

From: [Regina Rhyne](#)
To: [licensing](#)
Subject: Re: Regina R Rhyne!
Date: Tuesday, December 5, 2023 2:46:55 PM
Attachments: [B"shNov30thLtr-4.pdf](#)
[Complaint of Discrimination.pdf](#)
[Mediation Service Packet.pdf](#)
[RHYNE Bennett's Settlement Statement 9-22-22.pdf](#)
[Submission 2022 89 144348.pdf](#)
[archive.zip](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Clerk:

I am sending an attached letter and documents to the attention of the Alcohol Licensing Review Committee (ALRC), because of what I believe are violations of City of Madison Ordinances, as they pertain to the operation of public liquor/restaurant establishments within city limits.

I apologize in advance for providing a decent amount of historical perspective within the pages forwarded, but I need to support my position in a most salient manner.

I appreciate you distributing my information to the members.

Thank you.

Regina R. Rhyne, M.S.

cc: William Tisler, Alder
Yannette Figueroa Cole, Alder

November 30, 2023

ALRC
City of Madison
210 MLK, Jr., Blvd, Room 103
Madison, WI 53703

Dear Committee Members:

I am writing to you all, because I believe that a particular licensed establishment, Bennett's Meadowood Country Club, located at 2009 Freeport Road in Madison, is in violation of certain ordinances that exist in this city, as well as state and federal civil rights laws. I am a Black female, aged 66, and have filed a complaint with the Department of Civil Rights, but due to understaffing, the investigation has been placed on hold. The Respondent, declined the opportunity to mediate the situation, and I believe it is necessary for the ALRC to be privy to what has been occurring at this place, for quite some time now.

A year ago, I had filed a similar complaint with DCR, and settled it for a small paltry sum, with the expressed intent that certain mannerisms and behaviors would be eliminated. To my dismay, that is not the case, and because I have been recently "barred" from entering the bar, the smoking porch and parking lot, after filing the additional complaint, I was told that the reason for the ban, is because of a Facebook comment I posted on someone else's page, who was complaining about the food, and how it made her friend sick enough to go to the emergency room. Their position is that I am causing them to lose business, but it is the lack of consistent solid managing, that is mainly at fault. As far as I am aware, the original FB author was not banned from entering.

I want to share some of the instances that I have experienced for several years now. I will attach documentation that should help explain my concerns, in an effort to keep this missive as brief as is possible. Although through last year's settlement, there was a written agreement not to pursue further actions, since I have been sexually harassed again not only by the owner, James Bennett, who physically placed his body across my chest, while hurling the "B****" word at me, but also two of his staff verbally bombarded me with a slew of unkind words, while I was in attendance, on September 2, 2023. I was then told to leave, because "Jimmy doesn't want you here," and then I found an "egg and flour" mixture splattered across my passenger side window. I did file a police report, but because I didn't see who threw the mixture, the MPD didn't really do anything.

I am a free, American citizen living in these United States. I believe that I should have an inalienable right to enjoy myself in a public venue, to be treated the same as the white patrons, because our money has the same "dead presidents," printed on it. You may ask yourselves, "why frequent a place where you are being mistreated," and as I just stated, because it is open to the public, and staff including the owner, should not feel it is alright to scream insults, and/or

physically touch individuals unwarranted. If perhaps they had watched the videos produced by the DCR, on how to deal with customers and staff, maybe they would have learned something, because my understanding is that the owner has also touched one of the staff's breasts inappropriately. Obviously, he doesn't care about the harm his actions and words inflict on especially women, and it is totally unacceptable.

I am not sure what the AIRC can do to rectify these instances, and I am not trying to affect the licensing at all, but there has to be a limit to what a business can do discriminately, to various patrons. I would hope that a change does come, and that they realize that "no one is above the law."

Thank you in advance for your time and consideration of my bothersome issues.

Sincerely,

Regina R. Rhyne, M.S.

cc: Attorney Joseph Klein

Attachments

Attorney Joseph Klein
Klein Law, LLC
123 E Main St, Ste 201
Madison, WI 53703

Dear Atty Klein:

It is with great angst that I find myself once again sharing an unfortunate incident with you. It regards Jimmy Bennett, and a couple of his off-duty staff, Judy and Dana; mother and daughter. The infractions occurred on this past Saturday, September 2, 2023, between the hours of 6:45 pm and 8:15 pm. The MPD Police Report # is: 23-383713, although it could take awhile to get a copy? I suggested the Sergeant take a gander at the video camera, because I know they have been used in the past where I was concerned.

I was at Bennett's in the afternoon watching the last quarter of the Badger game, having a nice time, and being somewhat loud when they scored a touchdown. No one said anything, and after the game I went outside to the smoking area. Jimmy arrived perhaps a half hour later, and eventually came over to where I was sitting with some other patrons, and began to talk irrationally about me to them. (K), a regular, ask him to stop, but he didn't listen.

I went inside the bar, and was leaning outward standing next to my friend, (C), when he decided to lean over me towards her, and continue his ridiculous rant about me. At that point I ask him to step away from me, and to please not touch me anymore; to just leave me alone. So he went behind the bar and called me a "B****," and I responded that that wasn't necessary, and went back outside to the smoking area.

I was there for maybe fifteen minutes, before Judy came over to me, and started harassing me with her taunts, following me around the area, while I was in retreat. Because I have been trained in NVCI, I kept backing away from her, but I also questioned her as to why she thought it was necessary to bother me? Soon after, her daughter Dana, came out and joined her mother with more vile and spiteful language towards me, and they shouted that I needed to leave because "Jimmy didn't want me there." I questioned why they were both "acting as if they were on duty, when they weren't", but they just kept yelling. We all had been imbibing, and at this point, Justine, a barkeep that was on duty, came out and said "because Jimmy wants you to leave, you have to go." I left, went to my car, and that's when I noticed the egg/flour mixture on my front passenger window. (See Attachment).

At some instance after Jimmy provoked me, but before I had been ejected, I did go back in the bar, and rather loudly stated some words relative to my vagina, being something that I wasn't willing to share with Jimmy, or most men, and it was partially the alcohol talking, but also my natural defenses kicking in verbally. They were saying that I had been too loud, but didn't say anything while I was cheering on the Badgers. Also, the language that I used, is heard almost everyday in that place, either by some of the patrons, and/or on the jukebox, with the "N-word," played in many of the songs that are transmitted.

So, here I am again at a crossroads between filing another complaint with the Madison Department of Civil Rights, and/or the Civil Rights Division under DOJ, because I refuse to be treated so harshly or unfairly, based on my race, the color of my skin, and/or because I am a female. As you are aware, Bennett's is a public place, that is supposed to abide by the ordinances, laws and statutes of all relative government entities, as it is illegal to do business otherwise. Or perhaps, I should just hire an attorney, and file a civil suit? I am not posing threats, but past experiences with this establishment, should have resulted in better outcomes.

Finally, when I am being told that if things aren't that great there, and for not just me, but other Black and Brown patrons, to forego frequenting there because of certain racist practices, my response is, "you all continue to accept our legal American tender, and thus we will consistently exercise our free will.

My soul has been shattered by the outright maltreatment, and the only method of combating hate and ignorance, is to put on the whole armor of the righteous! I respectfully await your reply.

Sincerely,

Regina R. Rhyne, M.S.

Cc: Rhonda, Day Manager

March 11, 2021

Patti Caputo
Bennett's Meadowood Country Club
2009 Freeport Rd
Madison, WI 53711

Ms. Caputo:

This missive is written as a follow-up to the letter I forwarded to your attention, dated December 2, 2020. I stated at that time, that if I felt that I had been discriminated against, and/or witnessed any unfair treatment of either staff or customers, that I would bring it to the attention of management at Bennett's. I will keep it brief and to the point.

As you may remember, after I had been verbally assaulted by one of the customers, because he thought I had improperly taken over his slot machine, and proceeded to hurl a glass at me, thankfully missing me, but damaging one of the televisions, you all "imposed a two-week penalty, due to poor behavior, of both parties." I disagreed with that result then, and especially now, because the same fellow was recently involved in a similar incident with another individual, who happens to be a white female; she actually got up in his face, in a disturbing fashion, after he was conversing with two other patrons. He was "penalized" for two weeks, but she was able to continue to frequent the establishment. This is "unequal treatment," based on race, according to the City of Madison Equal Opportunities Commission (EOC), and could be the subject of a formal complaint.

Your letter continued, "We are a part of the 'hospitality' industry, and must make sure that all of our customers are comfortable while patronizing our business. Disagreements between patrons tend to make everyone near them uncomfortable. This is simply not acceptable." Which brings me to my next point, because there are frequent instances of staff and customers using derogatory slurs towards staff, and others, e.g., the N-word, b****, etc., and nothing seems to rise to the level of "penalties," depending on who the person is that is demonstrating this behavior? But, let me be clear, it is generally white folks saying whatever, without regards to the "comfort of other patrons," usually Black, Latinx and Gays, and it continues in a vitriolic fashion.

According to the EOC, you all cannot control what rolls off the tongues of your patrons, and I include the Black men who may loudly speak about "hoes and b*****", forgetting that there are females present, and/or that they all have mothers, sisters and daughters, but when these terms are directed at the staff, it's very troubling. Or when someone like me challenges the language, then I am yelled at by one of the staff, who was off duty at the time, consuming refreshments with the rest of us, and then threatening to put me out, because I stated that "I might be Gay," after hearing a white male disparaging homosexuals quite distinctly.

Additionally, while I have not been asked to defend anyone in the bar, I believe it's important that you all start to realize that there is something afoot, when it come to Cyle, and how he is being treated by another staff person, who again was off duty, but giving him what for as he was doing his job? He is not involved at all with my protest, but his rights are possibly being ignored and trampled on, all because some folks are deciding that their "privilege," is of a higher priority than the civil and employment rights of another.

So, what can be done to assure that "everyone enjoy their experience while at Bennett's?" The City of Madison has virtual workshops online, that discuss various topics as it regards to race and discrimination when running a business in the community, and they are all free. You may contact the Department of Civil Rights, and they are more than elated to help everyone "grow," and begin to be more acceptable of others, while avoiding a class action lawsuit, which is decidedly more detrimental to the success of your establishment. I pray that you all will move forward towards this goal.

Finally, while I understand that I am "just a customer," according to Rhonda, etc., I hold a certain status throughout the Madison area. After talking to Ashley about a particular song that is played over and over on the jukebox, which describes "picking cotton," I took the liberty of calling Bullseye, and asked that they remove this blatant reminder of slavery and the racist history of these United States, immediately. Ashley said you all don't control what is installed on the box, and I have my doubts about that, since Ken seems to hold a certain sway over some of what's removed. I hope that you all don't get your "panties in a bunch," and try to see things from a different perspective, and continue to "ensure the safety and comfort of everyone," which is what was stated to me in your letter. Black Lives Matter; All Lives Matter!

Respectfully Submitted,

Regina R. Rhyne, M.S.

December 2, 2020

Patti Caputo
Bennett's Meadowood Country Club
2009 Freeport Rd
Madison, WI 53711

Ms. Caputo,

Although you responded in writing on November 5th, I just received this missive on the 30th, by accident I guess, because I was looking for an envelope that should have been left by Stephanie, regarding getting her family signed up for Christmas giving at the BGCDC. Nonetheless, I finally can reply back to you.

At 63 years of age, I do not make it a practice of getting into "arguments" with disrespectful people, especially if they are the same age as my offspring of 44, 42 and 37. If you had received both sides of the situation, then perhaps you would have understood why I believe my "timeout" was not warranted. Even though I have served the period as allocated, I still wanted you all to know my thoughts on the subject.

The young perpetrator that has consistently gotten into negative interactions with patrons at Bennett's and Monkeyshines, had been speaking to me in an unkind manner for the previous six weeks before the night of his final crazy outburst. He had been playing on Machine #1, placing his sign on it when he went outside, and continued to follow protocol, as is policy. When the machine appeared to be vacant for about 20 minutes w/o a sign, I went over and began to play. He returned a short time later, and immediately began ranting and raving, calling me a "Bitch, and then threw his glass of alcohol at me, in an obvious rage. Fortunately he missed me, but broke one of the televisions? Ashley then walked him out of the bar, and I continued to play until I left with one of several of the witnesses to this debacle.

It was not until the next day, that I received a text from Ashley saying that I was not to participate at Bennett's for two weeks? When I questioned this disparate result, she replied, "T*** said he wouldn't stay out unless I made you stay out too!" There was really never an argument with him, but I did tell him that I had not taken his space in error, because he did not leave a sign on it. And, this is what I believe I had the right to do, since the bartenders don't always see who's on what machine and/or when someone knowingly sits at a machine that is occupied by another. This happened to me just this past weekend, and S**** knew I was on the one next to her, and she just did it anyway; she's done this several times, as well as have others, w/o being barred out for two weeks. There have been other types of disagreements amongst patrons, but they have not been barred out for two weeks? I won't say this is a Black/White thing, but at times it does feel a little skewed.

So to end this, please remember that I was one of the people who spoke very highly of Mr. Gene, to the media when he passed, and I am one who has assisted especially the lady bartenders when there have been unruly patrons of color, simply by stating “we don’t have that kind of behavior here, because we want to keep the place opened.” I have never had them bar me out for helping to keep the PEACE.

Finally, in the future, I am more diligent about letting them know when I’m covering my machine with a sign to go smoke, because I don’t want it to appear that I am “arguing,” with anyone who has violated me or my space. Let’s be real glad that T*** didn’t hit me with that glass, or the consequences would have been quite different.

As a former Dane County Sheriff’s Deputy, and County Board Supervisor, I know my rights and the laws, be they local, State and Federal. I was hurt by the Bar’s response, particularly because he is a man who bullies women, and I am a Queen who is not to be played with. He could have seriously hurt me, anybody who was in range, or any of the folks he’s gotten into with in the past, but for the quick actions of staff. Having been in the business, I know the ins and outs of running these kinds of establishments, and how to avoid conflict.

Please continue to train the bartenders on how to administer “fair, equitable and healthy/safe” treatment of all patrons, regardless of age, creed or nationality. I do not possess a criminal background, and will not purposely attempt to gain one. However, I will defend myself, verbally and physically if necessary. Hopefully it won’t ever come to that...

Sincerely,

Regina R. Rhyne, M.S.



Department of Civil Rights

Norman D. Davis, Director

City-County Building, Room 523
210 Martin Luther King, Jr. Boulevard
Madison, Wisconsin 53703
Phone: (608) 266-4910
Fax: (608) 266-6514
dcr@cityofmadison.com
www.cityofmadison.com/dcr

Equal Opportunities Division

Dear Complainant & Respondent:

The enclosed complaint of discrimination has been filed with the City of Madison Equal Opportunities Division (MEOD). The Wisconsin Equal Rights Division (ERD) has also accepted the complaint for co-filing under state law.

The MEOD and the ERD have a work-sharing agreement that covers the processing of discrimination complaints that are protected under state law and the local City of Madison Ordinance. Under this agreement, the agency that first receives the complaint will process it. The enclosed complaint is being processed by the MEOD.

You will receive all notices regarding this complaint from the MEOD. The ERD will honor the decision the MEOD makes at the conclusion of this case. If you receive an unfavorable decision from the MEOD, you must appeal that decision to the MEOD.

If you believe this complaint includes protected classes that are protected under the state law but not under the local ordinance, please contact the ERD in writing within thirty (30) days of receiving this letter to get additional information.

Department of Workforce Development
Equal Rights Division
201 E Washington Ave Room A100
Madison WI 53703
(608)266-6860)

Sincerely,

A handwritten signature in black ink, appearing to read "Byron Bishop".

Byron Bishop
Equal Opportunity Division, Division Manager

If you have questions or need assistance, please contact the Equal Opportunities Division at the phone number, email, or address below

Equal Opportunities Division ♦ 210 Martin Luther King, Jr. Blvd, Room 523 ♦ Madison,
Wisconsin 53703

Phone: (608) 266-4910 ♦ Fax: (608) 266-6514

dcr@cityofmadison.com ♦ www.cityofmadison.com/dcr



Department of Civil Rights
210 Martin Luther King, Jr. Blvd., Room 523,
Madison, Wisconsin 53703-3346
PH: (608) 266-4910 Email: dcr@cityofmadison.com

Date Received:	EOD Case Number
09/12/2023	2023 0258
	EEOC Case Number:

File a Discrimination Complaint

COMPLAINANT

Name : REGINA RHYNE		
Address : [REDACTED]		
Cty : MADISON	State : WI	Zip Code : 53711
Telephone : (608) 213-2028	Email Address : REGINA_RHYNE@SBCGLOBAL.NET	

RESPONDENT INFORMATION

Name : Bennett's Meadowood Country Club		
Address : 2009 Freeport Rd		
Cty : MADISON	State : WI	Zip Code : 53711
Telephone : (608) 271-3827	Email Address :	

COMPLAINANT'S CONTACT INFORMATION (Name someone outside of your household who would know how to contact you)

Name : Oba Hubbard		
Address : [REDACTED]		
Cty : MADISON	State : WI	Zip Code : 53713
Telephone : [REDACTED]	Email Address : [REDACTED]	

This complaint is about:

<input type="checkbox"/> Employment	<input type="checkbox"/> City Services	<input type="checkbox"/> Housing	<input checked="" type="checkbox"/> Public Accommodation
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1. When did the last incident of discrimination happen? 09/02/2023

2. Where did the incident of discrimination occur? (City/State) Madison WI

3. I believe I faced discrimination because I belong to the following protected class(es):

Although you may belong to many protected classes, only mark the box(es) for the protected class(es) that you feel you were discriminated against.

<input checked="" type="checkbox"/> Age: [REDACTED]	<input type="checkbox"/> Arrest Record:
<input type="checkbox"/> Citizenship Status:	<input checked="" type="checkbox"/> Caucasian/Light Brown-skinned.
<input type="checkbox"/> Conviction Record:	<input type="checkbox"/> Disability:
<input type="checkbox"/> Domestic Partners:	<input type="checkbox"/> Family Status:
<input type="checkbox"/> Gender Identity:	<input type="checkbox"/> Homelessness
<input type="checkbox"/> Less than Honorably Discharged from Military:	<input type="checkbox"/> Marriage Status:
<input type="checkbox"/> National Origin/Ancestry:	<input type="checkbox"/> Non-Religious:
<input type="checkbox"/> Physical Appearance:	<input type="checkbox"/> Protected Benefits:
<input checked="" type="checkbox"/> Race / Ethnicity: Black/African American	<input type="checkbox"/> Receipt of Rental Assistance:
<input type="checkbox"/> Religion:	<input checked="" type="checkbox"/> Religion/I made a complaint of discrimination
<input checked="" type="checkbox"/> Sex: Female	<input type="checkbox"/> Sexual Orientation:
<input type="checkbox"/> Social Security Number Disclosure:	<input type="checkbox"/> Source of Income:
<input type="checkbox"/> Student:	<input type="checkbox"/> Unemployment:

4. What negative treatment or action did you experience?

I was verbally harassed by the owner, and two of his employees, as well as physically touched and/or intimidated by them. I was called names in a hateful manner, and then told I must leave by the two off-duty staff, and one who was on duty at the time, because the owner instructed them to eject me. When I left quietly, I found that someone had thrown an egg and flour mixture on the right passenger window of my vehicle.

5. Explain how you believe the negative treatment or action you received is related to each of the protected classes you selected.

The owner has proven in a previous discrimination case that he violated my civil rights, because I am a Black, elderly female, with light brown skin, and he continues to show his displeasure with the settlement of that case, by treating against me for being a Black, elderly female, with light brown skin. He recently stated on approximately August 26, 2023, that "you are barred out of here, I don't want you here."

6. What do you hope to get out of this process?

Apology, Attorney fees, Financial settlement, Out of pocket expenses, Training through DCR

7. CCP Organization:



File Date: 09/11/2023 08:06 PM

Digital Signature



Department of Civil Rights
210 Martin Luther King, Jr. Blvd., Room 523,
Madison, Wisconsin 53703-3346
PH: (608) 266-4910 Email: dcr@cityofmadison.com

Discrimination Witness Statement

Reference	A22-0039
Title	RHYNE, REGINA
Name	REGINA RHYNE
Address 1	[REDACTED], FITCHBURG, WI, 53719
Address 2	[REDACTED] FITCHBURG, WI, 53719
Phone	(608) 213-2028
Email	REGINA RHYNE@SBCGLOBAL.NET
Name of Business	BENNETT'S MEADOWOOD COUNTRY CLUB
Description of Problem	Other (explain below)
Where did this happen?	Madison, WI
Explain what you witnessed	I have seen numerous incidences at this establishment where Black and Brown customers have been treated unequally. The last incidents occurred on June 2nd, 3rd and 6th, 2022. I believe I didn't receive "cash-out" from one of the gambling machines, and did have a meeting with one of the managers and the financial person on the morning of June 6, 2022. One of the staff quit and the other was fired, but not sure if it was related to my situation. Later that evening while standing at the counter, the owner, Jimmy Bennett came behind me and stuck his beer bottle into my rectum. He thought it was funny, and made jokes about it. I did not contact the MPD, but choose to file this statement, which includes some documentation of problems that have transpired. There were several witnesses to this travesty. I believe that I was sexually assaulted, because I have been consistent in my complaints to management about certain issues, and because of my race being Black. I believe that his actions were punitive, and that I should be compensated monetarily.

A handwritten signature in black ink that reads "Regina R. Rhyne".

Digital Signature
Submission Date : 08/09/2022 02:43 PM

Uploaded Documents	
Document Name	B'sltr12_02_20.pdf
Document Name	BennettsLtr031121 (1).pdf
Document Name	BennettsSS#1.jpg
Document Name	BennettsSS#2.jpg
Document Name	BennettsSS#3.jpg
Document Name	BennettsSS#4.jpg

SETTLEMENT AGREEMENT

MEOD CASE NUMBER: 2022-0188

1. Bennett's Meadowood Country Club will terminate the ban previously imposed on Regina R. Rhyne upon her signing this Settlement Agreement.
2. Bennett's staff will observe the instructional videos on the Civil Rights website.
3. James G. Bennett will issue a written apology arising from the incident that occurred at Bennett's Meadowood Country Club on June 6th, 2022.
4. That Regina R. Rhyne will sign a release of any claims arising from the incident that occurred on June 6th, 2022 for James G. Bennett and Summit Station Inc. d/b/a Bennett's Meadowood Country Club. A copy of which is attached hereto.
5. That Regina R. Rhyne shall have until October 7th, 2022 to agree to this settlement.

Regina R. Rhyne

Date

James G. Bennett
Individually and as President
of Summit Station, Inc. d/b/a
Bennett's Meadowood Country Club

Date