



# Maine Human Rights Commission

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**Kit Thomson Crossman**  
EXECUTIVE DIRECTOR

**Barbara Archer Hirsch**  
COMMISSION COUNSEL

## COMMISSION MEETING MINUTES

**September 22nd, 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 O'Brien, Douglas, Walker, and Sanders (via Zoom).

### **AGENDA**

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 2).

5 in favor | 0 opposed.

### **MINUTES**

Commissioner David moved, seconded by Commissioner Douglas, to adopt the August Commission Meeting Minutes.

4 in favor | 0 opposed | 1 abstained (Walker).

### **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 2 reasonable grounds cases remaining in active conciliation.
- New Charges: 50 new complaints were filed in June, with a total of 73 new Respondents.
- Withdrawals and dismissals: 17 issued in June, including 9 administrative dismissals, 1 right-to-sue letters, and 4 settlements (2 after MHRC investigation and 2 through MHRC's mediation program) with a total of \$16,750 to Complainants.

Quarterly reports:

- Training & Education: Commission staff attended or presented at 18 events in the fourth quarter of FY25.
- Financial Reports: a financial report was placed on file.

New Business: No new business.

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

## CASES VOTED ON IN A.M. SESSION

*E23-0395, Ann Royall (Westbrook) v. Ankle & Foot Associates (Portland).* Ann Royall presented her position. Attorney Caihlan Snyder presented the Respondent's position. Investigator Jane O'Reilly 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 Foot & Ankle Associates discriminated against Ann Royall on the basis of sex and there are No Reasonable Grounds to believe that Foot & Ankle Associates discriminated against Ann Royall 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.

*H/PA25-0140, Manley Alley (Lewiston) v. Bread of Life Ministries (Augusta).* Attorney Michael Spalding presented the Complainant's position. Laura Briggs presented the Respondent's position. Investigator Jane O'Reilly reviewed another investigator's 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 Bread of Life Ministries discriminated against Manley Alley on the basis of disability in violation of the MHRA, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

*H25-0148AB, Amada Minks (Sanford) v. Sanford Housing Authority (Sanford), Thomas Kerrigan (Sanford).* Amada Minks presented her position. Attorney Caihlan Snyder presented the Respondent Sanford Housing Authority's position. Investigator Nupur Leva reviewed her report and recommendations and answered the Commissioner's questions.

Commissioner David moved, seconded by Commissioner Sanders, to find there are No Reasonable Grounds to believe that Sanford Housing Authority discriminated against Amada Minks on the basis of her disability and/or sex and there are No Reasonable Grounds to believe that Thomas Kerrigan discriminated against Amada Minks on the basis of her disability and/or sex, and the complaint should be dismissed in accordance with 5 M.R.S. § 4612(2).

5 in favor | 0 opposed.

## EXECUTIVE SESSION

At approximately 10:24 P.M., Commissioner David moved, seconded by Commissioner Douglas, 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 11:14 P.M., Commissioner David moved, seconded by Commissioner O'Brien, to come out of Executive Session.

5 in favor | 0 opposed.

Commissioner Douglas moved, seconded by Commissioner Walker, not to litigate *E23-0127, Christopherson v. Wayfair*, or *E23-0218, Greiser v. Town of Machias*.

5 in favor | 0 opposed.

At approximately 11:15 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.

E23-0306	Contessa Mancini (Montville) v. Town of Searsmont (Searsmont)	NRG
ED23-0332	Alexis Raymond (Portland) v. University of Southern Maine (Portland)	NRG
E23-0345	Kevin Moss (Westbrook) v. Brown & Brown Absence Services Group (Daytona Beach, FL)	NRG
E23-0394	Annette Cunningham (Friendship) v. Lucette Boarding Home (Thomaston)	NRG
E23-0474	Laura Berry (Portland) v. Town of Bar Harbor (Bar Harbor)	NRG
H25-0139AB	Shakir El-Shabazz (Sanford) v. Sanford Housing Authority (Sanford), Thomas Kerrigan (Sanford)	NRG
H25-0147AB	Leslie Brackett (Sanford) v. Sanford Housing Authority (Sanford), Thomas Kerrigan (Sanford)	NRG

### TABLED

E23-0289	William Norelus (Lewiston) v. Procter & Gamble (Cincinnati, OH)
E23-0366	Monica Giordano (Hancock) v. Roman Catholic Bishop of Portland, dba Roman Catholic Diocese of Portland (Portland)

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