

**VILLAGE OF YELLOW SPRINGS, OHIO
RESOLUTION 2022-19**

ACCEPTING A SETTLEMENT WITH THE OHIO CIVIL RIGHTS COMMISSION

WHEREAS, a complaint against the Village of Yellow Springs was filed in 2018 by former employee Jason Hamby with the Ohio Civil Rights Commission alleging discrimination by the former Village Manager; and

WHEREAS, the Village and Mr. Hamby fully participated in the OCRC process for investigation, conciliation and resolution of the complaint, with an Administrative Law Judge finding that the Village did discriminate in providing a negative employment reference in violation of the Village’s Personnel Policy Manual, but did not subject him to a hostile work environment or retaliate against him for engaging in protected activities; and

WHEREAS, the Village Manager, Village Solicitor and outside counsel recommend settlement of the matter as the Ohio Civil Rights Commission issued a Cease and Desist Order on February 24, 2022, which the Village received March 7, 2022, requiring the Village to amend its Personnel Policy Manual and to provide and complete training on Ohio’s anti-discrimination laws, and advising of the right of judicial review of the order;

**NOW, THEREFORE, COUNCIL FOR THE VILLAGE OF YELLOW SPRINGS, OHIO
HEREBY RESOLVES:**

Section 1. Village Council hereby authorizes the Village Manager to take all actions required by the Cease and Desist Order as attached and incorporated Exhibit A, including scheduling of the training required for all Village supervisors and Council Members, recognizing that Council supervises the Clerk, Manager and Solicitor, and the Mayor as supervisor of the Clerk of Mayor’s Court.

Section 2. After review, Council will take future legislative action on updates to the Personnel Policy Manual consistent with Village Charter Sections 81 and 82.

Section 3. Once all terms of the order have been completed, the Village Manager, Solicitor, and outside counsel are authorized to execute any written settlement agreement with the Ohio Civil Rights Commission to memorialize compliance with the terms of the order in lieu of seeking judicial review.

Section 4. This Resolution shall become effective immediately upon its adoption.

Brian Housh, President of Council

Passed: 3-21-2022

Attest: _____
Judy Kintner, Clerk of Council

ROLL CALL: Brian Housh __Y__ Kevin Stokes __Y__ Marianne MacQueen __Y__
 Lisa Kreeger __Y__ Carmen Brown __Y__