

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

Thursday, July 31, 2025
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The July 31, 2025 meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 3:47 p.m. by John Goldrich, Vice Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

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

MEMBERS ABSENT:

Commissioners: Alyssa Martin (Chair), Karen Kassebaum and Catherine Wilson.

STAFF PRESENT:

Jamie Reyes, Rob Rowan, Chassidy Jackson-Goodwin, Abby Littrell and Shanna Eckman.

APPROVAL OF June 26, 2025 MINUTES:

A motion was made by Ibrahimasic and seconded by McEntarffer to approve the minutes of the June 26, 2025 meeting. Hearing no discussion, Goldrich asked for the roll call. Voting "aye" were Goldrich, Asaad, Ibrahimasic, Koester and McEntarffer. Motion carried.

APPROVAL OF July 31, 2025 AGENDA:

A motion was made by Ibrahimasic and seconded by Koester to approve the agenda. Hearing no discussion, Goldrich asked for the roll call. Voting "aye" were Goldrich, Asaad, He, Ibrahimasic, Koester and McEntarffer. Motion carried.

OLD BUSINESS:

Public Hearing Update: No update.

Bylaws: No update.

NEW BUSINESS:

Outreach: August 3rd is the Back to School Event at the College of Hair Design.

August 20th from 9-10 a.m. is Coffee and Conversations, featuring Bryan Seck from Lincoln Literacy.

September is Welcoming Week; it starts on September 7th with Lincoln Unites from 12-4 p.m. at the Lincoln Community Foundation Garden.

The Latino Festival is on September 13th at Antelope Park.

MCA starts on September 16th and is still accepting applications.

Other events can be found at WelcomingLNK.org.

Director Report: LCHR hosted 2 interns for the Mayor's Summer Youth program.

LCHR continues with education regarding lawful source of income discrimination. The office has restored their membership with IOHRA. Annual Commissioner training will follow the August 28th meeting.

CASE DISPOSITIONS:

LCHR No.: 25-0313-005-E-R

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

Asaad asked if the Complainant spoke English; Investigator Rowan confirmed that she did. Asaad asked about the issue with taking breaks, Investigator Rowan said the Respondent didn't have any information about the Complainant taking breaks. Ibrahimasic noted that the reason boxes weren't allowed on the floor was to keep the product sterile. McEntarffer asked about the instances where the Respondent reminded the Complainant about the procedures not being followed; Investigator Rowan said the Respondent had on going oral coaching with the Complainant and also documented issues in the write-ups.

Goldrich noted the witness that was provided by the Complainant stated that the Complainant was not following procedure. Koester asked about the signature comparison; Investigator Rowan explained that the Complainant said that they never signed anything or was spoken to regarding any issues, but the comparison to the Complainant's signature on the signed charge matched the signature on the write-ups.

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

LCHR No.: 23-0831-012-H

A motion was made by Ibrahimasic and seconded by Asaad to recommend **approval** of the pre-determination settlement.

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

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 4:07 p.m.

Next Meeting:

Thursday, August 28, 2025, at 3:45 p.m.
555 S. 10th Street, 1st Floor, Council Chambers