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**PENNSYLVANIA HUMAN RELATIONS COMMISSION**

**M I N U T E S**

TIME: 3:15 P.M.

Held at  
Honors Suite  
333 Market Street  
Harrisburg, PA 17101

April 29, 2024

Pennsylvania Human Relations Commission  
April 29, 2024

COMMISSIONERS:

Joel Bolstein, Esquire, Chair  
Dr. Raquel O. Yiengst, Vice Chair  
Mayur Patel, Esquire, Secretary  
Dr. Rad Agrawal- via Phone  
Michael Hardiman, Esquire  
Curtis Jones - Absent  
Aleena Sorathia - via Phone

EXECUTIVE DIRECTOR

Chad Dion Lassiter, MSW

CHIEF COUNSEL

Meredith Millard, Esquire

COMMISSION COUNSEL

John Brubaker, Esquire - Absent

STAFF PRESENT:

Amanda Brothman, Director of Communications  
Desiree Chang, Director of Education  
Adrian Garcia, Director of Enforcement  
Caroline Eister, Director of Fair Housing and  
Commercial Property  
Darlene Hemerka, Esquire, Hearing Examiner  
Tamara Shehadeh-Cope, Hearing Examiner - Via Phone  
Heather Roth, Regional Office Director, Harrisburg  
Robert Lindsey, Regional Office Director  
Ashley Walkowiak, Director of Policy,  
Intergovernmental Affairs and Mediation  
Debbie Walters, Administrative Officer - Via Phone  
LaDawn Robinson, Regional Office Director, Pittsburgh  
- Via Phone  
Zulay Rojas, Special Assistant to Executive Director-  
Via Phone

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2 Pennsylvania Human Relations Commission

3 April 29, 2024

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5 MEETING CALL TO ORDER AND OPENING STATEMENT

6 The time is now 3:15 p.m.

7 Welcome to the public meeting of the Pennsylvania  
8 Human Relations Commission. We are pleased to have  
9 you join us.

10 Pursuant to Section 711 (a) of the Sunshine Act,  
11 65 P.S. § 711(a), this Commission meeting may be  
12 recorded by attendees. Your voluntary participation  
13 in the meeting constitutes consent to be recorded.  
14 The meeting has been advertised in accordance with  
15 the provisions of the Sunshine Act. Prior to the  
16 meeting and in keeping with the confidentiality  
17 requirements of the Sunshine Act, there was a closed  
18 session to discuss compliance matters, management  
19 updates and adjudicative case deliberations.

20 After concluding with the business portion of the  
21 meeting, I will invite guests to introduce yourselves  
22 and any organizations you represent. Guests will  
23 have an opportunity to briefly address the  
24 Commission. We welcome your comments about equal  
25 opportunity and Civil Rights issues or problems of

1 discrimination. We value your partnership in  
2 promoting equal opportunity and would love to hear  
3 about the work of organizations represented; however,  
4 the Commission cannot hear specifics of open  
5 investigations or cases they may have to rule on in  
6 the future.

7 Joel Bolstein, Esquire, Chair, convened the  
8 monthly meeting of the Pennsylvania Human Relations  
9 Commission. A quorum was noted to be present.]

10 \*\*\*

11 ADOPTION OF AGENDA

12 CHAIR BOLSTEIN:

13 Is there a motion to adopt agenda?

14 COMMISSIONER HARDIMAN:

15 So, moved.

16 CHAIR BOLSTEIN:

17 Is there a second?

18 COMMISSIONER YIENGST:

19 Second.

20 CHAIR BOLSTEIN:

21 It's been moved and seconded that we  
22 adopt the agenda. All in favor  
23 pleas say aye. Any opposed?

24 [The motion passed unanimously.]

25 \*\*\*



1 Koinski, K-O-I-N-S-K-I, Complainant  
2 vs. The Beautiful Group, LLC, d/b/a  
3 The Beautiful Group, Respondent,  
4 PHRC No. 201900413, EEOC Case No.  
5 17F, like Frank, 202060640.

6 And I will just ask our Hearing  
7 Examiner to just briefly summarize  
8 her Proposed Findings of Fact and  
9 Conclusions of Law and Proposed  
10 Final Order.

11 RECOMMENDATION

12 [Hearing Examiner Tamara Shehadeh-Cope noted  
13 Complainant, Sheila Koinski, filed a verified  
14 Complaint at PHRC Case No. 201900413 on or about July  
15 17, 2019, against Respondent, The Beautiful Group,  
16 LLC, d/b/a The Beautiful Group. The Complaint  
17 alleged that Respondent engaged in discriminatory  
18 harassment against Complainant because of her age and  
19 sex.

20 The Complaint further alleged that Respondent  
21 discriminated against Complainant because of her age  
22 and in retaliation for filing a formal Complaint  
23 alleging discrimination by supervisory staff. After  
24 Respondent failed to file a properly verified Answer,  
25 the PHRC found Respondent liable for discrimination

1 and discriminatory retaliation. Conciliation efforts  
2 were attempted but weren't successful.

3 Subsequently this matter was approved for public  
4 hearing on the issue appropriate damages. Public  
5 hearing was held on December 14, 2023, in Schuylkill  
6 County.

7 The Hearing Examiner finds that Complainant  
8 suffered damages and recommends the following: That  
9 Respondent in this matter shall cease and desist from  
10 discriminating against employees because of their sex  
11 and age. That Respondent shall pay Complainant the  
12 lump sum of \$22,999.64 which amount is mitigated back  
13 pay and provisional interest of six percent per annum  
14 following Complainant's discrimination. And that  
15 within 30 days of the effective date of the signed  
16 Order, Respondent shall report to the PHRC on the  
17 matter of compliant by the terms of the Order in the  
18 manner specified therein.]

19 CHAIR BOLSTEIN:

20 Thank you, Hearing Examiner  
21 Shehadeh-Cope.

22 Is there a motion to approve  
23 the Findings of Fact, Conclusions of  
24 Law, and Recommendation of the  
25 permanent Hearing Examiner along

1 with the final Order?

2 COMMISSIONER YIENGST:

3 I move that we approve the  
4 recommendation of the Hearing  
5 Examiner.

6 CHAIR BOLSTEIN:

7 Is there a second?

8 COMMISSIONER HARDIMAN:

9 Second.

10 CHAIR BOLSTEIN:

11 It's been moved and seconded that we  
12 approve the Recommendation of the  
13 Hearing Examiner. Is there any  
14 discussion? Not hearing any, all  
15 those in favor of the motion please  
16 say aye? Any opposed?

17 [The motion passed unanimously.]

18 \*\*\*

19 CONCILIATION AGREEMENTS/CONSENT ORDERS

20 CHAIR BOLSTEIN:

21 We have two Conciliation  
22 Agreements/Consent Orders, they're  
23 Items 5 and 6 on the agenda.

24 Is there a motion to approve.  
25 those?

1 COMMISSIONER HARDIMAN:

2                               So moved.

3 COMMISSIONER YIENGST:

4                               Second.

5 CHAIR BOLSTEIN:

6                               I heard a motion from Commissioner  
7                               Hardiman and a second from  
8                               Commissioner Yiengst.

9                               It's been moved and seconded  
10                              that we approve Items 5 and 6 on the  
11                              agenda. Is there any discussion?

12                              Not hearing any, all those in  
13                              favor please say aye? Any opposed?

14 [The motion carried unanimously.]

15   \*\*\*

16 REQUESTS FOR PRELIMINARY HEARING

17 CHAIR BOLSTEIN:

18                              We have a number of Requests for  
19                              Preliminary Hearing; they're shown  
20                              as Items 7 through 25 on the agenda.

21                              Is there a motion to deny the  
22                              Requests for Preliminary Hearings.

23 COMMISSIONER YIENGST:

24                              I move that we deny the Requests for  
25                              Preliminary Hearings. I think there

1 are 19 of them.

2 CHAIR BOLSTEIN:

3 Is there a second?

4 COMMISSIONER HARDIMAN:

5 Second.

6 CHAIR BOLSTEIN:

7 Do any Commissioners have any  
8 requirement to recuse themselves  
9 from any of these cases?

10 COMMISSIONER SORATHIA

11 Yes, Case No. 9, 202100968.

12 CHAIR BOLSTEIN:

13 What we will do is we will first  
14 rule on Item Nos. 7, 8 and 10  
15 through 25.

16 We have a motion to deny the  
17 Requests for Preliminary Hearings  
18 for those Items, 7,8 and then 10  
19 through 25.

20 All those in favor of that  
21 motion, please say aye. Any  
22 opposed?

23 [The motion carried unanimously.]

24 \*\*\*

25 CHAIR BOLSTEIN:

1 Then we will have a separate motion  
2 just for Item No. 9 on the agenda,  
3 Request for Preliminary Hearing in  
4 Case No. 202100968.

5 All in favor of that motion  
6 please say aye? Any opposed? Any  
7 recusals?

8 COMMISSIONER SORATHIA:

9 Yes.

10 [The motion carried. Commissioner Sorathia recused  
11 from deliberations and voting on the motion.]

12 \*\*\*

13 NEW BUSINESS

14 CHAIR BOLSTEIN:

15 We have one other item to vote on  
16 today which is a proposed guidance,  
17 it's called Pennsylvania Human  
18 Relations Commission Damage  
19 Calculation Guidance on the award of  
20 embarrassment and humiliation  
21 damages and civil penalties under  
22 the Pennsylvania Human Relations  
23 Act.

24 We've all had an opportunity to  
25 review it.

1                   Is there a motion to approve  
2                   the proposed guidance? Once it is  
3                   approved, it will then according to  
4                   our policy-on-policy development, it  
5                   will then be put on the website,  
6                   will be put out for public comment  
7                   for our Director of Policy and  
8                   Intergovernmental Affairs.

9                   Is it a 30-day period of  
10                  comment?

11 MS. WALKOWIAK:

12                   We are required to post it for 14  
13                   days; we are going to open it up for  
14                   a full four weeks.

15 CHAIR BOLSTEIN:

16                   Four weeks. And that's four weeks  
17                   from when it gets published in the  
18                   Pennsylvania Bulletin?

19 MS. WALKOWIAK:

20                   No, this is the solicitation on our  
21                   website.

22 CHAIR BOLSTEIN:

23                   On the website. Is there a motion  
24                   to approve the Damage Calculation  
25                   Guidance for publication on the

1 Department's website and for the  
2 gathering of public comment?

3 COMMISSIONER PATEL:

4 So noted.

5 COMMISSIONER HARDIMAN:

6 Second.

7 CHAIR BOLSTEIN:

8 It's been moved and seconded. Is  
9 there any discussion?

10 Not hearing any, all those in  
11 favor of the motion please say aye?

12 Any opposed?

13 [The motion carried unanimously.] The guidance  
14 document will be put out for public comment.

15 \*\*\*

16 PUBLIC COMMENT - None

17 \*\*\*

18 ADJOURNMENT

19 CHAIR BOLSTEIN:

20 I just need a motion to adjourn.

21 COMMISSIONER YIENGST:

22 So moved.

23 CHAIR BOLSTEIN:

24 Second?

25 COMMISSIONER Hardiman:

1 Second.

2 CHAIR BOLSTEIN:

3 All in favor?

4 [The motion carried unanimously.]

5 \*\*\*

6 [The meeting adjourned at 3:28 p.m.]

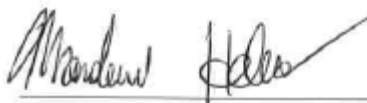
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8 [The next meeting is scheduled for May 20, 2024.]

9 \*\*\*

10  
11 CERTIFICATE

12  
13 I hereby certify that the foregoing summary  
14 minutes of the Pennsylvania Human Relations  
15 Commission, was reduced to writing by me or under my  
16 supervision, and that the minutes accurately  
17 summarize the substance of the Pennsylvania Human  
18 Relations Commission meeting.

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22 Madeline Helmstetter,

23 Minute Clerk

24 Sargent's Court Reporting

25 Service, Inc.

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*M. Joel Bolstein*

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M. Joel Bolstein, Chairman

*Debbie A. Wollesse*

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o/b/o Commissioner Mayur Patel

Mayur Patel, Secretary