

**CITY OF LINCOLN, NEBRASKA
COMMISSION ON HUMAN RIGHTS
MINUTES**

Thursday, August 27, 2020
555 S. 10th Street, 1st Floor
City County Building, Council Chambers

CALL TO ORDER:

The August 27, 2020, meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:03 p.m. by Precious Loving-Afuh, Vice Chair.

ROLL CALL:

The roll was called.

MEMBERS PRESENT:

Commissioners: Precious Loving-Afuh (Vice Chair), Sheri Blok, Jon Rehm, Terry Werner, Rose Godinez, Jolene McCulley, and Emira Ibrahimasic.

MEMBERS ABSENT:

Commissioners: Carlos Garcia (Chair) and Rachel Zeng.

STAFF PRESENT:

Mindy Rush Chipman, Margie Nichols, Rob Rowan, Jocelyn Golden, and Shanna Eckman.

APPROVAL OF July 30, 2020 MINUTES:

A motion was made by Rehm and seconded by Ibrahimasic to approve the minutes of the previous meeting.

Hearing no discussion, Loving-Afuh asked for the roll call. Voting “aye” were Loving-Afuh, Loving-Afuh, Blok, Rehm, Werner, Godinez, McCulley and Ibrahimasic. Motion carried.

APPROVAL OF August 27, 2020 AGENDA:

A motion was made by Ibrahimasic and seconded by Godinez to approve the meeting agenda.

Hearing no discussion, Loving-Afuh asked for the roll call. Voting “aye” were Loving-Afuh, Blok, Rehm, Werner, Godinez, McCulley and Ibrahimasic. Motion carried.

CASE DISPOSITIONS:

LCHR #20-0303-002-E-R

A motion was made by Godinez to table the case due to questions requiring additional information. The motion failed due to a lack of a second.

A motion was made by Ibrahimasic and seconded by Werner to recommend a finding of **no reasonable cause** on all allegations.

Godinez cited concerns regarding inconsistencies in the report and the verbiage. Godinez wanted clarification regarding the Complainant's complaint to the police and the allegation of sexual harassment. There was discussion as to the relevancy of the alleged sexual harasser's sexual orientation and if that was enough of a defense to prove there was no harassment.

Rehm pointed out that there was no corroborating evidence that sexual harassment had occurred.

Hearing no further discussion, Loving-Afuh asked for the roll call. Voting "aye" were Loving-Afuh, Blok, Rehm, Werner, McCulley and Ibrahimasic. Godinez abstained. Motion carried.

LCHR #20-0325-005-E-R

A motion was made by Werner and seconded by Rehm to recommend a finding of **no reasonable cause** on both allegations.

Both McCulley and Blok inquired about the video evidence the Respondent submitted and wanted more information, which Investigator Nichols provided.

Ibrahimasic asked if there were more videos the Respondent could provide, and Loving-Afuh wanted to know if the Respondent had taken inventory of the alleged stolen items. Nichols stated no additional videos were provided and no inventory was taken. Several Commissioners expressed issues with the Respondent's allegations of theft.

Godinez and Rehm asked questions regarding the case law, which Golden clarified. Ibrahimasic wanted to know if there were other employees similar to the Complainant who had also been terminated, Nichols stated that there was no one similarly situated who was also terminated for alleged theft.

Hearing no further discussion, Loving-Afuh asked for the roll call. Voting "aye" were Loving-Afuh, Blok, Rehm, Werner, Godinez and McCulley. Ibrahimasic abstained. Motion carried.

*Werner left the meeting at this point.

ADMINISTRATIVE CLOSURE:

LCHR #20-0623-003-H

A motion was made by Werner and seconded by Blok to accept and approve the administrative closure.

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Hearing no discussion, Loving-Afuh asked for the roll call. Voting “aye” were Loving-Afuh, Blok, Rehm, Werner, Godinez, McCulley and Ibrahimasic. Motion carried.

The meeting was adjourned at 4:42 p.m.

Next Meeting:

Thursday, October 29, 2020, at 4:00 p.m.
Third Floor County/City Building
555 S. 10th Street, Room 303