

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

Thursday, April 27, 2023  
555 S 10th Street, 1st Floor  
City County Building, Council Chambers

**CALL TO ORDER:**

The April 27, 2023, meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:30 p.m. by Sheri Blok.

**ROLL CALL:**

The roll was called.

**MEMBERS PRESENT:**

Commissioners: Haroon Al Hayder, Sheri Blok, Sarah Cohen Walker, Rose Godinez, John Goldrich and Ryan Kelly.

**MEMBERS ABSENT:**

Commissioners: Emira Ibrahimasic (Chair) and Alyssa Martin (Vice Chair), Davetta Nelson.

**STAFF PRESENT:**

Sara Houston, Rob Rowan, Chassidy Jackson-Goodwin, Marna Munn and Shanna Eckman.

**ELECTION OF ACTING CHAIR:**

A motion was made by Goldrich and seconded by Kelly to appoint Commissioner Blok as acting Chair for the meeting. Hearing no discussion, Blok asked for the roll call. Voting “aye” were Al Hayder, Blok, Cohen Walker, Godinez, Goldrich and Kelly. Motion carried.

**APPROVAL OF March 30, 2023, MINUTES:**

A motion was made by Al Hayder and seconded by Goldrich to approve the minutes of the March 30, 2023, meeting. Hearing no discussion, Blok asked for the roll call. Voting “aye” were Al Hayder, Blok, Cohen Walker, Goldrich and Kelly. Godinez abstained. Motion carried.

**APPROVAL OF April 27, 2023 AGENDA:**

Blok noted that items 6a and 6b were to be postponed until the next meeting, due to the absence of the Chair and Vice Chair. A motion was made by Godinez and seconded by Goldrich to approve the amended agenda. Hearing no discussion, Blok asked for the roll call. Voting “aye” were Al Hayder, Blok, Cohen Walker, Godinez, Goldrich and Kelly. Motion carried.

## **OLD BUSINESS:**

**Outreach:** CRC 2023 was successful with over 170 participants. Some highlights included: Steve Larabee provided a tribal land acknowledgement, the most popular break out session was about discrimination against DV survivors, Kevin Abourezk was present to receive the Gerald Henderson award and the keynote speaker Ryan Sallans was very informative.

**Public Hearing:** Steinhour v. Koenig and Bustamante v. Koenig are both completed but were postponed to the next Commission meeting due to the absence of the Chair and Vice Chair.

Raley v. Moseman has completed public hearing but is awaiting the Findings of Fact from the Hearing Officer, who requested an extension for completing it.

Labat v. Rosecrans will go to hearing on May 1<sup>st</sup>.

## **NEW BUSINESS:**

**Director Report:** Any feedback regarding CRC 2023 or suggestions for future conferences are welcome. If there are any suggestions for future events for the Outreach team to attend, please pass them along.

While LCHR didn't receive the usual FHIP grant, LCHR received an excellent rating from HUD.

Case statistics for January-March 2023 were given to the Commissioners. The application for the Director position closed and the City Attorney will review the applicants. Commissioner Godinez mentioned that the ability for the Commissioners to provide feedback or suggestions would be appreciated.

Investigator Rowan provided an update regarding the VAWA Act. Following the June meeting there will be Commissioner training.

## **CASE DISPOSITIONS:**

### **LCHR No.: 22-0923-007-E-R**

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

Cohen Walker noted that the comparator evidence was very useful. Godinez pointed out that the Complainant had been employed by the Respondent for a long period of time, but it seemed that all the issues happened after Complainant transferred to a different location, and that they were also unable to provide any evidence of discrimination or coworker witnesses. Al Hayder noted that the Complainant's performance review was positive and didn't reflect the issues that Respondent noted. Investigator Goodwin-Jackson clarified that the Respondent didn't dispute that Complainant was a good worker when doing tasks they wanted to do, all the problems arose from additional tasks that were asked of the Complainant. Cohen Walker noted that there also appeared to be multiple attempts to rectify the issue before Complainant was let go.

Hearing no further discussion, Blok asked for the roll call. Voting "aye" were Al Hayder, Blok, Cohen Walker, Godinez, Goldrich and Kelly. Motion carried.

**LCHR No.: 22-1228-007-PA**

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

Al Hayder noted that the evidence provided by the Respondent showed that the Complainant was aggressive towards them. Cohen Walker agreed that while the ban and barring came after the Complainant's filing of a housing case, it seemed clear that it was the Complainant's behavior that resulted in the ban and barring.

Godinez questioned what the Respondent's business was; Investigator Rowan clarified that Respondent offers services for individuals with mental health and addition, including some housing services. Godinez noted that if the issue was due to Complainant's mental health situation, Respondent would know how to handle it. Munn noted that was perhaps why there were so many incidents before Respondent resorted to banning and barring the Complainant.

Hearing no further discussion, Blok asked for the roll call. Voting "aye" were Al Hayder, Blok, Cohen Walker, Goldrich and Kelly. Godinez abstained. Motion carried.

**LCHR No.: 23-0109-002-H**

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

The Commissioners requested clarification due to the similarity between this case and LCHR Case No. 22-1228-007-PA. Investigator Rowan noted that they were companion cases and explained that in situations where a potential Respondent offers multiple services, a Complainant may request to file multiple types of cases. Munn gave the example of a Housing and Employment case, where someone resides as a condition of working for the employer.

Hearing no further discussion, Blok asked for the roll call. Voting "aye" were Al Hayder, Blok, Cohen Walker, Godinez, Goldrich and Kelly. Motion carried.

**LCHR No.: 22-1212-028-H**

A motion was made by Godinez and seconded by Goldrich to recommend approval of the charge to public hearing.

Hearing no further discussion, Blok asked for the roll call. Voting "aye" were Al Hayder, Blok, Cohen Walker, Godinez, Goldrich and Kelly. Motion carried.

**PUBLIC COMMENT:**

There was no public comment.

The meeting was adjourned at 5:12 p.m.

**Next Meeting:**

Thursday, May 25, 2023, at 4:30 p.m.  
555 S. 10th Street, 1st Floor, Council Chambers