



State of Nebraska
EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF November 17, 2023

Commissioner Arnold called the meeting to order in Lincoln, Nebraska at 9 a.m. on November 17, 2023. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

John Arnold, Chairperson
Eric Drumheller
Tyeisha Kosmicki

Royce Jeffries
Lynn Brennan

We have a quorum.

Staff Present

Paula Gardner, Executive Director
Shelley Foss, Unit Director
Brandie Hinkle, Investigator III

Ben Watson, Unit Director
Rebekka Hergenrader, Admin Tech

II. NOTICE OF PUBLICATION

Director Gardner read the dates of publication for the current Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Arnold approved the meeting minutes for October, 2023.
Commissioner Jefferies seconded the motion.

IV. ADDITIONS OR CORRECTIONS

None at this time.

V. PUBLIC INPUT (Non-Case)

Limit of 5 minutes per person for a total of a 30-minute session.

EOC
NEC

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VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases, wherein a party to the case was present or provided a written statement, were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII.

- A. EMPLOYMENT Respondent was present
NEB 1-22/23-11-53083

Commissioner Drumheller moved for no reasonable cause.
Commissioner Jefferies seconded the motion.

ROLL CALL: Ayes: Jeffries, Brennan, Kosmicki, Arnold, Drumheller
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Complainant was present
NEB 1-22/23-3-53336

Commissioner Drumheller moved for no reasonable cause.
Commissioner Jefferies seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Jeffries, Brennan, Kosmicki
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Complainant was present
NEB 2-22/23-4-53391

Commissioner Drumheller moved for no reasonable cause.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Jeffries, Brennan, Kosmicki, Arnold, Drumheller
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Complainant was present
NEB 1-22/23-3-53357

Commissioner Arnold moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Drumheller, Jeffries
 Nayes:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Respondent sent in a written statement
NEB 1-22/23-12-53138

Commissioner Arnold moved for no reasonable cause.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Brennan, Kosmicki, Arnold
 Nayes:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Complainant sent in a written statement
NEB 1-22/23-2-53252

Commissioner Drumheller moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Brennan, Kosmicki, Arnold
 Nayes:
 Abstained:
 Motion Carried

A. EMPLOYMENT
NEB 2-22/23-1-53214

Commissioner Arnold moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Drumheller
 Nayes:
 Abstained: Jefferies
 Motion Carried

A. EMPLOYMENT
NEB 1-21/22-6-52707
NEB 1-22/23-1-53232

Commissioner Arnold moved for no reasonable cause on the above cases.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Jeffries, Brennan, Kosmicki, Arnold, Drumheller
 Nayes:
 Abstained:
 Motion Carried

B. PUBLIC ACCOMMODATION
NEB 2-22/23-6-3796
NEB 2-22/23-6-3797

Commissioner Arnold moved for no reasonable cause on the above cases.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Drumheller, Jeffries
 Nayes:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 1-23/24-7-3803-H

Commissioner Arnold moved to adopt the agreement.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Brennan
 Nayes:
 Abstained:
 Motion Carried

ADMINISTRATIVE ACTIONS

A. WITHDRAWALS
NEB 1-23/24-7-53617
NEB 1-23/24-8-53651

Commissioner Arnold moved to administratively close the above cases based on the
Complainant withdrawing the charges.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Arnold, Drumheller, Jeffries, Brennan, Kosmicki
 Nayes:
 Abstained:
 Motion Carried

B. EEOC

NEB 1-22/23-6-53514
NEB 3-22/23-10-53007
NEB 1-22/23-12-53127
NEB 1-23/24-9-53768
NEB 1-20/21-3-51912
NEB 2-19/20-6-51380
NEB 3-19/20-2-51104
NEB 1-21/22-8-52180
NEB 2-20/21-5-52117
NEB 2-20/21-5-52057
NEB 2-20/21-5-52015
NEB 3-21/22-3-52541
NEB 1-21/22-11-52369
NEB 1-21/22-2-52505
NEB 1-21/22-2-52504
NEB 1-21/22-2-52492
NEB 1-21/22-4-52635
NEB 1-22/23-7-52808
NEB 1-22/23- 8-52903
NEB 1-22/23-3-53356
NEB 2-22/23-10-52993
NEB 1-21/22-11-52356
NEB 1-22/23-5-53469

Commissioner Arnold moved to administratively close the above cases based on adoption of the findings of the EEOC.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Drumheller, Jeffries, Brennan, Kosmicki, Arnold
 Nays:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Arnold moved to approve and accept the previous General Ledger report.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Jeffries, Brennan, Kosmicki, Arnold, Drumheller
 Nayes:
 Abstained:
 Motion Carried

2. Outreach Report—Unit Director, Ben Watson

Director Watson was contacted by the Public Service Commission who wanted training for all staff. He provided training on harassment and general anti-discrimination laws to supervisory and non-supervisory staff.

Director Watson stated that Director Gardner was invited to present at a conference an Omaha law firm held for its clients. General information about the Commission and how to work with the Commission was provided.

3. Director's Report – Executive Director, Paula Gardner

Director Gardner announced Cathy Fedor was hired for the Business Manager position. Cathy was the Admin Tech in Omaha and has extensive accounting experience from her work with city entities in Las Vegas. The position is an overlap position so Kathy Bogenreif can train her while she is still employed through the end of the year.

Director Gardner invited the commissioners to Kathy Bogenreif's party retirement party.

Director stated the admin tech position in Omaha has been posted and they will begin interviewing for it next week

Director Gardner indicated the website is about 66% done, and a lot of progress has been made on the database.

HUD has approved the Commission's outreach proposal for this year. The Commission will be working with a local TV channel to produce and air two commercials that will reach an audience outside of the Lincoln and Omaha area. The Commission will also retain ownership of the commercials to use elsewhere if wanted.

Director Gardner announced a Public Hearing case in Omaha in December. In the past a Commissioner has attended and reported back to the Commission as they have to vote on the Hearing Examiner's final order. Commission Arnold and Kosmicki indicated they may be available and to let them know as it gets closer.

Director Gardner discussed the commission packets. History of the mailing of the packets was given. Director Gardner discussed having one mailing and the timing of that mailing. It was agreed to move forward with having one mailing.

4. Select Chairperson

Commissioner Drumheller moved to have Commissioner Arnold as Chair and Commissioner Meyer as Vice Chair for 2023.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Jeffries, Brennan, Kosmicki, Arnold, Drumheller
 Nays:
 Abstained:
 Motion Carried

5. Dates and Locations


Commissioner Arnold moved to cancel the December meeting, and starting with the January 2023 meeting, alternating between Lincoln and Omaha, with the January meeting in Lincoln.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Jeffries, Arnold, Drumheller,
 Nays:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

Commissioner Arnold declared the November 17, 2023, Commission meeting ended at 10:58 a.m.,

Respectfully submitted,



Rebekka Hergenrader
Administrative Technician II

12-6-2023
Date


Paula Gardner
Executive Director

12-6-2023
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of November 17, 2023, have been corrected and accepted, and henceforth approved on this date.


Chairperson

1/19/2024
Date