OHIO CIVIL RIGHTS COMMISSION

Governor John R. Kasich

Commissioners: Leonard Hubert, Chairman Lori Barreras Juan Cespedes William W. Patmon, III Madhu Singh

Age Discrimination

Who is Protected?

1. Employees and job applicants 40 years of age or older.

2. Employees in the protected age class who are employed, or are seeking employment, at a place of employment with 20 or more employees under federal law and 4 or more employees under state law.

The law requires employers, employment agencies and labor unions to implement employment practices and policies that are free from age discrimination.

Choosing Remedies

Persons who believe that they have been discriminated against on the basis of age must elect between one of two forums:

1. The aggrieved party may file a charge of discrimination with the Ohio Civil Rights Commission within six months of the date of harm OR

2. The aggrieved party may elect to file a private lawsuit in state court within two years of the date of harm.

Complaint Process

Any person who feels that they are a victim of discrimination because of their race, color, religion, sex, national origin, ancestry, disability, age familial status (housing only), or military status may file a formal complaint with the Ohio Civil Rights Commission (OCRC). A person may also file on the basis of retaliation if they believe that they are retaliated against for exercising their right to file a charge, for participating in an investigation or for complaining about discrimination.

If the mediation process is unsuccessful or if one party does not wish to participate in mediation, the case will be referred to the investigative unit. Through a series of steps, including witness interviews, document requests and site visits, the Commission will determine whether or not discrimination has occurred.

All services are **free** of charge and complaints can be filed in person at your local OCRC office, by telephone or on our website. Charges must be filed within six months from the date of harm (one year for housing charges).

Regional Offices

Akron Regional Office
Ocasek Government Building
161 S. High St., Suite 205
Akron, OH 44308
330-643-3100
330-643-3120 (Fax)

Cleveland Regional Office
Lausche State Office Building
615 W. Superior Ave.
Suite 885
Cleveland, OH 44113
216-787-3150
216-787-4121 (Fax)

Columbus Regional Office
Rhodes State Office Tower
30 E. Broad St., 4th Floor
Columbus, OH 43215
614-466-5928
614-466-6250 (Fax)

Dayton Regional Office
40 W. 4th Centre
40 W. 4th Street, Suite 1900
Dayton, OH 45402
937-285-6500
937-285-6606 (Fax)

Toledo Regional Office
One Government Center
640 Jackson St., Suite 936
Toledo, OH 43604
419-245-2900
419-245-2668 (Fax)

Cincinnati Satellite Office
PNC Bank Building
7162 Reading Rd., Suite 606
Cincinnati, OH 45237
513-351-2541
513-351-2616 (Fax)