

# HUMAN RELATIONS COMMISSION



## 2011 REPORT

*PREPARED BY*

Jonathan M. Huff, Executive Director  
Human Relations Commission  
City of Youngstown



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# Human Relations Commission

JONATHAN M. HUFF, Executive Director

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## City of Youngstown, Ohio

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Mayor Charles P. Sammarone

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**CHAIRPERSON**

Ms. Arlene Floyd

**VICE CHAIRPERSON**

Mr. Jaison Boyd

**MEMBERS**

Mr. Porfirio Esparra, Jr. ~ Mr. Jacob Harver ~ Ms. Ina Madison ~ Ms. Carole McWilson

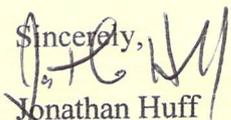
December 5, 2011

To the Honorable Mayor Charles P. Sammarone and members of City Council:

On behalf of our Commissioners and Human Relations Commission (HRC) Staff, I am pleased to present to you our 2011 Report. We feel that this report not only takes a glimpse of the Commission's accomplishments but its continued strides to promote educational outreach and civil rights enforcement for city residents.

In 2010-11, the City of Youngstown has gone through a political transformation, as Mayor Williams, stepped down to become the Director of Recovery for Auto Communities and Workers for the Obama Administration. During this transition, Charles P. Sammarone has taken the reigns by becoming the 48<sup>th</sup> Mayor in the city's history. Mayor Sammarone's knowledge and experience of city government will continue to help move the city in a positive direction. Despite the changes in city government, the HRC has been able to foster relationships with the EEOC and to collaborate with fair housing agencies to help further the goals of the commission.

While the Human Relations Commission is proud of its accomplishments, we still are aware that discrimination exists in our society. The Commission will stay diligent in its efforts to conduct workshops, presentations and investigate discriminatory practices in the areas of fair employment and fair housing. As the executive director, it has been an honor to serve the citizens of this community and the City of Youngstown.

Sincerely,  
  
Jonathan Huff  
Executive Director



**FAIR  
EMPLOYMENT**

HUMAN RELATIONS COMMISSION  
EMPLOYMENT COMPLAINT LOG  
2010

<b>CASE NO.</b>	<b>DATE FILED</b>	<b>COMPLAINANT</b>
FE10-001	September 21, 2010	WASHINGTON, Jim vs. VXI Gobal Solutions (Call Center)
	<b>Assigned:</b>	<b>Sex</b>
	<b>Decision:</b>	<b>No Probable Cause; 11/18/10.</b>
<b>EMPLOYMENT ACTIVITY:</b>		
	<b>Decision:</b>	FLINT, Anita against Union Square Sparkle's <b>No discrimination; Terminated.</b>
	<b>Decision:</b>	ROBINSON, Mathias against CCA <b>No discrimination; Mr. Robinson did not follow through with his complaint.</b>
	<b>Decision:</b>	BABIEH, Elizabeth against Cleaners on Belmont Avenue <b>No discrimination; No jurisdiction. The matter was resolved with employer.</b>
	<b>Decision:</b>	STONE, Oliver against Juvenile Justice Center (JJC) <b>No discrimination; Looking to sue for wrongful termination. Does not want to return to work.</b>
	<b>Decision:</b>	HARRIS, Katrina against Jobs and Family Service <b>No discrimination; Conflict with Supervisor. Ms. Harris calmed down. Her job was not in jeopardy.</b>

<b>Decision:</b>	HAMILTON, Elliot against CCA <b>No discrimination; Going through union process, has contact with an attorney.</b>
<b>Decision:</b>	WATERS, Jonnie against Dollar General <b>No discrimination;</b>
<b>Decision:</b>	ALFORD, Abduli against Sparkle Market (Belmont Plaza) <b>No discrimination; Store has no public restrooms. Suggested to shop at a store that has restrooms.</b>
<b>Decision:</b>	JACKSON, Dakota against VXI Global Solutions (Call Center) <b>No discrimination; Fired during probation period.</b>
<b>Decision:</b>	PATTERSON, (FNU) against I Mart (Niles, OH.) <b>No discrimination; No Jurisdiction. In probationary period. Referred to OCRC.</b>
<b>Decision:</b>	LACIVITA, Cindy against (employer; Hermitage, PA.) <b>No jurisdiction; Referred to PA. Human Relations Commission (Office in Pittsburgh).</b>
<b>Decision:</b>	HOWARD, Diedra against VXI Global Solutions (Call Center) <b>No discrimination; Termination during probation period.</b>
<b>Decision:</b>	JACKSON, Ahiel against United Community Methodist Center <b>No discrimination; Summer Program ended. Administrative Resolution.</b>

<b>Decision:</b>	TASWELL, James against United Community Methodist Center <b>No discrimination; Summer Program ended. Administrative Resolution.</b>
<b>Decision:</b>	HEATH, Jasmine against McDonald's Restaurant (South Avenue) <b>No discrimination; Released in probationary period.</b>
<b>Decision:</b>	THENFBERRY, Pam against Heritage Manor <b>No discrimination; Embarrassed because supervisor reprimanded her in front of co-workers by making reference to her age and ability to do the work. Advised to document things on the job if she feels threatened.</b>
<b>Decision:</b>	WAINWRIGHT, Verona against St. Elizabeth Hospital <b>No discrimination; Issues with immediate supervisor. Advised to go through union process.</b>
<b>Decision:</b>	BANKS, Jennifer against Anthem Blue Cross Blue Shield <b>Abrupt firing; Shut down system before end of day, resulted in a dropped call. Terminated under policy.</b>
<b>Decision:</b>	TUCCI, Rochelle against (Food Service Agency contracted w/YSU) <b>No discrimination; Advised to continue working hard and document activity if she feels she is being harassed by her supervisor.</b>
<b>Decision:</b>	BAILEY, Sheila Marie against General Motors <b>No jurisdiction. Referred to OCRC and EEOC.</b>

## **Human Relations Commission Glossary of Terms Fair Employment**

**Settlements and Withdrawal of Charges with Settlement:** can be reached at any time after a charge of discrimination has been filed. Parties are offered the opportunity to resolve their dispute through mediation. Both the charging party and the respondent must agree to settlement.

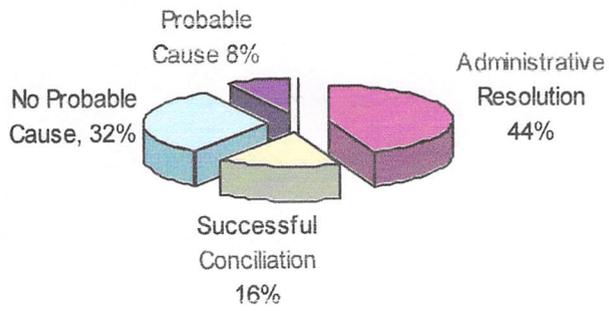
**Administrative Resolution:** include cases where the charging party elects to withdraw the charge and/ or pursue the claim through the legal system; cases where the Commission is unable to locate the respondent or charging party; or if the agency determines the charge to be non jurisdictional, lack of evidence to move the complaint forward or dual filing. The Human Relations Commission has the right to refer complaints to the Equal Employment Opportunity Commission (EEOC) or the Ohio Civil Rights Commission (OCRC).

**Successful Conciliations:** are settlements reached after a preliminary finding of probable cause.

**No Probable Cause:** findings are issued after a full investigation concludes that evidence failed to show a discriminatory act took place.

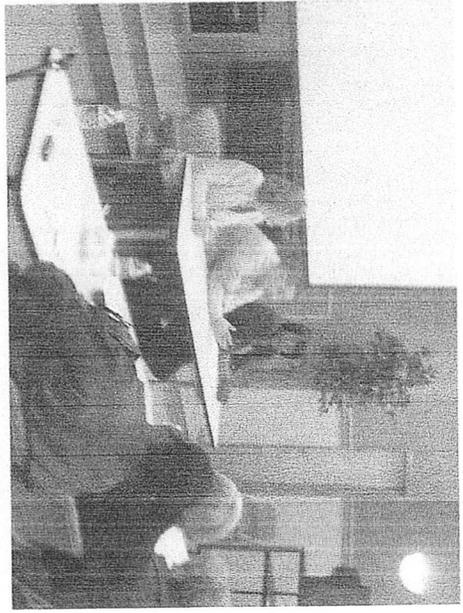
**Probable Cause:** findings are issued after a full investigation reveals that there is sufficient evidence to conclude it is probable that a discriminatory act took place. The Human Relations Commission attempts to conciliate these charges and reach a settlement. When conciliation attempts fail, the commission will make recommendations for the issue to become a formal complaint.

**Human Relations Commission  
Fair Employment Cases**





**FAIR  
EMPLOYMENT  
SEMINAR  
HRC  
&  
EEOC**





**FAIR  
HOUSING**



<b>Decision:</b>	WILLIAMS, Clarence on behalf of elderly mother against Wells Fargo <b>Needed a roof for home, went to Wells Fargo for loan, the loan somehow was put into a high interest credit card; Unable to get return call from complaintant.</b>
<b>Decision:</b>	BLUNT, JoAnn of Dandridge Nursing Home against PNC Bank <b>Long standing relationship with bank, The bank is saying she is not making a profit and want to drop her account. Alleged comments were made that she should retire or sell her business; Complaint form never returned.</b>
<b>Decision:</b>	WILSON, Linda against Apt. Complex (Boardman, OH.) <b>No Jurisdiction. Referred to OCRC.</b>
<b>Decision:</b>	JOHNSON, Dee against Landlord <b>Need help with rent. Referred to Catholic Charities.</b>
<b>Decision:</b>	BRADY, (FNU) against Section 8 <b>Complainant was informed she was not denied housing but needed to stay within her allotment or pay the additional cost.</b>
<b>Decision:</b>	DELISH, Dave, Landlord <b>Wanted to know law on occupancy for an Apartment; Information faxed regarding HUD Regulations on Occupancy.</b>
<b>Decision:</b>	TAYLOR, (FNU) against Landlord <b>Outstanding issues with home she is renting; Advised to list issues and send Certified Mail to landlord. If the issues remain unresolved, put rent into</b>

escrow. Also, referred to Mahoning Valley Dispute Resolution Service.

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<b>Decision:</b>	WILLIAMS, Elva against Landlord <b>Put money down to hold apartment, brother was also looking at apartment. Landlord decided against renting to her due to discrepancies he had with her brother and kept her money; Complainant given complaint form, to date no return of form.</b>
<b>Decision:</b>	JAMES, Alexis for daughter Chrystal Williams Re. Back Rent <b>Referred to Catholic Charities.</b>
<b>Decision:</b>	TAYLOR, Lawrence against Landlord <b>Mold in home, landlord was not fixing home; Advised to put rent into escrow.</b>
<b>Decision:</b>	REEVES, Levetta against Landlord <b>Multiple issues with landlord; set up escrow account through Legal Services.</b>
<b>Decision:</b>	GORDON, (FNU) against Hartford Insurance Co. <b>Unable to get door fixed over 8 months through insurance company, payments and policy current; after contact with the contractor and insurance company, the issue was resolved.</b>
<b>Decision:</b>	KING, Louise against Landlord <b>Lives in senior apartment and had issue with water; complainant informed Mr. Huff she had a mental disability.</b>
<b>Decision:</b>	JONES, Jerome and Michele against Tim Heaver, tenant, Lisa Loveless, Landlord <b>Alleged racial slurs by tenant Tim Heaver</b>

**towards Jones'; mediation/Conciliation Agreement 1/19/11.**

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**Decision**

FASANO, Sandra against  
A 1 Concrete, General Contractor  
**Work done on home was choppy and incomplete; Referred to Better Business Bureau and State of Ohio Attorney General.**

## **Human Relations Commission**

### **Education & Outreach**

Human Relations Commission (HRC) over the past year has tried to promote fair housing/employment awareness throughout the City of Youngstown through educational programs and outreach. The following are activities the Commission conducted throughout the year (April 2010 – April 2011).

#### **April 2010:**

- In Recognition of National Fair Housing Month the Greater Warren-Youngstown Urban League and the City of Youngstown's Human Relations Commission (HRC) hosted a fair housing Seminar on at the Newport Library. The executive director presented a PowerPoint presentation on Fair Housing to city of Youngstown residents.
- The Executive Director, Jonathan Huff and Marnette Nelson of Youngstown Metropolitan Housing Authority (YMHA) scheduled a Fair Housing and Predatory Lending workshop for individuals going through housing counseling/homeownership classes.

#### **May 2010:**

- The executive director attended a press conference on Land Banking for House Bill 313, which gives organizations access to acquire land through a quicker process. Senator Schiavoni and Capri Cafaro were instrumental in getting the Bill passed in the Senate as well as the State of Ohio House of Representatives.
- The executive director presented on fair housing at YMHA. There was a two session seminar at 10:00am and 6:00pm. The seminar focused on the importance of fair housing and what are the warning signs to look for when trying to rent or purchase a home. Those that attended the seminar were going through first time home ownership classes and housing counseling.
- The executive director informed the commission members of the Regional Network Collaboration focusing on rebuilding cities that built America. Trinity United Methodist Church hosted various seminars/workshops on Public Policy and rebuilding communities such as Youngstown, Ohio.

### **June 2010:**

- The executive director, Jonathan Huff was a guest on “Morning Coffee” hosted by Tracey Winbush to discuss issues of discrimination in the workplace and fair housing concerns for city of Youngstown residents.
- The executive director attended a press conference on the new Landlord Rental Property Registration law that the city of Youngstown has adopted.

### **July 2010:**

- The executive director began talks with state officials to understand the process for getting Continuing Educational Credits for the fair Housing presentations that the HRC conducts throughout the city. Realtors and individuals in the housing profession would be able to obtain credits for attending the commission’s seminars.
- The Human Relations Commission began to distribute fair housing brochures to various housing organizations and block watch groups.

### **August 2010:**

- The Human Relations Commission continued to distribute fair housing brochures to various housing organizations and block watch groups.
- The Executive Director, Jonathan Huff continued to research some of the best practices for fair housing and to see how we can better promote the Human Relations Commission.
- The executive director and Yvonne Mathis are scheduled to attend a Conference in Cleveland, OH to discuss economic issues that have an impact on Northeast Ohio. We attended the conference because Sharon Woodberry was out of town but she felt the information would be beneficial to the city.

### **September 2010:**

- The executive director attended a press conference with Assistant Secretary, Mercedes Marquez of The Department of Housing and Urban Development

(HUD) to announce that the city will receive additional funding. The City of Youngstown was given an additional 1.1 million dollars of NSP money to help with revitalization efforts and home demolition.

- The executive director attended a meeting at YSU hosted by Lein Forward Ohio to discuss Land Banking and how it could be benefit the city. The guest speaker was Dan Kildee, President of the Center for Community Progress and past Treasurer of Genesee County, Michigan. Dan Kildee created a model for land banking that is being recognized nationally.
- The executive director attended a meeting sponsored by the MVOC at Trinity United Methodist Church. Yvette McGee Brown, running mate for Lieutenant Governor with Governor Ted Strickland discussed how they will help the Valley.
- The executive director attended a Seminar hosted by the NAACP. The EEOC (Cleveland regional office) presented on various issues of discrimination in the workplace.

#### **October 2010:**

- The Executive Director, Jonathan Huff began to schedule some fair housing workshops and presentations for the fall.
- The Executive Director, Jonathan Huff attended the monthly CRA banking after the group took the summer off. The banker's discussed issues that prevalent to the city.

#### **November 2010:**

- The executive director met with Marnette Nelson and Judith Caroline, Staff attorney for (YMHA) to talk about an MOU or partnership to do fair housing services with the agency.
- The executive director is working on a new proposal for a Fair Housing Testing Program to submit to Bill D'Avignon, Community Development Agency (CDA) Director. The Fair Housing Program is in need of a testing program to see if discrimination is taking place when calls come into the office regarding housing discrimination.

#### **December 2010:**

- The executive director met with Adam Hollingstorth, U.S. Department of Justice to discuss issues of civil rights and how the DOJ can assist the Human Relations Commission in a grassroots effort to enforce civil rights violations.
- The Human Relations Commission continued to distribute fair housing brochures to various housing organizations and block watch groups.

### **January 2011:**

- The executive director met with Clifford Scott, executive director of YMHA to set up a seminar with the EEOC. This seminar will be scheduled for March of 2011.
- The executive director continued to distribute fair housing material to various block watch and neighborhood groups.
- The executive director send a copy of the City of Youngstown's Fair Housing Ordinance to Adam Hollingsworth of the DOJ to review for submission to HUD officials to see if the city's Ordinance meets the standard to be come Substantial Equivalency. If the city Ordinance is deemed Substantial Equivalency, the fair housing program is eligible for additional federal funding through HUD.
- The executive director was scheduled to present at a seminar on fair housing at YMHA, but due to the snowing weather conditions, the seminar it got cancelled to a later date.

### **February 2011:**

- Darlene Mink-Crouse of the Real Living Volpini Realty Group asked the Executive Director, Jonathan Huff to present at a seminar on fair housing and civil rights.
- The executive director reserved the Newport Library Conference room for the annual Fair Housing Training/Seminar to be held in April of 2011.
- The executive director met Elva Lewis from the Columbus Regional Office of HUD to discuss the Fair Housing Program. The Analysis of Impediments (AI) to fair housing study was disused as well as the amount of funding the fair housing program was receiving through Community-Development Block Grant (CDBG) dollars. It was Elva Lewis recommendation that the Human Relations Commission receive more money for the program and have an outside agency conduct the AI study

### **March 2011:**

- The Human Relations Commission in conjunction with the EEOC held a Fair Employment seminar at YMHA. Over 50 Managers and Human Resource Professionals from area city businesses attended the seminar. Workplace discrimination laws were discussed and various ways to handle problems as they arise in the office. The HRC looks forward to conducting more employment seminars in the near future.
- The executive director contacted the Akron Fair Housing Contact Service to see if they could assist the Human Relations Commission on getting the Fair Housing Testing Program off the ground. Future meetings will be arranged to discuss the process in more detail.

**April 2011:**

- The executive director presented on Fair Housing at the Volpini Group. 15 realtors from the Mahoning and Trumbull counties attended the seminar.
- The annual Fair Housing Training/Seminar to be held in April 20<sup>th</sup> 2011 was cancelled due to the moving of the Human Relations Commission office to 16 Wick Ave suite 505 Youngstown, Ohio 44503.

## **Human Relations Commission Glossary of Terms Fair Housing**

**Successful Conciliations:** are settlements reached after a preliminary finding of probable cause.

**No Probable Cause:** findings are issued after a full investigation concludes that evidence failed to show a discriminatory act took place.

**Landlord/Tenant Disputes and Referrals:** are inquiries that come to the Human Relations Commission that are issues that fall under the category of being a landlord/tenant dispute. These inquiries are referred to the proper agencies to help assist the individual resolve their housing issue.

### Human Relations Commission Fair Housing Cases

