



Maine Human Rights Commission

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EXECUTIVE DIRECTOR

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COMMISSION MEETING MINUTES

July 28th, 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 8:30 AM. Also present were Commissioners Douglas, O'Brien, and Sanders.

AGENDA

Executive Director Thomson Crossman presented Complainant's request to withdraw in E23-0253, *Walsh v. Guidehouse*, and recommended that the Commissioners deny the request given Commission resources already committed in completing the investigation. Commissioner Sanders moved, seconded by Commissioner David, to deny the request.

4 in favor | 0 opposed.

The Executive Director presented Complainant's request to table E23-0340, *McSweeney v. Drummond Woodsum*, due to illness. Respondent was not yet present and had not confirmed whether they were amenable to a continuance. Commissioner David 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 4), and revisit E23-0340 at 8:45 when the hearing agenda began.

4 in favor | 0 opposed.

MINUTES

Commissioner Sanders moved, seconded by Commissioner Douglas, to adopt the June 23, 2025 Commission Meeting Minutes.

4 in favor | 0 opposed.

ADMINISTRATION

Monthly reports: ED 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 5 reasonable grounds cases remaining in active conciliation.
- New Charges: 38 new complaints were filed in June, with a total of 56 new Respondents.
- Withdrawals and dismissals: 59 issued in June, including 32 administrative dismissals, 10 right-to-sue letters, 4 withdrawals without benefits, and 13 settlements (4 private settlements and 9 settlements through the MHRC's mediation program) with a total of \$227,918 to Complainants.

New Business: The HUD fiscal year has ended and the Commission is wrapping up year-end reporting for the HUD contract. The EEOC fiscal year ends in September. Supplemental budget requests will likely begin in mid- to late-August.

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

CASES VOTED ON IN A.M. SESSION

E23-0231, Karen Welsh (Farmington) v. Franklin Memorial Hospital (Farmington). Karen Welsh presented her position. Attorney Laura Rideout presented the Respondent's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioners' questions. Commissioner Sanders moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Franklin Memorial Hospital discriminated against Karen Welsh on the basis of her familial status, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed.

E23-0340, McSweeney (Portland) v. Drummond Woodsum (Portland). Attorney Peter Felmy was present for Respondent. The Executive Director presented Complainant's request to table the hearing in this case until the August 25, 2025, meeting. Attorney Felmy indicated no objection from Respondent. Commissioner Sanders moved, seconded by Commissioner Douglas, to table the hearing to the August meeting.

4 in favor | 0 opposed.

E23-0363, Andre Melanson (Eastport) v. Woodland Pulp, LLC (Baileyville). Andre Melanson presented his position. Attorney Hannah Wurgaft presented the Respondent's position. Investigator Grace Nichols reviewed her report and recommendations and answered the Commissioners' questions. Commissioner David moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that Woodland Pulp, LLC discriminated against Andre Melanson on the basis of sex; and there are No Reasonable Grounds to believe that Woodland Pulp, LLC retaliated against Andre Melanson for engaging in WPA- and/or MHRA- protected activity, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed.

H24-0292AB, Martha Previte (Kennebunk), James Earl (Kennebunk) v. Alliance Asset Management (Dover, NH), The Housing Partnership (Portsmouth, NH). Martha Previte presented the Complainants' position. Attorney Jon Michalek presented the Respondents' position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioners' questions. Commissioner Douglas moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that Alliance Asset Management and/or The Housing Partnership discriminated against Martha Previte and/or James Earl on the basis of disability (denial of reasonable accommodation) and/or receipt of public assistance, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed.

H25-0044ABCD, Peter Parsons (Milford) v. Peter Greeno (Old Town), Troy Crawford (Greenfield), Robert Lawlis (Houlton), Hellas Condominiums (Old Town). Peter Parsons presented his position. Attorney Jay Gregory presented Respondents'. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioners' questions. Commissioner Douglas moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Peter Greeno, Troy Crawford, Robert Lawlis, or Hellas Condominiums discriminated against Peter Parsons on the basis of disability; and there are No Reasonable Grounds to believe that Peter Greeno, Troy Crawford, Robert Lawlis, or Hellas Condominiums retaliated against Peter Parsons in violation of the MHRA, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

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

4 in favor | 0 opposed.

H25-0053ABC, Joleen Sanborn (Cornish) v. Stanford Management, LLC (Portland), Melissa Cox (Cornish), Joe Luce (Cornish). Joleen Sanborn presented her position. Attorney Douglas Currier presented the Respondents' position. Investigator Alex Brindley reviewed their report and recommendations and answered the Commissioners' questions. Commissioner Sanders moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Stanford Management LLC discriminated against Joleen Sanborn on the basis of disability; there are No Reasonable Grounds to believe that Melissa Cox discriminated against Joleen Sanborn on the basis of disability; there are No Reasonable Grounds to believe that Joe Luce discriminated against Joleen Sanborn 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.

H25-0067, Christopher McGonigle (Portland) v. Maine Behavioral Health (Westbrook). Attorney Emily Mott presented the Complainant's position. Attorney Laura Rideout presented the Respondent's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioners' questions. Commissioner David moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Maine Behavioral Health discriminated against Christopher McGonigle 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.

H25-0069, Christopher McGonigle (Portland) v. Department of Health and Human Services - Office of Behavioral Health (Augusta). Attorney Emily Mott presented the Complainant's position. Attorney Jeremy Carter presented the Respondent's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioners' questions. Commissioner Sanders moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that the Department of Health and Human Services, Office of Behavioral Health discriminated against Christopher McGonigle 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 12:28 P.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 to 1 M.R.S. §405(6)(E).

4 in favor | 0 opposed.

At approximately 1:13 P.M., Commissioner Douglas moved, seconded by Commissioner Sanders, to come out of Executive Session.

4 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner Douglas, not to litigate E23-0070, *Luzingu v. Abbot Laboratories*, or PA23-0170-C, *Caldeira v. Waterfront Concerts, LLC and Production Services of Maine, LLC*.

4 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner Douglas, to accept the settlement agreement in H23-0374-BCD, *MHRC v. Tedford Housing et al.*

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

At approximately 1:15 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 recommendation. Commissioners considered these cases without oral argument by the parties.

E23-0227	Kyra Cushing (Pound Ridge, NY) v. Camp Kippewa for Girls (Monmouth)	NRG
ED23-0235	Wanda Richard (Oxford) v. RSU 17 (South Paris)	NRG
E23-0239	Kenneth Tapscott (Springvale) v. Coretelligent (Needham Heights, MA)	NRG
PA23-0252	Dale Carr (Portland) v. Two Bridges Regional Jail (Wiscasset)	NRG
E23-0253	Michael Walsh, Jr. (Butler, PA) v. Guidehouse, Inc. (McLean, VA)	NRG
E23-0261	Susan Spencer (Portland) v. Maine Veterans' Home (Augusta)	NRG
E23-0333	Lawrence Hector (Portland) v. The Westin Portland Harborview / Aimbridge Hospitality (Portland)	NRG
H24-0487	Rebecca Parsons (Old Town) v. Peter Greeno (Old Town)	NRG
H25-0080AB	Jessica Alexander (Biddeford) v. Consolee Mukamuligo (Biddeford), Patrick Jabo (Biddeford)	NRG

TABLED

E23-0289	William Norelus (Lewiston) v. Procter & Gamble (Cincinnati, OH)
E23-0340	McSweeney (Portland) v. Drummond Woodsum (Portland)

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