Property [1] - 75:23
property [16] - 55:14, 63:9, 64:8, 64:13, 67:16, 69:17, 69:23, 70:1, 70:19, 75:19, 78:11, 79:21, 79:22, 80:1, 80:14, 81:7
proposed [1] - 56:4
proselytizing [2] - 22:11, 23:9
protect [1] - 23:9
proven [1] - 60:16
provide [5] - 26:21, 37:11, 40:18, 45:3, 83:21
provided [4] - 45:12, 45:22, 46:4, 90:17
provider [1] - 45:11
providers [1] - 94:3
provides [1] - 44:18
providing [2] - 43:23, 44:1
provision [2] - 66:7, 66:9
psychologically [1] - 93:9
public [9] - 3:13, 4:3, 52:13, 91:21, 92:5, 92:17, 94:9, 94:12
PUBLIC [1] - 1:5
Public [3] - 1:13, 95:3, 95:12
Puklus [1] - 53:21
pulse [1] - 9:8
punched [1] - 39:1
Purdue [2] - 53:13, 53:19
purpose [3] - 61:1, 61:16
push [1] - 70:20
pushing [1] - 20:10

Q

quarrel [1] - 72:2
question's [1] - 26:17
questioning [1] - 70:11
questions [17] - 3:23, 5:11, 9:22, 12:5, 12:22, 19:13, 37:2,

39:9, 41:6, 43:19, 46:11, 47:18, 57:12, 75:16, 75:17, 79:17, 82:13
quick [3] - 26:13, 27:8, 79:18
quickly [1] - 26:22
quit [1] - 67:4
quite [1] - 83:7
quorum [3] - 4:8, 4:11, 89:16
quote [1] - 67:13
Quran [1] - 33:5

R

R.B [1] - 54:18
race [5] - 59:21, 60:8, 61:5, 61:19, 62:7
Rachel [2] - 10:6, 88:15
racial [3] - 60:22, 69:5, 69:11
racially [1] - 69:17
racist [1] - 61:7
RADECKI [7] - 92:2, 92:4, 92:8, 92:12, 92:19, 92:23, 93:12
Radecki [4] - 2:20, 92:4, 92:8, 94:11
raised [1] - 25:20
raises [1] - 93:15
Ramadan [1] - 31:15
RAMOS [150] - 3:3, 4:7, 5:9, 5:11, 5:16, 5:22, 6:1, 6:3, 6:23, 7:2, 7:7, 7:22, 8:1, 9:18, 9:21, 10:2, 10:13, 10:16, 10:18, 11:10, 11:12, 12:7, 13:1, 13:5, 19:10, 19:12, 19:15, 24:6, 24:10, 24:12, 24:15, 25:17, 26:8, 27:2, 27:4, 27:14, 27:19, 28:5, 28:9, 28:11, 28:23, 29:9, 29:11, 29:16, 29:19, 30:9, 30:11, 30:15, 30:20, 34:22, 35:2, 35:6, 35:11, 35:19, 35:22, 36:1, 36:6, 36:19, 36:21, 38:4, 38:11, 39:10, 39:17, 40:5, 40:13, 41:3, 42:15, 42:20, 43:7, 44:6, 44:11, 46:10, 47:3, 47:12, 47:23, 48:21, 49:2, 49:4, 49:9, 49:11, 50:2, 50:5,

50:11, 50:13, 51:18,
51:22, 52:3, 53:18,
54:8, 54:12, 54:16,
55:3, 56:14, 57:3,
57:8, 57:15, 63:1,
63:5, 72:23, 75:8,
75:12, 75:15, 77:1,
77:17, 79:17, 80:10,
80:22, 81:5, 82:11,
82:15, 83:1, 83:8,
83:10, 83:14, 84:3,
84:14, 84:17, 84:20,
85:7, 85:11, 86:16,
86:18, 87:3, 87:10,
87:13, 87:16, 88:6,
88:9, 89:3, 89:7,
89:11, 89:13, 89:17,
89:20, 89:22, 90:1,
90:4, 90:6, 90:14,
90:16, 90:23, 91:10,
91:13, 91:20, 91:23,
92:3, 92:6, 92:10,
94:10, 94:14
Ramos [10] - 1:11, 2:3,
6:22, 7:21, 11:9,
19:17, 28:22, 36:18,
50:1, 88:5
rather [5] - 20:2, 22:9,
23:14, 23:22, 93:3
reach [1] - 67:20
reached [1] - 37:10
reactionary [1] - 9:14
read [10] - 5:5, 11:15,
12:14, 13:9, 50:16,
59:23, 60:19, 66:2,
75:6, 88:14
reading [2] - 60:2,
67:19
reads [1] - 72:4
ready [1] - 38:7
real [4] - 21:18, 71:21,
73:15, 73:23
really [17] - 16:6, 18:7,
21:21, 24:17, 32:1,
65:17, 66:22, 67:22,
68:2, 68:9, 68:11,
68:14, 71:3, 71:6,
71:13, 74:4, 83:18
reason [5] - 27:10,
71:4, 76:2, 80:15,
85:18
reasonable [5] -
65:10, 66:3, 74:3,
74:6, 93:6
reasonably [1] - 74:7
reasons [1] - 34:7
rebuttal [4] - 12:19,
12:21, 57:1, 57:18
receive [1] - 39:20
received [6] - 11:19,

30:3, 30:5, 32:10,
39:21, 44:8
recite [1] - 63:19
recognize [1] - 94:6
recommend [5] -
10:10, 28:3, 35:16,
41:1, 83:4
recommendation [12]
- 10:9, 26:10, 35:13,
40:23, 41:4, 43:14,
47:1, 47:7, 74:17,
82:19, 83:3, 86:19
recommended [2] -
60:12, 81:6
record [22] - 5:5, 8:23,
11:16, 20:16, 20:21,
22:8, 22:22, 23:16,
23:19, 25:21, 34:21,
41:21, 49:6, 49:10,
52:2, 64:2, 68:4,
69:9, 69:19, 78:7,
79:15, 88:15
recorded [1] - 70:14
records [2] - 44:20,
45:8
recovery [1] - 14:4
rectify [1] - 79:4
red [1] - 68:15
redacted [1] - 45:4
reference [3] - 43:11,
59:21, 60:21
referenced [2] - 11:18,
26:2
references [1] - 22:21
refilled [1] - 66:16
refuse [1] - 93:6
refuted [1] - 40:19
regarding [3] - 4:17,
37:2, 47:15
Registered [1] - 13:22
rehab [1] - 51:8
religion [11] - 17:2,
19:23, 20:11, 22:14,
23:14, 24:23, 25:4,
26:4, 27:23, 28:2,
34:1
religious [7] - 18:1,
19:3, 20:14, 23:20,
31:11, 32:2, 32:15
relying [1] - 44:17
remain [1] - 9:4
remainder [1] - 5:8
remains [2] - 72:6,
72:7
remand [13] - 46:15,
47:7, 47:13, 48:22,
50:22, 74:18, 82:18,
82:20, 83:12, 84:4,
86:21, 87:5
remanded [5] - 4:21,

50:15, 50:19, 86:12
remark [2] - 64:15,
69:20
remarks [1] - 4:3
remembered [1] - 70:4
removed [1] - 91:5
Remy [1] - 52:20
renewing [1] - 67:11
rental [1] - 60:6
repeated [2] - 22:17,
22:18
repeatedly [1] - 21:10
report [3] - 3:20, 4:15,
8:2
reported [5] - 15:18,
17:17, 20:23, 32:14,
32:16
REPORTER [1] - 49:7
Reporter [1] - 95:3
REPORTING [1] - 1:21
reports [2] - 32:10,
94:5
represent [2] - 37:4,
63:8
representative [4] -
58:20, 59:3, 73:20,
80:5
represented [2] -
12:17, 61:3
representing [3] -
30:13, 35:8, 56:19
request [7] - 11:20,
12:1, 12:3, 24:3,
40:19, 71:5, 85:1
requesting [1] - 51:9
requests [2] - 31:13,
31:15
required [1] - 88:14
requirement [1] -
73:13
reserve [1] - 57:18
resident [1] - 75:23
residing [1] - 95:3
resort [2] - 73:13, 74:9
resorted [1] - 60:12
resources [1] - 21:8
respect [1] - 60:6
respectfully [2] - 24:3,
72:14
Respon [1] - 30:4
respond [6] - 24:7,
38:10, 42:22, 42:23,
44:17, 76:8
Respondent [10] -
12:17, 30:2, 37:11,
38:9, 42:12, 44:1,
44:10, 45:13, 56:5,
56:11
respondent [10] -
12:20, 19:18, 30:4,

38:8, 44:18, 45:15,
45:22, 55:21, 56:22,
57:2
respondent's [4] -
3:19, 26:14, 30:5,
58:20
Respondent's [1] -
68:19
Respondents [2] -
63:9, 66:9
respondents [2] -
56:19, 70:23
response [19] - 5:13,
6:9, 10:1, 12:6,
16:20, 17:16, 19:14,
30:14, 35:10, 44:7,
50:7, 54:22, 56:5,
82:14, 83:21, 86:17,
91:19, 91:22, 94:13
responsible [1] - 80:7
rest [1] - 16:16
restroom [2] - 14:5,
14:7
results [1] - 83:12
returns [1] - 45:4
reversal [1] - 24:2
reverse [4] - 38:8,
82:17, 85:12, 85:15
reversed [1] - 86:12
review [11] - 10:5,
12:2, 48:3, 50:7,
50:16, 55:6, 57:7,
82:19, 83:16, 85:6,
85:8
reviewed [3] - 41:23,
55:4, 75:15
Richard [1] - 52:16
right-to-sue [1] - 12:1
RIGHTS [2] - 1:2, 2:7
rights [7] - 3:4, 13:17,
35:18, 61:14, 71:13,
73:9, 74:23
Rights [8] - 1:11,
11:19, 39:12, 55:12,
55:23, 56:10, 56:17,
72:2
righty [1] - 7:9
Risch [1] - 20:22
Robert [1] - 53:10
Robyn [2] - 2:17, 12:8
rocket [1] - 19:1
Roll [1] - 36:2
roll [8] - 6:5, 6:6, 7:10,
10:20, 28:13, 41:7,
49:11, 87:17
room [6] - 18:12,
33:22, 89:16, 89:18,
92:18, 92:22
Room [2] - 1:15, 2:9
row [1] - 9:9

rules [5] - 3:6, 12:14,
38:13, 55:21, 57:10
running [1] - 25:14
Ryan [1] - 15:2

S

safety [1] - 16:9
Saint [2] - 53:4, 54:18
sales [1] - 12:9
Sandie [3] - 58:23,
59:14, 64:9
sanitation [1] - 52:17
sat [1] - 16:2
Satan [2] - 14:9, 18:3
Savannah [1] - 22:1
saved [1] - 17:21
saw [2] - 58:9, 68:18
schedule [2] - 32:18,
56:8
scheduled [5] - 3:13,
5:2, 8:15, 12:11,
88:20
schizoaffective [2] -
18:16, 19:7
Schmidt [2] - 15:4,
18:2
school [1] - 54:19
Science [1] - 13:21
scientific [2] - 93:13,
93:18
scientist [1] - 19:1
scores [1] - 9:8
Scott [1] - 2:8
scream [1] - 15:16
screamed [1] - 14:12
screaming [3] - 15:14,
15:21, 17:3
scrutiny [1] - 94:2
second [28] - 5:23,
6:1, 6:4, 7:6, 7:8,
8:8, 9:9, 10:16,
10:17, 10:18, 10:19,
28:1, 28:9, 28:10,
28:12, 35:22, 35:23,
36:2, 36:5, 49:3,
49:4, 49:5, 64:17,
65:4, 66:5, 87:14,
87:15, 87:16
seconded [2] - 36:4,
49:8
Secretary [1] - 43:2
section [4] - 59:23,
61:17, 74:13, 75:5
security [1] - 52:9
see [7] - 15:5, 43:8,
43:22, 48:6, 54:11,
74:9, 79:1
Seibert [3] - 69:21,
70:10, 72:11

Seiv ^[1] - 69:20 Senate ^[2] - 1:15, 2:9 send ^[4] - 37:14, 45:4, 45:5, 45:14 sense ^[2] - 48:16, 68:23 sent ^[5] - 18:20, 21:14, 40:1, 50:20, 67:10 separate ^[1] - 42:7 separation ^[1] - 27:11 September ^[7] - 4:13, 7:4, 20:9, 26:1, 26:5, 32:7, 50:23 served ^[1] - 64:21 service ^[2] - 52:17, 53:8 services ^[3] - 10:7, 31:18, 52:9 session ^[4] - 9:13, 9:14, 9:17, 29:12 set ^[3] - 8:23, 30:16, 56:11 setbacks ^[1] - 93:8 setting ^[1] - 56:7 seven ^[3] - 31:5, 39:16, 40:6 several ^[5] - 10:5, 31:12, 32:8, 51:5, 64:14 sex ^[2] - 14:8, 14:15 sexual ^[2] - 18:21, 19:4 Shain ^[1] - 53:21 share ^[1] - 90:13 Shelby ^[2] - 1:14, 95:4 Shelbyville ^[1] - 95:4 Sheridan ^[5] - 58:5, 63:22, 81:15, 81:16, 81:18 shipped ^[1] - 13:20 shit ^[2] - 21:19, 21:21 Shola ^[1] - 52:12 Shook ^[1] - 54:3 short ^[1] - 23:16 shot ^[1] - 15:23 show ^[7] - 21:19, 24:9, 24:13, 34:18, 39:6, 50:14, 69:16 showed ^[3] - 39:3, 48:19, 71:18 shows ^[1] - 23:20 sic ^[4] - 37:1, 50:23, 55:15, 69:23 sic ^[4] - 28:12, 36:2, 40:16, 52:22 side ^[3] - 14:19, 17:14, 26:21 sign ^[1] - 17:2 signed ^[1] - 14:18 SILBERBERG ^[35] -	5:21, 6:19, 7:5, 7:18, 10:15, 11:6, 28:10, 28:19, 35:21, 36:15, 48:11, 49:3, 49:21, 51:16, 51:19, 53:16, 80:23, 81:11, 81:16, 82:1, 82:5, 82:8, 83:5, 83:9, 83:11, 84:5, 84:11, 84:15, 84:19, 85:2, 85:16, 87:12, 88:2, 89:9, 89:12 Silberberg ^[15] - 2:4, 6:3, 6:18, 7:8, 7:17, 10:19, 11:5, 28:18, 36:1, 49:8, 49:20, 52:11, 53:20, 87:14, 88:1 silberberg ^[1] - 36:14 silent ^[1] - 71:14 similar ^[1] - 78:8 similarly ^[1] - 23:1 simply ^[5] - 44:17, 69:9, 70:8, 92:20, 92:21 simultaneously ^[1] - 94:2 singh ^[1] - 8:22 SINGH ^[2] - 41:22, 42:17 Singh ^[2] - 2:13, 42:18 single ^[2] - 31:14, 65:20 sister ^[1] - 15:9 site ^[1] - 68:4 sitting ^[1] - 8:22 situated ^[1] - 23:1 situation ^[4] - 60:14, 73:23, 78:15, 79:5 six ^[8] - 37:17, 38:3, 38:22, 39:13, 39:20, 47:20, 48:1, 50:9 small ^[1] - 43:12 smart ^[1] - 19:2 smoke ^[1] - 58:17 smoking ^[3] - 58:19, 59:12, 64:4 sober ^[1] - 18:19 social ^[2] - 64:10, 69:21 solely ^[1] - 46:19 solution ^[2] - 61:5, 61:6 solutions ^[1] - 78:19 solve ^[1] - 77:13 someone ^[4] - 77:6, 78:22, 80:14, 80:20 sorry ^[16] - 6:4, 12:12, 27:6, 29:5, 29:10, 35:4, 36:3, 36:6,	41:22, 42:17, 49:9, 53:12, 54:20, 75:16, 83:6, 92:3 sort ^[6] - 45:8, 45:10, 65:5, 66:1, 68:10, 85:3 sound ^[1] - 26:19 sounds ^[1] - 43:23 source ^[1] - 73:18 Southwire ^[5] - 29:21, 31:1, 31:4, 31:5, 32:10 southwire ^[1] - 30:17 space ^[1] - 31:23 speaking ^[1] - 13:17 specifically ^[4] - 32:16, 67:17, 74:21, 83:17 spicewood ^[1] - 5:3 Spicewood ^[5] - 55:13, 58:6, 63:10, 63:21, 67:9 spiritual ^[1] - 15:6 sports ^[1] - 51:8 spring ^[1] - 64:1 STAFF ^[1] - 2:11 staff ^[4] - 8:8, 8:12, 13:23, 20:4 stand ^[1] - 21:22 standard ^[2] - 70:17, 72:5 standing ^[1] - 60:18 stands ^[1] - 62:8 staple ^[1] - 16:1 stared ^[1] - 16:3 start ^[6] - 8:6, 9:16, 13:10, 38:7, 51:13, 57:16 started ^[3] - 5:12, 13:16, 62:13 STATE ^[1] - 1:1 state ^[8] - 9:9, 12:16, 61:13, 62:2, 62:3, 65:17, 73:15, 73:18 State ^[3] - 1:13, 43:11, 95:13 statement ^[5] - 3:19, 17:16, 60:6, 60:17, 66:7 statements ^[2] - 45:5, 73:7 States ^[1] - 18:22 station ^[3] - 14:21, 14:22, 21:1 status ^[3] - 4:20, 40:20, 50:15 statute ^[17] - 26:6, 60:4, 60:13, 60:19, 60:23, 61:13, 61:23, 62:3, 62:4, 65:19,	66:2, 68:23, 71:22, 73:15, 73:16, 73:18, 84:9 statute's ^[1] - 71:14 statutory ^[2] - 59:23, 75:5 stay ^[1] - 67:5 stayed ^[4] - 67:12, 67:14, 67:21, 78:12 steer ^[3] - 69:18, 80:13, 80:20 steered ^[2] - 70:21, 72:18 steering ^[9] - 62:1, 65:3, 67:2, 69:1, 71:12, 71:13, 73:11, 79:20, 81:1 Stefan ^[1] - 53:3 Steinhardt ^[4] - 21:11, 21:14, 24:22, 26:3 steinhardt ^[2] - 16:23, 27:10 step ^[1] - 85:3 Steven ^[2] - 1:11, 2:3 still ^[5] - 30:16, 34:23, 48:17, 73:6, 86:6 stipulated ^[1] - 66:14 stop ^[1] - 33:9 stopped ^[1] - 64:19 story ^[2] - 14:19, 26:21 story's ^[1] - 68:9 straighten ^[1] - 14:11 strange ^[1] - 39:18 stuff ^[2] - 16:15, 19:5 stupid ^[7] - 13:15, 17:9, 21:3, 25:2, 25:6, 34:13 subject ^[3] - 19:23, 23:11, 71:21 subjected ^[1] - 28:1 submit ^[2] - 66:3, 72:14 submitted ^[2] - 55:16, 88:18 subsequent ^[2] - 21:5, 21:13 substance ^[1] - 65:23 substitute ^[2] - 71:23, 72:15 sue ^[1] - 12:1 Sue ^[1] - 2:4 sug ^[1] - 77:11 suggest ^[2] - 22:8, 65:21 suggested ^[4] - 61:20, 61:21, 76:6, 77:22 suggesting ^[2] - 22:23, 84:21 suggestion ^[3] -	46:16, 77:12, 79:23 suggests ^[1] - 64:2 summit ^[1] - 92:13 super ^[1] - 65:16 Superior ^[4] - 66:11, 66:15, 66:16, 66:21 supersede ^[1] - 84:23 supervisor ^[3] - 13:22, 15:15, 18:2 supplies ^[1] - 23:19 supply ^[1] - 88:16 supports ^[1] - 40:18 Supreme ^[1] - 71:15 survey ^[1] - 9:8 switched ^[1] - 91:6 system ^[1] - 18:19 systems ^[2] - 93:1, 93:17
T				
table ^[1] - 43:15 tables ^[1] - 13:19 talks ^[1] - 64:16 team ^[5] - 20:22, 34:9, 34:13, 34:17 technically ^[1] - 84:22 Ted ^[2] - 42:1, 43:2 TELEPHONE ^[1] - 1:22 templates ^[1] - 94:4 ten ^[2] - 56:22 tenant ^[4] - 58:8, 67:3, 67:20, 76:1 tenants ^[1] - 61:19 Teressa ^[1] - 52:5 term ^[4] - 67:6, 67:9, 67:13, 68:21 terminate ^[1] - 19:22 terminated ^[10] - 13:16, 16:18, 17:10, 17:12, 20:3, 25:7, 34:6, 34:7, 34:16, 68:12 termination ^[9] - 20:9, 20:20, 21:15, 22:9, 22:13, 23:12, 23:21, 27:23, 37:13 terms ^[4] - 20:1, 23:12, 28:2, 64:7 Terry ^[1] - 2:5 test ^[1] - 16:4 testified ^[4] - 68:19, 69:23, 70:5, 70:7 testimony ^[1] - 73:20 th ^[1] - 53:3 thanksgiving ^[1] - 8:14 that'll ^[1] - 8:15 THE ^[2] - 1:1, 49:7				

Theodore [2] - 42:1, 43:2
Therapy [1] - 51:7
Thereupon [1] - 94:17
thinkers [1] - 92:14
third [1] - 46:5
Thornton [1] - 88:15
thorough [1] - 71:7
thoroughness [1] - 71:19
three [3] - 82:16, 89:17, 89:18
three's [1] - 35:8
threshold [1] - 65:5
throughout [2] - 31:12, 34:11
throwing [1] - 33:20
thrown [3] - 38:21, 61:17, 62:10
Tichenor [1] - 53:3
Tiffany [1] - 54:17
timecard [1] - 42:4
timecards [9] - 37:15, 39:3, 39:7, 40:2, 40:12, 41:23, 45:8, 45:22, 46:19
today [8] - 18:12, 27:22, 33:2, 33:3, 56:11, 60:3, 89:23, 94:9
TOLLIVER [28] - 6:21, 7:20, 10:17, 11:8, 28:8, 28:21, 35:15, 36:17, 41:8, 41:11, 41:18, 42:14, 47:19, 48:4, 49:1, 49:23, 54:1, 54:4, 54:10, 54:14, 54:23, 85:17, 86:1, 86:9, 88:4, 90:5, 90:10, 90:15
Tolliver [18] - 2:5, 6:20, 7:19, 10:19, 11:7, 28:12, 28:20, 35:12, 36:2, 36:16, 49:5, 49:22, 52:19, 53:23, 86:3, 88:3, 90:4, 92:18
tomorrow [1] - 22:4
took [1] - 42:12
tools [2] - 43:21, 44:15
top [1] - 9:7
tore [1] - 68:7
total [2] - 43:4, 89:19
totaling [1] - 8:19
touched [1] - 32:13
tow [7] - 37:20, 37:23, 40:9, 41:16, 42:4, 42:9
toward [1] - 22:12

towards [5] - 23:17, 23:22, 34:17, 69:4, 70:20
towing [2] - 42:6, 42:12
Township [2] - 53:22, 54:2
Tracy [8] - 16:22, 17:1, 17:3, 17:4, 17:7, 17:9, 24:21, 25:1
training [1] - 91:16
transcribed [1] - 95:8
transcript [3] - 67:15, 67:18, 95:6
transform [1] - 92:16
Transportation [1] - 52:13
treated [3] - 23:1, 23:3, 41:19
trial [1] - 90:10
tried [2] - 22:2, 69:18
truck [5] - 37:23, 40:9, 41:16, 42:4, 42:9
true [4] - 34:1, 38:23, 77:8, 95:5
Trustee [1] - 54:2
Trustee's [1] - 53:22
try [1] - 78:18
trying [6] - 61:3, 61:5, 70:12, 70:20, 71:1, 78:16
turns [1] - 42:12
two [16] - 4:4, 12:19, 12:20, 13:14, 24:7, 25:8, 27:22, 35:15, 57:18, 62:19, 65:5, 65:7, 67:1, 70:23, 81:21, 88:8
typically [1] - 79:1

U

ultimately [4] - 34:5, 34:7, 86:4, 86:14
unauthorized [1] - 64:5
uncomfortable [2] - 15:20, 32:6
unconfirmed [1] - 68:10
under [6] - 35:17, 55:9, 66:9, 68:23, 86:1, 88:12
undersigned [1] - 95:2
understandings [1] - 70:15
understood.org [1] - 93:13
United [1] - 18:22

united [1] - 53:8
University [1] - 53:14
university [1] - 53:19
unless [1] - 3:21
unnamed [1] - 41:16
up [27] - 13:17, 14:11, 14:19, 17:1, 17:8, 17:14, 20:4, 20:10, 20:20, 21:9, 21:22, 23:15, 24:22, 25:2, 25:3, 25:5, 26:1, 26:3, 32:14, 39:6, 45:1, 45:23, 61:5, 63:2, 63:15, 68:7, 91:14
upcoming [1] - 8:6
updates [1] - 8:17
upheld [2] - 71:6, 72:21
uphold [9] - 10:10, 24:3, 31:8, 35:16, 41:1, 41:4, 82:16, 85:12, 85:15
upholding [1] - 28:3
upset [5] - 17:7, 17:13, 25:1, 25:4, 34:12
utilize [1] - 84:8

V

V.A [4] - 59:3, 64:10, 69:21, 73:20
vagina [2] - 14:7, 14:14
vague [1] - 66:1
variations [1] - 93:4
venue [1] - 77:14
verified [1] - 46:6
verify [3] - 44:3, 46:23, 75:18
versteel [2] - 19:19, 19:21
Versteel [7] - 12:10, 13:14, 19:18, 20:7, 20:10, 22:7, 22:23
Versteel's [3] - 21:7, 23:6, 23:18
versus [21] - 5:3, 10:6, 12:8, 29:21, 36:23, 50:17, 51:7, 52:5, 52:9, 52:12, 52:16, 52:20, 53:3, 53:7, 53:10, 53:13, 53:19, 53:21, 54:18, 55:13, 88:15
Veteran's [1] - 59:5
vice [4] - 28:14, 36:8, 49:14, 54:21
Vice [14] - 5:15, 6:8,

7:11, 10:22, 12:12, 26:9, 28:6, 43:16, 44:7, 46:11, 53:1, 53:5, 87:18, 88:22
VICE [21] - 6:12, 7:12, 10:23, 26:12, 26:16, 27:12, 27:20, 28:15, 36:9, 43:18, 44:13, 45:2, 45:10, 45:16, 46:3, 46:9, 46:12, 49:15, 87:19, 88:23, 89:4
vice-Chair [4] - 28:14, 36:8, 49:14, 54:21
Vice-chair [14] - 5:15, 6:8, 7:11, 10:22, 12:12, 26:9, 28:6, 43:16, 44:7, 46:11, 53:1, 53:5, 87:18, 88:22
VICE-CHAIR [21] - 6:12, 7:12, 10:23, 26:12, 26:16, 27:12, 27:20, 28:15, 36:9, 43:18, 44:13, 45:2, 45:10, 45:16, 46:3, 46:9, 46:12, 49:15, 87:19, 88:23, 89:4
VICKERY [6] - 38:15, 38:18, 39:15, 42:23, 50:10, 50:12
Vickery [13] - 2:19, 36:22, 38:5, 38:12, 38:19, 40:17, 42:3, 42:11, 42:21, 46:1, 46:2, 47:17, 50:6
victim [1] - 18:21
video [3] - 34:15, 58:15, 59:12
videos [1] - 33:22
view [2] - 84:7, 94:3
Vill [1] - 91:16
Vincent [1] - 53:4
violated [1] - 20:11
violation [6] - 59:22, 60:3, 60:18, 61:22, 73:7, 74:1
virtual [7] - 2:4, 2:14, 2:18, 2:19, 2:20, 89:1, 89:10
virtually [1] - 30:8
voluntarily [1] - 45:3
vote [1] - 88:14
voted [1] - 47:4
votes [1] - 55:11

W

W-2 [2] - 48:8, 48:15
wait [1] - 4:1

wall [2] - 58:12, 59:9
walls [1] - 62:15
WARD [5] - 30:19, 30:22, 31:3, 34:3, 35:4
Ward [2] - 2:18, 30:23
ward [1] - 34:22
warned [2] - 64:18, 71:3
warning [3] - 13:6, 22:19, 33:9
warnings [1] - 23:3
watch [1] - 15:20
webex [1] - 91:6
week [2] - 18:17, 20:20
weekend [2] - 14:8, 92:13
weigh [1] - 60:23
welcome [4] - 5:10, 8:3, 19:11, 50:11
white [7] - 58:8, 58:12, 58:13, 59:8, 61:10, 62:11, 76:12
wife [1] - 33:16
William [2] - 13:23, 15:15
Wilson [1] - 52:5
wishes [1] - 11:23
withdraw [2] - 11:21, 11:23
withdrawal [3] - 11:16, 11:17, 12:3
witnessed [1] - 34:14
witnesses [1] - 72:16
Wolfe [1] - 21:6
word [3] - 62:1, 64:6, 67:19
words [6] - 17:6, 59:22, 60:1, 61:6, 72:4, 74:5
worker [3] - 14:2, 64:10, 69:22
workers [17] - 15:1, 15:18, 16:14, 16:19, 16:22, 17:17, 21:1, 21:4, 21:6, 22:1, 22:12, 23:10, 23:18, 23:23, 33:6, 38:22, 39:1
workplace [2] - 15:13, 93:1
works [2] - 18:22, 92:16
worst [1] - 32:12
write [8] - 14:19, 17:1, 20:4, 20:10, 21:9, 23:15, 26:1, 74:20
write-up [6] - 14:19, 17:1, 20:4, 21:9,

23:15, 26:1
writing ^[2] - 17:13,
25:3
written ^[7] - 22:18,
23:3, 26:3, 33:9,
43:3, 64:22, 67:10
wrongfully ^[2] - 67:7,
68:22
wrote ^[4] - 17:8,
24:22, 25:2, 25:5

Y

year ^[3] - 5:8, 8:19, 9:9
years ^[4] - 13:14, 16:6,
25:8, 31:5
yell ^[3] - 15:16, 20:6,
27:9
yelled ^[1] - 21:10
yelling ^[2] - 16:19,
21:2
yourself ^[4] - 30:21,
37:5, 42:16, 92:7
Yousef ^[2] - 29:21,
30:13

Z

Zhou ^[1] - 53:13