



Maine Human Rights Commission

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COMMISSION MEETING MINUTES

June 23rd, 2025, MEETING

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

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

AGENDA

Commissioner Douglas moved, seconded by Commissioner O'Brien, 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 on Page 3).

5 in favor | 0 opposed.

MINUTES

Commissioner Sanders 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 have been 2 unsuccessful conciliations and 0 successful conciliations, with 5 reasonable grounds cases remaining in active conciliation.
- New Charges: 42 new complaints were filed in May, with a total of 54 new Respondents.
- Withdrawals and dismissals: 33 issued in May, including 7 administrative dismissals, 12 right-to-sue letters, and 10 settlements (3 private settlements and 7 settlements through the MHRC's mediation program) with a total of \$ 289,750 to Complainants.

New Business: The legislative session is over; still waiting to hear whether LD 284 gets voted off the Appropriations table.

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

CASES VOTED ON IN A.M. SESSION

H25-0008, Mohammed Beshir (Gorham) v. John Pompeo (Gorham). Attorney Michael Spalding presented Complainant's position. Attorney Amy Olfene presented the Respondent's position. Investigator Carrie McCarter reviewed their report and recommendations and answered the Commissioner's questions.

Commissioner David moved to find there are Reasonable Grounds to believe that John Pompeo discriminated against Mohammed Beshir on the basis of race, color, religion, familial status, ancestry, and national origin, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2). Commissioner Douglas moved to amend the finding to Reasonable Grounds for race and color. Seconded by Commissioner David.

2 in favor | 2 opposed (O'Brien and Walker opposed) | 1 abstained (Sanders abstained).

Because the vote was tied, the findings revert to those recommended by the Investigator; in this case, No Reasonable Grounds.

E23-0206, Jeffrey Libby (Warren) v. Archer's on the Pier (Rockland).* Attorney Jeffrey N. Young presented the Complainant's position. Lynn Archer presented Respondent's position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that Archer's on the Pier discriminated against Jeffrey Libby on the basis of disability, and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed

Commissioner Sanders moved, seconded by Commissioner David, to find there are **Reasonable Grounds** to believe that Archer's on the Pier retaliated against Jeffrey Libby in violation of the MHRA, and conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3).

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

Commissioner O'Brien moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Archer's on the Pier discriminated against Jeffrey Libby on the basis of sexual orientation or gender identity, and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

4 in favor | 1 opposed (David opposed)

PA23-0207, Patricia Callahan (Augusta) v. MaineGeneral (Augusta). Patricia Callahan presented her position. Attorney Devin W. Deane presented the Respondent's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioner's questions. Commissioner David moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that MaineGeneral discriminated against Patricia Callahan on the basis of physical and/or mental disability (denial of reasonable accommodations and denial of access) and/or color and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed

PA23-0293AB, Cindy Walker (Brownfield) v. Dick Norcross (Brownfield), Town of Brownfield (Brownfield). Cindy Walker presented her position. Attorney John Wall presented the Respondents' position. Investigator Grace Nichols reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Douglas moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Dick Norcross and/or the Town of Brownfield discriminated against Cindy Walker on the basis of sex or disability, and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2).

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

H/PA25-0032, *Pauline Lamontagne (Augusta) v. Ventas Woods at Canco LLC (Louisville, KY)*. Attorney Jessica Payson presented Complainant's position. Attorney Laurel Cornell presented Respondent's position. Investigator Angela Morse 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 Ventas Woods at Canco LLC/The Woods at Canco/Ventas Woods at Canco Opco/Holiday, The Woods at Canco/ Atria Management Company discriminated against Pauline Lamontagne 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

EXECUTIVE SESSION

At approximately 12:29 P.M., Commissioner David moved, seconded by Commissioner O'Brien, 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 1:23 P.M., Commissioner Sanders moved, seconded by Commissioner Walker, to come out of Executive Session.

5 in favor | 0 opposed.

Commissioner Walker moved, seconded by Commissioner Douglas, to litigate H24-0309-A/E/F, *Parsons v. Hellas Condominiums et al*, and not to litigate E23-0161-A/B, *Connell v. State Energy Partners et al*

At approximately 1:25 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.

ED23-0179	Alexis Seymour (Brewer) v. University of New England (Biddeford)	NRG
E23-0203	Meagan Peterson (Eastport) v. Cooke Aquaculture (Machiasport)	NRG
PA23-0226*	Cortney Bennett (Bethel) v. Youngs Greenhouse (South Paris)	RG
E23-0234	Chelsea Hansen (Corinna) v. Pine Tree Food Equipment (Brewer)	NRG
E24-0063	Ronnie Shaw (Harmony) v. Hancock Lumber Sawmill (Pittsfield)	NRG
E24-0143	Daniel Collin (Frenchville) v. Twin Rivers Paper (Madawaska)	NRG

TABLED

No cases were tabled during this Commission meeting.

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