



Maine Human Rights Commission

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EXECUTIVE DIRECTOR

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COMMISSION MEETING MINUTES April 13th, 2026, MEETING

Held in Hybrid Format – In Person (19 Union Street, Augusta, ME) and via Zoom

Commissioner David chaired the meeting and called it to order at 8:30 A.M. Also present were Commissioners O'Brien, Sanders, and Walker. Commissioner Douglas arrived at 8:35 A.M.

Commissioner David moved, seconded by Commissioner Walker, to withdraw E24-0079, H25-0250-A/B, and H25-0346-A/B/C.

4 in favor | 0 opposed.

AGENDA

Commissioner David moved, seconded by Commissioner Walker, to adopt the Agenda and Consent Agenda to accept the Investigators' recommended decisions in each of the cases listed on the Consent Agenda (see listing beginning on Page 3).

4 in favor | 0 opposed.

MINUTES

Commissioner Walker moved, seconded by Commissioner O'Brien, to adopt the March Commission Meeting Minutes.

5 in favor | 0 opposed.

ADMINISTRATION

Monthly reports: Executive Director Thomson Crossman discussed reporting on the following Commission activities:

- Personnel: A report was placed on file.
- Compliance: Since the last meeting, there have been 2 unsuccessful conciliations and 0 successful conciliations, with 4 reasonable grounds cases remaining in active conciliation.
- New Charges: 41 new complaints were filed in March, with a total of 59 new Respondents.
- Withdrawals and dismissals: 34 issued in March, including 10 administrative dismissals, 7 right-to-sue letters, and 11 settlements (6 after MHRC investigation, 4 through the MHRC mediation program, and 1 private settlements) with a total of \$273,334 to Complainants.

Quarterly reports:

- Pending Inventory: 690 cases with an average case age (days since filing) of 290 days.
- Training & Education: Commission staff attended or presented at 10 events in the third quarter of FY2026.
- Financial Reports: A financial report was placed on file.

New Business: The Commission will present testimony at the public hearing before the Judiciary Committee on a proposed referendum.

At approximately 8:48 A.M. Commissioner David began the Hearing Agenda.

CASES VOTED ON IN A.M. SESSION

E24-0065, Antonio Russo (Scarborough) v. Allied Universal (South Portland). Antonio Russo presented his position. Attorney Jennifer Calamia presented the Respondent's position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Douglas moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Allied Universal discriminated against Antonio Russo based on age and/or disability; there are No Reasonable Grounds to believe that Allied Universal retaliated against Antonio Russo for engaging in MHRA- and/or WPA- protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

PA24-0068AB, Brandy Stokes (Bangor) v. St. Joseph's Hospital & St. Joseph's Internal Medicine (Bangor), Eva Quirion (Bangor). Brandy Stokes presented her position. Attorney Heidi Bean presented the Respondents' position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner O'Brien moved to find there are Reasonable Grounds to believe that St. Joseph's Hospital and St. Joseph's Internal Medicine discriminated against Brandy Stokes on the basis of disability. No one seconded the motion; motion failed.

Commissioner David moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that St. Joseph's Hospital and St. Joseph's Internal Medicine discriminated against Brandy Stokes on the basis of disability; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 1 opposed (O'Brien opposed).

E24-0072, Rhyann Blazek (Belfast) v. Waldo County YMCA (Belfast). Rhyann Blazek presented her position. Attorney Caihlan Snyder presented the Respondent's position. Investigator Robert Beauchesne reviewed his report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Waldo County YMCA discriminated against Rhyann Blazek on the basis of sex; there are No Reasonable Grounds to believe that Waldo County YMCA retaliated against Rhyann Blazek for engaging in MHRA – and/or WPA- protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

ED24-0091, Esra Omeroglu (West Milford, NJ) v. University of New England College of Osteopathic Medicine (Biddeford). Esra Omeroglu presented her position. Attorney Ronald W. Schneider, Jr. presented the Respondent's position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that University of New England College of Osteopathic Medicine discriminated against Esra Omeroglu on the basis of disability; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

** Indicates a case in which a "reasonable grounds" finding is recommended*

H25-0434, Lawrence Foster (Wells) v. Avesta Housing Development Corporation (Portland). Lawrence Foster presented his position. Attorney Christopher Drury presented the Respondent's position. Investigator Alex Brindley reviewed their report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Avesta Housing Development Corporation discriminated against Lawrence Foster based on religion; there are No Reasonable Grounds to believe that Avesta Housing Development Corporation discriminated against Lawrence Foster based on disability; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

EXECUTIVE SESSION

At approximately 12:03 P.M., Commissioner David moved, seconded by Commissioner Walker, to go into executive session to discuss pending or contemplated litigation and the Commission's legal rights and duties with Commission Counsel pursuant to 1 M.R.S. §405(6)(E).

5 in favor | 0 opposed.

At approximately 12:42 P.M., Commissioner O'Brien moved, seconded by Commissioner Walker, to come out of Executive Session.

5 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner Walker, not to litigate PA24-0015 and H25-0291.

5 in favor | 0 opposed.

At approximately 12:43 P.M. the meeting was adjourned.

CONSENT AGENDA

The consent agenda is a listing of cases scheduled on the Commission's meeting agenda in which there was no written disagreement to the Investigator's recommendations. The Commissioners considered these cases without oral argument by the parties.

E24-0057	Travis Carignan (Hollis Center) v. Health Fitness (Lake Forest, IL)	NRG
E24-0085*	Heidi England (Bangor) v. Down East Aids Network Inc. (Winterport)	NRG/RG
E24-0098	Joyce Galea (Lewiston) v. Performance Food Group, Inc. (Richmond, VA)	NRG
E24-0100	Mary Barr (Edgecomb) v. Wells Fargo (Charlotte, NC)	NRG
E24-0101	Kevin Hanstine (Falmouth) v. Pharos House (Portland)	NRG
E24-0102AB	Bonnie Bouchard (Woodland) v. Pines Health Services (Caribou), Cary Medical Center (Caribou)	NRG
E24-0103ABC	Kevin Conley (Portland) v. Atria Management Company, LLC (Louisville, KY), Atria Senior Living Inc. (Louisville, KY), Lisa Keisman (Louisville, KY)	NRG
E24-0105	Mary Melcher (Jay) v. University of Maine at Farmington (Orono)	NRG

** Indicates a case in which a "reasonable grounds" finding is recommended*

TABLED

ED24-0017 Robert Hendrick (Lincoln) v. NMCC (Presque Isle)

** Indicates a case in which a "reasonable grounds" finding is recommended*