



Maine Human Rights Commission

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EXECUTIVE DIRECTOR

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COMMISSION MEETING MINUTES

May 18th, 2026, MEETING

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

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 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 5).

5 in favor | 0 opposed.

MINUTES

Commissioner O'Brien moved, seconded by Commissioner Douglas, to adopt the April 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 1 unsuccessful conciliations and 0 successful conciliations, with 4 reasonable grounds cases remaining in active conciliation.
- New Charges: 62 new complaints were filed in April, with a total of 94 new Respondents.
- Commissioner David moved, seconded by Commissioner Walker, to dismiss E22-0363, *Mulkern v. Ascension*.

5 in favor | 0 opposed.

- Withdrawals and dismissals: 47 issued in April, including 22 administrative dismissals, 8 right-to-sue letters, 15 settlements with benefits (3 after MHRC investigation, 6 through the MHRC mediation program, and 6 private settlements) with a total of \$310,000 to Complainants, and 2 settlements without benefits.

New Business: MHRC is currently recruiting for two vacant positions (MHRC Investigator and Secretary Associate Legal).

At approximately 8:44 A.M. Commissioner David began the Hearing Agenda.

CASES VOTED ON IN A.M. SESSION

ED24-0017, *Robert Hendrick (Lincoln) v. NMCC (Presque Isle)*. Attorney David Bauer presented the Complainant's position. Attorney Melissa A. Hewey 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 O'Brien, to find there are No Reasonable Grounds to believe that Northern Maine Community College discriminated against Robert Hendrick 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.

E24-0114AB, Cree-Ann Jones (Rochester, NH) v. Mass General Brigham Incorporated (Somerville, MA), Wentworth-Douglass Hospital (South Berwick). Cree-Ann Jones presented her position. Attorney Joshua Abrams presented the Respondents' position. Investigator Carrie McCarter reviewed their 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 Mass General Brigham Incorporated and Wentworth-Douglass Hospital discriminated against Cree-Ann Jones on the basis of sex; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

E24-0115, Flora Murray (Kennebunkport) v. Wal-Mart Supercenter (Scarborough). Flora Murray was not available to present her position. Attorney Ryan Kennedy was available to present the Respondent's position. Investigator Jane O'Reilly was available to review her report and recommendations and to answer the Commissioners' questions.

Commissioner David moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Walmart discriminated against Flora Murray on the basis of sex and/or age; and there are No Reasonable Grounds to believe that Walmart retaliated against Flora Murray for engaging in protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

E24-0129AB, Steven Alexander (Seattle, WA) v. Cross Country Health Care Professionals (Boca Raton, FL), Cove's Edge Nursing Home (Damariscotta).* Attorney Laura Rideout presented Cove's Edge Nursing Home's position. Attorney Sally Morris presented the Complainant's position. Investigator Alex Brindley reviewed their 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 Cross Country Health Care Professionals retaliated against Steven Alexander for engaging in MHRA- and WPA-protected activity, there are No Reasonable Grounds to believe that Cove's Edge Nursing home discriminated against Steven Alexander on the basis of race and/or sexual orientation, and these claims should be dismissed in accordance with 5 M.R.S. § 4612(2), and to find there are Reasonable Grounds to believe that Cove's Edge Nursing Home retaliated against Steven Alexander for engaging in MHRA- and WPA-protected activity and conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3). The motion was withdrawn.

Commissioner Douglas moved, seconded by Commissioner Walker, to find there are No Reasonable Grounds to believe that Cross Country Health Care Professionals retaliated against Steven Alexander for engaging in MHRA- and WPA-protected activity; there are No Reasonable Grounds to believe that Cove's Edge Nursing home discriminated against Steven Alexander on the basis of race and/or sexual orientation; and these claims should be dismissed in accordance with 5 M.R.S. § 4612(2).

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

Commissioner Douglas moved, seconded by Commissioner David, to find there are Reasonable Grounds to believe that Cove's Edge Nursing Home retaliated against Steven Alexander for engaging in MHRA- and WPA-protected activity.

2 in favor | 2 opposed | 1 recused (Sanders).

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

Pursuant to the Commission's Procedural Rule at 2.07(C) regarding tie votes, the Investigator's finding of **Reasonable Grounds** was adopted, and Conciliation of this claim should be attempted in accordance with 5 M.R.S. § 4612(3).

E24-0145, Nicole Rausch (Bangor) v. Penobscot Community Health Care – Seaport Community Health Center (Belfast). Attorney Sally Morris presented the Complainant's position. Attorney Katharine Rand presented the Respondent's position. Investigator Robert Beauchesne reviewed his 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 Penobscot Community Health Care – Seacoast Community Health Center discriminated against Dr. Nicole Rausch on the basis of disability; there are No Reasonable Grounds to believe that Penobscot Community Health Care – Seacoast Community Health Center retaliated against Dr. Nicole Rausch for engaging in WPA-protected activity; and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

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

E24-0147, Sean Sweeney (Bangor) v. UPS (Brewer). Sean Sweeney presented his position. Attorney Maya Marshall presented the Respondent's position. Investigator Angela Morse 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 UPS (Brewer, ME) discriminated against Sean Sweeney on the basis of disability; there are No Reasonable Grounds to believe that UPS (Brewer, ME) retaliated against Sean Sweeney 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.

ED/PA24-0163, Aedan Roberts Van Alstyne obo Minor Child (South Berwick) v. Tree Frog Learning Center (York). Aedan Roberts Van Alstyne presented his position. Attorney Joshua Scott presented the Respondent's position. Investigator Carrie McCarter reviewed their report and recommendations and answered the Commissioners' questions.

Commissioner David moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Tree Frog Learning Center discriminated against Andrew Roberts Van Alstyne obo Minor Child 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 (Douglas).

E24-0186, Daniel Brubaker (Portland) v. Amazon (Kansas City, MO).* Attorney Ashley Wydro presented the Respondent's position. Attorney Maria Fox presented the Complainant's position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioners' questions.

Commissioner Walker moved, seconded by Commissioner Sanders, to find there are **Reasonable Grounds** to believe that Amazon/Amazon.com Services, LLC discriminated against Daniel Brubaker on the basis of disability; there are **Reasonable Grounds** to believe that Amazon/Amazon.com Services, LLC retaliated against Daniel Brubaker for engaging in MHRA-protected activity; and Conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

5 in favor | 0 opposed.

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

CASES VOTED ON IN P.M. SESSION

H25-0335AB, Steven Gregory (Mattawamkeag), Megan Barter (Mattawamkeag) v. Leonard Warren (Millinocket), Cali Warren (Millinocket). Steven Gregory presented the Complainants' position. Attorney G. Bradley Snow presented the Respondents' 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 Leonard Warren and/or Cali Warren discriminated against Steven Gregory and/or Megan Barter on the basis of disability (denial of a reasonable accommodation/eviction/association); and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

H25-0488, Randolph Sprague, Jr. (Medway) v. Ricky Deloge (Medway). Randolph Sprague, Jr. was not available to present his position. Ricky Deloge was available to present his position. Investigator Carrie McCarter was available to review their report and recommendations and to answer the Commissioners' questions.

Commissioner O'Brien moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Ricky Deloge discriminated against Randolph Sprague, Jr. based on 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 12:59 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 1:16 P.M., Commissioner Walker moved, seconded by Commissioner David, to come out of Executive Session.

5 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner Douglas, not to litigate E24-0025-AB, *Marquardt v. Midwest Veterinary Partners, Cape Veterinary Clinic*.

5 in favor | 0 opposed.

Commissioner O'Brien moved, seconded by Commissioner Douglas, to authorize Commission Counsel to accept and sign agreement in H24-0273-AB, *Baston v. Rogers, SclassHomes, LLC*.

5 in favor | 0 opposed.

At approximately 1:17 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.

E24-0104	Casie Arietti (Oxford) v. Kerry, Inc. (Portland)	NRG
E24-0106	Lisa Thompson (Unity) v. DaVita Dialysis (Denver, CO)	NRG
E24-0119AB	Jaeme Duggan (Atkinson) v. County of Piscataquis (Dover-Foxcroft), Piscataquis County Commissioners (Dover-Foxcroft)	NRG
E24-0120	Wendy Bourget (Brunswick) v. Included Health (San Francisco, CA)	NRG
E24-0127	Amanda Winkley (Augusta) v. Rusty Lantern Market (Brunswick)	NRG
E24-0146AB	Manuela Medrano (Calais) v. Bangor Nursing and Rehabilitation Center (Bangor), Covenant Health, Inc. (Tewksbury, MA)	NRG
E24-0150	Orlando Nevarez (Sanford) v. The Young Men's Christian Association of Sanford and Springvale (Sanford)	NRG
E24-0157	Stephanie Montgomery (Portland, OR) v. Gould Academy (Bethel)	NRG

TABLED

PA24-0174	Sitara Sheikh (Farmingdale) v. Portland Gastroenterology Center (Portland)
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** Indicates a case in which a "reasonable grounds" finding is recommended*