



Maine Human Rights Commission

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EXECUTIVE DIRECTOR

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COMMISSION MEETING MINUTES June 22nd, 2026, MEETING

***Held in Hybrid Format - In Person (19 Union Street, Augusta, Maine) and via ZOOM
By Zoom Video Conferencing Only***

Commissioner David (by Zoom) chaired the meeting and called it to order at 8:30 AM. Also present were Commissioners Douglas, O'Brien, Sanders, and Walker.

AGENDA

Commissioner Douglas 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 4).

5 in favor | 0 opposed.

MINUTES

Commissioner Douglas moved, seconded by Commissioner Walker, to adopt the May 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 has been 1 unsuccessful conciliation and 2 successful conciliations, with 3 reasonable grounds cases remaining in active conciliation.
 - Commissioner Douglas moved, seconded by Commissioner Walker, to dismiss H21-0257-C, *Carey v. CB Mattson*, and E18-0503, *McVetty v. Thomaston Place Auction Galleries*; and to approve conciliation agreements in H25-0366, *MacDonald v. Curran*, and E24-0021-AB, *Graves v. Sodexo/Hartley*.
- 5 in favor | 0 opposed.
- New Charges: 44 new complaints were filed in May, with a total of 61 new Respondents.
 - Withdrawals and dismissals: 60 issued in May, including 35 administrative dismissals, 15 right-to-sue letters, and 9 settlements (2 after MHRC investigation, 2 through the MHRC mediation program, and 5 private settlements) with a total of \$253,500 to Complainants, and 1 withdrawal without benefits.

New Business: No new business.

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

CASES VOTED ON IN A.M. SESSION

E24-0151, Erik Gordon (Turner) v. State of Maine - Maine CDC (Augusta). Erik Gordon presented his position. Attorney Kelly Morrell presented the Respondent's position. Investigator Robert Beauchesne reviewed his 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 Center for Disease Control discriminated against Erik Gordon on the basis of sex, familial status, and/or disability; there are No Reasonable Grounds to believe that Maine Center for Disease Control retaliated against Erik Gordon 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.

E24-0159, Nichole Frith (Chelsea) v. Creative Works (Westbrook). Complainant was not present. Attorney Frederick B. Finberg was present for Respondent. Investigator Alex Brindley was available to review their report and recommendations and answer the Commissioners' questions.

Commissioner David moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Creative Works discriminated against Nichole Frith on the basis of disability (denial of reasonable accommodation); there are No Reasonable Grounds to believe that Creative Works discriminated against Nichole Frith on the basis of disability (discharge); and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

E24-0165, Kelly Welch (Ocean Park) v. Gnome Landscaping (Falmouth).* Kelly Welch presented her position. Attorney Emily Monroe presented the Respondent's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner Douglas moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Gnome Landscaping discriminated against Kelly Welch on the basis of her sex and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

2 in favor | 3 opposed (David, O'Brien, and Sanders opposed). Motion failed.

Commissioner O'Brien moved, seconded by Commissioner David, to find there are **Reasonable Grounds** to believe that Gnome Landscaping discriminated against Kelly Welch on the basis of her sex and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

3 in favor | 2 opposed (Walker and Douglas opposed).

E24-0167, Florence Pajanen (Auburn) v. St. Mary's Regional Medical Center (General) (Lewiston). Attorney Meredith Scott presented the Complainant's position. Attorney Allaina Gilligan presented the Respondent's position. Investigator Alex Brindley reviewed their report and recommendations and answered the Commissioners' questions.

Commissioner Sanders moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that St. Mary's Regional Medical Center discriminated against Florence Pajanen on the basis of age; there are No Reasonable Grounds to believe that St. Mary's Regional Medical Center discriminated against Florence Pajanen on the basis of disability; there are No Reasonable Grounds to believe that St. Mary's Regional Medical Center retaliated against Florence Pajanen for engaging in MHRA-protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed | 1 recused (Douglas recused).

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

E24-0173, Christian McCrory (Portland) v. Boughton Hotel Corporation d/b/a The Colony Hotel (Kennebunkport).* Attorney Cecilia Shields-Auble presented the Respondent's position. Attorney Chad Hansen presented the Complainant'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 **Reasonable Grounds** to believe that Boughton Hotel Corporation d/b/a The Colony Hotel discriminated against Christian McCrory on the basis of his disability and conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3); and to find there are No Reasonable Grounds to believe that Boughton Hotel Corporation d/b/a The Colony Hotel retaliated against Christian McCrory for engaging in MHRA-protected activity and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2)..

5 in favor | 0 opposed.

E24-0224, Matthew Williams (Springvale) v. Maine Bureau of Human Resources (Augusta). Attorney Sally Morris presented the Complainant's position. Attorney Jeremy Carter presented the Respondent's position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner David moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that State of Maine discriminated against Matthew Williams 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 | 1 recused (Sanders recused).

E24-0225, Matthew Melanson (Belington, WV) v. Crisis and Counseling Centers, Inc. (Augusta). Matthew Melanson represented his position. Attorney Tawny L. Alvarez presented the Respondent's position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner O'Brien moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Crisis and Counseling Centers retaliated against Matthew Melanson for engaging in WPA-protected activity and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

E24-0228, Lindsay Mathews (Hermon) v. Complete Labor and Staffing (Bangor). Attorney Chad Hansen presented the Complainant's position. Attorney Debra Weiss presented the Respondent's position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner O'Brien moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Complete Labor and Staffing retaliated against Lindsay Mathews for engaging in WPA- and/or MHRA protected activity and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

E24-0230, Julie Gilblair (Solon) v. Somerset County Jail (Madison).* Attorney Peter Marchesi presented the Respondent's position. Complainant presented her position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioners' questions.

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

Commissioner Sanders moved, seconded by Commissioner Walker, to find there are **Reasonable Grounds** to believe that Somerset County Jail discriminated against Julie Gilblair on the basis of disability and conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

3 in favor | 2 opposed (David and O'Brien opposed).

E24-0244, Lindsey Stuntz (Peru) v. Petco (Auburn). Lindsey Stuntz presented her position. Respondent was not present. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner Sanders moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Petco (Auburn) retaliated against Lindsey Stuntz for engaging in WPA- or MHRA-protected activity and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 0 opposed | 1 recused (Douglas recused).

EXECUTIVE SESSION

At approximately 2:23 P.M., the Commission went 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).

At approximately 2:44 P.M., the Commission came out of Executive Session.

Commissioner Douglas moved, seconded by Commissioner Walker, to approve settlement in H23-0317, *Burke v. Harbor Hill Associates et al.*

5 in favor | 0 opposed.

Commissioner Douglas moved, seconded by Commissioner Walker, not to litigate H24-0334, *Edwards v. Teer et al.*

5 in favor | 0 opposed.

At approximately 2:45 P.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.

E24-0177	Ryan Kinch (Newport) v. Walmart (Palmyra)	NRG
E24-0190ABC	James Fox (Brunswick) v. TopBuild Corp (Daytona Beach, FL), TruTeam, LLC (Daytona Beach, FL), Builder Services Group, Inc. (Daytona Beach, FL)	NRG
E24-0202	Harold Bean (Scarborough) v. Terra Cotta Pasta Company (Dover, NH)	NRG
E24-0210	Lance Harvell (Farmington) v. MSAD 58 (Phillips)	NRG
E24-0213	Jamie Whittemore (Yarmouth) v. University of Maine System (Orono)	NRG
E24-0217	Mia Burton (Waterville) v. New Dimensions FCU (Waterville)	NRG
PA24-0220*	Ethan Hepner (Westbrook) v. Animaine Inc. (Lewiston)	RG
E24-0242	Lisa Sengendo (Belgrade) v. Jenna Richards (Belgrade)	NRG
E24-0258	Phillip Alley (Gardiner) v. Town of Winthrop (Winthrop)	NRG
E24-0326	Yvedrine Felix (Jacksonville, FL) v. Wendy's (Topsham)	NRG

TABLED

PA24-0174*	Sitara Sheikh (Farmingdale) v. Portland Gastroenterology Center (Portland)
E24-0185*	Wayne Davis (Richmond) v. Augusta Public Schools (Augusta)
E24-0188	Dimitri Baumann (Old Orchard Beach) v. Town of Old Orchard Beach (Old Orchard Beach)

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