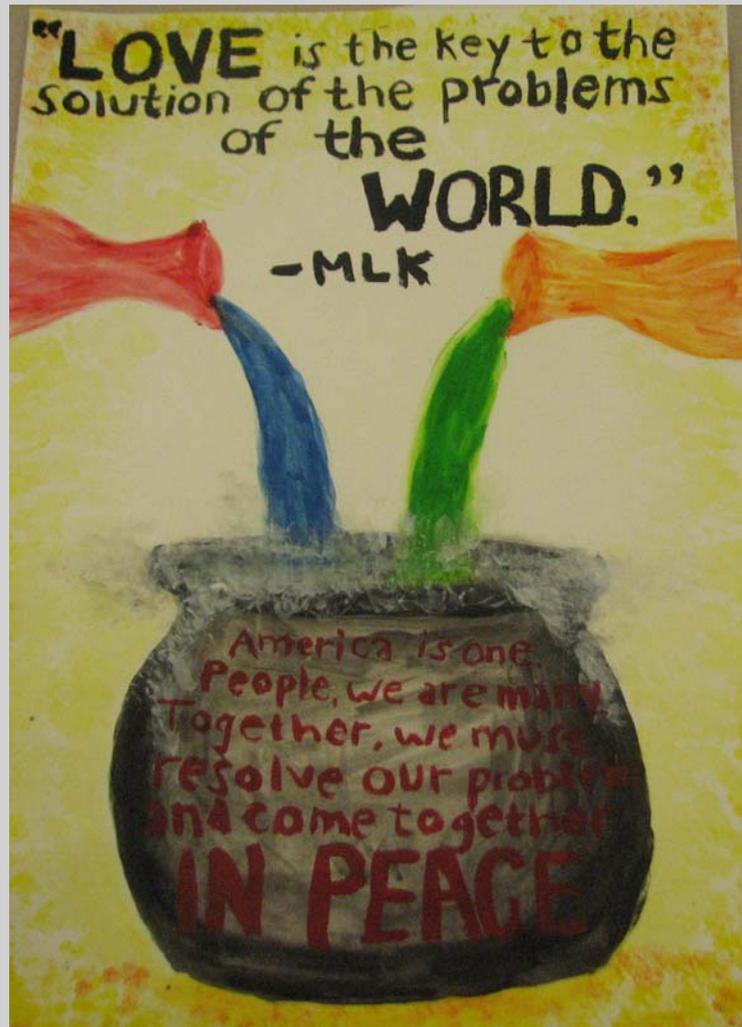




OHIO CIVIL RIGHTS COMMISSION

2012 ANNUAL REPORT



Nugeen Aftab—Lakota East High School, 11th Grade
2012 Martin Luther King, Jr. Art, Essay and Multimedia Contest

The Honorable John Kasich, Governor

Leonard Hubert, Commissioner

Rashmi Yajnik, Commissioner

Stephanie Mercado, Commissioner

Eddie Harrell, Jr., Commissioner

Tom Roberts, Commissioner

G. Michael Payton, Executive Director

“Where after all, do universal human rights begin? In small places, close to home—so close and so small that they cannot be seen on any map of the world. Yet they are the world of the individual person: the neighborhood he lives in; the school or college he attends; the factory, farm or office where he works. Such are the places where every man, woman and child seeks equal justice, equal opportunity, and equal dignity, without discrimination. Unless these rights have meaning there, they have little meaning anywhere.” Eleanor Roosevelt



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June 30, 2012

To Governor Kasich, Members of the 129th General Assembly and Citizens of Ohio:

On behalf of our Commissioners and staff, I am pleased to present our annual report for Fiscal Year 2012. This report reflects our determination to make a positive difference in our diverse state and work diligently to ensure every Ohioan can live, work and experience the many opportunities available to all Ohioans.

We remain dedicated to enforce the powers provided under Ohio Revised Code Chapter 4112, so that all of us can continue living and working in communities where differences are valued and universal hopes and dreams are celebrated.

Ohio and her constituents continue to face a difficult challenges and although these challenges are great we will always champion those who face discrimination and need our voice.

We are very appreciative of your continuing trust and support and I invite you to contact us with your questions and concerns.

Respectfully,


G. Michael Payton
Executive Director



Commission Members

The Ohio Civil Rights Commission has five Commissioners appointed by the Governor with the advice and consent of the Senate. Commissioners are appointed to five-year staggered terms. By law, no more than three Commissioners can be of the same political party. The Governor designates one of the Commissioners to serve as Chairperson. The five-member Commission meets regularly to discuss civil rights policy and rule on recommendations from the OCRC's five regional offices regarding charges and investigations of discrimination.



Leonard Hubert, Chairman (Granville)

Appointed Commissioner July 2006 and served as Interim Chairman from January 2008 through February 2009. Served as Commissioner from 2009 through September 2011. Appointed Chairman September 2011 to a term expiring in 2016.



Eddie Harrell, Jr., Chairman through September 2011 (Columbus)

Appointed Commissioner July 2008 and appointed Chairman February 2009 through September 2011. He continues serving as Commissioner to a term expiring in July 2012.



Stephanie Mercado (Cleveland)

Appointed Commissioner January 2010 to a term expiring July 2014.



Tom Roberts (Dayton)

Appointed Commissioner March 2009 to an unexpired term and reappointed in 2010 to a term expiring July 2015.



Rashmi Yajnik (Hilliard)

Appointed Commissioner August 2006 to an unexpired term and reappointed in 2008 to a term expiring July 2013.



Our Mission

The Ohio Civil Rights Commission is the primary educator and enforcer of Ohio's Laws Against Discrimination. We strive to be professional, competent and fair to our clients and all Ohio citizens as we educate the public and investigate claims of discrimination. It is our responsibility to be a strong force in promoting positive human relations among our diverse population.

We value employees for their commitment, skills and creativity. We provide a work environment based on empowerment, respect for others and honesty. We create a culture where daily learning is valued and opportunities for professional growth and training are provided. We incorporate technological innovations and processes in achieving our mission.

Our Core Values

PUBLIC SERVICE--We are committed to educating and serving in a professional and effective manner. Quality service will be accomplished by using skilled and motivated employees who are responsive to our constituents' needs.

DEDICATION--We will demonstrate our commitment to public service by being responsible, dependable and proactive professionals. We will maintain pride and excellence in fulfilling our mission.

TEAMWORK--We will empower our employees to achieve a quality work product and a harmonious workplace through open communication, positive interaction and a spirit of cooperation.

RESPECT--We respect the diversity, talents and ideas of all OCRC employees, our most valued resources. We honor the right of every employee and the public to contribute, to be heard and to be treated with dignity.

INTEGRITY--We pledge to fulfill our duties and responsibilities in a fair and impartial manner. We will be honest and trustworthy in our relationships with one another and with the public.



A Historical Perspective of Ohio's Laws Against Discrimination

Ohio has one of the longest histories of civil rights enforcement in the country. The Ohio Public Accommodations Law of 1884 was enacted to prohibit discrimination on the basis of race in all public facilities. This law applied to movie theaters, stores and restaurants. More than 70 years later in 1959 Ohio became the 16th state to ratify legislation prohibiting discrimination in employment on the basis of race, color, religion, national origin and ancestry. Ohio's Fair Employment Practices Law was championed under the leadership of Ohio Governor C.W. O'Neil and was signed into law on July 29, 1959 by Governor Michael V. DiSalle as the Ohio Civil Rights Act of 1959.

This new law established Ohio's Fair Employment Practices Commission - charged with enforcing Ohio's Laws Against Discrimination. In 1961, the Ohio General Assembly renamed the agency the Ohio Civil Rights Commission (OCRC). While primarily concerned with discrimination in employment, the Ohio legislature granted discretionary authority to study, advise and issue statements regarding all civil rights related matters of the state.

Powers and Duties of the Ohio Civil Rights Commission

The general powers and duties of the Commission are to receive, investigate, render formal determinations and conciliate charges of unlawful discrimination in the areas of employment, housing, public accommodations, credit and disability in institutions of higher education. It is the Commission's responsibility to educate constituents and stakeholders about Ohio's Laws Against Discrimination. The Commission prepares a comprehensive educational program for the students of Ohio's public schools. These programs are designed to eliminate prejudice, its harmful effects and its incompatibility with American principles of equality and fair play.



Chronology of Historical Highlights:

On April 25, 1958, Governor C. William O'Neill appointed a statewide Governor's Advisory Commission on Civil Rights. Citizens from all parts of the state representing business, education, government, industry, labor, and social welfare were invited to meet at the Governor's Office in Columbus for the first meeting of the Commission. Charles Y. Lazarus of Columbus was appointed as Chairman, Reverend Hugh E. Dunn of Cleveland, John L. Feudner of Akron, and Anthony Haswell of Dayton were appointed as Vice Chairmen. Donald Beatty and Chester J. Gray of the Ohio Bureau of Unemployment Compensation were appointed as staff consultants. At this meeting, Governor O'Neill emphasized that it was his desire and purpose to "inaugurate and implement a constructive, long range program in Ohio to insure all citizens of the state their equitable and full enjoyment of the civil rights provided by the constitution." In furtherance of this purpose, he instructed the Commission to avoid involvement in anything that might be wrongly interpreted as a political issue. *From "THE ROAD TO EQUALITY AND THE PASSAGE OF THE FIRST CIVIL RIGHTS LAW IN OHIO"*

"The government of Ohio has a concern in the equal treatment of all persons in the state, and through its legislature and Governor the people have determined this to be the state's policy. An offense against the civil right of an individual Ohioan is an offense against the state."

**Albert J. Dillehay,
Commission Chairman, 1962**



July 29, 1959: Ohio Fair Employment Practices Commission established

1961: Agency name changed to Ohio Civil Rights Commission (OCRC)

1961: Ohio's Laws Against Discrimination amended to include the prohibition of discrimination in employment

1965: Ohio's Laws Against Discrimination amended to include protections against discrimination in housing

1976: Ohio's Laws Against Discrimination amended to include protections against discrimination in the issuance of credit

1978: The OCRC and the US Equal Employment Opportunity Commission (EEOC) enter into a Work Sharing Agreement which provides dual filing for employment charges

1984: Ohio's Laws Against Discrimination amended to include the prohibition of discrimination against the disabled in institutions of higher education

1988: OCRC and U.S. Department of Housing & Urban Development (HUD) enter into a Work Sharing Agreement to eradicate housing discrimination

1992: Amended Substitute H.B. 321 brought Ohio's fair housing statute into conformity with federal fair housing legislation by adding "familial status" to the protected classes and a one year filing period for housing discrimination charges

1998: Introduction of an Alternative Dispute Resolution program. During the first year the Commission successfully mediated 73% of all charges electing to participate in the program

1999: Alternative Dispute Resolution program recognized by the U. S. Department of Housing and Urban Development with a "Best Practices" award

2008: Military Status added to protected classes

2009: Ohio Civil Rights Commission celebrates 50th Anniversary

2009: Annual Ohio Civil Rights Hall of Fame established. The program acknowledges outstanding Ohioans who are pioneers in human and civil rights and who have advanced the goals of equality and inclusion

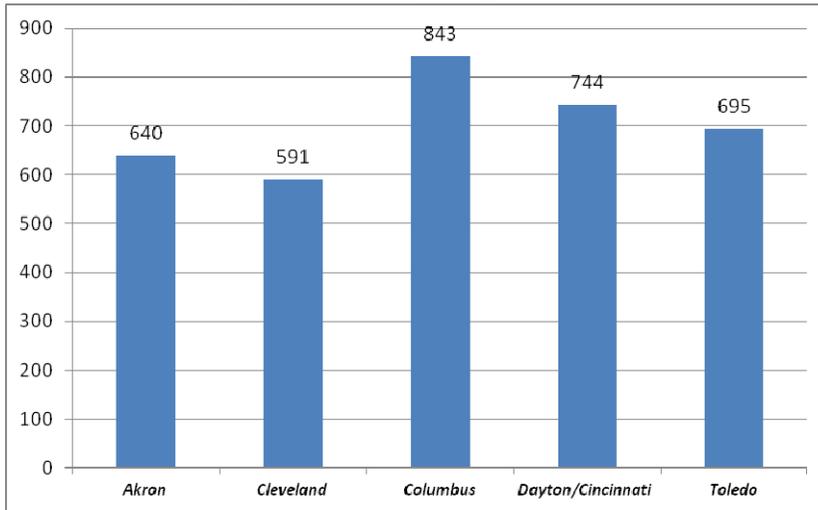


Investigation & Enforcement

Anyone who lives or works in Ohio and believes they have been subjected to unlawful discrimination may file a charge with the Ohio Civil Rights Commission. Our offices are located in Akron, Cincinnati,

employment and housing cases when the preliminary information indicates there may be a pattern or practice of discrimination within an entire system (“systemic discrimination”).

Charges Filed by Regional Office



Cleveland, Columbus, Dayton and Toledo. Complaints must be filed within six months (or one year for housing complaints) of the alleged act of discrimination.

The complaint must be based on the belief the discriminatory act occurred because of the person’s race, color, sex, disability, age, religion, national origin, ancestry, familial status, military status or retaliation for having participated in a protected activity.

The OCRC has the power to self-initiate an investigation in

The Ohio Civil Rights Commission has one year from the date on which the charge of discrimination was filed to complete the investigation.

Once the charge of discrimination is received the case is assigned to an investigator who sends letters and a copy of the charge affidavit via U.S.

Mail to the person filing the charge (Charging Party) and to the company/person against whom the charge was filed. (Respondent)

MEDIATION

The Ohio Civil Rights Commission offers a voluntary mediation program and employs trained mediators in each of its regional offices. Mediation requires both parties voluntarily agreeing to participate in the process. The purpose of the mediation is to



Investigation & Enforcement

resolve the issues in a manner that is mutually satisfactory to the parties. Mediation is not the forum to determine the merits of a case. If mediation is successful, the case is closed and no further action will be taken. If mediation is not successful or if one party declines participation, a full investigation will commence.

In 2012 mediators conducted 540 mediations. 86% resulted in a successful settlement with an average processing time of 41.6 days.

The OCRC'S mediation program began in 1997 and successfully resolves about 83% of their referrals within 42 days or less.

***Charges Filed by Protected Class
July 1, 2011 through June 30, 2012
Charges may be filed alleging more
than one basis***

Race/Color	1,339
Religion	89
National Origin/Ancestry	179
Age	563
Retaliation	1,064
Gender/Pregnancy	810
Disability	985
Familial Status	156
Total	5,185

***Alleged Issues of Charges Filed
Charges may be filed alleging more
than one issue***

Advertising	104
Benefits	9
Constructive Discharge	128
Demotion	125
Discharge	1,523
Discipline	557
Exclusion	28
Harassment	642
Hiring	149
Housing Specific Issues	509
Intimidation	101
Layoff	79
Maternity	37
Promotion	150
Reasonable Accommodation	347
Recall	12
Reinstatement	3
Sexual Harassment	154
Suspension	89
Terms & Conditions	732
Training	16
Union Representation	12
Wages	62



Investigation & Enforcement

INVESTIGATION

Our investigations use a team approach including managers, staff investigators and legal counsel in gathering evidence and interviewing witnesses. If the evidence obtained during the course of the investigation is insufficient to substantiate the charge of discrimination, the Commission makes a finding **NO PROBABLE CAUSE**.

Types of Charges Closed July 1, 2011 through June 30, 2012	
Employment	2,818
Housing	621
Public Accommodation	184
Credit	0
Disability in Higher Education	14
Total	3,637

If the evidence is sufficient to substantiate a discriminatory act occurred, the Commission makes a finding of **PROBABLE CAUSE**. The OCRC attempts to resolve the matter using informal methods of conference, conciliation and persuasion. If unsuccessful, a formal complaint is issued and the case is scheduled for public hearing. The Civil Rights

Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation.

RECONSIDERATION

Reconsideration is the internal appeals process created by Ohio Administrative Code 4112-3-4 and is available to any party disagreeing with the determination of the Commission. Approximately 4% of the Commission's decisions are appealed.

Case Closures July 1, 2012 through June 30, 2012	
Settlements	357
Withdrawal With Benefits	477
Successful Conciliation after Probable Cause Finding	40
Probable Cause– Issue Formal Complaint	160
No Probable Cause	2,186
Failure to Cooperate	41
Withdrawal Without Benefits	236
No Jurisdiction	46
Administrative Closures	74
Hearings Closures	20
Total Closures	3,637

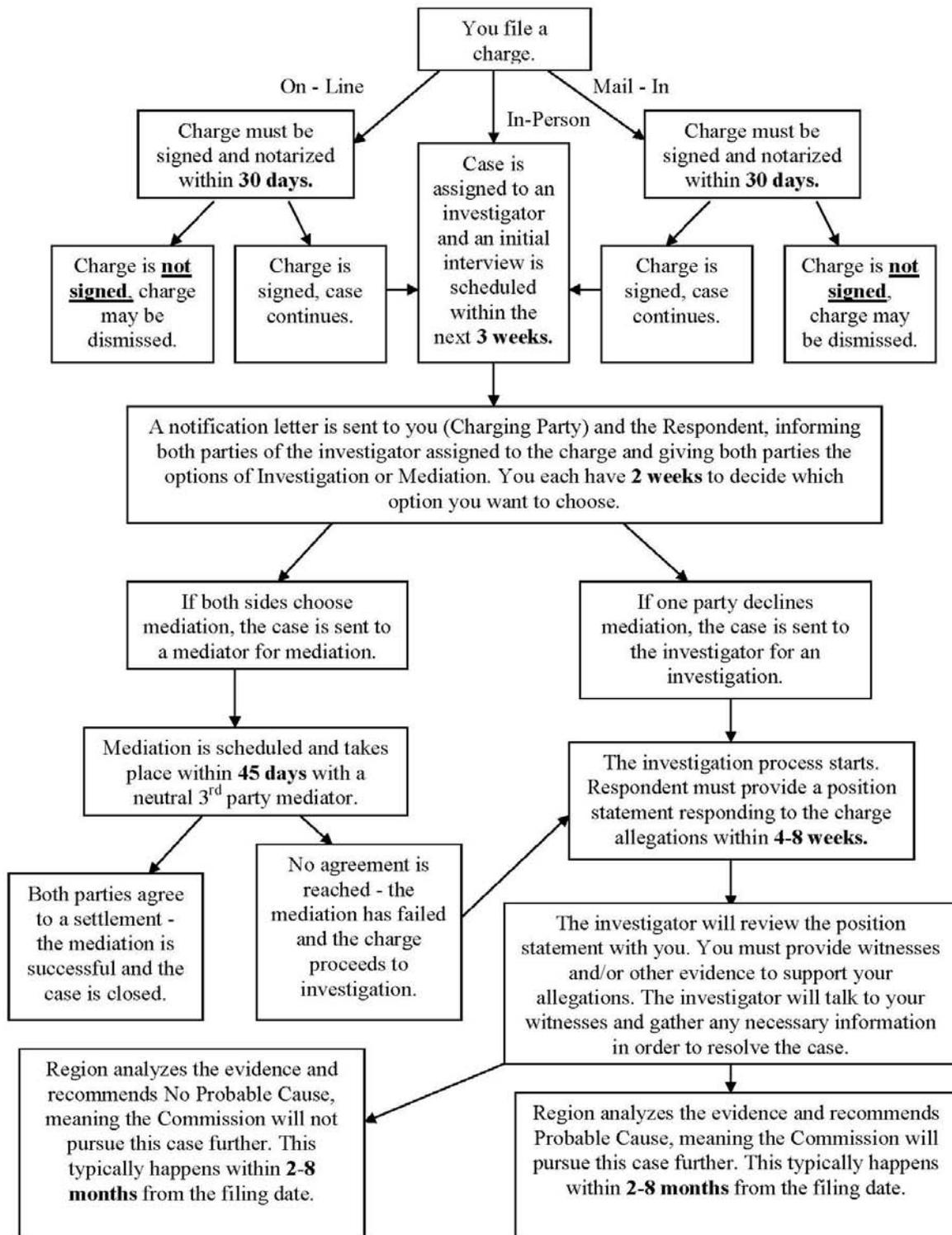
ENFORCEMENT

The Ohio Civil Rights Commission has authority to enforce Conciliation Agreements and Consent Orders when it is a party to the agreement.



Investigation & Enforcement

A GENERAL OVERVIEW OF THE CHARGE FILING PROCESS FOR THE CHARGING PARTY



Education and Outreach

The Ohio Civil Rights Commission (OCRC) inspires cultural awareness and sensitivity throughout our diverse state with educational and outreach activities. Examples of our outreach activities include:

July * Executive Director Michael Payton presented an overview of civil rights protections and theory to high school students participating in the Ohio State University's Moritz College of Law's Law & Leadership program.

August * Director Payton and Public Affairs Officer Brandi Martin attended the awards reception hosted by WrightChoice, Inc. at the Columbus Public Library to recognize interns and employers participating in WrightChoice's intern program.

August * Toledo Regional Director Darlene Newbern attended the annual conference of the International Association of Official Human Rights Agencies (IAOHRA).

September * Courtney Calhoun, Reconsideration Supervisor, participated in the moderator training provided by the Akron Neighborhood Trust.

September * Commissioner Hubert was appointed by Governor John Kasich as Chairman of the Ohio Civil Rights Commission.

September * Director Payton provided the keynote address at Housing Opportunities Made Equal's 43rd Annual Meeting in Cincinnati.

October * The Ohio Civil Rights Commission inducted seven new members into the Annual Civil Rights Hall of Fame.

October * Director of Operations/Regional Counsel Keith McNeil assisted in conducting a webinar on sexual preference and gender identity discrimination and bullying for the Ohio School Board Association.

October * OCRC staff raised \$8,053.00 for the statewide Combined Charitable Campaign.

November * Chairman Hubert and Director Payton presented information on the OCRC's annual Dr. Martin Luther King, Jr. Art, Essay and Multimedia Contest to the Ohio School Board Association's Black Caucus.



Education and Outreach

November * Director Payton provided the keynote address to students at Highland High School's Spirit Program. This joint outreach program with the United States Department of Justice Community Mediation Services Division followed the burning of a crucifix on the lawn of a Black family residing in their community.

December * OCRC partnered with the Central Ohio Transit Authority, The Ohio State University and the Ohio Historical Society in commemorating Rosa Parks Day at the Center of Science and Industry in Columbus, Ohio.

December * Chairman Hubert, Director Payton and Director of Regional Operations/Regional Counsel Keith McNeil attended the West Virginia Human Rights Commission's 50th Anniversary Celebration in Charleston, WV.

December * Director Payton presented a best practices for EEO compliance to managers at the Columbus Neighborhood Health Centers in Columbus.

December * Keith McNeil provided a legal presentation on gender stereotyping to state EEO Officers at a statewide training conference hosted by DAS-EOD.

January * Director Payton was a guest speaker for the Ohio Dr. Martin Luther King, Jr. Commemorative Celebration at the Vern Riffe Center for Government and the Arts.

January * Brandi Martin was a guest on the Columbus Public Broadcasting Station television program, Community Tapestry, to discuss civil rights protections and issues.

January * Chairman Hubert and Director Payton attended a meeting with interfaith leaders in central Ohio, hosted by the Department of Justice's Community Mediation Service

February * The OCRC recognized the winners of the Annual MLK Writing, Art and Multimedia contest. This year's theme was "The Quest for Peace and Justice".

February * OCRC Staff Johnnie Kanney attended the awards ceremony at the McCoy Center for the Performing Arts in New Albany to present a recognition award to Elikplim Enin-Kattah, the 9th grade winner of the MLK Writing, Art and Multimedia contest.

February * Director Payton provided a presentation on Black History to residents at the Woodlands Independent Living Center in Columbus.

March * Darlene Newbern presented a review of civil rights laws to the EEO Committee for the Ohio Contractors Association in Columbus.



Education and Outreach

March * Director Payton, Keith McNeil and Aman Mehra attended a Client Day seminar hosted by the Columbus law firm Kegler, Brown, Hill & Ritter. Director Payton presented an OCRC update and a review of proposed legislation affecting employment law.

March * Courtney Calhoun provided training for Summit County Executive Directors and Deputy Directors on harassment/sexual harassment.

March * Darlene Newbern served as a panelist on Best Practices for EEO Enforcement at the annual State of the State Civil Rights Conference in Lima.

April * Director Payton and Johncie Kanney served as judges for the Ohio Department of Administrative Services Equal Opportunity Division's 13th Annual Dr. Martin Luther King, Jr. Oratorical Contest.

April * Darlene Newbern received the Spirit of Fair Housing Award for outstanding service from the Toledo Fair Housing Center.

April * Iris Choi, Cleveland Regional Director, was a guest on the Cleveland television program, "Form 360" to discuss civil rights in northeast Ohio.

April * Vicki Burns provided a presentation on Alternative Dispute Resolution to Human Resource Management students at Clark State University's Springfield and Beavercreek campuses.

May * Judia Brown, HR Administrator became one of the first graduates from the Office of Collective Bargaining Academy (DAS).

May * Darlene Newbern attended the EEOC's annual national training conference.

May * Director Payton, Denise Johnson, Ronnell Tomlinson and OCRC Housing Investigators attended HUD's Fair Housing Accessibility Training.

June * Vera Boggs provided an overview of the OCRC at the Ohio Asian American— Pacific Islander Advisory Council's Third Annual Asian-American Legislative Day at the Ohio Statehouse.

June * 20 members of the NAACP Executive Committee attended our Commission meeting.

June * 38 OCRC Employees were recognized for their participation in the Governor's Walking Challenge.



Winners of our Annual Martin Luther King, Jr. Art, Writing and Multimedia Contest

“The Quest for Peace and Justice.”



Aiden Sweet	Urbana Local Intermediate	6th Grade Writing
Madeline Halcomb	Ridgeway Elementary	6th Grade Art
Grant Foskett	Edgewood Middle School	7th Grade Writing
Ally Bobash	Gateway Middleschool	7th Grade Art
Nektarios Kasamias	Boardman Center Middle School	8th Grade Writing
Ema Fish	St. Pius X School	8th Grade Art
Elikplim Enin-Kattah	New Albany High School	9th Grade Writing
Samatha LaRose	Jackson Milton High School	9th Grade Art
Christin Libee	Piqua High School	10th Grade Writing
Leah Neff	Batavia High School	10th Grade Art
Lyndsay Olenych	Boardman High School	11th Grade Writing
Nugeen Aftab	Lakota East High School	11th Grade Art
Rachel Rosche	Roosevelt High School	12th Grade Writing
Emma Froelich	Anthony Wayne High School	12 Grade Art

Multimedia Winner—Riverside High School

Brandon Ewald	Chris Sustar	Elaina Serago
Jacob Lobe	Jacob Rippin	Jonathon Selleny
Josh Shelly	Ryan Merkel	Sean Mekinda
	Alicia Foster	



John Kasich
Governor

G. Michael Payton
Executive Director



Civil Rights

2011

Commissioners: Eddie Harrell, Jr., Chair Leonard Hubert Stephanie Mercado Tom Roberts Rashmi Yajnik

THIRD ANNUAL HALL OF FAME OCTOBER 13, 2011

ROGER AMBRAMSON
THEODORE M. BERRY
KEN CAMPBELL
NATHANIEL R. JONES
DR. AMOS H. LYNCH
LOUIS. D. SHARP
V. ANTHONY SIMMS-HOWELL

2011 Presenting Sponsor:



Founding Sponsors:



The Ohio Civil Rights Hall of Fame seeks to acknowledge the citizens who have left their mark in the State of Ohio through their tireless efforts in furthering civil and human rights in their communities. These distinguished individuals have served as beacons making significant strides in support of civil and human rights. Through their exemplary leadership they have helped to eliminate barriers to equal opportunity in this great state as well as foster cultural awareness and understanding for a more just society.



Our 2012 honorees



The Ohio State Highway Patrol Honor Guard



Keynote Speaker Steven A. Davis serves as Chairman of the board and Chief Executive Officer of Bob Evans Farms Inc.



Mistress of Ceremonies Angela Pace



Akron & Cleveland Regional Offices

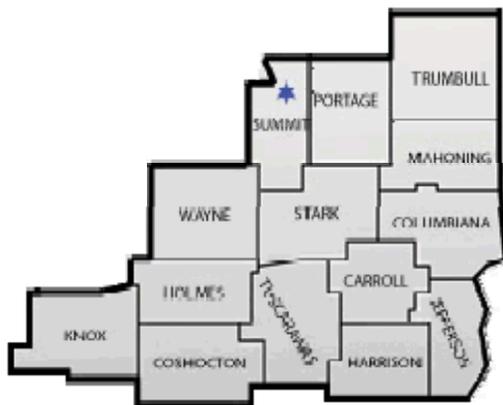


Iris Choi joined the Commission's Toledo Regional Office as a Civil Rights Field Investigator and was promoted to Reconsideration Supervisor and Chief Supervisor. She was selected Regional Director of the Cleveland Office in 1994 and was chosen to lead both the Akron and Cleveland Regional Offices in 2009.

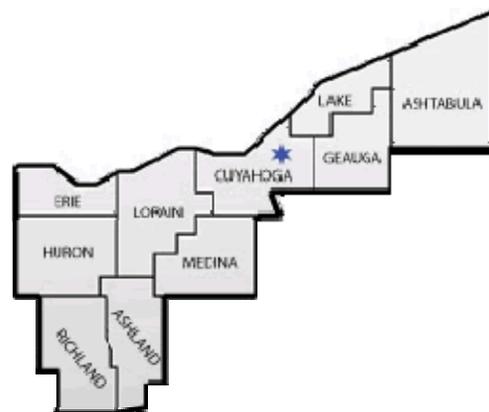
Ms. Choi received a Bachelor of Business Administration and Sociology, Master of Business Administration and a Juris Doctorate from the University of Toledo.

The two offices are responsible for receiving, investigating and resolving discrimination complaints from 24 counties in northeastern Ohio.

Ms. Choi is an established advocate for equality and leader of civil rights among the diverse communities within the Cleveland and Akron areas.



Akron



Cleveland



***Akron Regional Office
Charges Filed by County***

Carroll	5
Columbiana	6
Coshocton	3
Harrison	1
Holmes	1
Jefferson	14
Knox	7
Mahoning	43
Portage	83
Stark	136
Summit	278
Trumbull	33
Tuscarawas	8
Wayne	22
Akron Total	640

**Akron Government Center
161 S. High Street, Suite 205
Akron Ohio 44308
(330) 643-3100
(330) 643-1488 (TTY)**

***Cleveland Regional Office
Charges Filed by County***

Ashland	2
Ashtabula	11
Cuyahoga	427
Erie	13
Geauga	7
Huron	6
Lake	42
Lorain	38
Medina	27
Richland	18
Cleveland Total	591

**885 Lausche State Office Bldg.
615 West Superior Ave., 8th Fl.
Cleveland, Ohio 44113
(216) 787-3150
(216) 787-3549 (TTY)**



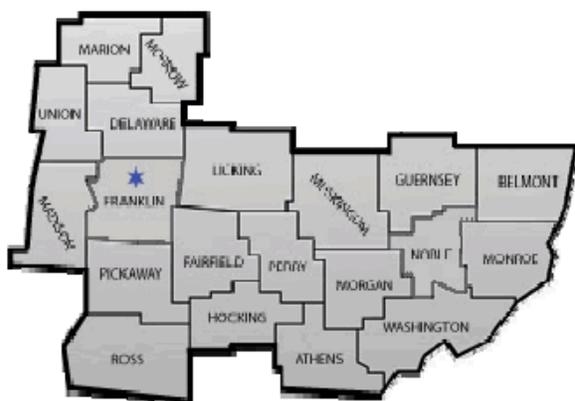
Columbus Regional Office



Aman Mehra joined the Ohio Civil Rights Commission in January 2012. Throughout his career as an entrepreneur and executive he has served as a consultant, a coach, a mentor and a business leader.

Mr. Mehra has a distinguished educational background. He holds a Bachelor of Arts degree in Social Sciences from Bundelkhand University (Jhansi, India), an Honors degree in Systems-Management from National Institute of Information Technology (New Delhi, India), a Masters degree in Economics from Eastern Illinois University (Charleston, Illinois) and a Master of Business Administration (MBA) degree from the Lumpkin College of Business at Eastern Illinois University.

He is the current Vice Chair and Past President of the Asian Indian American Business Group of Central Ohio, Executive Director and member of Asian Indian Alliance and member of the Columbus Council of World Affairs.



Athens	11
Belmont	4
Delaware	40
Fairfield	21
Franklin	672
Guernsey	2
Hocking	1
Licking	29
Madison	6
Marion	11
Monroe	1
Morrow	3
Muskingum	15
Pickaway	5
Ross	14
Union	7
Washington	1
TOTAL	843

**Rhodes State Office Tower
30 East Broad Street, 4th
Floor
Columbus, Ohio 43215
(614) 466-2785 (Voice/TTY)**



Dayton Regional Office and the Cincinnati Satellite Office

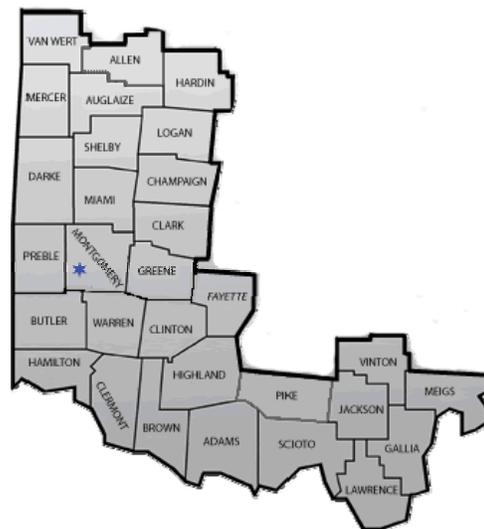
Allen	40
Auglaize	6
Brown	4
Butler	61
Champaign	2
Clark	25
Clermont	11
Clinton	5
Darke	6
Fayette	6
Gallia	2
Greene	42
Hamilton	222
Hardin	3
Highland	3
Jackson	2
Lawrence	3
Logan	6
Meigs	2
Mercer	6
Miami	16
Montgomery	226
Preble	2
Shelby	14
Scioto	6
Van Wert	4
Warren	19
TOTAL	744

Norman Gibson joined the Ohio Civil Rights Commission's Cincinnati Regional Office in 1999 as a Field Investigator and was promoted to Supervisor in 2001. Mr. Gibson was chosen to lead the merger of the Dayton and Cincinnati Regional offices and was promoted to Director of the newly created Cincinnati/Dayton Regional Office.



Mr. Gibson, a native of Cincinnati, is retired from the United States Army. He is a proud recipient of a Purple Heart medal for gallantry as a Ranger.

Mr. Gibson received a Bachelor of Science degree in Public Administration from Brenau University in Atlanta, Georgia.



**40 W. 4th Center, Suite 1900
Dayton, Ohio 45402-1831
(937) 285-6500 (Voice/TTY)**

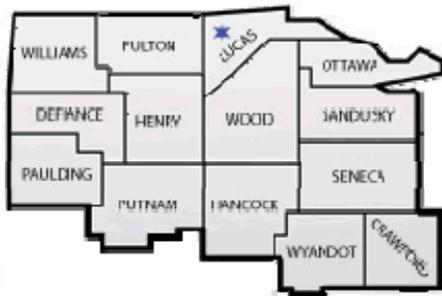


Toledo Regional Office



Darlene Sweeney-Newbern was chosen Toledo Regional Director after serving as a Field Investigator, Supervisor and Statewide Director of Housing Enforcement.

Ms. Newbern works closely with advocacy and civil rights enforcement agencies around the county to educate, train and assist in both housing and employment cases. Recognized as a national leader in fair housing matters, Ms. Sweeney-Newbern was chosen as a presenter for the US Department of Housing and Urban Development's National Fair Housing Conference. Ms. Sweeney-Newbern received a Bachelor of Science in Business from the University of Toledo.



Crawford	3
Defiance	5
Fulton	19
Hancock	23
Henry	13
Lucas	503
Ottawa	16
Paulding	2
Putnam	4
Sandusky	16
Seneca	12
Williams	8
Wood	70
Wyandot	1
Toledo Total	695

**One Government Center,
Room 936
Jackson & Erie Streets
Toledo, Ohio 43604
(419) 245-2900 (Voice/
TTY)**



FINANCIAL DATA

FEDERAL OPERATING ROTARY FUND 334 EEOC/HUD APPROPRIATIONS

Fund 334 represents spending authority as a result of work sharing agreements with the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Department of Housing and Urban Development (HUD) and the Ohio Civil Rights Commission (OCRC). These agencies defer charges of discrimination filed with them to the OCRC for processing and investigation.

Funds 3340/2170 Appropriations	\$2,808,199
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EXPENDITURES

Salaries and Wages	\$1,655,456
Purchased Personal Services	\$220,524
Supplies and Materials	\$13,994
Motor Vehicles	\$27,035
Travel	\$4,774
Communications	\$66,478
Equipment Maintenance	\$2,851
Rentals	\$122,085
Printing	\$1,545
General Expenses	\$175,629
Equipment	\$17,399
Encumbrances	\$44,266
Unused Appropriations	\$456,163
TOTAL EXPENDITURES	\$2,808,199

GENERAL REVENUE FUND (GRF)

The General Revenue Fund is monies appropriated to the Ohio Civil Rights Commission by the General Assembly

Fund GRF Appropriations	\$ 4,725,784
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EXPENDITURES

Salaries and Wages	\$ 4,725,784
Purchased Personal Services	\$ -
Travel	\$ -
Communications	\$ -
Rentals	\$ -
General Expenses	\$ -
Equipment	\$ -
Encumbrances	\$ -
TOTAL EXPENDITURES	\$ 4,725,784





Ohio Civil Rights Commission
Central Office
30 East Broad Street, 5th Floor
Columbus, Ohio 43215
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(888) 278-7101 Toll Free
(614) 644-8776 Fax
(614) 752-2391 TTY

We invite you to visit our website :www.crc.ohio.gov