



Maine Human Rights Commission

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EXECUTIVE DIRECTOR

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COMMISSION MEETING MINUTES December 1st, 2025, MEETING

Held in Hybrid Format - In Person (19 Union Street, Augusta, Maine) and via ZOOM

Commissioner David chaired the meeting and called it to order at 8:31 AM. Also present were Commissioners O'Brien and Sanders. Commissioner Douglas joined the meeting at 8:47 AM.

Commissioner David moved, seconded by Commissioner Sanders, to allow the Complainant to withdraw the complaint in H/ED/PA25-0160. This case had previously been listed on the Consent Agenda.

3 in favor | 0 opposed.

AGENDA

Commissioners agreed to hear E23-0399 and E24-0400 together. Commissioner Sanders moved, seconded by Commissioner O'Brien, to adopt the Agenda and Consent Agenda and to accept the Investigators' recommended decisions in each of the cases listed on the Consent Agenda (see listing beginning on Page 3).

3 in favor | 0 opposed.

MINUTES

Commissioner David moved, seconded by Commissioner Sanders, to adopt the August Commission Meeting Minutes.

2 in favor | 0 opposed | 1 abstained (O'Brien).

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 1 successful conciliation, with 5 reasonable grounds cases remaining in active conciliation.
 - Commissioner Sanders moved, seconded by Commissioner David, to approve a settlement agreement in E23-0206, *Libby v. Archer's on the Pier*.

3 in favor | 0 opposed.

- New Charges: 40 new complaints were filed in October, with a total of 64 new Respondents.
- Withdrawals and dismissals: 43 issued in October, including 20 administrative dismissals, 8 right-to-sue letters, 5 withdrawals without benefits, and 10 settlements (2 after MHRC investigation, 6 through the MHRC mediation program, and 2 private settlements) with a total of \$242,500 to Complainants.

Quarterly reports:

- Pending inventory: As of November 24, 2025, there were 729 cases pending at the Commission, with an average age of 271 days. Of those, 242 cases were in the initial pleadings stage, with an average age of 91 days, and 295 were assigned to investigators, with an average age of 183 days. The remainder of the cases are either in mediation or awaiting assignment to an investigator.
- Commission staff attended or presented at 9 outreach/education events in the first quarter of FY 26.
- A financial report was placed on file.

New Business: The Commission is waiting to hear from its federal partners about payment for work performed in FY 25.

At approximately 8:52 A.M. Commissioner David began the Hearing Agenda.

CASES VOTED ON IN A.M. SESSION

E23-0399/E23-0400, Kristiane Partridge (Lewiston) v. University of Southern Maine (Gorham)/University of Southern Maine Public Safety (Gorham). Kristiane Partridge presented her position. Lisa Landry entered her appearance and presented the Respondents' position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Douglas moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that University of Southern Maine or University of Southern Maine Public Safety discriminated against Kristiane Partridge on the basis of her race, color, age, or disability, and No Reasonable Grounds to believe that University of Southern Maine or University of Southern Maine Public Safety retaliated against Kristiane Partridge for engaging in WPA-protected activity; and the complaints should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed.

E23-0438ABC, Dennis Picard (Bangor) v. Town of Madawaska (Madawaska), Gary Picard (Madawaska), Madawaska Board of Selectmen (Madawaska). Dennis Picard presented his position. Attorney John Hamer presented the Respondents' position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner Douglas, to find there are Reasonable Grounds to believe that Town of Madawaska, Gary Picard, and/or Board of Selectmen retaliated against Dennis Picard for engaging in MHRA-protected activity and there are Reasonable Grounds to believe that Town of Madawaska, Gary Picard, and/or Board of Selectmen retaliated against Dennis Picard for engaging in WPA-protected activity.

2 in favor | 2 opposed.

Pursuant to the Commission's Procedural Rule at 2.07(C) regarding tie votes, the Investigator's findings of No Reasonable Grounds were adopted and the complaint will be dismissed in accordance with 5 M.R.S. § 4612(2).

E23-0469, Eric Leffler (Portland) v. Eastern Events, Inc. (Ellsworth).* Attorney Brooke Haley presented the Respondent's position. Attorney Andrew Cotter represented the Complainant's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner O'Brien, to find there are **Reasonable Grounds** to believe that Eastern Events, Inc. discriminated against Eric Leffler on the basis of age and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

3 in favor | 0 opposed | 1 recused (Sanders).

E24-0002, Amybeth Hurst (Old Orchard Beach) v. Town of Old Orchard Beach (Old Orchard Beach). Amybeth Hurst was not present. Attorney Eric Uhl was present for the Respondent. Investigator Alex Brindley was available to review their report and recommendations.

Commissioner O'Brien moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Town of Old Orchard Beach retaliated against Amybeth Hurst for engaging in MHRA-protected activity; there are No Reasonable Grounds to believe that Town of Old Orchard Beach retaliated against Amybeth Hurst for engaging in WPA-protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed.

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

EXECUTIVE SESSION

At approximately 11:12 A.M., Commissioner David moved, seconded by Commissioner Douglas, 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).

4 in favor | 0 opposed.

At approximately 11:51 A.M., Commissioner David moved, seconded by Commissioner Douglas, to come out of Executive Session.

4 in favor | 0 opposed.

Commissioner Douglas moved, seconded by Commissioner David, not to litigate E23-0271, *Pianka v. Central Maine Pediatrics*, or E23-0292, *Moulton v. Lockwood Hills Federal*.

4 in favor | 0 opposed.

Commissioner David moved, seconded by Commissioner Douglas, to approve the updated settlement agreement in H22-0144-AB, *Fakory v. Manuel/Burnham Brookside*.

4 in favor | 0 opposed.

Commissioner Douglas moved, seconded by Commissioner O'Brien, to approve the settlement agreement in H23-0314, *Leyva v. Wallace*.

4 in favor | 0 opposed.

At approximately 11:54 A.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 recommendation. Commissioners considered these cases without oral argument by the parties.

E23-0433	Sana Brown (Old Town) v. Westgate Center for Health & Rehabilitation (Bangor)	NRG
E23-0439	Autum Chretien (New Sharon) v. Orchard Park Rehabilitation and Living Center (Farmington)	NRG
E23-0446	Vicki Page (Limestone) v. Town of Woodland (Woodland)	NRG
E23-0456ABC	Crystal Scott (Baltimore, MD) v. MaineHealth (Portland), Travel Staff, LLC (Augusta), Cross Country Staffing, Inc. (Augusta)	NRG
E23-0462	Sandra Macomber (Bangor) v. Production Services of Maine (Old Town)	NRG
E23-0473AB	Jodie Braley (Baileyville) v. Nook & Cranny Restaurant, LLC (Baileyville), Steve Clark (Baileyville)	NRG

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

H25-0189	Joline Turner and Jonathan Turner (Lewiston) v. Lewiston Housing Authority (Lewiston)	NRG
H25-0225AB	Bethany Barabe (Waterville) v. Jane Lisser (Biddeford), The Lofts at Saco Falls, LP (Portland)	NRG

TABLED

No cases were tabled during this session.

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