



OHIO CIVIL RIGHTS COMMISSION

Governor John R. Kasich

Commissioners: Leonard Hubert, Chairman Lori Barreras William W. Patmon, III Tom Roberts

Did you know...

The OCRC is the primary educator and enforcer of Ohio's Anti-Discrimination Laws, O.R.C. Chapter 4112?

The Ohio Civil Rights Commission (OCRC) is a legislatively created body authorized to receive, investigate and pass upon written charges of allegations of unlawful conduct. Ohio's Anti-Discrimination Laws, found in Ohio Revised Code Chapter 4112, prohibit discrimination in the following areas:

- Employment
- Housing
- Public Accommodation
- Credit
- Disability in Higher Education

The OCRC provides a number of services and functions to the public?

Each year OCRC staff members in six regional offices investigate thousands of charges, the primary allegation of which is employment. The OCRC also maintains work sharing agreements with the Equal Employment Opportunity Commission (EEOC) and U.S. Department of Housing and Urban Development (HUD) to process cases filed with these federal agencies.

The OCRC provides free mediation and alternative dispute resolution services to parties in cases filed with the agency. Additionally, the agency provides free training and education to the public.

Each year, students from grades 5-12 have the opportunity to submit essays, artwork and multi-media entries for the annual MLK awards. Additionally, high school, college and law school students have opportunities to participate in internships and externships. The OCRC has a Civil Rights Hall of Fame honoring Ohioans who have contributed to the field of civil rights.

You have the right to be free from discrimination in the workplace?

It is illegal for an employer of four or more persons to terminate, refuse to hire or deny a job opportunity or otherwise impact a term or other condition of employment because of protected status - race, color, ancestry, national origin, sex, age (if over 40), religion, military status or a qualified disability.

It is unlawful for **employers, employment agencies and labor organizations** to elicit or attempt to elicit or keep a record of protected class prior to employment and/or to print or publish a statement expressing a preference or limitation of a certain protected class. It is equally unlawful for a **job applicant** to print or publish an ad specifying a hiring preference or limitation.

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 Avenue
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)



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Did you know...

You have the right to be free from discrimination in housing and credit transactions?

The right to buy a house, rent an apartment, reside in a condominium or obtain a mortgage or insurance cannot be denied based on protected class. In addition to the protected classes for employment, “familial status” is also covered as a protected class in housing. “Familial status.” defined as a household of a parent or guardian residing with children under age 18 and/or a pregnant female or person in the process of securing legal custody of a minor, is a protected status in housing.

For more information, please refer to the Fair Housing Rights & Responsibilities fact sheet.

Similarly, “marital status” is a protected class in credit transactions under Ohio Revised Code Chapter 4112.

For more information, please refer to the Credit fact sheet

All persons have the right to equally enjoy the privileges, advantages and services of a place of public accommodation?

It is unlawful for any proprietor, employee or manager of a place of public accommodation to deny you the full enjoyment of the advantages, facilities or privileges of a place of public accommodation because of protected class. Places of public accommodation include hotels, bars and restaurants, stores, buses, taxis, theaters, banks, gyms or any place offering accommodations, advantages, facilities or privileges to a substantial public on a nonsocial, sporadic, impersonal and nongratuious basis.

All persons have the right to access to higher education?

It is unlawful to discriminate against any individual based on their disability in the admission and/or recruitment to any academic program, participation in institutional activities, awards of financial aid, admission to housing or other service offered to its non-disabled students.

****In all cases except housing, charges of discrimination must be filed with the OCRC within six months after the alleged practice was committed. Housing charges must be filed within one year.****

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