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BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF JUNE 15, 2026

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Steven A. Ramos,
Chairman, taken before me, Lindy L. Meyer, Jr., a
Notary Public in and for the State of Indiana,
County of Shelby, at the Indiana Government
Center North, 100 North Senate Avenue, Room N300,
Indianapolis, Indiana, on Monday, June 15, 2026
at 1:17 o'clock p.m.

- - -

ACCURATE REPORTING OF INDIANA, LLC
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1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Steven A. Ramos, Chairman
4 Holli Harrington
5 Chaka Coleman
6 Terry Tolliver

7 INDIANA CIVIL RIGHTS COMMISSION
8 By J. Philip Clay, Executive Director
9 & Scott Kreider, Deputy Director
10 Indiana Government Center North
11 100 North Senate Avenue, Room N300
12 Indianapolis, Indiana 46204
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 Michael Lostutter
16 Brooklyn Marrs
17 Shenequa Moore

18 ALSO PRESENT:

19 Tia Williams
20 Craig M. Williams
21 Amy Guzman (virtual)
22 Amy Anderson (virtual)
23 Alexis French (virtual)
Kristin Adams (virtual)

- - -

1 1:17 o'clock p.m.
2 June 15, 2026

3 - - -

4 CHAIRMAN RAMOS: Good afternoon.

5 It's 1:18, if the clock is correct, and it isn't
6 always, and it's the 15th of June. We'll open
7 the Indiana Civil Rights Commission meeting. The
8 meeting will start with announcements.

9 MR. LOSTUTTER: Opening remarks.

10 Please be advised no party will be allowed
11 to speak directly to the Commission during any
12 Commission meeting, except during a previously
13 scheduled oral argument or during our public
14 comments time directly before the end of the
15 meeting.

16 Concerning appeals, the Commissioners will
17 make their initial determination based on the
18 complaint, the notice of finding, the appeal, the
19 Respondent's position statement, and the final
20 investigative report.

21 You must not address the Commission
22 members except and unless you are addressed
23 directly by them. If you have any questions
about your case, please wait to speak to the

1 Docket Clerk until after the Commission meeting
2 ends. If you are here to make remarks during the
3 public comments time, be aware that you will only
4 be allowed two minutes to speak.

5 Thank you.

6 CHAIRMAN RAMOS: Thank you.

7 We do have a quorum. We have four of the
8 Commissioners present.

9 Would you like to announce the agenda,
10 please?

11 MR. LOSTUTTER: The agenda. We will
12 approve previous meeting minutes. We will then
13 have the ICRC Director's Report. We'll then
14 attend to Old Business. We have four cases,
15 although one has been continued, and then we have
16 about eight, I think, cases to be assigned to
17 Commissioners. And then we will -- we have no
18 cases that need a vote of the Commissioners on as
19 far as from the ALJ, and we do have a couple of
20 final orders automatically confirmed that need to
21 be read into the record, and then maybe have a
22 discussion on meeting dates.

23 CHAIRMAN RAMOS: Thank you.

1 I do need to have a motion to approve the
2 previous meeting minutes.

3 COMM. TOLLIVER: So moved.

4 COMM. HARRINGTON: Second.

5 CHAIRMAN RAMOS: Motion by Tolliver,
6 seconded by Harrington. All those in favor,
7 signify by saying aye.

8 (Commissioners responded, "Aye.")

9 CHAIRMAN RAMOS: Any opposed?

10 (No response.)

11 CHAIRMAN RAMOS: The motion carries.

12 We have the Director's Report next.

13 MR. CLAY: Thank you, Mr. Chairman,
14 members of the Commission.

15 We've been busy, not so much so with
16 events, but more so internal updates. As you
17 remember, in June we talked quite a bit about
18 some of the enhancement we're making to the
19 agency technology-wise.

20 This past Friday, in terms of events, we
21 did have our all-staff retreat, which was held
22 actually here in this conference room. It was
23 just a good opportunity for us to do some team

1 building, some training, and just updates moving
2 forward, kind of a strategic planning, but with a
3 lot of fun added to it. Very well received.
4 We're excited to continue to work here.

5 Upcoming events. On July 14th, we do
6 have our Summer Celebration, the Governor's
7 Awards, so that will begin at 2:00 p.m. The
8 Governor will be in attendance. I believe you
9 all should be receiving invites if you haven't
10 done so already. We'll have a table for
11 Commissioners, family members, all of that kind
12 of stuff.

13 We are working to finalize nominees.
14 Hopefully you will hear something about that in
15 the next couple of weeks, but we look forward to
16 putting that event on and working through that.

17 In terms of updates, again, our Case
18 Management System is being implemented. We spent
19 quite a bit of time, man hours, in getting that
20 updated, making it work for the team here ICRC.
21 I don't know if it was necessarily the vehicle
22 that staff would have preferred, but this
23 predates most of us on the executive team.

1 However, we are quickly turning it into the
2 vehicle that will take us the distance.

3 Staff has currently been trained, and
4 we're excited about the updates that we have
5 implemented. And I believe that goes live next
6 Monday, so it should be good for us just helping
7 share information and track cases a little bit
8 more accurately.

9 We're currently in the final stages of
10 hiring our Cultural Commission Director. The
11 Cultural Commissions have all adopted resolutions
12 that are being signed in order to -- both us and
13 the Governor's Office, just in collaboration with
14 the new Commission as per House Enrolled
15 Act 1003.

16 The final meeting for any of the Cultural
17 Commissions would be the Native American
18 Commission, which will be this Wednesday at the
19 Eiteljorg, so we look forward to seeing them one
20 last time and continuing to work through the new
21 Indiana Cultural Commission.

22 All of our contracts are currently on
23 schedule. Our HUD contract is being finalized

1 this month. This is the last month that we have
2 to submit cases for payment. We're hopeful that
3 the payment -- receiving the payment for those
4 doesn't take nearly as long as it did this past
5 year. We only just received that payment about a
6 month ago. So, excited to finish that.

7 HUD is continuing to have various changes
8 that we're trying to keep an aggressive eye on,
9 the largest being a request from Secretary Turner
10 for a 13-percent budget reduction, which to that
11 agency would be to the tune of billions of
12 dollars.

13 We just want to make sure that we're not
14 impacted by that through our Federal Housing
15 Administration partnership, so we've already had
16 calls. I've been in contact with Senator --
17 Senator Young, Senator Banks, and I've also had
18 contact with Congressman Shreve and Congresswoman
19 Houchin, as they serve on the House Budget and
20 Appropriations Committee, where that was first
21 heard.

22 So, trying to keep, again, solid tabs on
23 that just to make sure that we're not going to be

1 blindsided by any reductions that trickle down to
2 us, and then also having conversations with
3 leadership of both the House and the Senate here
4 in the state, as well as Rep. Thompson, who heads
5 appropriations here for the state.

6 And then lastly, the only other note that
7 I had, given Comm. Ramos' badge, I would say if
8 you have a badge currently, if you would please
9 go to Michael and get him what the temp ID badge
10 number is, just so we can track that. I know
11 Comm. Coleman, you probably need one.

12 But just to make sure that we've got all
13 of the badges and passes that we have accounted
14 for, I'd ask you to do that just off-line, after
15 the meeting ends, so that way we're not putting
16 your badge number just out in the public record
17 or out to the public.

18 So, with that, anything else, Scott? Any
19 additional?

20 MR. KREIDER: No.

21 MR. CLAY: That was all we had.

22 Thank you.

23 CHAIRMAN RAMOS: Thank you.

1 Any questions?

2 (No response.)

3 CHAIRMAN RAMOS: Thank you.

4 That takes us to our next item of
5 business, which is Old Business, so we'll go to
6 the appeals that have been appointed to the
7 Commissioners. The first one on the list is
8 Yolonda Graham versus Garfield Parkside Townhomes
9 LP/Garfield Park Townhomes. The Case Number
10 is HOha25040276, and the oral arguments, and we
11 did get a request and both parties agreed that we
12 would continue this to next month.

13 Any questions on that?

14 (No response.)

15 CHAIRMAN RAMOS: Okay. The next
16 appeal is Jamie Brown on behalf of J.E. versus
17 Victory Christian Academy. The Case Number
18 is EDha25040297, and this case was assigned to
19 me, and after a great deal of review, I recommend
20 to uphold the Executive Director's finding of no
21 probable cause under Indiana Civil Rights Law. I
22 do need a motion to approve.

23 COMM. TOLLIVER: So moved.

1 CHAIRMAN RAMOS: I need a second.

2 COMM. COLEMAN: Second.

3 CHAIRMAN RAMOS: Motion Tolliver,
4 second Coleman. All those in favor, signify by
5 saying aye.

6 (Commissioners responded, "Aye.")

7 CHAIRMAN RAMOS: Any opposed?

8 (No response.)

9 CHAIRMAN RAMOS: Any abstains?

10 (No response.)

11 CHAIRMAN RAMOS: The motion carries.

12 Our next case is Amy Guzman versus Indiana
13 Family Health Council, Case No. EMha25080755.
14 This is set up for oral arguments. This was
15 assigned to Comm. Tolliver.

16 Docket Clerk, would you like to explain
17 the rules?

18 MR. LOSTUTTER: The Complainant will
19 have five minutes to present their argument, and
20 then the Respondent will have likewise. The
21 Complainant will then have two minutes for
22 rebuttal, and the Respondent will likewise have
23 two minutes for rebuttal, and then if the

1 Commissioners have any questions to ask of either
2 party, they will do so. And we are going to try
3 something here. We have a timer that we can use,
4 up on the screen.

5 Ms. Guzman, can you see that, the timer?

6 MS. GUZMAN: No, I cannot.

7 MR. LOSTUTTER: Okay. All right.

8 Well, I believe everybody else in here can, and
9 so, when you get down to one minute remaining, we
10 will alert you to that, and likewise for the
11 Respondent when they make their oral argument.

12 So, if you are ready to begin.

13 MS. GUZMAN: Sure.

14 CHAIRMAN RAMOS: We'll begin with the
15 Complainant.

16 MS. GUZMAN: And can I ask a
17 question?

18 CHAIRMAN RAMOS: Yes.

19 MS. GUZMAN: Yes. Am I to kind of
20 respond to the -- like the decision and basically
21 kind of expressing why I think it should be
22 heard?

23 CHAIRMAN RAMOS: Yes. The decision

1 was for -- rendered. You're having an
2 opportunity to provide your -- if there's
3 additional evidence to provide or your comments
4 on it that the Commissioners can listen to, and
5 we'll hear the Respondent's comments as well, and
6 then it will be our decision to either uphold, to
7 remand, or to reverse the previous decision.

8 MS. GUZMAN: Okay. Thank you.

9 CHAIRMAN RAMOS: Okay. Go ahead.

10 MS. GUZMAN: Okay. Thank you. Yes.
11 I appreciate your time.

12 The first thing I wanted to mention was
13 that it stated in the document that the employer
14 was not aware of my disability. I -- I do not
15 have a copy of the document, but when I filled
16 out a form for my health insurance and my life
17 insurance, I did have to write down my diagnosis
18 of Complex PTSD and related chronic pain, which
19 Chun Liu did enter into the system for me, and
20 she did let me know that. So, that is -- you
21 know, I don't have a copy of that because I
22 didn't know I would need to keep it, but that is
23 something that goes against what was stated.

1 As well, I was able to provide additional
2 evidence. With the voice memos, I was having
3 technical difficulties getting the large files of
4 the voice memos, but I believe you all now have
5 it, which one is a meeting with Chun Liu, where
6 she was addressing her mocking and yelling at me
7 and my repeated requests for certain training and
8 orientation that I never got, and her admitting
9 that she did have regular meetings with other
10 staff on a regular basis to, you know, keep in
11 touch and answer questions or whatever, and me,
12 as a new employee, I was not offered that. I
13 mean I was offered it, but it never did happen.

14 And then there was a voice memo of -- also
15 of Kristen -- Dr. Adams. When I met with her to
16 report the workplace abuse, she did admit of the
17 loud -- loudness of Chun and her harsh demeanor,
18 and, you know, she tried to kind of downplay it,
19 and I had to continue advocating for myself, and
20 that type of demeaning behavior was not okay.

21 I did also include the Department of
22 Workforce Development decision for my appeal for
23 unemployment, which they determined I was

1 released without just cause, because they had
2 already drafted an exit interview in the morning
3 of my shift, which didn't start till 10:00
4 o'clock that day of my last day, the 7th of
5 August.

6 And they were able to really break that
7 down and see that I was terminated at around -- I
8 think it was 9:36, if I'm not mistaken, 9:34
9 or 9:36 -- or 9:26; I'm sorry. I don't have it
10 in front of me. But they determined that, you
11 know, that was before my shift even started, and
12 they had already determined to terminate me.

13 There was also conflicting -- conflicting
14 instructions from Chun Liu and Dr. Adams
15 regarding, you know, if it was okay for me to be
16 like ten minutes after my start time as long as I
17 was on time for the morning meetings, because
18 there was no one in the office between 7:30
19 and 8:00, and until I was actually doing my
20 duties which I was hired for as an APRN, you
21 know, I was kind of sitting in a dark
22 ante-office.

23 So, SW -- DWD did also rule that I was

1 also dealing with some really difficult things in
2 my household at the time. My son has severe
3 mental health issues and also is being evaluated
4 for autism, and so, there was some destructive
5 behavior I was dealing with at home that was
6 affecting me. So, I did include that, I believe,
7 as well, and as additional evidence that I did,
8 and that was a recent ruling.

9 I was also mocked because I asked to stay
10 longer at the office for training downtown to do
11 the depo injections.

12 MR. LOSTUTTER: One minute.

13 MS. GUZMAN: Okay.

14 And which they was just said, you know,
15 "Oh, you're supposed to know how to do that." It
16 wasn't that. I just, in previous occasions as an
17 APRN that the RN was doing those injections, so I
18 wanted to be familiar with the constitution and
19 the medicine and just have that hands-on skill,
20 as well as the last portion of that.

21 I'm trying to see if I missing anything.
22 Yes, so there's just a lot of extra evidence that
23 I submitted and was able to give after I had

1 given it to the DWD, so I really appreciate my
2 case being able to be looked at again, because I
3 was retaliated against the last week by not being
4 spoken to when the RN went in and they were
5 talking, I was not spoken to. The RN was spoken
6 to, and as well, the last morning meeting I was a
7 part of, I was ignored when the normal -- the
8 normal progression is that everyone is checked in
9 on verbally.

10 MR. LOSTUTTER: Time.

11 MS. GUZMAN: Okay. Thank you.

12 CHAIRMAN RAMOS: Thank you. Who is
13 representing --

14 MR. WILLIAMS: Craig Williams,
15 Kightlinger & Gray.

16 CHAIRMAN RAMOS: Do you need to have
17 that spelled?

18 THE REPORTER: No.

19 CHAIRMAN RAMOS: Okay.

20 You have the floor.

21 MR. WILLIAMS: Respectfully, none of
22 the items Ms. Guzman just mentioned have anything
23 to do with an alleged disability, and we state in

1 our position statement she did fill out a form
2 for insurance purposes, but that's not something
3 that's reviewed typically. The decision maker
4 was not Chun Liu, it was Dr. Kristin Adams. She
5 had no knowledge of any disability during
6 negotiations for Ms. Guzman's job.

7 She indicated that she needed a reduced
8 schedule for, quote, to accommodate appointments
9 and caregiving to a family member. That's
10 nothing with respect to any disability that she
11 had. She was hired to do at least 30 hours a
12 week. She was employed for 11 weeks. Of those
13 11 weeks, she worked more than 30 hours four
14 times, and she averaged 26.96 hours.

15 And we had -- we submitted multiple
16 e-mails into evidence that, you know, she was
17 told that she needed to do her normal schedule,
18 that -- that the Council didn't have flexible
19 hours. She needed to be on time. She couldn't
20 work past 4:30. All of those things she
21 continued to flunk.

22 But as we noted in the position statement,
23 that the kicker was that on August 7th she

1 e-mailed the Council stating that she was
2 requesting to work from home because she was ill.
3 And we -- we did provide evidence of where she
4 was that day. It was not at home.

5 For example, this is a picture that was
6 posted on the Indiana Star's Web site from
7 August 7th. This is a protest of J.D. Vance.
8 This person right here is Ms. Guzman. She's not
9 at home working. She lied to her employer, and
10 she was fired because of it. It has nothing to
11 do with any disability or any other
12 discriminatory action.

13 And quite frankly, the standard for the
14 Workforce Development is neither here nor there,
15 and she was not fired at nine something. I have
16 the termination e-mail here. It states that she
17 was terminated at 10:12 a.m., which is after
18 Ms. -- Dr. Adams found out that she was at the
19 sit-in.

20 That's it.

21 CHAIRMAN RAMOS: Thank you.

22 Ms. Guzman, you have two minutes to
23 respond.

1 MS. GUZMAN: Thank you.

2 Yes, respectfully, I have to disagree with
3 that. The e-mail was -- and you guys are in
4 possession of the e-mail of the termination. I
5 believe it was 9:26 a.m. That was before my
6 shift started at 10:00 a.m., and I did contact
7 the doctor that day, my therapist.

8 I had let them know in the e-mail that I
9 sent to them that I was under duress because I
10 felt I was under retaliation for reporting the
11 workplace abuse, and that that was the reason I
12 was struggling that day, because they had
13 scheduled a meeting with me when I supposed to be
14 in a conference that started at 10:00.

15 And so, I was concerned that they were
16 retaliating and might have been planning on
17 firing me before -- before that day even
18 happened. And, you know, what the DWD did
19 determine that what I do before my 10:00 a.m.
20 shift is up to me, and I still had time to make
21 it to work when I got the termination e-mail.

22 I was told during the interview that I
23 would have the flexibility for appointments

1 for -- you know, for a family member. I did not
2 verbally, you know, emphasize my own disability,
3 but it was definitely in the paperwork that I
4 submitted, so, that Chun admitted she knew and
5 she had -- and they were always communicating to
6 her and Dr. Adams.

7 I was told that concessions would be made
8 for the preapproved time off that I had
9 requested. I was not given my job --

10 MR. LOSTUTTER: One minute.

11 MS. GUZMAN: I'm sorry -- my job
12 letter, I was not given that until like a week
13 after I was employed, with my exact schedule, and
14 I getting contradictions from instruction about
15 the flexibility of the job between Chun and
16 Dr. Adams for the first month or two I was there.
17 They were constantly contradicting each other.

18 And am I done with the time? Sorry.

19 MR. LOSTUTTER: You have 30 seconds
20 left, 33.

21 MS. GUZMAN: Okay. Yes.

22 So, I -- yes, I would just say that, you
23 know, I have proof that I did not get the job

1 offer letter that -- and with the details on
2 it -- until after I was there for a week, and was
3 given different information regarding the
4 flexibility than I was during the interview
5 process, and I tried to negotiate what I did
6 need, and those -- I mean I provided some proof
7 in how they were even trying to help me make sure
8 I got my 30 hours, because they knew they had
9 given me preapproved time off before I was --

10 MR. LOSTUTTER: Time.

11 MS. GUZMAN: -- before they let me
12 go.

13 CHAIRMAN RAMOS: Thank you.

14 MR. WILLIAMS: First of all, I'd like
15 to correct something. She is correct. I had
16 probably picked up the wrong e-mail. She was
17 terminated at 9:26, but again, it was after
18 Dr. Adams found out about the protest.

19 She ended her e-mail by saying, "Please
20 enjoy the training and your future community
21 action and protesting adventures." There's no
22 question that we had knowledge that she was not
23 where she was supposed to be.

1 And to say that she was ill and she
2 couldn't work -- come in to work, she was --

3 MS. GUZMAN: I said I was --

4 MR. WILLIAMS: You can't talk.

5 CHAIRMAN RAMOS: Madam, excuse me.

6 MR. WILLIAMS: But certainly --

7 CHAIRMAN RAMOS: Would you please
8 mute?

9 MR. WILLIAMS: And as for the
10 negotiation of her hours, it wasn't flexible.
11 This -- this is an e-mail, April 17th, quote, we
12 cannot change the hourly amount based on the
13 number of hours. The hourly amount is 44.71 per
14 hour. We are willing to work with you for an
15 estimated 32 hours a week. If you want to work
16 fewer, we will not be able to offer insurance
17 benefits, as they would require a minimum of 30
18 hours a week.

19 There will be no work from home, but would
20 like to have a set -- we would like to have a set
21 schedule so the same days and hours are worked.
22 That way we don't have to guess when I am working
23 with partners, or set up a time for more working

1 hours. She was told this over and over.

2 I have nothing further.

3 CHAIRMAN RAMOS: Thank you.

4 This case was assigned to Comm. Tolliver.

5 Do you have a recommendation for the
6 Commission?

7 COMM. TOLLIVER: Yes. There were
8 four issues, and I recommend that we uphold the
9 Commission's finding of no probable cause by --
10 under Indiana Civil Rights Law for each of the
11 four issues.

12 CHAIRMAN RAMOS: I need a motion to
13 approve.

14 COMM. COLEMAN: So moved.

15 CHAIRMAN RAMOS: I need a second.

16 COMM. HARRINGTON: Second.

17 CHAIRMAN RAMOS: Motion by Coleman,
18 seconded by Harrington. All those in favor,
19 signify by saying aye.

20 (Commissioners responded, "Aye.")

21 CHAIRMAN RAMOS: Any opposed?

22 (No response.)

23 CHAIRMAN RAMOS: Motion carries.

1 Thank you.

2 The next item on the docket is the case of
3 Braydon Chatterton versus JTD Enterprises,
4 Incorporated doing business as Inventure, Case
5 No. EMha24060493.

6 And yes, you may -- you may leave; sorry.

7 This was assigned to Comm. Harrington.

8 Do you have a recommendation for the
9 Commission?

10 COMM. HARRINGTON: I have a question
11 for clarification, because this is a little bit
12 different, because it's a notice of dismissal.
13 And the question was: There were times when
14 there was no communication, and then after a
15 communication was received, then there was an
16 appeal. So, I'm -- I had asked for clarification
17 beforehand. Is -- are we making a decision on
18 dismissal, or is --

19 MR. LOSTUTTER: That is whether to
20 uphold the dismissal or to, I guess, remand --

21 COMM. HARRINGTON: Back.

22 MR. LOSTUTTER: -- back to -- to try
23 and reinvestigate.

1 COMM. HARRINGTON: Okay. So,
2 question: Did you get any reason on why there
3 were issues of communication --

4 MR. LOSTUTTER: I --

5 COMM. HARRINGTON: -- if there were,
6 or did you inquire --

7 MR. LOSTUTTER: I --

8 COMM. HARRINGTON: -- what was the
9 rationale for why the person didn't --

10 MR. LOSTUTTER: I -- if it doesn't
11 say it in their appeal, then they would not have
12 brought that to my attention there. That's --
13 it's just they were appealing the administrative
14 decision there, which, you know, I think it
15 speaks for itself that they didn't communicate
16 with the investigator on the matter, but --

17 COMM. HARRINGTON: But we have no
18 idea why?

19 MR. LOSTUTTER: I -- I do not.

20 COMM. HARRINGTON: Okay.

21 So, I would remand it back to find out if
22 there were -- what were the circumstances, so we
23 can answer, and if there were none, then we can

1 bring it back. If there were, I think those
2 should be taken into consideration.

3 MR. LOSTUTTER: Okay.

4 CHAIRMAN RAMOS: Comm. Harrington is
5 recommending that we remand this case back for a
6 clearer understanding of the circumstances that
7 were surrounding this absence from the
8 Complainant.

9 COMM. HARRINGTON: Uh-huh.

10 CHAIRMAN RAMOS: I need a motion to
11 approve.

12 COMM. COLEMAN: Can I request a
13 question, too, real quick?

14 COMM. HARRINGTON: Uh-huh.

15 COMM. COLEMAN: So, what is our duty
16 in this? How far do -- are we supposed to go?

17 MR. KREIDER: Yes. So, normally we
18 make multiple attempts to reach --

19 (People talking on-line.)

20 CHAIRMAN RAMOS: Just a moment.

21 MR. CLAY: Okay. They were asking
22 for an update. Amy Guzman said that she couldn't
23 hear the status of her --

1 CHAIRMAN RAMOS: Oh, okay.

2 MR. CLAY: So, if we could repeat
3 that for her.

4 CHAIRMAN RAMOS: Okay.

5 MR. CLAY: And then Ms. Guzman, all
6 microphones are muted except for ours, just
7 because we had some background noise. We'll
8 relay the message, and then if you'll just use
9 the chat feature if you have additional
10 questions.

11 MS. GUZMAN: Sure.

12 CHAIRMAN RAMOS: Thank you. So, the
13 Commission recommended to uphold the Director's
14 finding of no probable cause on all four of the
15 issues, and so -- that's a different one. Sorry.
16 The answer was that, again, we uphold the
17 Director's finding of no probable cause, and now
18 your next step would -- you can follow up with
19 the Docket Clerk, but it's essentially we are
20 recommending to continue with the recommendation
21 from the Judge -- or the Executive Director.

22 Do you have a question on that?

23 MS. GUZMAN: No. Thank you.

1 CHAIRMAN RAMOS: Thank you.

2 Okay. We're back to the case of
3 Chatterton.

4 COMM. HARRINGTON: Braydon
5 Chatterton.

6 CHAIRMAN RAMOS: For the rec -- and
7 you had a question.

8 COMM. COLEMAN: Yeah. Just what --
9 yeah, what is our duty in this?

10 MR. KREIDER: Yeah. So, we just have
11 a duty to investigate if we cannot get
12 information from the Complainant. So, normally
13 we talk to them first. If they don't respond at
14 that stage or we get a position statement from
15 the Respondent, then we reach back out to them
16 for rebuttal. If we don't get information from
17 them, we proceed at that point with making a
18 determination.

19 It's their burden as the Complainant to
20 present something. If they're not responding to
21 us through e-mail and multiple attempts to
22 make -- to call them, then we will basically --
23 basically they didn't carry their burden at that

1 point, so that's when we do a dismissal.

2 COMM. COLEMAN: Is there a timeline
3 on it, or is it a matter of attendance, or --

4 MR. KREIDER: Yeah, there's --
5 there's no timeline that's specified. We
6 normally make multiple attempts and we wait a
7 nice period of time before we issue that.

8 COMM. COLEMAN: In this motion that
9 we make, can we put a timeline, like as of our
10 next meeting, if we --

11 COMM. HARRINGTON: Absolutely.

12 COMM. COLEMAN: -- yeah, continue it
13 or not?

14 MR. KREIDER: Your question would be?

15 COMM. COLEMAN: So, she had remanded
16 it back for further investigation into the why.
17 Is -- can we say, you know, it's until the next
18 ICRC Commission meeting, or --

19 MR. CLAY: I don't know that we --

20 (Discussion off the record.)

21 MR. KREIDER: Yeah, we can go back to
22 the investigator.

23 MR. CLAY: We can essentially put a

1 timeline on that, because --

2 MR. KREIDER: Yeah.

3 MR. CLAY: -- it would be an active
4 case, so we'll just have to play it out, but --

5 COMM. COLEMAN: Gotcha. Okay.

6 MR. CLAY: -- with the case itself.

7 COMM. COLEMAN: And then we can just
8 set it back on the docket at that time?

9 MR. CLAY: We can just -- we can add
10 it to the status of remanded cases that we're
11 currently providing.

12 COMM. COLEMAN: Perfect.

13 MR. KREIDER: Yeah, and if it's
14 remanded, we usually do a new order following
15 remand or determination following remand.

16 COMM. COLEMAN: Okay.

17 CHAIRMAN RAMOS: Any other questions?

18 COMM. COLEMAN: (Shook head no.)

19 CHAIRMAN RAMOS: So, the motion is
20 on -- or the recommendation on the floor is to
21 remand this back for a clearer understanding of
22 the circumstances.

23 COMM. COLEMAN: Uh-huh.

1 COMM. HARRINGTON: On the no
2 responses.

3 CHAIRMAN RAMOS: Yes.

4 COMM. COLEMAN: So moved.

5 COMM. TOLLIVER: Second.

6 CHAIRMAN RAMOS: Motion Coleman,
7 second Tolliver. All those in favor, signify by
8 saying aye.

9 (Commissioners responded, "Aye.")

10 CHAIRMAN RAMOS: Any opposed?

11 (No response.)

12 CHAIRMAN RAMOS: Any abstentions?

13 (No response.)

14 CHAIRMAN RAMOS: Motion carries.

15 We have no Motions or Other Filings.

16 Section c. says, "Status of Remanded Cases." We
17 have a number of these cases that have been in
18 the process. I mean just like today, we will
19 have some that go back just for further
20 investigation or clarification. So, I'm going to
21 read these into the record just for the public's
22 knowledge.

23 The first case is Mary Ruz versus Trilogy

1 Management Services, LLC. The Case Number
2 is ENco24060492, and this was remanded back to --
3 for further investigation and determination.
4 This was done in November of 2025. It remains
5 under investigation, and that's the update that
6 we have at this point.

7 The next case is Juan Rodriguez Rogers
8 versus First Student, Incorporated, Case
9 No. EMno24030198. This was also remanded back
10 for further investigation on November 24th
11 of 2025. The notice of finding was no probable
12 cause, upheld on April 28th, 2026.

13 The next case was Molly Radecki versus
14 Indiana University, Case No. EDha24101065. This
15 was remanded back for further investigation on
16 March 16th, '26, and it currently remains under
17 investigation.

18 The next case is Holly June Lewis versus
19 Marble Products International, LLC, Case
20 No. EMse24060594, and it was remanded back for
21 further investigation on March 16th, 2026, and it
22 currently remains under investigation.

23 And the last case is Mishia Jones versus

1 Fastenal Company, Case Number is EMha25080717.
2 It was remanded back for further investigation on
3 the second issue on April 20th, 2026, and it
4 remains under investigation.

5 The next section is New Business. There
6 are a number of cases to appoint to the
7 Commissioners of the complaints -- or Appeals on
8 Notices of Findings. The first case is Dionna
9 Biddings versus Red Lobster, LLC, Case Number
10 is EMse25090859. This is requesting oral
11 arguments. I will assign that to Comm. Tolliver.

12 COMM. TOLLIVER: Thank you.

13 CHAIRMAN RAMOS: The next case is
14 Veronica Johnson versus Food Services Indiana,
15 LLC doing business as Side Street Catering & Food
16 Service.

17 (Ms. Marrs left the room.)

18 CHAIRMAN RAMOS: The Case Number
19 is EMco25120893. This is also requesting oral
20 argument. The appeal date was April 30th, 2026.
21 I'm going to assign that to Comm. -- Vice-Chair
22 Coleman.

23 Is that okay?

1 COMM. COLEMAN: Uh-huh.

2 CHAIRMAN RAMOS: Thank you.

3 The next case is Sandra Outlaw versus the
4 Community Development Corporation of Mishawaka &
5 Mishawaka Housing Authority/Marty Phillips
6 Apartments. The Case Number is HOra25090803, and
7 I'll assign that to me.

8 The next case, Cecil Byrd versus Lake
9 Cable LLC, Case Number EMra26030214, and the
10 appeal date was May 8th, 2026. I'll assign that
11 to Comm. Harrington, and we will go back -- right
12 back where we were.

13 Shawndra Johnson on behalf of S.J. versus
14 Ossian Health & Rehabilitation Center, Case
15 No. HOra25080735, appeal date April 29th, 2026,
16 2026, and I'm going to assign that to
17 Ms. Harrington.

18 The next case is Michael Eni versus
19 Brickyard Healthcare, Case No. EMse26020097. I
20 will assign that to Vice-Chair Coleman.

21 The next case is Tiara Sowell versus
22 Bastian Solutions, LLC, Case No. EMra25090835,
23 appeal date May 27, 2026, and I will assign that

1 to Comm. Tolliver.

2 And the last case is Brandon McKee versus
3 Angola Housing Authority and Indiana Housing and
4 Community Development Authority, HOha25070585,
5 appeal date May 21st of '26, requesting oral
6 argument, and I'll assign that case to me.

7 There are no other Motions or Other
8 Filings.

9 The next section is Review of ALJ
10 Decisions and Orders. The Administrative Law
11 Judge's Order disposing of the proceeding becomes
12 a final order when affirmed under Indiana
13 Code 4-21.5-3-29 and Indiana Code 4.21.5-3-21.

14 We don't have any cases; correct?

15 MR. LOSTUTTER: None.

16 CHAIRMAN RAMOS: Okay. So, I read
17 that in for, I guess, posterity.

18 Next is the ALJ Decisions that are
19 Automatically Confirmed. I will read these into
20 the record, automatically confirmed under
21 Commissioner's order on automatic adoption and
22 approval of certain nonfinal decisions. No vote
23 is inquired.

1 Th first one is Case No. -- actually
2 ICRC/Alycia Corpiel versus New Lodge LLC and
3 Birge & Held and The Lodge at Trails Edge
4 Apartments, Case No. HOha24111109. It was
5 submitted to the Commission on May 29th, 2026.
6 Again, no case is -- no votes are required.

7 Next is Indiana Civil Rights
8 Commission/Cynthia Roberts versus Prominence
9 Commons LLP and Housing Authority -- oh, sorry --
10 Housing Opportunities, Incorporated and
11 Brookville [sic] Estates Property Owners
12 Association, Case No. HOha24070546, and that was
13 submitted to the Commission on May 29th, 2026.
14 That's it for ALJ Decisions automatically
15 confirmed.

16 The next item on the agenda are the
17 meeting dates coming up, and the next one we have
18 on the agenda is July 20th. How are your
19 calendars for July 20th?

20 COMM. COLEMAN: Fine.

21 COMM. TOLLIVER: I don't know.

22 COMM. COLEMAN: We talked about it
23 last meeting.

1 COMM. TOLLIVER: Yeah, mine is fine
2 so far.

3 CHAIRMAN RAMOS: Everybody's good?

4 COMM. TOLLIVER: Yes.

5 CHAIRMAN RAMOS: All right. We'll
6 follow up with Comm. Silberberg, if you would,
7 please, and so, we should be okay for the 20th.
8 Looking ahead, on -- since you have your
9 calendars out -- August 17th.

10 I'm sorry, Comm. Tolliver.

11 COMM. HARRINGTON: I have a hard stop
12 at 3:00.

13 CHAIRMAN RAMOS: Okay.

14 COMM. HARRINGTON: A hard stop
15 at 2:30; I'm sorry.

16 COMM. COLEMAN: The same.

17 CHAIRMAN RAMOS: But you're okay?

18 COMM. TOLLIVER: I'm supposed to have
19 a hearing, but I can try and get that moved.

20 CHAIRMAN RAMOS: Okay. Thank you.

21 Vice-Chair?

22 COMM. COLEMAN: I'm good, but I have
23 a hard stop at 2:30 as well.

1 CHAIRMAN RAMOS: Okay. Let me go to
2 that.

3 COMM. TOLLIVER: Should we -- should
4 we keep it? We've got whatever it was, eight
5 cases.

6 CHAIRMAN RAMOS: We don't know what
7 the docket is yet, so if the docket is relatively
8 not --

9 MR. LOSTUTTER: If it's like this --

10 CHAIRMAN RAMOS: -- if there's a lot
11 of oral arguments, then we'll have to make that
12 decision. If it's going to go long, we can call
13 it off; is that okay?

14 COMM. TOLLIVER: Yeah. I just didn't
15 know if that'd be enough time for you, but I'll
16 leave it to you guys.

17 CHAIRMAN RAMOS: We have no Election,
18 Training or otherwise.

19 Are there any announcements?

20 COMM. TOLLIVER: I just have one.
21 Congratulations to former Chair Slash. I saw her
22 posting that she, I think --

23 CHAIRMAN RAMOS: Yes, she got -- she

1 got married.

2 COMM. TOLLIVER: Yeah.

3 COMM. HARRINGTON: Getting married.

4 COMM. TOLLIVER: Oh.

5 CHAIRMAN RAMOS: Getting married?

6 COMM. TOLLIVER: I thought she got
7 married.

8 CHAIRMAN RAMOS: She was in a wedding
9 dress.

10 COMM. HARRINGTON: That was her
11 shower.

12 COMM. TOLLIVER: Oh. I take that
13 back. No announcement.

14 (Laughter.)

15 COMM. TOLLIVER: We'll save it for
16 next month. Scratch that from the record.

17 CHAIRMAN RAMOS: Yes.

18 MR. LOSTUTTER: Okay. I have a
19 question: If you're wearing your wedding dress
20 at the bridal shower, and it's supposed to be bad
21 luck certainly for the groom to see that, if the
22 groom sees a picture of that on-line, is there a
23 problem there? I -- I don't know.

1 CHAIRMAN RAMOS: That's a great
2 question that is beyond the --

3 COMM. TOLLIVER: It's not an issue
4 before us?

5 (Laughter.)

6 CHAIRMAN RAMOS: -- beyond the
7 Commission's ability to make a comment.

8 MR. CLAY: On the advice of counsel,
9 I won't --

10 COMM. HARRINGTON: Men don't go to
11 bridal showers, so we'll just let it go at that.

12 CHAIRMAN RAMOS: Yeah.

13 MR. LOSTUTTER: So, maybe it is what
14 it is these days. I don't know.

15 CHAIRMAN RAMOS: I don't know.

16 COMM. TOLLIVER: Well,
17 congratulations to former Chair Slash for
18 almost -- for almost getting married.

19 COMM. HARRINGTON: Soon to be
20 married.

21 COMM. TOLLIVER: Yeah, soon to be
22 married. That sounds better than almost.

23 COMM. HARRINGTON: Soon to be

1 married.

2 CHAIRMAN RAMOS: I'm not sure if that
3 was an announcement or public comment, but is
4 there any public comment?

5 (No response.)

6 CHAIRMAN RAMOS: Hearing none, we
7 will adjourn the meeting. Thank you all for
8 participating.

9 - - -
10 Thereupon, the proceedings of
11 June 15, 2026 were concluded
12 at 1:58 o'clock p.m.
13 - - -

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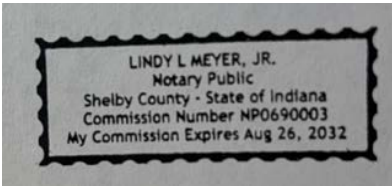
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CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Monday, June 15, 2026 in this matter and transcribed by me.

Lindy L. Meyer, Jr.



Lindy L. Meyer, Jr.,
Notary Public in and
for the State of Indiana.

My Commission expires August 26, 2032.

Commission No. NP0690003

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