

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

Thursday, January 25, 2024
555 S 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The January 25, 2024 meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:07 p.m. by Emira Ibrahimasic, Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

Commissioners: Emira Ibrahimasic (Chair), Alyssa Martin (Vice Chair), Kewan Asaad, Sheri Blok, John Goldrich and Ryan Kelly, Rob McEntarffer, Catherine Wilson.

MEMBERS ABSENT:

Commissioners: Sarah Cohen Walker.

STAFF PRESENT:

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

APPROVAL OF December 14, 2023 MINUTES:

A motion was made by Goldrich and seconded by Blok to approve the minutes of the December 14, 2023 meeting. Hearing no discussion, Ibrahimasic asked for the roll call. Voting “aye” were Ibrahimasic, Assad, Blok, Goldrich and Kelly. Martin, McEntarffer and Wilson abstained. Motion carried.

APPROVAL OF January 24, 2024 AGENDA:

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

OLD BUSINESS:

Public Hearing Update: Wiltfang v. Lake Park is scheduled for February 26th. The case that is being moved to civil action is still in the works.

Bylaws: Jamie is working on crafting the language for the attendance portion of the bylaws.

NEW BUSINESS:

Outreach: LCHR received an Innovation grant and used it to reach out to the hospitality industry by offering 3 trainings; the hopes are to continue it in the future. CRC2024 is May 1st at Innovation Campus, preconference is April 30th at Courtyard Marriot.

The Gerald Henderson award is open for nominations.

Director Report: The office has gone through their HUD performance audit successfully and are currently working on submitting another one. The legislative session is underway; LCHR has been assigned a few different bills to review. If you have any questions regarding current bills, feel free to contact Jamie.

Please be sure to check your city emails regularly in case there are any technology issues, so they can be addressed asap.

Elections: Nominations for Chair and Vice Chair are now open, voting will be in February. Sheri Blok nominated Emira Ibrahimasic for Chair (Ibrahimasic accepted the nomination). Emira Ibrahimasic nominated Alyssa Martin, Martin accepted. Nominations are still open until February 22nd if other commissioners are interested.

CASE DISPOSITIONS:

LCHR No.: 22-1018-025-H

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

Blok asked if the Respondent provided proof of their claims that there was a legitimate delay in fixing the air conditioning and the pest problem in the apartment; Investigator Rowan affirmed that the Respondent provided receipts of both.

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

LCHR No.: 22-1021-009-E-R

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

Investigator Jackson Goodwin explained the newly acquired details of the case as it had previously been brought before the Commission. Ibrahimasic questioned the layout of the bathroom; the Investigator explained that the toilet was not visible from the bathroom doorway. Kelly asked what the relationship was between the employee and the owner; Investigator Jackson Goodwin noted they said they were a family friend.

Blok questioned the details of the other incident. Ibrahimasic asked for clarification to the timeline of events. Wilson asked about the hotline and why there was no reply from it, Investigator Jackson Goodwin noted that the hotline was for customers to make reports, not for employees. Kelly questioned the law of futility in regards to the allegations; Munn noted that the law indicates even if the situation is futile the complainant is still obligated to try.

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

LCHR No.: 23-0227-002-E-R

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

Ibrahimasic asked if the safety meeting was specifically for Complainant or for everyone; Investigator Rowan noted that several employees attended the meeting. McEntarffer noted that other non-disabled employees were also fired for the same infractions as Complainant, and that the second and third write up were for the similar issues. Wilson questioned if there was a specific number of warnings before an employee is terminated; Munn added that while progressive discipline is a good practice, it isn’t a requirement for employers.

Ibrahimasic expressed concern that the Respondent noted a written copy of their policy was not available to employees who spoke other languages.

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

LCHR No.: 23-0602-006-E-R

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

Goldrich asked for clarification about the Complainant’s job title; Investigator Jackson Goodwin noted that what Complainant stated was their job title was not what Respondent hired them for. Martain asked if any others were affected by the reduction in force, Investigator Jackson Goodwin affirmed that there were others who voluntarily resigned or were terminated. McEntarffer questioned if the others who lost their jobs were members of the same protected class; Investigator Jackson Goodwin was not provided that information.

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

PUBLIC COMMENT:

There was no public comment.

The meeting was adjourned at 5:10 p.m.

Next Meeting:

Thursday, February 29, 2024, at 4:00 p.m.
555 S. 10th Street, 1st Floor, Council Chambers