



Maine Human Rights Commission

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Kit Thomson Crossman
EXECUTIVE DIRECTOR

Barbara Archer Hirsch
COMMISSION COUNSEL

COMMISSION MEETING MINUTES October 27th, 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 Walker, Douglas, Sanders, and Walker.

AGENDA

Commissioner David moved, seconded by Commissioner Douglas, to accept the parties' request in E23-0289, Norelus v. Procter & Gamble, to table the case until December 1, 2025, to allow the parties to finalize settlement.

4 in favor | 0 opposed.

Commissioner Walker 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 3).

4 in favor | 0 opposed.

MINUTES

Commissioner Sanders moved, seconded by Commissioner Douglas, to adopt the September Commission Meeting Minutes.

4 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 no successful conciliations, with 2 reasonable grounds cases remaining in active conciliation.
- New Charges: 26 new complaints were filed in September, with a total of 36 new Respondents.
- Withdrawals and dismissals: 29 issued in September, including 15 administrative dismissals, 8 right-to-sue letters, and 6 settlements (1 during MHRC investigation, 3 through the MHRC mediation program, and 2 private settlements) with a total of \$259,900 to Complainants.

New Business: None.

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

CASES VOTED ON IN A.M. SESSION

E23-0362, Rosemary Pitkin (Portland) v. Convenient M.D. (Portsmouth, NH). Attorney Maria Fox presented the Complainant's position. Attorney Tim Kenneally presented the Respondent's position. Investigator Jane O'Reilly reviewed another investigator's report and recommendations and answered the Commissioner's questions.

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

2 in favor | 2 opposed (Douglass and Sanders opposed).

Pursuant to the Commission's Procedural Rule at 2.07(C) regarding tie votes, the Investigator's findings of No Reasonable Grounds were adopted and the complaint will be dismissed in accordance with 5 M.R.S. § 4612(2).

E23-0366, Monica Giordano (Hancock) v. Roman Catholic Bishop of Portland, dba Roman Catholic Diocese of Portland (Portland). Attorney Kristin Aiello presented the Complainant's position. Attorney James Haddow presented the Respondent's position. Investigator Carrie McCarter reviewed their report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner Douglas, to find there are **Reasonable Grounds** to believe that Roman Catholic Bishop of Portland discriminated against Monica Giordano on the basis of age, sex, or religion, there are **Reasonable Grounds** to believe that Roman Catholic Bishop of Portland engaged in coercion, intimidation, or interference, there are **Reasonable Grounds** to believe that Roman Catholic Bishop of Portland engaged in retaliation against Monica Giordano in violation of the MHRA or the WPA, and Conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

4 in favor | 0 opposed.

E23-0380, Janet Echeverria (Stockton Springs) v. Maine Youth Alliance (Bangor). Janet Echeverria presented their position. Attorney Mark Franco presented the Respondent's position. Investigator Carrie McCarter reviewed their report and recommendations and answered the Commissioner's questions.

Commissioner Sanders moved, seconded by Commissioner David, to find there are No Reasonable Grounds to believe that Maine Youth Alliance discriminated against Janet Echeverria on the basis of sexual orientation or gender identity, there are No Reasonable Grounds to believe that Maine Youth Alliance discriminated against Janet Echeverria on the basis of sex, there are No Reasonable Grounds to believe that Maine Youth Alliance retaliated against Janet Echeverria for engaging in MHRA- and/or WPA- protected activity, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

3 in favor | 1 opposed (Walker opposed).

E23-0405, Denilson Tavares (Portland) v. Nichols Portland, LLC (Portland). Denilson Tavares presented his position. Respondent and their counsel were not present. Investigator Jane O'Reilly reviewed another investigator's 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 Nichols Portland, LLC discriminated against Denilson Tavares on the basis of race, there are No Reasonable Grounds to believe that Nichols Portland, LLC retaliated against Denilson Tavares in retaliation for MHRA- and/or WPA- protected activity, 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.

PA23-0413AB, Dolores Grondin (Lewiston) v. R and K Wellness and Mental Health (Waterville), Ericka Roy (Waterville). Dolores Grondin presented her position. Ericka Roy presented the Respondents' position. Investigator Jane O'Reilly reviewed another investigator's 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 R&K Wellness and Mental Health and/or Ericka Roy discriminated against Dolores Grondin o/b/o Gregory Grondin 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.

H25-0206, Caroline Thibeault (Auburn) v. Oak Hill Condominiums Association (Topsham).* Roland Guerette presented the Respondent's position. Attorney James Belleau presented the Complainant's position. Investigator Angela Morse reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner Douglas moved, seconded by Commissioner Sanders, to find there are **Reasonable Grounds** to believe that Oak Hill Condominiums discriminated against Caroline Thibeault based on disability, and Conciliation should be attempted in accordance with 5 M.R.S. § 4612(3).

4 in favor | 0 opposed.

EXECUTIVE SESSION

At approximately 12:25 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 1:11 P.M., the Commissioners voted unanimously to come out of Executive Session.

Commissioner Sanders moved, seconded by Commissioner Douglas, not to litigate E23-0206, *Libby v. Archer's on the Pier*, or PA23-0226, *Bennett v. Youngs Greenhouse*.

4 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner Douglas, to accept settlement agreements in *MHRC v. Yee* and *MHRC v. Hassett/Maloney*.

4 in favor | 0 opposed.

Commissioner Sanders moved, seconded by Commissioner Douglas, to authorize the Commission to take action, up to and including litigation, to enforce the Maine Human Rights Act with regard to its education provisions.

4 in favor | 0 opposed.

At approximately 1:12 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.

E23-0361	Benjamin Cook (Jefferson) v. The Cat Hospital of Maine, Inc. (Manchester)	NRG
E23-0339*	Tame Arnold (Westbrook) v. Maximus (McClean, VA)	RG
E23-0382ABCD*	Michelle Porter (Old Town) v. American Legion (Old Town), Karl Huntley (Old Town), Kevin McGarry (Old Town), Wayne Feero (Old Town)	NRG/ RG
E23-0385*	William Messer (Portland) v. Scarborough Public Schools (Scarborough)	RG
E23-0427	Laura Billings (Washington) v. Alsace Restaurant (Union)	NRG
E24-0020	Michael Pettis (Buxton) v. Maine Medical Center (MaineHealth) (Portland)	NRG

TABLED

E24-0002	Amybeth Hurst (Old Orchard Beach) v. Town of Old Orchard Beach (Old Orchard Beach)
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** Indicates a case in which a "reasonable grounds" finding is recommended*