



Maine Human Rights Commission  
# 51 State House Station, Augusta, ME 04333-0051  
Physical location: 19 Union Street, Augusta, ME 04330  
Phone (207) 624-6290 ▪ Fax (207) 624-8729 ▪ TTY: Maine Relay 711  
[www.maine.gov/mhrc](http://www.maine.gov/mhrc)

**Kit Thomson Crossman**  
EXECUTIVE DIRECTOR

**Barbara Archer Hirsch**  
COMMISSION COUNSEL

## COMMISSION MEETING MINUTES

March 4<sup>th</sup>, 2024, MEETING

*In person (19 Union Street, Augusta, ME) and via ZOOM*

Commissioner David chaired the meeting and called it to order at 8:30 AM. Also present were Commissioners O'Brien, Douglas, and Sanders.

### AGENDA

Commissioner Douglas moved, seconded by Commissioner David, to adopt the Agenda and Consent Agenda to accept the Investigator's recommended decision in each of the cases listed on the Consent Agenda (see listing on pages 2-3). 4 in favor | 0 opposed.

Executive Director Thomson Crossman and Commissioners David, Douglas, and O'Brien welcomed new Commissioner Meg Sanders.

### MINUTES

Commissioner O'Brien moved, seconded by Commissioner Douglas, to adopt the February 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 were 0 successful conciliations and 5 unsuccessful conciliations. 6 reasonable grounds cases remain in active conciliation.
- New Charges: 50 new complaints filed in February 2024.
- Administrative Dismissals: 18 administrative dismissals issued in February 2024.
- Pre-determination settlements: 1 pre-determination cases settled with benefits of \$20,000 to complainants in February 2024.

New Business: Executive Director Thomson Crossman gave a brief legislative update.

At 8:45 AM Commissioner David began the case hearing agenda.

### HEARING AGENDA (MORNING SESSION)

E22-0029, *James v. Portland Air Freight*. Attorney John Gause presented Complainant's position. Attorney Gregg Frame presented Respondent's position. Investigator Angela Morse reviewed her report and recommendations and answered Commissioner questions.

Commissioner O'Brien moved to find no reasonable grounds on both recommended findings; with no second, the motion failed.

Commissioner David moved, seconded by Commissioner O'Brien, to find that there are no reasonable grounds to believe that Portland Air Freight discriminated against William James on the basis of disability by failing to hire him, and the complaint should be dismissed in accordance with 5 M.R.S. 4612(2).

3 in favor | 1 opposed (Douglas opposed).

Commissioner David moved, seconded by Commissioner Douglas, to find that there are **reasonable grounds** to believe that Portland Air Freight discriminated against William James on the basis of disability by denying him a reasonable accommodation, and conciliation should be attempted in accordance with 5 M.R.S. 4612(3).

3 in favor | 1 opposed (O'Brien opposed).

H23-0374-ABCD, *Gallant v. Greater Brunswick Housing Corporation, Tedford Housing, Giff Jamison, and Kami Bard*. Attorney Adam Lee presented Respondent Greater Brunswick Housing Corporation's position. Attorney Gregg Frame presented Respondents Tedford Housing, Giff Jamison, and Kami Bard's position. Complainant presented her position. Investigator Alex Brindley reviewed their report and recommendations and answered Commissioner questions. Commissioner Douglas moved, seconded by Commissioner David, to find that there are **reasonable grounds** to believe that Respondents discriminated against Complainant based on her disability (denial of assistance animal), and conciliation should be attempted in accordance with 5 M.R.S. 4612(3).

4 in favor | 0 opposed.

## **EXECUTIVE SESSION**

At approximately 11:11AM 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 1 M.R.S. §405(6)(E). 4 in favor | 0 opposed.

At approximately 11:30AM, Commissioner David moved, seconded by Commissioner Douglas, to come out of Executive Session. 4 in favor | 0 opposed.

At approximately 11:31AM the meeting was adjourned.

## **CONSENT AGENDA**

E21-0311	Michelle Gonya (Winslow) v. Pillars Community Outreach, Inc. (Fairfield)	NRG
E22-0194-AB	Robert Cammack (Bangor) v. Tractor Supply Co. (Bangor) & Tractor Supply Co. (Brentwood, TN)	NRG
E/PA22-0227	Lauren Murphy (Gorham) v. Falmouth Public Schools (Falmouth)	NRG
PA22-0305*	Doreen Stone (Kennebunk) v. Dr. Mark Britten (Saco)	RG

E22-0345-AB	Mark Seavey (Baileyville) v. St. Croix Chipping (Baileyville) & Steve Follett (Baileyville)	NRG
E22-0415	Carl McKinney (Presque Isle) v. State of Maine (Augusta)	NRG

**TABLED**

H23-0352-ABC Sterling Nichols & Danielle Alley O/B/O Minor Child (Ellsworth) v. Sandra, Gilbert, & Samuel Wallace (Millbridge)

H23-0404-AB\* Rose Earl (Brookfield, VT) v. Mary Beth Hassett & Robert Maloney (San Antonio, TX)

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