

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

Thursday, February 29, 2024  
555 S 10th Street, 1st Floor  
City County Building, Council Chambers

**CALL TO ORDER:**

The February 29, 2024 meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:10 p.m. by Emira Ibrahimasic, Chair.

**ROLL CALL:**

The roll was called.

**MEMBERS PRESENT:**

Commissioners: Emira Ibrahimasic (Chair), Alyssa Martin (Vice Chair), Kewan Asaad, Sarah Cohen Walker (arrived at 4:24 p.m.), John Goldrich and Ryan Kelly, Rob McEntarffer, Catherine Wilson.

**MEMBERS ABSENT:**

Commissioners: Sheri Blok.

**STAFF PRESENT:**

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

**APPROVAL OF January 25, 2024 MINUTES:**

A motion was made by Goldrich and seconded by Martin to approve the minutes of the January 25, 2024 meeting. Hearing no discussion, Ibrahimasic asked for the roll call. Voting "aye" were Ibrahimasic, Martin, Assad, Goldrich, Kelly, McEntarffer and Wilson. Motion carried.

**APPROVAL OF February 29, 2024 AGENDA:**

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

**OLD BUSINESS:**

**Public Hearing Update:**

There is a case still in district court. Wiltfang v. Lake Park is in Public Hearing but they are engaging in settlement talks.

**Bylaws:**

No new update.

**NEW BUSINESS:****Outreach:**

In an effort to reach different communities, LCHR has been reaching out to different commissions to see about adding LCHR's information to their website resources.

The LCHR Show has been featuring directors from different community centers (Tom Randa from Good Neighbor, John Goodwin from Malone Center, Romero Guerra from El Centro). These videos are available on YouTube. More features to come.

CRC2024 is scheduled for May 1<sup>st</sup>, preconference is on April 30<sup>th</sup>; Registration is not yet open but will be coming soon. Gerald Henderson Award Nominees are due March 15<sup>th</sup>.

The next CORAL (Community Outreach Restoring Art to Lincoln) art project display will hopefully feature international women's art.

MCA attendees and curriculum are in the works, the fall cohort will start in September.

**Director Report:**

LCHR is waiting to hear back from HUD regarding the FHIP grant.

Joint Innovation Projects with the EEOC provides funding for LCHR to host training and workshops. 2023's project focused on employers and employees within the hospitality industry. 2024's project will be utilized for the CRC2024 to focus on sessions dealing with specific employment issues.

**ELECTIONS:**

A motion was made by Martin and seconded by McEntarffer to nominate Ibrahimasic for Chair. Ibrahimasic stated she had learned a lot in her role as Chair and would be glad to continue it. Hearing no discussion, Ibrahimasic asked for the roll call. Voting "aye" were Ibrahimasic, Martin, Assad, Goldrich, Kelly, McEntarffer and Wilson. Motion carried.

A motion was made by Ibrahimasic and seconded by McEntarffer to nominate Martin for Vice Chair. Martin thanked her for the nomination and stated she would be happy to serve as Vice Chair again. Hearing no discussion, Ibrahimasic asked for the roll call. Voting "aye" were Ibrahimasic, Martin, Assad, Goldrich, Kelly, McEntarffer and Wilson. Motion carried.

**CASE DISPOSITIONS:****LCHR No.: 23-0606-007-E-R**

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

Martin questioned if Complainant was still employed by Responded; Investigator Jackson-Goodwin said yes. Ibrahimasic asked if the move to the new position was permanent; Investigator Jackson-Goodwin

said yes. McEntarffer asked if the results of the 'fit for duty' exam were made available to LCHR; Investigator Jackson-Goodwin said yes, she did see the results.

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

**LCHR No.: 23-0804-012-E**

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

Concerns were raised about the legality of the payment structure; Littrell reminded the commissioners that while it was concerning, it was beyond the scope of the commission's authority. Investigator Rowan noted that he had referred the Complainant to the Department of Labor for those concerns and would contact Complainant again to remind her of that.

Ibrahimasic questioned who was switched to the new pay structure; Investigator Rowan clarified that all employees who worked from home doing the image processing were paid per image instead of per hour.

Kelly asked if other employees also struggled to meet the minimum requirements for image processing; Investigator Rowan said that according to Respondent's information, all other employees were meeting their expectations except Complainant.

McEntarffer noted that Respondent provided comparator information about two other employees' marital status, but asked if either party provided any proof of discrimination regarding marital status. Investigator Rowan said no.

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

**LCHR No.: 23-0825-013-E-R**

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

Ibrahimasic asked if Complainant's daughter worked any shifts after giving notice; Investigator Rowan noted that she did not. McEntarffer questioned if Complainant or Complainant's daughter (minor) was providing the evidence. Investigator Rowan noted that Complainant provided all statements and evidence and that the daughter added missing information. Cohen Walker asked if there were other performance issues regarding Complainant's daughter; Investigator Rowan noted that Respondent was not diligent in documenting any issues in writing, and also that it was not uncommon for Respondents of this nature to lack documentation due to high turnover.

Wilson questioned if the daughter was able to articulate what was happening to Respondent; Investigator Rowan noted that daughter was afraid to confront the manager and claimed the fear was fueled by her disability. Ibrahimasic asked if there were any witnesses to the claims of coworkers yelling at the daughter, Investigator Rowan noted there were not. Martin questioned if the alleged yelling was due to her disability or work related; Investigator Rowan said that Respondent implied that

the daughter mistook being told what to do as being yelled at, and due to her disability the daughter felt it was harassment.

McEntarffer noted that it appeared the only communication between the daughter and the Respondent regarding her disability resulted in the Respondent suggesting that the daughter take some leave from work. Ibrahimasic also noted that it was the first time the Respondent was made aware of her disability.

Cohen Walker asked for clarification regarding the Complainant's claims that the daughter's hours had been cut. Investigator Rowan said that the Complainant alleged that the hours had been cut and then the daughter had been taken off of the schedule completely, and the Respondent claimed that it was normal scheduling that had occurred until collectively they decided the daughter should take some leave from work to manage her disability, after which she came back for a few days before giving her notice and not returning to work. Investigator Rowan also noted that neither party could provide evidence of the claim that the hours were cut or of the schedule the daughter had worked.

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

#### **ADMINISTRATIVE CLOSURE**

##### **LCHR No.: 23-0818-005-PA**

A motion was made by Martin and seconded by Goldrich to recommend the approval of the administrative closure.

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

##### **LCHR No.: 23-1027-015-H**

A motion was made by McEntarffer and seconded by Cohen Walker to recommend the approval of the administrative closure.

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

#### **PUBLIC COMMENT:**

A member of the public (did not state name, did not approach the microphone) expressed their disappointment that they believe their case was not investigated to the standard they had expected.

The meeting was adjourned at 4:55 p.m.

#### **Next Meeting:**

Thursday, March 28th, 2024, at 4:00 p.m.  
555 S. 10th Street, 1st Floor, Council Chambers