

1 BEFORE THE STATE OF INDIANA

2 CIVIL RIGHTS COMMISSION

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4
5 PUBLIC MEETING OF JULY 20, 2026

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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, July 20, 2026
17 at 1:12 o'clock p.m.

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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 Chaka Coleman
6 Terry Tolliver

7 INDIANA CIVIL RIGHTS COMMISSION
8 By J. Philip Clay, Executive Director
9 & Scott Kreider, Deputy Director
10 Indiana Government Center North
11 100 North Senate Avenue, Room N300
12 Indianapolis, Indiana 46204
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 Michael Lostutter

16 ALSO PRESENT:

17 Veronica Johnson
18 Dan Cannon
19 Tiara Sowell
20 Xavier Ntamere
21 Cameron Martin

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23

1 1:12 o'clock p.m.
2 July 20, 2026

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4 CHAIRMAN RAMOS: Good afternoon.

5 We're opening the agenda for the Indiana Civil
6 Rights Commission on June -- July 20th. It is
7 about 1:12 in the afternoon, and I would ask the
8 Docket Clerk to read his announcement, please.

9 MR. LOSTUTTER: All right.

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

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

23 If you have any questions about your case,
please wait to speak to the Docket Clerk until

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

5 Thank you.

6 CHAIRMAN RAMOS: Thank you.

7 We do have a quorum. There are four of us
8 present. Would you like to read the agenda,
9 announce the agenda, please?

10 MR. LOSTUTTER: All righty.

11 We will have approval of previous meeting
12 minutes, we will have the ICRC Director's Report.
13 We will have Old Business. We have six cases.
14 We've had a number of continuance there. We have
15 only one oral argument among the cases today
16 that's scheduled, and we have a couple of the
17 remanded cases to read into the record there, and
18 we have, I believe, six new cases to assign, and
19 really that's it.

20 We may want to talk a little bit about the
21 September 21st date for the Commission meeting.
22 I do know that Comm. Silberberg will not be able
23 to attend for that, so I don't know if anyone

1 will want to discuss any ideas on a date for that
2 or not.

3 CHAIRMAN RAMOS: Thank you.

4 MR. LOSTUTTER: You're welcome.

5 CHAIRMAN RAMOS: I do need a motion
6 to approve the previous meeting's minutes.

7 COMM. TOLLIVER: So moved.

8 CHAIRMAN RAMOS: I have a motion by
9 Tolliver.

10 COMM. HARRINGTON: Second.

11 CHAIRMAN RAMOS: A second by
12 Harrington. All those in favor, signify by
13 saying aye.

14 (Commissioners responded, "Aye.")

15 CHAIRMAN RAMOS: Any opposed?

16 (No response.)

17 CHAIRMAN RAMOS: Any abstentions?

18 (No response.)

19 CHAIRMAN RAMOS: Motion carries.

20 We would like to have the Executive
21 Director's Report.

22 MR. CLAY: Thank you. Welcome to
23 July. Happy to see all of you.

1 Just a few updates for you all. Recent
2 events this past week, we had the Governor's
3 Awards for 2026, in partnership with the Indiana
4 Black Expo. Those were very well received. We
5 had around 276 registered and attended. Tammy
6 Bibbs from our Employment Division received the
7 Harold O. Hatcher Award, which is the Civil
8 Rights Award this year. A really good turnout.
9 The Governor was really pleased. Thank you to
10 those of you who had the opportunity to swing by.
11 It was very appreciated.

12 As far as upcoming events, the only thing
13 that we have on the calendar -- I know this is a
14 big one for the Commissioners -- is on the 16th,
15 before our meeting in November, we'll do the ICRC
16 Thanksgiving. I'd like to welcome you all back
17 to the office to partake in some holiday fun with
18 us. It should be good times. I know every year
19 it's a good chance for us all to connect before
20 we get to actual business in our meeting.

21 As far as agency updates, our Case
22 Management Systems have been updated. This is a
23 really big move for us in expediting our

1 workloads and efficiencies. I'd like to thank
2 Lucy, my Executive Assistant, for kind of
3 spearheading that project and working with the
4 various departments.

5 What this essentially means for us is
6 instead of having case files that float around
7 the office, now everything is done
8 electronically. Scott and I are able to sign the
9 notice of findings very easily through Adobe and
10 DocuSign. It makes the process much more
11 expeditious and helps us with data reporting,
12 tracking, and all of that. So, we're becoming
13 more efficient in that as well.

14 We recently completed our 25-26 HUD
15 contract, again posting higher-than-normal
16 numbers. I think this is -- I'm not sure how
17 many years in a row this has been the case, but
18 we continued a really good working relationship
19 with HUD. And then we are also entering into the
20 final months of our contract with the EEOC, which
21 will update our numbers again from -- from, I
22 believe, 700 last year to 750 this year. So,
23 again, improving our metrics across the board.

1 Currently our office is planning for the
2 budget session in 2027 that'll develop the '28
3 and '29 budget. So, as we work through that,
4 we'll continue to keep you guys updated as to our
5 plans.

6 We don't have any current legislative
7 proposals this year. We'll probably be a little
8 bit more reactionary in seeing what gets filed.
9 As you will remember from last year, we passed
10 some pretty major pieces of legislation in House
11 Bill 1193 and House Bill 1003, so this year,
12 again, we're focusing solely on our budget and
13 operations, and then being a little bit
14 reactionary to the legislation that's proposed.

15 So, I'm happy to answer any questions you
16 might have.

17 CHAIRMAN RAMOS: I know part of the
18 recent legislation combined all of the
19 Cultural --

20 MR. CLAY: It did.

21 CHAIRMAN RAMOS: -- Commissions. Any
22 update on that?

23 MR. CLAY: Yeah. So, we are

1 currently in the process of hiring a Cultural
2 Commission Director. We had had an applicant
3 that we had moved through the process with. She
4 had since withdrawn her name from consideration
5 and she took a job with another state agency.
6 We're very happy for her. It was a new career
7 move for her.

8 So, we're currently looking to fill that
9 position. The requisition is on-line, and it's
10 open until July 27th, which is next Monday. As
11 we're kind of feeling out candidates and just
12 getting to the interview process, we'll keep you
13 abreast of that.

14 We're currently waiting on a few
15 appointments. We've been in contact with the
16 President Pro Tem and the Speaker's Office for
17 both the legislative appointment and for the
18 non-General Assembly member appointment, so we're
19 working to fill those out. I would anticipate
20 our first meeting to be sometime in mid-August.

21 CHAIRMAN RAMOS: Thank you. I
22 think -- I know several of us did attend the
23 Governor's Reception. It went very, very well.

1 MR. CLAY: Thank you.

2 CHAIRMAN RAMOS: Kudos to the team,
3 and a salute to Tammy. Well deserved. A lot of
4 the staff were there. It was good to see that as
5 well, so --

6 MR. CLAY: Very much so.

7 CHAIRMAN RAMOS: -- a great time.
8 Thank you.

9 MR. CLAY: Thank you.

10 CHAIRMAN RAMOS: Any other comments
11 or questions for the Executive Director?

12 (No response.)

13 CHAIRMAN RAMOS: Okay. Hearing none,
14 we'll move to Old Business. We have
15 Commissioners appointed to several appeals, and
16 the first one on the list is Yolonda Graham
17 versus Garfield Parkside Townhomes LP/Garfield
18 Park Townhomes. The Case Number is HOha25040276,
19 and this argument has been continued until the
20 next month.

21 MR. LOSTUTTER: Yes.

22 CHAIRMAN RAMOS: So, no action is
23 required on that.

1 The next case is Dionna Biddings versus
2 Red Lobster, LLC, Case No. EMse25090859, and the
3 oral argument for this has also been continued
4 until the next month.

5 Case no. 3 is Veronica Johnson versus Food
6 Service Indiana LLC doing business as Side Street
7 Catering & Food Service. The Case Number
8 is EMco25120893. This was assigned to Comm. --
9 or Vice-Chair Coleman, and we have oral
10 arguments.

11 Are all parties here?

12 MR. LOSTUTTER: The Complainant is
13 here, and I believe the attorney for the
14 Respondent in this matter is here as well. I
15 believe that is Ms. French. Am I correct? Is --

16 MR. CANNON: Hi there. Yeah, it's --
17 Dan Cannon is here for the Respondent.

18 MR. LOSTUTTER: Okay. Okay. Very
19 well. So --

20 CHAIRMAN RAMOS: Would you like to
21 provide the guidelines to --

22 MR. LOSTUTTER: Yes.

23 The Complainant will speak for five

1 minutes, and then the Respondent will do
2 likewise, speak for five minutes, and then the
3 Complainant has a two-minute rebuttal period, as
4 does the Respondent, and then the Commissioners,
5 if they have any questions, will ask them of you,
6 and they will render a decision. And the
7 Complainant will go first, if you'd give me just
8 one minute here.

9 CHAIRMAN RAMOS: We will give you a
10 one-minute --

11 MR. LOSTUTTER: Yes.

12 CHAIRMAN RAMOS: -- reminder as well.

13 MR. LOSTUTTER: If you wish to stand
14 to do it, and you may want to move over, because
15 if you look up at the screen, you will be able to
16 see the time being kept up there. That would be
17 helpful there.

18 CHAIRMAN RAMOS: Ms. Johnson?

19 MS. JOHNSON: Yes.

20 CHAIRMAN RAMOS: Okay. Go ahead.

21 MS. JOHNSON: Sure. Good afternoon,
22 Commissioners, and I'm very appreciative of the
23 time today that you guys took out for me, to hear

1 how I'm going or how things went for me at Side
2 Street Food Services.

3 Okay. I filed this complaint because I
4 experienced repeated racial discrimination and a
5 hostile work environment while employed with Side
6 Street Food Services. These incidents were not
7 isolated. They occurred over time, and included
8 racial remarks, derogatory comments, and
9 treatment that I believe was based on my race and
10 color.

11 I did what I believe any employee should
12 have done. I reported the incidents to Human
13 Resources. I talked to management as the
14 incidents occurred. Okay. Despite my reports,
15 the behaviors continued. I did not see any
16 effective correction actions taken. Eventually I
17 felt I had no choice but to resign.

18 I respectfully disagree with the no-cause
19 finding, because -- okay -- because I do not
20 believe the investigation fully reflects -- fully
21 reflects what occurred or the totality of the
22 circumstances. I also believe there were issues
23 regarding the timeline of my complaint that

1 affected how my case was viewed.

2 My concerns is that the investigation did
3 not fully account for the sequence of my reports
4 and communication. I am asking the Commission to
5 assume discrimination occurred simply because I
6 believe it did. I am asking that the evidence
7 and circumstances be given another careful
8 review, because I believe there are genuine
9 questions that warrant further investigation.

10 I came forward in good faith. I
11 cooperated with the investigation, answered every
12 question or every information, and provided all
13 details that were asked of me. My goal has
14 always also -- I'm sorry -- my goal has always
15 been to have my concerns fully and fairly
16 considered.

17 For those reasons, I respectfully request
18 that the Commission revise the no-cause finding
19 or remand my complaint for additional
20 investigation.

21 Thank you for your time and consideration.

22 CHAIRMAN RAMOS: Thank you.

23 Respondent, same rules.

1 MR. LOSTUTTER: Give me just one
2 second, please.

3 MR. CANNON: Thank you. I'll be
4 brief on this, and I appreciate the Commissioners
5 allowing me to participate virtually.

6 Side Street takes these allegations very
7 seriously. They take them seriously now, they
8 took them seriously at the time they were made.
9 We do in this case have some minor factual
10 disputes about what was said and who it was
11 directed at, but regardless, there was indeed an
12 employee that used a racial epithet in the
13 workplace in April of 2025.

14 That remark was dealt with as soon as HR
15 became aware of it. It was dealt with quickly
16 and decisively, and all I have to go on here is
17 Ms. Johnson's complaint. According to
18 Ms. Johnson's complaint, there were no other
19 racially charged remarks made by anyone until she
20 resigned in October. So, that demonstrates that
21 the corrective action taken by Side Street
22 worked.

23 But more fundamentally, this simply cannot

1 be a hostile work environment as a matter of law.
2 There's a six-month gap between, you know, any
3 sort of allegation of anything. In the workplace
4 there are some interpersonal disputes with other
5 employees that happened along the way between
6 April and October, but nothing that is racially
7 charged, at least not according to the complaint
8 that was filed.

9 So, this simply cannot be a hostile work
10 environment under these circumstances. We
11 believe the Commission made the right decision,
12 and the appeal should be denied.

13 CHAIRMAN RAMOS: Thank you.

14 And Ms. Johnson, you have two minutes to
15 respond.

16 MS. JOHNSON: As I went through these
17 situations with Side Street, I really had to take
18 toll on "Is it worth it?" I left my career. I'm
19 a nurse, and I left my career, and to be
20 dismantled mentally by a non-African woman on a
21 consistent basis, it was not -- it wasn't right.
22 But I fought. I stayed. I endured it all.

23 There wasn't anyone who helped me or

1 anyone who stepped in or anyone who addressed the
2 individual. Not only that, my -- our employees
3 also looking to me to help them, because they
4 were going through the same thing, multiples of
5 us, and I felt powerless, so I felt useless
6 there.

7 I spoke to the owner and I gave my
8 description and I gave him my reasonings, and I
9 politely bowed and walked away. I didn't feel
10 like I left with anything, but I do hope that you
11 guys are considering just to take one small look
12 at it again.

13 CHAIRMAN RAMOS: Thank you.

14 Mr. Cannon?

15 MR. CANNON: Nothing further from
16 Respondent.

17 CHAIRMAN RAMOS: Thank you.

18 This case was assigned to Vice-Chair
19 Coleman.

20 Do you have a recommendation?

21 VICE-CHAIR COLEMAN: Yeah. Before I
22 give one, though, if you don't mind, I'm going to
23 give a couple of quick comments. First of all,

1 thank you for being here today. We appreciate
2 you coming forth.

3 And it is tough being in these situations,
4 and I want you to know that we do take these
5 cases very seriously, and that's what this
6 process is for, so that when those initial
7 recommendations are made, then they come to us,
8 and we are able to review them. So, I want you
9 to be -- rest assured that we definitely do
10 review them; okay? And we read all of the
11 information.

12 My recommendation is going to be to uphold
13 the finding of no probable cause. Do not take
14 that personally. It is based on the evidence
15 that's presented to us; okay?

16 MS. JOHNSON: (Nodded head yes.)

17 VICE-CHAIR COLEMAN: All right.

18 CHAIRMAN RAMOS: We have a
19 recommendation from Vice-Chair Coleman to uphold
20 the Director's finding of no probable cause. I
21 need a motion to approve.

22 COMM. TOLLIVER: So moved.

23 CHAIRMAN RAMOS: I need a second.

1 COMM. HARRINGTON: Second.

2 CHAIRMAN RAMOS: Motion by Tolliver,
3 second by Harrington. All those in favor,
4 signify by saying aye.

5 (Commissioners responded, "Aye.")

6 CHAIRMAN RAMOS: Any opposed?

7 (No response.)

8 CHAIRMAN RAMOS: The motion carries.

9 Thank you.

10 The next case -- and for those parties,
11 once we're completed, then you're allowed to
12 leave. Thank you.

13 MS. JOHNSON: Thank you.

14 CHAIRMAN RAMOS: The next case is
15 Cecil Byrd versus Lake Cable LLC, Case
16 No. EMra26030214, and that case was assigned to
17 Comm. Harrington.

18 Do you have a recommendation? I'm sorry.

19 COMM. HARRINGTON: All right. In
20 this case, there were three issues, and they were
21 through -- and I'll give a recommendation for all
22 three. I will uphold the finding of no probable
23 cause under Indiana Civil Rights on -- well, I'll

1 do them one at a time. Under the -- let me make
2 sure. The first issue was no probable cause
3 finding under Indiana Civil Rights Law; the
4 second issue, which I will uphold, was no
5 probable cause under the Indiana Civil Rights
6 Law; and the third, again, was no probable cause
7 under Civil Rights Law. And I -- my
8 recommendation is to uphold those for all three.

9 CHAIRMAN RAMOS: Thank you.

10 I need a motion to approve.

11 COMM. TOLLIVER: So moved.

12 CHAIRMAN RAMOS: I need a second.

13 VICE-CHAIR COLEMAN: Second.

14 CHAIRMAN RAMOS: Motion by Tolliver,
15 second by Coleman. All those in favor, signify
16 by saying aye.

17 (Commissioners responded, "Aye.")

18 CHAIRMAN RAMOS: Any opposed?

19 (No response.)

20 CHAIRMAN RAMOS: Motion carries.

21 Thank you, Comm. Harrington.

22 The next case is Shawndra Johnson on
23 behalf of S.J. versus Ossian Health &

1 Rehabilitation Center. The Case Number
2 is HOra25080735, and I believe, Comm. Harrington,
3 you're recommending to continue this until the
4 next month.

5 COMM. HARRINGTON: Yes, until August.

6 CHAIRMAN RAMOS: Okay. We don't have
7 to make a motion on that, I do not believe, so
8 we'll continue that then to August.

9 The next case is Michael Eni versus
10 Brickyard Healthcare, Case No. EMse26020097, and
11 this oral argument has been continued until the
12 next month, so no action is made on -- required
13 on that.

14 Case no. 7 on the docket is Tiara Sowell
15 versus Bastian Solutions, LLC, Case
16 No. EMra25090835. This case was assigned to
17 Comm. Tolliver.

18 Do you have a recommendation?

19 COMM. TOLLIVER: I do. So, there
20 were two issues here. My recommendation is the
21 same for both, and I recommend that we uphold the
22 Commission's finding of no probable cause under
23 the Indiana Civil Rights Law for both issues.

1 CHAIRMAN RAMOS: Thank you,
2 Commissioner.

3 I need a motion to approve.

4 VICE-CHAIR COLEMAN: So moved.

5 CHAIRMAN RAMOS: I need a second.

6 COMM. HARRINGTON: Second.

7 CHAIRMAN RAMOS: Motion, Coleman,
8 second, Harrington. All those in favor, signify
9 by saying aye.

10 (Commissioners responded, "Aye.")

11 CHAIRMAN RAMOS: Any opposed?

12 (No response.)

13 CHAIRMAN RAMOS: Motion carries.

14 Case no. 8 on the docket is Brandon McPhee
15 [sic] versus Angola Housing Authority & Indiana
16 Housing Authority and Community Development
17 Authority, Case No. HOha25070585, and this case
18 will also be continued to the next month's --
19 oral arguments are continued to next month.

20 (Cell phone rang.)

21 CHAIRMAN RAMOS: My apologies for
22 that interruption.

23 Case no. 9 is Sandra Outlaw versus

1 Community Development Corporation of Mishawaka &
2 Mishawaka Housing Authority/Marty Phillips
3 Apartments. The case number is HOra25090803, and
4 this case was assigned to me, and there are two
5 issues as well, and my recommendation is to
6 uphold the Director's finding of no probable
7 cause under Indiana Civil Rights Law and no
8 reasonable cause under Indiana Fair Housing Act,
9 so that is for both issues.

10 I need a recommendation to approve -- or a
11 motion to approve the recommendation.

12 COMM. HARRINGTON: So moved.

13 CHAIRMAN RAMOS: I need a second.

14 COMM. TOLLIVER: Second.

15 CHAIRMAN RAMOS: Motion from
16 Harrington, second, Tolliver. All those in
17 favor, signify by saying aye.

18 (Commissioners responded, "Aye.")

19 CHAIRMAN RAMOS: Any opposed?

20 (No response.)

21 CHAIRMAN RAMOS: Motion carries.

22 Thank you.

23 Next is Motions and Filings, and we have

1 none, and then is Status of Remanded Cases, and
2 we have a number of those, which I will read into
3 the record. Mary Ruz versus Trilogy Management
4 Services, LLC, Case No. EMco24060492, and this
5 was remanded for further investigation and
6 clarification on whether there was a copy of the
7 manual in Spanish and whether the translator was
8 made available for interviews and/or training,
9 and this continues to remain under investigation.
10 That was remanded back by me a month or two ago.

11 The next case --

12 MS. SOWELL: Excuse me,
13 Commissioners.

14 CHAIRMAN RAMOS: I'm sorry?

15 MS. SOWELL: This is my first time
16 ever being in the meeting as such, and I'm not
17 sure how this goes now when my name was called,
18 but I'd be in favor to disagree with the ruling,
19 sir.

20 CHAIRMAN RAMOS: Well --

21 MS. SOWELL: -- because I probably
22 kind of went --

23 MR. LOSTUTTER: You would have to

1 wait --

2 MS. SOWELL: Okay.

3 MR. LOSTUTTER: -- until the public
4 comments section.

5 MS. SOWELL: Okay. Okay. Sorry.

6 CHAIRMAN RAMOS: Sure.

7 The next case, Molly Radecki versus
8 Indiana University, Case No. EDha240 -- I'm
9 sorry -- 24101065. That was also remanded for
10 further investigation of the allegations that
11 Respondent may not have engaged in discussions
12 with the Complainant about the accommodations.
13 That's still under investigation. That was also
14 remanded by me, the Chair.

15 Case number -- the next -- third one on
16 this list is Holly June Lewis versus Marble
17 Products International, LLC. This is Case
18 No. EMse24060594, and this was remanded back for
19 further investigation of packets allegedly sent
20 by both parties and prepare new findings, and
21 this also is under investigation. That was also
22 remanded back for further investigation by the
23 Chair, me.

1 The next case is Mishia Jones versus
2 Fastenal Company, Case No. EMha25080717, and was
3 remanded back for further investigation on second
4 issue in April regarding the documentation of the
5 timeline by both parties regarding accommodation.
6 This continues to remain under investigation.
7 That was recommended by Comm. Harrington.

8 The next case is Brandon [sic] Chatterton
9 versus JTD Enterprises, Inc. doing business as
10 Inventure, Case No. EMha24060493, and this was
11 remanded back for a clearer understanding of the
12 circumstances surrounding the dismissal on
13 June 15th. This was recommended for further
14 investigation by Comm. Tolliver.

15 That takes us to New Business and the
16 Appointment of Commissioners to the Complainants'
17 Appeals of Notices of Findings. The first one on
18 the docket is Debra J. Brown versus Valle Vista
19 Multifamily Partners, LLC Brookside Properties
20 doing business as The Fairways at Vale Vista,
21 Case No. HOra25121077, and Comm. Harrington, you
22 have a whole bunch of these that are on your
23 docket for next month that are continued over, so

1 if you don't object, I will assign that to Chair
2 Coleman -- Vice-Chair Coleman.

3 Okay. The next case is Rose McClain
4 versus The Behavioral Center of Indianapolis,
5 Case No. EMha26030176, and I will recommend that
6 we assign this one to Comm. Tolliver.

7 COMM. TOLLIVER: Thank you.

8 CHAIRMAN RAMOS: The next case,
9 Travis Robertson versus Allied Universal
10 Securities, LLC, Case No. EMha25060550, and I
11 will assign that case to me.

12 The next case is Derrick Carter versus
13 Costco, Case No. PAra25070581, and I will assign
14 that case to me.

15 The next case is Sherida Pedro Randolph
16 versus Canterbury House II, the Second, I guess,
17 Newburgh, and that's Riverbend Flats, Case
18 No. HOra25100895, and I'll assign that to
19 Comm. Coleman.

20 And the last case is Terry Taylor versus
21 Midwest Service Center, LLC, Case
22 No. EMra25070621, and I will assign that to
23 Comm. Tolliver; right?

1 COMM. TOLLIVER: Thank you.

2 CHAIRMAN RAMOS: Okay. I need to
3 make better notes.

4 All right. So, that takes us to Other
5 Motions and Filings, of which we have none. Then
6 we review the ALJ Decisions and Orders, of which
7 we also have none, so no action is required
8 there. ALJ Decisions that are Automatically
9 Confirmed, and we also have none.

10 That takes us to Meeting Dates, and our
11 next scheduled meeting date is August 17th. Do
12 we have any conflicts with August 17th?

13 COMM. HARRINGTON: Not as of today.

14 COMM. TOLLIVER: I may. We're moving
15 in one of our boys that day, in the morning, so I
16 don't know how long that takes.

17 CHAIRMAN RAMOS: Okay. Do you want
18 to look at the 24th as a possibility? I think
19 that's the next one.

20 VICE-CHAIR COLEMAN: That's when I
21 move mine in.

22 MR. LOSTUTTER: It's that time of the
23 year.

1 CHAIRMAN RAMOS: Yeah. Well, we can
2 choose a different day of the month.

3 COMM. TOLLIVER: We can probably try
4 a different day. I'm available on the 10th, if
5 that is available.

6 CHAIRMAN RAMOS: Do we have all of
7 the elements that are required for the 10th?

8 MR. LOSTUTTER: I'd have to
9 double-check on that there. Right off the top of
10 my head I don't -- I can't think of anything that
11 would prevent it.

12 (Discussion off the record.)

13 MR. CLAY: We will have General
14 Counsel on the 10th, if that makes a difference
15 to you. I mean we have attorneys in the room,
16 but it might be good for them.

17 CHAIRMAN RAMOS: How about the week
18 of the 17th? Are any other dates that week
19 available, the 18th or 19th?

20 VICE-CHAIR COLEMAN: The 18th's open
21 for me.

22 CHAIRMAN RAMOS: The 18th?

23 COMM. TOLLIVER: 21, if that's an --

1 if that's an option.

2 MR. LOSTUTTER: Is that a Friday, I
3 think? I mean again, as far as I know, there
4 would be no problem.

5 CHAIRMAN RAMOS: Does the 21st work
6 for you?

7 COMM. HARRINGTON: That's a board
8 day, so it's tentative. I mean you can go. I
9 mean it's going to be into the timing, if I
10 needed to --

11 CHAIRMAN RAMOS: The only risk being
12 we need to have four people present, so --

13 MR. CLAY: We need to have three
14 present, one virtual; is that correct?

15 MR. LOSTUTTER: Yes.

16 CHAIRMAN RAMOS: Okay. Any other
17 options that week? The 20th, does that work?

18 COMM. HARRINGTON: Comm. Tolliver,
19 could he be available virtually on the 17th?

20 COMM. TOLLIVER: The 20th, I will be
21 at IU that day for induction, so that's a bad one
22 for me, too. It's just a bad week.

23 CHAIRMAN RAMOS: Okay. Are you

1 spending all day on the 20th? Where are you
2 taking your kid to college?

3 COMM. HARRINGTON: That's them. Mine
4 are all -- mine are done with college.

5 CHAIRMAN RAMOS: You had a conflict
6 on the 24th. You were taking your son --

7 VICE-CHAIR COLEMAN: No, I was.

8 CHAIRMAN RAMOS: Oh, I'm sorry.

9 VICE-CHAIR COLEMAN: Yeah. He's up
10 in South Bend. How about Tuesday, the 25th?

11 CHAIRMAN RAMOS: Is the 25th okay?

12 COMM. TOLLIVER: I can probably make
13 that work.

14 MR. LOSTUTTER: As far as I know,
15 that would be doable.

16 COMM. HARRINGTON: Friday?

17 MR. LOSTUTTER: Tuesday.

18 CHAIRMAN RAMOS: Tuesday.

19 COMM. HARRINGTON: Oh, I'm in
20 September.

21 CHAIRMAN RAMOS: Is that okay for
22 you, Vice-Chair?

23 VICE-CHAIR COLEMAN: Yes.

1 CHAIRMAN RAMOS: The 25th is good?

2 MR. CLAY: If I may, could we also
3 look into September, to make sure that the 21st
4 works for everyone?

5 CHAIRMAN RAMOS: Sure.

6 COMM. HARRINGTON: The 25th, sure.
7 I'll have to move something, but --

8 CHAIRMAN RAMOS: Okay. So, let's try
9 for the 25th, August 25th. You'll notify all of
10 the parties, Michael?

11 MR. LOSTUTTER: Will do.

12 CHAIRMAN RAMOS: All right. Let's
13 look for September. We know that there's a
14 conflict on the 21st --

15 MR. LOSTUTTER: Yes.

16 CHAIRMAN RAMOS: -- with
17 Comm. Silberberg anyway. Does the 28th work?

18 MR. CLAY: I'll be out on the 28th.

19 CHAIRMAN RAMOS: How about the 20 --
20 that's that whole week for Comm. Silberberg.

21 MR. LOSTUTTER: Yes.

22 MR. CLAY: So, only the last of
23 September, so the 25th -- actually, I'll be here

1 on the 25th. It's the 26th through October 2nd
2 I'll be out of state.

3 COMM. TOLLIVER: I have nothing on
4 the 25th.

5 MR. CLAY: What's that?

6 COMM. TOLLIVER: I have nothing on
7 the 25th.

8 MR. CLAY: Yeah, I can be here on --
9 I can do the 25th. I just -- I couldn't do the
10 week after.

11 CHAIRMAN RAMOS: The 25th?

12 COMM. HARRINGTON: I will probably be
13 virtual.

14 VICE-CHAIR COLEMAN: Works fine with
15 me.

16 CHAIRMAN RAMOS: It works for you?

17 VICE-CHAIR COLEMAN: Yes.

18 CHAIRMAN RAMOS: And Silberberg will
19 probably be out, but as long as she can attend
20 virtually, it should satisfy the requirements.
21 All right. So, we'll move it out to the 25th.

22 COMM. HARRINGTON: And that may
23 change, because that -- I've got two other board

1 meetings that day, so --

2 CHAIRMAN RAMOS: Okay. Are we good
3 for that?

4 MR. LOSTUTTER: We should -- I'm
5 going to mark it down as tentative and maybe
6 revisit that next month at the meeting, then, to
7 make sure about that.

8 CHAIRMAN RAMOS: Okay. That's a
9 great suggestion. On the agenda, the next I have
10 is Election, Training and Other, which we have
11 none.

12 MR. KREIDER: Mr. Chair, there are
13 some trainings that I got an announcement last
14 week for. There's another ethics module that the
15 state sent out, and then there's one on work
16 violence and harassment. So, I'll send an e-mail
17 to all of the Commissioners to complete that, you
18 know, when you're available to do it. If you
19 would send me back a screenshot of completion,
20 just to confirm that you've completed it, but
21 I'll get that out to you this week.

22 COMM. HARRINGTON: And what are they?

23 MR. KREIDER: One of them is on --

1 it's an annual ethics module, and the other one
2 is on workplace violence and harassment.

3 COMM. TOLLIVER: Have you done them
4 yet?

5 MR. KREIDER: I did the -- well, I
6 did the ethics one in the past. I haven't done
7 it for this year.

8 COMM. TOLLIVER: It's like what, a
9 half hour?

10 MR. KREIDER: It'd take maybe a half
11 hour.

12 COMM. TOLLIVER: Okay.

13 MR. KREIDER: I did the violence and
14 harassment one a couple of weeks ago, and it was
15 maybe 15 minutes.

16 CHAIRMAN RAMOS: Okay. So, we'll get
17 an e-mail from you?

18 MR. KREIDER: Yeah, correct, and then
19 just send like a screenshot or something to show
20 that you've completed each of those.

21 CHAIRMAN RAMOS: Okay.

22 MR. KREIDER: There's no deadline for
23 that, but, you know, ideally if you could get it

1 done in the next 30 days or something.

2 CHAIRMAN RAMOS: Well, let's try to
3 have it completed by our next Commission meeting.

4 MR. KREIDER: Yeah, great. Thank
5 you.

6 CHAIRMAN RAMOS: That'll make
7 everybody's life easier, I guess.

8 COMM. HARRINGTON: But you've got to
9 send them out first.

10 MR. KREIDER: Yeah, I'll send you an
11 e-mail that has -- it'll have the link for both
12 of them, but I want to make sure the links work,
13 too, so --

14 COMM. HARRINGTON: I know.

15 CHAIRMAN RAMOS: That's a good idea.
16 Are there any announcements?

17 (No response.)

18 CHAIRMAN RAMOS: Okay. Do we have
19 public comment?

20 MR. LOSTUTTER: Yes. I believe
21 you're Ms. Sowell. Is --

22 MS. SOWELL: Correct.

23 MR. LOSTUTTER: Did I pronounce it

1 correctly?

2 MS. SOWELL: Yes.

3 MR. LOSTUTTER: All right. You have
4 two minutes, and I will activate the timer now.
5 So, you may speak.

6 MS. SOWELL: Well, thank you guys for
7 having me this evening.

8 I really wanted to address my situation
9 really fast, but I'm not saying nothing that
10 don't matter, but I wanted to come back in front
11 of you guys because I was wrongfully terminated
12 March the 5th. I was put on a permanent
13 restriction from the doctor that my job sent me
14 to. They permanently restricted me of no more
15 than 20 pounds.

16 I get the restriction from the doctor, and
17 then my job was supposed to re -- like they was
18 supposed to reaccommodate me. They didn't
19 reaccommodate me. They let me go, terminated me,
20 leaving me with my medical bills and everything.
21 I have nothing since I've lost my job in March.
22 I filed bankruptcy. I had to use up all of my
23 money, so now I'm just like in a dead end. Like

1 I have college kids. My son is 19, going to
2 college, and I'm just stressed out.

3 I don't know how that they could even
4 consider just letting me go and just leaving me
5 like this when I worked there for as long as I
6 have, and I've never been a -- I never had
7 problems or anything. I'm only -- I've reached
8 out, filed a complaint.

9 I became a target. My activation on my
10 badge stopped working. It was just, you know,
11 workplace bullying. It was just so overwhelming,
12 like I -- and I'm still going through it just on
13 a day by day. So, I'm just still trying to, you
14 know, figure out certain words to say, because,
15 like I say, mentally they have drained me.

16 And I'm just -- like now I don't know what
17 to do. You know, I filed with the EEOC and you
18 guys, but both of the cases are kind of a mixture
19 for me, because it's all over the place as far as
20 paperwork. I have different docket numbers, and
21 I'm just all over the place mentally.

22 I don't have a lawyer, but I am willing to
23 fight for myself to the fullest extent, and I

1 just wanted to exercise my right.

2 CHAIRMAN RAMOS: Okay. And will you
3 identify your name?

4 MS. SOWELL: Tiara Sowell.

5 CHAIRMAN RAMOS: Okay. Yeah. I --
6 again, as Vice-Chair Coleman had indicated, we do
7 review each of these cases, where all of us --
8 while they may be assigned to a particular
9 Commissioner, we all have the responsibility to
10 review that and to look at any of the options
11 that are out there. I -- unfortunately, all of
12 the pieces that we see do support the Respondent,
13 which is Bastian Solutions.

14 As far as alternatives for you, at least
15 to look into it, I -- honestly, I don't know if I
16 have any recommendations for that, or any of the
17 other Commissioners. We certainly appreciate
18 your position, and we always look as deep as we
19 possibly can in these cases. So, I -- you know,
20 I have -- again, the evidence that we provide --
21 that was provided to us was clear that it was
22 supportive of no probable cause.

23 So, I don't know that I have any other

1 comments or -- any other Commissioners have any
2 comments?

3 COMM. HARRINGTON: I don't have any.

4 CHAIRMAN RAMOS: I wish you the best
5 in this situation, but I don't know that there's
6 any other options that we have, at least at the
7 Indiana Civil Rights Commission.

8 MS. SOWELL: And what is -- what was
9 the probable cause? Like you said "no probable
10 cause," meaning is this their ruling that they
11 decide the issues with?

12 CHAIRMAN RAMOS: Right. So, again,
13 it looks at the evidence that's provided on both
14 sides; right? And the evidence has to provide
15 essentially overwhelming evidence that you were
16 impacted less favorably because of race, color,
17 religion, whatever those facts happen to be, but
18 evidence has to be provided that demonstrates
19 that others have been treated differently, of
20 different religion, you know, race, color or
21 creed, and that was not provided, so --

22 MS. SOWELL: From who; Bastian?

23 CHAIRMAN RAMOS: From -- from you.

1 MS. SOWELL: Yeah. Well, I have.
2 Like I said, I've been communicating with the
3 EEOC, and I realize that you guys are separate
4 entities, so I've been giving them information,
5 but also thinking that you guys are all one
6 house. And so, I realize that with my numbers
7 here being different a few weeks back, but just
8 trying to make sure that the paperwork goes to
9 the proper person.

10 And with me working here, I have filed a
11 couple of times. I filed while I was working
12 back in September of 2025, and then that was
13 closed out. So, when I got fired, I resubmitted
14 a claim, and I think those two kind of got
15 together and caused a lot of confusion.

16 But initially like I followed what I was
17 supposed to do. I did it in a timely manner. I
18 spoke out back in -- when I was actually working,
19 when I was enduring everything. So, now it's
20 like I'm being told that there's no probable
21 cause or --

22 CHAIRMAN RAMOS: So, we're -- so,
23 our -- our mission is to look at the elements

1 that really are focused around the law that's in
2 place; right? Was there harassment? Was
3 there -- in any of the cases that are out there.
4 That doesn't mean you don't have other avenues
5 that you can pursue in a civil case, civil law,
6 but as far as the elements that we have
7 responsibility for, guided by the evidence, which
8 is in favor of the Respondent.

9 So, at this point there's nothing that we
10 can do from our side of the equation. Again, you
11 would have to chat with an attorney to see if
12 there are any options outside of the Indiana
13 Civil Rights or the EEOC. I don't know if we
14 looked at this one specifically for the EEOC,
15 because we do handle some of those cases as well.

16 But yeah, I would probably advise that you
17 chat with an attorney and see if there are any
18 other evidence -- elements that you have that are
19 outside of this Commission.

20 MS. SOWELL: Okay. Thank you,
21 Commissioners. Thank you, guys.

22 CHAIRMAN RAMOS: Are there any other
23 public comments?

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(No response.)

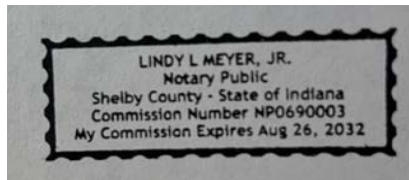
CHAIRMAN RAMOS: Hearing none, this
meeting is adjourned.

- - -
Thereupon, the proceedings of
July 20, 2026 were concluded
at 1:54 o'clock p.m.
- - -

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, July 20, 2026 in this matter and
8 transcribed by me.

9
10 Lindy L. Meyer, Jr.



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

15 My Commission expires August 26, 2032.

16 Commission No. NP0690003
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