



# Maine Human Rights Commission

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**Kit Thomson Crossman**  
EXECUTIVE DIRECTOR

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COMMISSION COUNSEL

## COMMISSION MEETING MINUTES March 16th, 2026 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 Douglas, O'Brien, Sanders, and Walker.

### **AGENDA**

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).

5 in favor | 0 opposed.

### **MINUTES**

Commissioner David moved, seconded by Commissioner O'Brien, to adopt the January and February 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 0 successful conciliations, with 4 reasonable grounds cases remaining in active conciliation.
  - Commissioner Sanders moved, seconded by Commissioner Douglas, to dismiss H23-0404-AB, *Earl v. Hassett/Maloney*, because Respondents have fully complied with the terms of their agreement with the Commission.
- New Charges: 49 new complaints were filed in February, with a total of 67 new Respondents.
- Withdrawals and dismissals: 30 issued in February, including 15 administrative dismissals, 5 right-to-sue letters, and 9 settlements (5 after MHRC investigation, 2 through the MHRC mediation program, and 2 private settlements) with a total of \$285,632 to Complainants.

**New Business:** The Commission is waiting to see if its budget proposals get voted out of the Appropriations Committee.

At approximately 8:46 A.M. Commissioner David began the Hearing Agenda.

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

*ED24-0023, Travis Carignan (Hollis Center) v. Saint Joseph's College of Maine ABSN Program (Standish).* Travis Carignan presented his position. Attorney Daniel Strader presented the Respondent's position. Investigator Robert Beauchesne reviewed his 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 Saint Joseph's College of Maine discriminated against Travis Carignan 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.

*E24-0044, Christopher Nurick (Camden) v. State of Maine (Unknown Dept.) (Augusta).* Attorney Jeffrey Neil Young presented the Complainant's position. Attorney Kelly Morrell presented the Respondent's position. Investigator Jane O'Reilly reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner O'Brien moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that the State of Maine discriminated against Christopher Nurick 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.

*PA24-0054, George Stanley (Greene) v. Paris Farmers Union (South Paris).* George Stanley did not attend the meeting. Brian Stevens was available to present the Respondent's position. Investigator Jane O'Reilly was available to review her report and recommendations and to answer the Commissioner's questions.

Commissioner David moved, seconded by Commissioner O'Brien, to find there are No Reasonable Grounds to believe that Paris Farmers Union discriminated against George Stanley on the basis of disability; there are No Reasonable Grounds to believe that Paris Farmers Union retaliated against George Stanley for engaging in MHRA-protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

*PA24-0071AB, Kristen Price (Waterville) v. Boys & Girls Clubs and YMCA of Greater Waterville at the Alford Youth & Community Center (Waterville), Peter Guerette (Waterville).* Kristen Price presented her position. Attorney Joshua Scott presented Respondents' position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Boys & Girls Club and YMCA of Greater Waterville at the Alford Youth & Community Center and/or Peter Guerette discriminated against Kristen Price on the basis of her disability; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

*H24-0334AB\*, Ryan Edwards (Trescott), Martin Blaney (Trescott) v. Forrest Teer (East Machias), Dale Griffin (Edmunds Twp.).* Attorney Corey Limberger presented Forrest Teer's position. Ryan Edwards presented the Complainants' position. Attorney Daniel Pileggi presented Dale Griffin's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner O'Brien, to find there are **Reasonable Grounds** to believe that Forrest Teer discriminated against Ryan Edwards and Martin Blaney on the basis of their sexual orientation or gender identity (hostile housing environment); and conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3).

5 in favor | 0 opposed.

Commissioner Sanders moved to find there are Reasonable Grounds to believe that Dale Griffin discriminated against Ryan Edwards and Martin Blaney on the basis of their sexual orientation or gender identity and conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3). After a brief presentation by Attorney Daniel Pileggi (for Dale Griffin) and consultation with Commission Counsel, the motion was withdrawn.

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

Commissioner Douglas moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Dale Griffin discriminated against Ryan Edwards and Martin Blaney on the basis of their sexual orientation or gender identity; there are No Reasonable Grounds to believe that Forrest Teer and/or Dale Griffin discriminated against Ryan Edwards and Martin Blaney on the basis of their sex; there are No Reasonable Grounds to believe that Forrest Teer and/or Dale Griffin retaliated against Ryan Edwards and Martin Blaney for engaging in MHRA-protected activity; and these claims should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

*H25-0366\**, *Katelyn MacDonald (Lewiston) v. Michael Curran (Greene)*. Attorney Bradford Pattershall presented the Respondent's position. Attorney Michael Spalding presented the Complainant's position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner Douglas, to find there are No Reasonable Grounds to believe that Michael Curran discriminated against Katelyn MacDonald on the basis of disability in denying a reasonable accommodation and this claim should be dismissed in accordance with 5 M.R.S. § 4612(2); and that there are **Reasonable Grounds** to believe that Michael Curran discriminated against Katelyn MacDonald based on disability in the terms and conditions of housing; there are **Reasonable Grounds** to believe that Michael Curran discriminated against Katelyn MacDonald based on disability by imposing unlawful conditions on the use of an assistance animal; and conciliation of these claims should be attempted in accordance with 5 M.R.S. § 4612(3).

5 in favor | 0 opposed.

*H25-0379*, *Nancy Torrey (Wells) v. Avesta Housing (Portland)*. Nancy Torrey presented her position. Attorney Christopher Drury presented the Respondent's position. Investigator Alex Brindley reviewed their 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 Avesta Housing Management Corp. discriminated against Nancy Torrey; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

*H25-0392AB*, *Prosper Obidiebube (Portland) v. Bellport Management (Portland), CR Ventures LLC (Portland)*. Prosper Obidiebube presented his position. Attorney Matthew Wahrer presented Respondent Bellport Management's position. Attorney James Cloutier presented Respondent CR Ventures LLC's position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner O'Brien moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Bellport Management and/or CR Ventures LLC discriminated against Prosper Obidiebube based on race and/or color; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

## **EXECUTIVE SESSION**

At approximately 1:56 P.M., Commissioner David moved, seconded by Commissioner Walker, 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).

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

5 in favor | 0 opposed.

At approximately 2:26 P.M., Commissioner O'Brien moved, seconded by Commissioner Sanders, to come out of Executive Session.

5 in favor | 0 opposed.

Commissioner Walker moved, seconded by Commissioner Douglas not to litigate E23-0469, *Leffler v. Eastern Events, Inc.*

5 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner David, to authorize Commission Counsel to accept and sign agreement in H21-0364-AB, *Hanson v. Niyukuri/Nijimbere*.

5 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner Douglas, to authorize the Commission to join a lawsuit against the Department of Housing and Urban Development brought by the Attorney General's office.

5 in favor | 0 opposed.

At approximately 2:28 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.

E24-0029	Tarek Garbouj (Augusta) v. Maine Department of Corrections (Augusta Office) (Augusta)	NRG
E24-0034ABC	Wesley Grover (Durham) v. TopBuild Corp. (Daytona Beach, FL), TruTeam, LLC (Daytona Beach, FL), Builder Services Group Inc. (Daytona Beach, FL)	NRG
E24-0041ABCD	Mark Hulse (Floyd, VA) v. Hartt Transportation Systems, Inc. (Bangor), Bison Transport (Amherst, WI), Scott Welch (Amherst, WI), Kevin Robson (Amherst, WI)	NRG
E24-0045	Lanie Grant (Bucksport) v. Maine State Ferry Service (Rockland)	NRG
E24-0046	Karen Jones (Brunswick) v. RSU 4 (Wales)	NRG
E24-0050	Richard Martin (Madawaska) v. Town of Madawaska (Madawaska)	NRG
E/ED24-0056	Amy Albert (Lisbon) v. Lisbon School District (Lisbon)	NRG
ED24-0060	Jeremy Kalar (Buxton) v. University of Southern Maine (Portland DSC) (Portland)	NRG

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

E24-0061AB	Andrea Huntington (Carmel) v. Woodlands Senior Living (Waterville), Leann Sebrey (Augusta)	NRG
E24-0074AB	Jeremy Williams (Searsport) v. D&D Electrical Sales Inc. (Chester, NJ), Chris DeSantis (Chester, NJ)	NRG
E24-0075AB	Gabrielle Hutchins (Portland) v. Windham Dentistry, LLC (Windham), Brandy Casey (Windham)	NRG

**TABLED**

ED24-0017	Robert Hendrick (Lincoln) v. NMCC (Presque Isle)	
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*\* Indicates a case in which a "reasonable grounds" finding is recommended*