

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

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

**CALL TO ORDER:**

The July 27, 2023, meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:04 p.m. by Emira Ibrahimasic, Chair.

**ROLL CALL:**

The roll was called.

**MEMBERS PRESENT:**

Commissioners: Emira Ibrahimasic (Chair), Alyssa Martin (Vice Chair), Sarah Cohen Walker, John Goldrich and Ryan Kelly.

**MEMBERS ABSENT:**

Commissioners: Sheri Blok.

**STAFF PRESENT:**

Jamie Reyes, Rob Rowan, Chassidy Jackson-Goodwin, Yohance Christie, Abby Littrell, Lily Ealey, Francisca Beltran and Shanna Eckman.

**APPROVAL OF May 25, 2023, MINUTES:**

A motion was made by Cohen Walker and seconded by Goldrich to approve the minutes of the May 25, 2023, meeting. Hearing no discussion, Ibrahimasic asked for the roll call. Voting “aye” were Ibrahimasic, Martin, Cohen Walker, Goldrich and Kelly. Motion carried.

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

A motion was made by Goldrich and seconded by Kelly to approve the agenda. Hearing no discussion, Ibrahimasic asked for the roll call. Voting “aye” were Ibrahimasic, Martin, Cohen Walker, Goldrich and Kelly. Motion carried.

**OLD BUSINESS:**

**Outreach:**

Welcoming Week is coming up; this highlights immigrant and refugee communities within Lincoln. It starts September 8<sup>th</sup> with a citizenship ceremony at the Auld Pavilion; Lincoln Unites will be afterwards. The Asian Festival and Latino Festival will follow.

MyCity Academy will begin again on October 9<sup>th</sup>, on Thursdays for seven weeks. This will be the 5<sup>th</sup> cohort.

#### **NEW BUSINESS:**

##### **Public Hearing Update:**

Three cases went to public hearing recently: two have had the Final Order was issued and are in the process of sending information to the Respondents on how to resolve their penalties. The other is still awaiting the Final Order.

One is on the agenda for successful conciliation and two more are in the beginnings of starting the public hearing process.

##### **Director Report:**

Welcome to the new Director, Jamie Reyes. Planning for CRC2024 has begun, it will be in May 2024 potentially at Innovation Campus.

##### **Bylaws:**

Abby discussed the process of updating the bylaws. The Commission will need to work with Staff to create a new draft; that draft will be put onto an agenda to be open for discussion, and the following meeting it can be added to the agenda for a vote. Discussion for the bylaws was pushed to the next meeting.

#### **CASE DISPOSITIONS:**

##### **LCHR No.: 22-0705-004-E-R**

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

Martin asked if there were no other complaints outside of the protection order; Investigator Rowan confirmed. Cohen Walker noted that there was no evidence of discrimination for the second allegation of Discharge Based on Sex; however, she noted that the witness interview indicated a change in attitude from Respondent towards the Complainant but that there was no direct evidence to back up the claim.

Kelly agreed with Cohen Walker and noted that once Respondent found out about the issue, they appeared to do everything reasonable to handle the situation and it appeared that before they were able to carry out action the accused coworker had quit.

Ibrahimpasic also noted that there was a substantial amount of time passed from when the incident reported by the Complainant to when the Complainant stopped working.

Hearing no further discussion, Ibrahimpasic asked for the roll call. Voting “aye” were Ibrahimpasic, Martin, Cohen Walker, Goldrich and Kelly. Motion carried.

**LCHR No.: 22-0903-008-E-R**

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

Cohen Walker noted that the evidence was well documented by the Respondent and that it appeared the termination had to do with the Complainant's performance and not their race.

Ibrahimpasic acknowledged that it is a difficult job to do, and it requires teamwork. Goldrich agreed that it is an intense environment and that working closely with people can cause tempers to flare but that isn't a reason to become physical with a coworker. Martin noted that the Respondent had forewarned Complainant that further violations would result in termination.

Hearing no further discussion, Ibrahimpasic asked for the roll call. Voting "aye" were Ibrahimpasic, Martin, Cohen Walker, Goldrich and Kelly. Motion carried.

**LCHR No.: 23-0106-001-H**

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

Cohen Walker acknowledged how frustrating that must have been for Complainant but that it didn't appear to be due to their race but rather just poor customer service on Respondent's part. Ibrahimpasic mentioned how unprofessional it was for the property manager to quit so abruptly and not inform Respondent of pending applications, or for the Respondent to question the property manager what work was in progress.

Kelly had a general question, if, provided evidence, an unreasonable wait time could be a term and condition used to find discrimination. Investigator Rowan confirmed that yes it could be. Martin noted that several other people were also affected and subjected to long wait times like Complainant.

Hearing no further discussion, Ibrahimpasic asked for the roll call. Voting "aye" were Ibrahimpasic, Martin, Cohen Walker, Goldrich and Kelly. Motion carried.

**Successful Conciliation:**

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

A motion was made by Cohen Walker and seconded by Goldrich to recommend **approval** of the successful conciliation.

Ibrahimpasic requested a refresher as to which case this was. Investigator Rowan reminded them this was about a support animal and petscreening.com. Cohen Walker asked if he could summarize the conciliation information. Investigator Rowan noted that the Respondent would be subjected to Fair Housing Training, create an ADA/FHA complaint emotional support animal process for review by LCHR, and that they would pay Complainant a total of \$750 in damages and \$250 in civil penalties.

Hearing no further discussion, Ibrahimpasic asked for the roll call. Voting "aye" were Ibrahimpasic, Martin, Cohen Walker, Goldrich and Kelly. Motion carried.

**PUBLIC COMMENT:**

There was no public comment.

The meeting was adjourned at 4:37 p.m.

**Next Meeting:**

Thursday, August 31, 2023, at 4:00 p.m.  
555 S. 10th Street, 1st Floor, Council Chambers