

**CITY OF LINCOLN, NEBRASKA
COMMISSION ON HUMAN RIGHTS
MINUTES**

Thursday, January 29, 2026
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The January 29, 2026 meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 3:47 p.m. by Alyssa Martin, Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

Commissioners: Alyssa Martin (Chair), John Goldrich (Vice Chair), Kewan Asaad, Nathan Wen He, Emira Ibrahimasic (arrived at 3:50 p.m.), Kevin Koester, Rob McEntarffer and Catherine Wilson (arrived at 3:53 p.m.).

MEMBERS ABSENT:

Commissioners: Karen Kassebaum.

STAFF PRESENT:

Jamie Reyes, Rob Rowan, Abby Littrell, Francisca Beltran Thuyhong Le and Shanna Eckman.

APPROVAL OF December 17, 2025 MINUTES:

Koester noted a correction to be made to the members absent and present for the December minutes. A motion was made by McEntarffer and seconded by Asaad to approve the minutes of the December 11, 2025 meeting with the correction. Martin asked for the roll call. Voting "aye" were Martin, Goldrich, Asaad, He, Ibrahimasic, McEntarffer and Wilson. Motion carried.

APPROVAL OF January 11, 2026 AGENDA:

He noted a case number discrepancy on the January agenda. A motion was made by Goldrich and seconded by McEntarffer to approve the agenda with the correction of the case number. Hearing no further discussion, Martin asked for the roll call. Voting "aye" were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, McEntarffer and Wilson. Motion carried.

OLD BUSINESS:

Public Hearing Update: No update.

Bylaws: No update.

NEW BUSINESS:

Outreach: There will not be a spring cohort for MCA. LCHR plans on attending the Marathon Expo on May 2nd and Star City Pride on June 13th. The LCHR Conference will be on April 21st from 8 a.m.-4:30 p.m.; the theme is Much to be Done and Undone. LCHR will also be attending the Forced Migration conference.

Director Report: We are in the short legislative section, Director Reyes has been monitoring for any activity that is of interest to LCHR, mainly LB809. Work is ongoing with the Language Access plan within the City; HR has approved 30 City employees for bilingual pay. This is Emira Ibrahimasic's final meeting, she has completed two full terms. The Commission thanks her for her time and attention these past six years.

Koester wanted to know if any cases had been filed with Sol as the protected class; Director Reyes confirmed that there have been a few.

Officer Elections: A nomination for John Goldrich as Chair was submitted last meeting; Goldrich accepted.

A motion was made by Ibrahimasic and seconded by He to recommend the approval of John Goldrich as Chair. Hearing no further discussion, Martin asked for the roll call. Voting "aye" were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, McEntarffer and Wilson. Motion carried.

A nomination for Nathan Wen He as Vice Chair was submitted last meeting; He accepted.

A motion was made by Ibrahimasic and seconded by Asaad to recommend the approval of Nathan Wen He as Vice Chair. Hearing no further discussion, Martin asked for the roll call. Voting "aye" were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, McEntarffer and Wilson. Motion carried.

CASE DISPOSITIONS:

LCHR No.: 25-0310-004-E

A motion was made by He and seconded by McEntarffer to recommend a finding of **no reasonable cause** on all allegations.

Ibrahimasic noted that there seemed to be a lot of inappropriate conduct within the company on both sides. Koester questioned if the Director was a board member or a day to day person; Investigator Rowan noted that it was a board member, and that there was a possibility of daily contact and that they did have managerial responsibilities. Ibrahimasic questioned if there were any witnesses to the alleged harassment behavior; Investigator Rowan noted that there were no witnesses that were reachable or reliable. Ibrahimasic

questioned if they had a proper HR office, and who wrote the letter to the Director regarding the harassment; Investigator Rowan noted that they did not have an HR office and that the letter was written by an employment broker.

Hearing no further discussion, Martin asked for the roll call. Voting “aye” were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, McEntarffer and Wilson. Motion carried.

LCHR No.: 25-0716-002-PA

A motion was made by Koester and seconded by Ibrahimasic to recommend a finding of **no reasonable cause** on all allegations.

He asked what the appropriate way to search for children would be; Ibrahimasic noted that it seemed to be an ongoing issue, that it was inappropriate to scream constantly and that the Respondent staff couldn't be expected to monitor the children. Goldrich added that while it was understandable for Complainant to go looking for their children, but the behavior they engaged in while doing so disturbed the other patrons and that is what the issue was. McEntarffer questioned what the situation was with the insurance company; Investigator Rowan noted that the stay at the Respondent was paid for by a third party (insurance company), who relocated her after the Respondent cancelled the Complainant's stay.

Hearing no further discussion, Martin asked for the roll call. Voting “aye” were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, and McEntarffer. Wilson abstained. Motion carried.

LCHR No.: 25-1001-019-H

A motion was made by Ibrahimasic and seconded by Goldrich to recommend a finding of **no reasonable cause** on all allegations.

Koester questioned if there was any evidence that the dogs lived at the apartment; Investigator Rowan noted that there was clear evidence that the dogs were present at the location.

Martin asked if there was a different standard for lease termination versus lease nonrenewal in regards to how the Commission reviews the case; Littrell said the legal standard was denial of housing, and that it would depend on how the nonrenewal was approached.

Hearing no further discussion, Martin asked for the roll call. Voting “aye” were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, McEntarffer and Wilson. Motion carried.

LCHR No.: 25-1021-020-H

A motion was made by McEntarffer and seconded by Goldrich to recommend a finding of **no reasonable cause** on all allegations.

Hearing no further discussion, Martin asked for the roll call. Voting “aye” were Martin, Goldrich, Asaad, He, Ibrahimasic, Koester, McEntarffer and Wilson. Motion carried.

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 4:26 p.m.

Next Meeting:

Thursday, February 26, 2026, at 3:45 p.m.
555 S. 10th Street, 1st Floor, Council Chambers