

MONTANA HUMAN RIGHTS COMMISSION HEARING**November 20, 2025 Agenda**

Park Avenue Building, 301 S. Park Avenue, Helena, Basement Conference Room
Interested parties may attend the hearing in-person or access the remote conferencing platform in the following ways:

1. Join Zoom meeting:
<https://mt-gov.zoom.us/j/81626721767?pwd=EHHGkUqTa6vtmXTnKHiPdbgLWxnI.1>
Meeting ID: 816 2672 1767
Password: 741627

OR
2. Dial by telephone:
+1 646 558 8656 or +1 406 444 9999
Meeting ID: 816 2672 1767
Password: 741627

9:00 a.m. Call to Order
 Approval of Minutes
 Public Comment
 Administrative Reports

1. CONSIDERATION OF THE CROSS APPEAL OF HEARINGS OFFICER DECISION

Craig Stevens v. SkyWest Airlines, Inc.
CASE #0220294
ORAL ARGUMENT

Scott Peterson, Attorney for Charging Party
James D. Johnson & Hannah I. Higgins, Attorneys for Respondent

2. CONSIDERATION OF THE CHARGING PARTY’S OBJECTION TO THE NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION IN DISTRICT COURT

Brenda Miller v. Allied Waste Services of North America, LLC, d/b/a Republic Services
CASE #250145

NO ARGUMENT

Jenna P. Lyons, Attorney for Charging Party
Jay Athey, Attorney for Respondent

3. CONSIDERATION OF THE CHARGING PARTY’S OBJECTION TO THE NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION IN DISTRICT COURT

Jennifer Sapp v. Camp Bighorn, Inc.
CASE #250162

NO ARGUMENT

Hilly McGahan, Attorney for Charging Party
Dan Elsen, Attorney for Respondent

4. CONSIDERATION OF THE CHARGING PARTY’S OBJECTION TO THE NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION IN DISTRICT COURT

Karley Collins v. City Roasting Company, LLC, d/b/a City Brew Coffee
CASE #250164

NO ARGUMENT

Thomas L. Mahlen, Jr., Attorney for Charging Party
Leonard H. Smith, Attorney for Respondent

5. CONSIDERATION OF THE CHARGING PARTY’S OBJECTION TO THE NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION IN DISTRICT COURT

Justine & William Kougl v. Bridger Public School District
CASE #250126

NO ARGUMENT

Justine & William Kougl, *Pro Se*
Nyles G. Greer & Jeffrey A. Weldon, Attorneys for Respondent



Notice to Persons with Disabilities: The Human Rights Commission is committed to providing access to persons with disabilities for its meetings in compliance with Title II of the Americans with Disabilities Act and the Montana Human Rights Act. The Commission will not exclude persons with disabilities from participation at its meetings or otherwise deny them the Commission's services, programs, or activities.

Persons with disabilities requiring accommodations in order to participate in this meeting should contact the Human Rights Bureau as soon as possible before the meeting to permit the Commission sufficient time to arrange for the requested accommodation. Please contact Annah Howard at 406-444-4356 if you require any accommodation to permit your participation.



MONTANA HUMAN RIGHTS COMMISSION HEARING

November 21, 2025 Agenda

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Interested parties may attend the hearing in-person or access the remote conferencing platform in the following ways:

1. Join Zoom meeting:
<https://mt-gov.zoom.us/j/87291978511?pwd=kgPQ029xynqL1nbRHUgbk2alofzdkS.1>
Meeting ID: 872 9197 8511
Password: 839216

OR
2. Dial by telephone:
+1 646 558 8656 or +1 406 444 9999
Meeting ID: 872 9197 8511
Password: 839216

9:00 a.m. Call to Order
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1. CONSIDERATION OF THE CHARGING PARTY’S OBJECTION TO THE NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION IN DISTRICT COURT

Jason Martin v. Zumiez
CASE #250119
NO ARGUMENT

Jason Martin, *Pro Se*
Jean E. Faure, Attorney for Respondent

**2. CONSIDERATION OF THE CHARGING PARTY’S OBJECTION TO THE
NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION IN DISTRICT
COURT**

Jason Martin v. G.K. Holiday Village Mall, LLC
CASE #250118
NO ARGUMENT

Jason Martin, *Pro Se*
Natasha Prinzing Jones and Cloe Kilwein, Attorneys for Respondent

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