

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

Thursday, September 25, 2025
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The September 25, 2025 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), Kewan Asaad, Emira Ibrahimasic, Karen Kassebaum, Kevin Koester, Rob McEntarffer and Catherine Wilson.

MEMBERS ABSENT:

Commissioners: John Goldrich (Vice Chair) and Nathan Wen He.

STAFF PRESENT:

Jamie Reyes, Rob Rowan, Chassidy Jackson-Goodwin, Abby Littrell, Francisca Beltran Thuyhong Le and Shanna Eckman.

APPROVAL OF August 28, 2025 MINUTES:

A motion was made by Ibrahimasic and seconded by McEntarffer to approve the minutes of the August 28, 2025 meeting. Hearing no discussion, Martin asked for the roll call. Voting "aye" were Martin, Asaad, Ibrahimasic, Kassebaum, McEntarffer and Wilson. Koester abstained. Motion carried.

APPROVAL OF September 25, 2025 AGENDA:

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

OLD BUSINESS:

Public Hearing Update: No update.

Bylaws: No update.

NEW BUSINESS:

Outreach: Harvest Moon Festival: October 5th, 4-7 p.m.

Indian Center Flea Market: October 5th, 12-5 p.m.

Indian Center Youth Powwow: October 12th.

MCA has started.

Welcoming Week finished on September 21st.

Director Report: October 1st is the beginning of the new fiscal year, LCHR is waiting for new contracts from HUD and EEOC. LCHR is still waiting to hear back regarding the FHIP grant. Rob and Jamie will be presenting with the OHRRD at the IAHORA conference.

IAOHRA: A motion was made by McEntarffer and seconded by Ibrahimasic to approve Director Reyes to vote on behalf of LCHR at the IAOHRA conference.

Koester asked how many voting entities were apart of IAOHRA; Director Reyes said she would find out and return with the information. Wilson asked if LCHR would need to change practices to match the IAOHRA resolutions; Director Reyes said that a vast majority of the things are already in practice at LCHR and it wouldn't be necessary to make any changes.

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

CASE DISPOSITIONS:

LCHR No.: 24-0318-008-E

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

Martin questioned if the Complainant maintained that she was terminated; Investigator Jackson-Goodwin said that the Complainant never returned to work and had no evidence of being terminated.

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

LCHR No.: 24-0621-013-E-R

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

Ibrahimasic asked if the assumption of a person not showing up for work for a single day was that they quit; Investigator Jackson-Goodwin explained the Complainant was there and gave his badge back to the Respondent, resulting in the assumption that they quit.

Martin asked if the Complainant tried to return to work; Investigator Jackson-Goodwin said that the Complainant said he did, Respondent said he didn't. Wilson asked if there was comparator evidence similar to the situation, as the Respondent said there was not. Investigator Jackson-Goodwin said that the Respondent didn't have any other situations happen that were similar.

McEntarffer noted a conflict of interest with the case.

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

LCHR No.: 24-0703-003-H

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

Suggested that a recommendation be made to the Respondent to wear clothing when around tenants.

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

LCHR No.: 25-0609-005-H

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

Koester asked what constructive eviction means; Investigator Rowan explained that constructive eviction is when a tenant feels the treatment they receive is so poor or the property is in such a state of disrepair that they don't have another choice but to move out.

There were questions as to what PetScreening.com was; Investigator Rowan explained that it is an online tool that landlords use to compile records for pets (but not service animals).

Ibrahimasic said that it appeared the Respondent resolved the error quickly.

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

LCHR No.: 25-0602-004-H

A motion was made by Kassebaum and seconded by Ibrahimasic to recommend **approval** of the administrative closure.

Commissioners asked what the Complainant could do if the Respondent reappeared; Investigator Rowan explained that the Complainant can refile their case if the Respondent resurfaces within 365 days from the last day of harm.

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

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 4:25 p.m.

Next Meeting:

Thursday, October 30, 2025, at 3:45 p.m.
555 S. 10th Street, 1st Floor, Council Chambers