



# Maine Human Rights Commission

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**Kit Thomson Crossman**  
EXECUTIVE DIRECTOR

**Barbara Archer Hirsch**  
COMMISSION COUNSEL

## COMMISSION MEETING MINUTES

December 2nd, 2024, 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 8:30 AM. Also present were Commissioners Douglas, Walker, and Sanders. Commissioner O'Brien was absent.

### AGENDA

Commissioner Sanders moved, seconded by Commissioner Douglas, 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 Douglas moved, seconded by Commissioner Walker, to adopt the October Commission Meeting Minutes. 4 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 was 1 unsuccessful conciliation and 0 successful conciliations, with 6 reasonable-grounds cases remaining in active conciliation.
- New Charges: 54 new complaints were filed in October, with a total of 78 new Respondents.
- Withdrawals and dismissals: 46 issued in October, including 32 administrative dismissals, 3 right-to-sue letters, and 8 settlements (4 private settlements and 4 settlements through the MHRC's mediation program) with a total of \$441,750 to Complainants.

Quarterly reports:

- Pending Inventory: 775 cases pending as of November 26, 2024.
- Training & Education: Commission staff attended/participated in 17 training or education sessions in the 1<sup>st</sup> quarter of the fiscal year.
- Financial Reports: Presented and placed on file.

New Business: Three bills have been sent to the Revisor's Office with sponsors.

At approximately 8:45 A.M. Commissioner David began the Hearing Agenda.

### CASES VOTED ON IN A.M. SESSION

E22-0339-A\*, *Mea Maizah (Portland) v. Abbot Laboratories (Abbott Park, IL)*. Attorney Hillary Massey presented Respondent's position. Attorney Ryan Schmitz presented Complainant's position. Case number E22-0339-B was voluntarily withdrawn by Complainant during the investigation, so no finding as to that Respondent was made.

Investigator Alex Brindley reviewed their report and recommendations and answered Commissioner questions. Commissioner David moved, seconded by Commissioner Douglas, to find there are **Reasonable Grounds** to believe that Abbot Laboratories discriminated against Mea Maizah on the basis of sex and retaliated against her for engaging in WPA- and MHRA-protected activity, and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3). 4 in favor | 0 opposed.

E22-0360, *Alija Sejdic (Portland) v. General Linens Service, LLC (Somersworth, NH)*. Diane Sciola requested that the case be tabled to the next Commission meeting. Commissioner Sanders moved, seconded by Commissioner David, to deny the request. 4 in favor | 0 opposed.

Attorney Robert Andrews presented Complainant's position. Diane Sciola presented Respondent's position. Investigator Nupur Leva reviewed her report and recommendations and answered Commissioner questions. Commissioner Douglas moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that General Linens Service, LLC, discriminated against Alija Sejdic on the basis of race, national origin, and/or religion and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2). 3 in favor | 1 opposed (David opposed).

H224-0262-ABC\*, *Shauna Evans (Farmington) v. JDR Rentals, LLC (Auburn), Christina Rivera (Auburn), & JDR Holdings, LLC (Auburn)*. Respondents did not submit a statement of disagreement with the Investigator's Report, thus not preserving their right to present their position to the Commissioners. Attorney Alice Neal initially submitted a statement of disagreement as to the No Reasonable Grounds findings on behalf of Shauna Evans, but later withdrew it. Therefore, neither party presented their positions to the Commissioners. Investigator Carrie McCarter was available to answer Commissioner questions about their report. Commissioner David moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that JDR Rentals, LLC, Christina Rivera, and JDR Holdings, LLC, discriminated against Shauna Evans on the basis of disability (reasonable accommodation) nor retaliated against her for engaging in MHRA-protected activity, and **Reasonable Grounds** to believe that JDR Rentals, LLC, Christina Rivera, and JDR Holdings, LLC, discriminated against Shauna Evans on the basis of disability (assistance animal and eviction) and sexual orientation or gender identity, and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3). 4 in favor | 0 opposed.

H24-0263-ABC, *Debra Jordan (Corinna) v. The Housing Foundation (Orono), Carolyn Pelkey (Orono), & Corundel Commons Senior Housing Associates Limited Partnership (Bangor)*. Debra Jordan presented her position. Duska Hayman presented the Respondents' position. Investigator Angela Morse reviewed her report and recommendations and answered Commissioner questions. Commissioner Douglas moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that The Housing Foundation, Carolyn Pelkey, & Corundel Commons Senior Housing Associates Limited Partnership discriminated against Debra Jordan on the basis of disability and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2). 4 in favor | 0 opposed.

## **EXECUTIVE SESSION**

At approximately 10:31 A.M., Commissioner David moved, seconded by Commissioner Sanders, to go into executive session to discuss pending or contemplated litigation and the Commission's legal rights and duties with Commission Counsel pursuant 1 M.R.S. §405(6)(E). 4 in favor | 0 opposed.

At approximately 10:53 A.M., Commissioner Douglas moved, seconded by Commissioner David, to come out of Executive Session. 4 in favor | 0 opposed.

At approximately 10:53 A.M. the meeting was adjourned.

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

### **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.

E22-0328	Jessice Mayhew (Durham) v. Abbott Laboratories, Inc. (Scarborough)	<b>NRG</b>
E22-0333	Jennifer Campinell (Minot) v. Abbott Laboratories, Inc. (Scarborough)	<b>NRG</b>
PA22-0349	Charles Walker (St. Albans, NY) v. Applebee's and Bar (South Portland)	<b>NRG</b>
H24-0233AB	Michael Tuell (Strong), Gabby Nolan (Strong) v. Andrea York (Lewiston), Field's Rental Property and Odd Jobs, LLC (Lewiston)	<b>NRG</b>
H/PA24-0269	Lionel Nima Ngapey (Augusta) v. City of Portland (Portland)	<b>NRG</b>
H24-0273AB*	Stevie Baston (Holden) v. Shane Rogers (Veazie) & Sclass Homes, LLC (Veazie)	<b>RG/NRG</b>

### **TABLED**

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