

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

Thursday, September 28, 2023
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The September 28, 2023 meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:01 p.m. by Emira Ibrahimasic, Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

Commissioners: Emira Ibrahimasic (Chair), Sheri Blok, Sarah Cohen Walker, John Goldrich and Ryan Kelly.

MEMBERS ABSENT:

Commissioners: Alyssa Martin (Vice Chair).

STAFF PRESENT:

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

APPROVAL OF August 31, 2023 MINUTES:

A motion was made by Goldrich and seconded by Blok to approve the minutes of the August 31, 2023 meeting. Hearing no discussion, Ibrahimasic asked for the roll call. Voting "aye" were Ibrahimasic, Blok, Cohen Walker, Goldrich and Kelly. Motion carried.

APPROVAL OF September 28, 2023 AGENDA:

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

OLD BUSINESS:

Outreach: The MAMA Art Exhibition is now on display on the 3rd floor. LCHR attended the Latino Festival, Streets Alive and Lincoln Unites. There was a workshop on employment discrimination geared towards hospitality managers on September 27th. The next workshop will be for employees of the hospitality industry. MCA starts on October 5th.

NEW BUSINESS:

Director Report:

Rob and Jamie attended the HUD Leadership conference in Denver last month. Planning for the 2024 Civil Rights Conference is underway; the preconference will be held on April 30th and the Conference on May 1st.

CASE DISPOSITIONS:

LCHR No.: 23-0303-003-E-R

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

Ibrahimpasic noted that the long and inconsistent hours are difficult to work and that there was probably a large turn over due to the working conditions. Goldrich asked for clarification on it being a union location; Investigator Jackson-Goodwin noted that the Complainant previously worked at a non-union location and that the current location had an employee union so there were different rules to follow.

Blok pointed out that the supervisor mentioned there were other positions available; Investigator Jackson-Goodwin explained that the Complainant quit before there was an opportunity to look into working other positions. Cohen Walker mentioned that while the working conditions were unideal, the Respondent followed their policy in regards to the Complainant.

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

LCHR No.: 23-0525-008-H

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

Cohen Walker asked if pet deposit and rent is typically refunded in similar cases; Munn clarified that it depends on the circumstances and Investigator Rowan clarified that there was not a pet deposit paid.

Ibrahimpasic asked how many months Complainant was behind on rent; Investigator Rowan noted that they were always behind on rent but had made payments towards it.

Ryan asked for clarification of the Complainant’s claim that they presented a note on July 22nd; Investigator Rowan said there was no evidence submitted as proof that a note was given. Ibrahimpasic wanted to know why the Complainant waited until the eviction hearing to present the note and Investigator Rowan clarified that the Complainant thought Respondent knew about it before the hearing. Blok asked if Respondent came to Complainant with a new lease once they took over the building; Investigator Rowan said yes they did and that Complainant signed the new lease.

Cohen Walker mentioned that while the Respondent’s practices weren’t ideal, there didn’t seem to be a connection between the Complainant being behind in rent and being charged pet rent; it seemed the Complainant was behind in rent because they were unable to keep up with the fees Respondent charged.

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

NEW BUSINESS:

Bylaws: Munn had suggested that the bylaws remain as a regular agenda item to give the Commissioners the option for updating them. Ibrahimasic suggested starting with attendance. The Commissioners agreed that three absences for whatever reason would result in a conversation with the Chair and possible removal depending on the circumstances for the absences.

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 5:18 p.m.

Next Meeting:

Thursday, October 26, 2023, at 4:00 p.m.
555 S. 10th Street, 1st Floor, Council Chambers