

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

Thursday, October 26, 2023
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The October 26, 2023 meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:05 p.m. by Emira Ibrahimasic, Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

Commissioners: Emira Ibrahimasic (Chair), Alyssa Martin (Vice Chair; arrived at 4:06), Sheri Blok, Sarah Cohen Walker, John Goldrich and Ryan Kelly.

MEMBERS ABSENT:

None.

STAFF PRESENT:

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

APPROVAL OF September 28, 2023 MINUTES:

A motion was made by Goldrich and seconded by Blok to approve the minutes of the September 28, 2023 meeting. Hearing no discussion, Ibrahimasic asked for the roll call. Voting “aye” were Ibrahimasic, Blok, Cohen Walker, Goldrich and Kelly. Martin was not present. Motion carried.

APPROVAL OF October 26, 2023 AGENDA:

A motion was made by Kelly and seconded by Goldrich to approve the agenda, citing the corrected typo of item VI.a.3. Hearing no discussion, Ibrahimasic asked for the roll call. Voting “aye” were Ibrahimasic, Martin, Blok, Cohen Walker, Goldrich and Kelly. Motion carried.

OLD BUSINESS:

Public Hearing Update: No new information update.

Bylaws: The wording for the proposed attendance change is being worked upon by legal.

NEW BUSINESS:

Outreach: LCHR will be present at several events:

- Career Exploration Event for government politics and law, at UNL for on October 30th in the union
- Housing Forum with Neighborworks on November 4th
- Day of the Dead on November 5th
- LCHR will be hosting a training for hospitality works at the Courtyard on November 8th
- MCA has started and is on week 3 of 7. Graduation is on November 30th at the Auld Pavilion.

Director Report: LCHR attended a DEI conference in Omaha last week.

CASE DISPOSITIONS:

LCHR No.: 22-0802-004-PA

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

Kelly requested clarification about the classroom setting and the expectation of children working independently with little supervision; Investigator Rowan said that it was more like a typical classroom setting where one teacher would be overseeing the group but would not be available to constantly provide one on one supervision for each child. Goldrich noted that even outside of that classroom the child was slightly disruptive and had to be brought back to task often. Ibrahimasic pointed out that while it could be done, they didn't have the staffing necessary to assign one employee to that particular child. Martin stated that under the ADA guidelines a business isn't required to hire extra staff for an accommodation. Cohen Walker appreciated that past teachers were interviewed as well, as it gave a broader perspective of the situation. Cohen Walker asked if there was any documentation of the child getting physical with other children, as the former director said that it had happened on multiple occasions. Investigator Rowan clarified that there was no documentation at all, which is the reason he interviewed so many people.

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

LCHR No.: 23-0606-008-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 claim of Respondent's overall sales being affected by a single part time employee was a hasty generalization. She also pointed out that Respondent did extend Complainant's training period and give him tasks that were more reasonably paced. Ibrahimasic agreed and noted that while it was unfortunate for Complainant, the ability to work quickly was a necessity of the job.

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

LCHR No.: 23-0719-004-PA

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

There were questions regarding the timing of the pictures and the doctor's report that was provided; Investigator Jackson Goodwin noted that she asked for a timestamp of the Complainant's photos but was never given one and that the doctor's report was of the first incident and no information was provided regarding the alleged second incident. Cohen Walker noted that Respondent kept a lot of documentation about clients and that helped corroborate their side of the case.

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

LCHR No.: 23-0802-011-E

Cohen Walker went on the record stating that she is acquainted with the Complainant and would abstain from the discussion and vote.

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

Martin noted that the Complainant had a different start time than other employees but was still late for it; Ibrahimasic pointed out that while the Complainant said she was only a few minutes late, she was still late. Goldrich noted that Complainant had established a pattern of being late. Martin stated that she didn't see any evidence of a connection between the Complainant's discharge and a protected class.

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

LCHR No.: 21-0930-019-H

A motion was made by Cohen Walker and seconded by Goldrich to recommend **approval** of the Charge to Public Hearing.

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

LCHR No.: 22-0210-005-H

A motion was made by Blok and seconded by Martin to recommend **approval** of the Charge to Public Hearing.

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

LCHR No.: 22-0902-023-H

A motion was made by Goldrich and seconded by Martin to recommend **approval** of the Charge to Public Hearing.

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

LCHR No.: 23-0726-010-E

A motion was made by Kelly and seconded by Goldrich to recommend **approval** of the Administrative Closure.

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

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 4:48 p.m.

Next Meeting:

Thursday, December 14, 2023, at 4:00 p.m.
555 S. 10th Street, 1st Floor, Council Chambers