



THE OHIO CIVIL RIGHTS COMMISSION
Annual Report FY 2016
July 1, 2015 - June 30, 2016

The Honorable John Kasich Governor

Leonard Hubert, Chairman
Lori Barreras, Commissioner
Juan P. Cespedes, Commissioner
William Patmon, III, Commissioner
Madhu Singh, 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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“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 rights of an individual Ohioan is an offense against the state.”

Albert J. Dillehay,
Commission Chairman, 1962

From the Executive Director



Governor John Kasich

June 30, 2016



OHIO CIVIL RIGHTS COMMISSION

G. Michael Payton
Executive Director

Commissioners

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

To Governor Kasich, Members of the 131st General Assembly, and Citizens of Ohio:

On behalf of our Commission and staff, I am pleased to present our Annual Report for state Fiscal Year 2016. After more than 55 years of public service, this report reflects our continuing effort to make a difference and fulfill our mission as the primary educator and enforcer of Ohio's laws against discrimination.

We remain dedicated to executing the powers granted to us under Ohio Revised Code Chapter 4112 and believe Ohio is strongest when its citizens are empowered with employment, a safe place to live, and access to the many diverse cultural and recreational opportunities throughout the state.

We are grateful for your continuing trust and support. We look forward to answering your questions or concerns.

Respectfully,

A handwritten signature in black ink, appearing to read "G. Michael Payton".

G. Michael Payton
Executive Director

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Columbus, Ohio 43215
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Commissioners

Leonard Hubert, Chairman (Granville)

Appointed Commissioner July 2006 and served as Interim Chairman from January 2008 through February 2009. Appointed Chairman September 2011 and reappointed in September 2016 for a term expiring July 2021.



Lori Barreras (Columbus)

Appointed Commissioner November 2013 to a term expiring July 2018.

Juan Cespedes (Columbus)

Appointed Commissioner February 2016 to a term expiring July 2020.



William W. Patmon, III (Gahanna)

Appointed Commissioner August 2012 to a term expiring July 2017.

Tom Roberts (Dayton)

Appointed Commissioner March 2009, Reappointed in 2010 to a term that expired July 2015.



Madhu Singh (Akron)

Appointed Commissioner August 2015 to a term expiring July 2019.

Ohio's History in Civil Rights Enforcement

A Historical Perspective of Ohio's Laws Against Discrimination

Ohio has a long history 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

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.

Our Jurisdiction

The Ohio Civil Rights Act, Ohio Revised Code, Chapter 4112, is the governing mandate that provides our agency with the responsibility of investigating discrimination in the areas of:

- Employment (1959) – R.C. 4112.02(A)-(F) & (I)
- Places of Public accommodations (1961) - R.C. 4112.02(G)
- Housing (1965) – R.C. 4112.02(H)
- Credit (1976) – R.C. 4112.021
- Disability issues in higher education (1984) – RC. 4112.022

The Protected Bases

People can file Charges of Discrimination with the Ohio Civil Rights Commission if they believe they have been discriminated against (treated differently) because of:

- ◆ Race
- ◆ Religion
- ◆ National Origin
- ◆ Disability
- ◆ Military Status
- ◆ Marital Status (credit only)
- ◆ Retaliation for opposing an illegal discriminatory practice, including an anti-discrimination proceeding before the Commission.
- ◆ Color
- ◆ Sex
- ◆ Ancestry
- ◆ Age (does not apply to housing)
- ◆ Familial Status (housing only)

Mission and Vision

We are the Ohio Civil Rights Commission, primary educator and enforcer of Ohio's laws against discrimination.

We will be professional, competent and fair with our clients and all Ohio citizens as we educate the public and investigate claims of discrimination. It is our role to be a strong force in promoting positive human relations among our diverse population.

We value our employees for their skills, commitment and creativity. We will provide a work environment based on empowerment, mutual respect and honesty for all employees.

We will create a culture where continuous learning is valued and opportunities for training and professional growth are provided to all employees. We will incorporate technological innovations and processes in achieving our mission.

Values

Public Service. We are committed to serving and educating the public in a professional, impartial and efficient manner. Quality service will be accomplished by utilizing skilled and motivated employees who are responsive to our customers' 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 harmonious workplace through open communication, positive interaction and a spirit of cooperation.

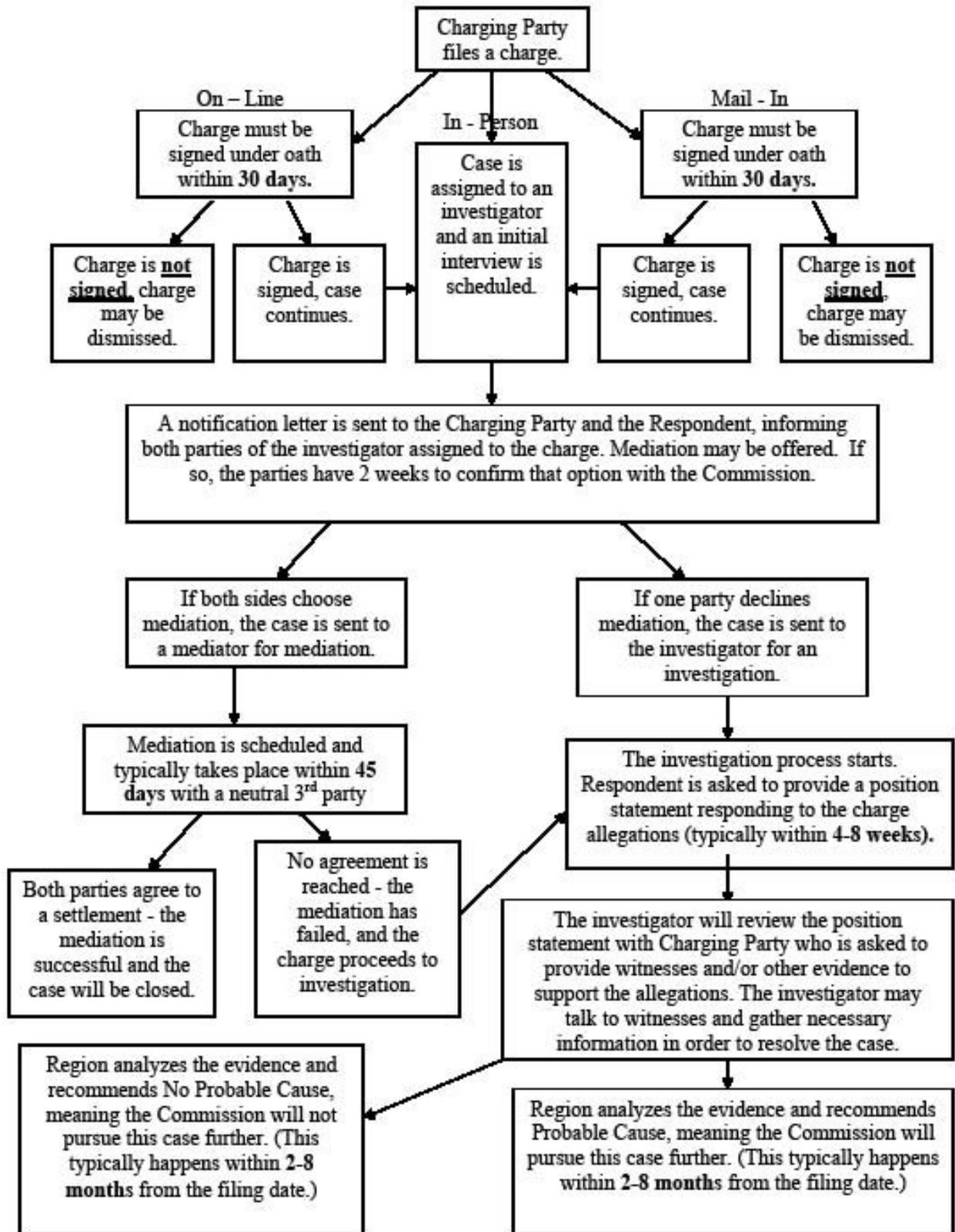
Respect. We respect the diversity, talents and ideas of all OCRC employees, our most valued resource. We honor the right of every employee and the public to contribute, to be heard and to be treated with dignity.

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.

Chronology of Civil Rights Legislation in Ohio

- 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 protections against religious discrimination
- 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: OCRC and the United States 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 protections against discrimination of people with disabilities in institutions of higher education
- 1988: OCRC and United States Department of Housing & Urban Development (HUD) enter into a Work Sharing Agreement to eradicate housing discrimination
- 1992: Am. Sub. H.B. 321 of the 119th General Assembly 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 in which the parties voluntarily elected to participate in the program
- 1999: Alternative Dispute Resolution program recognized by the United States Department of Housing and Urban Development with a national "Best Practices" award
- 2008: Military Status added to protected classes
- 2009: Ohio Civil Rights Commission celebrates 50th Anniversary; Annual Ohio Civil Rights Hall of Fame established, acknowledging outstanding Ohioans who are pioneers in human and civil rights and who have advanced the goals of equality and inclusion

A GENERAL OVERVIEW OF THE CHARGE FILING PROCESS



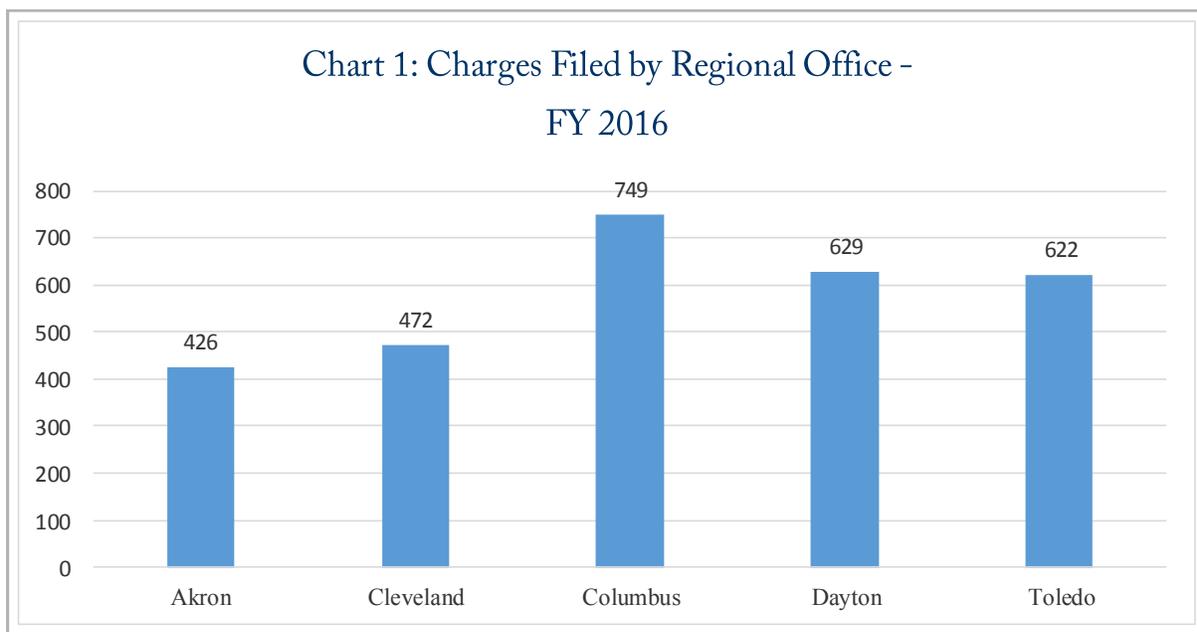
Investigation & Enforcement

Any person who believes they have been subjected to unlawful discrimination may file a charge of discrimination with the Ohio Civil Rights Commission. Our regional offices are located in Akron, Cleveland, Columbus, Dayton and Toledo. OCRC also has a satellite office in Cincinnati. All services are free of charge and complaints can be filed at any OCRC Office or through our website's online charge filing process. OCRC also has the power to self-initiate an investigation in employment, housing, credit, and disability in education.

Complaints 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 in retaliation for having participated in a protected activity (such as having filed a previous charge of discrimination or complaining of a discriminatory act).

Complaints must be filed within six months (or one year for housing complaints) of the alleged act of discrimination. OCRC 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 OCRC investigator who notifies the person filing the charge (Charging Party) and the company or person against whom the charge was filed (Respondent). Through a series of steps which may include witness interviews, document requests, and on-site visits, OCRC will determine whether or not discrimination has occurred.



Investigation & Enforcement

Mediation

OCRC began a voluntary mediation program in 1998 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 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, an investigation will commence.

In state fiscal year (FY) 2016 mediators conducted 348 mediations and 79% resulted in a successful settlement with an average processing time of 33.5 days.

Basis	Count
Race	1,287
Religion	147
National Origin/Ancestry	184
Age	404
Retaliation	938
Sex/Pregnancy	718
Disability	889
Familial Status	91
Color	59
Military Status	11
Other	61
Total	4,789

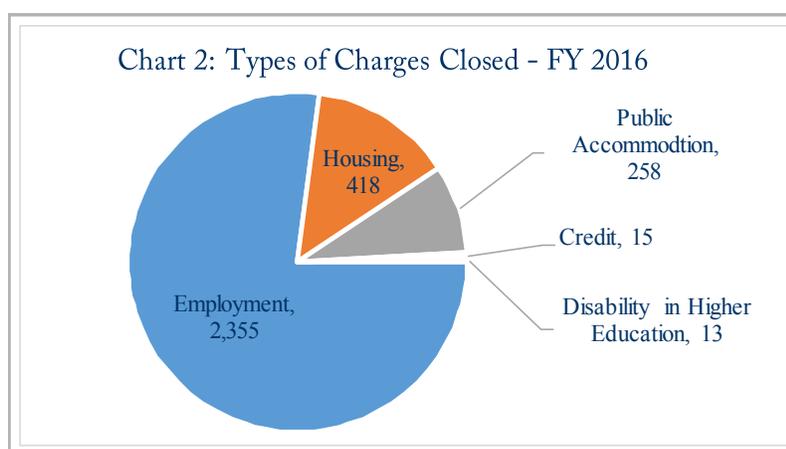
* A single charge may include multiple bases

Issue	Count
Advertising	36
Assignment	1
Benefits	6
Benefits - Insurance	1
Constructive Discharge	136
Demotion	59
Discharge	1,026
Discipline	441
Early Retirement Incentive	1
Exclusion	32
Harassment	556
Hiring	87
Intimidation	127
Job Classification	1
Layoff	51
Maternity	13
Promotion	105
Reasonable Accommodation	290
Referral	2
Reinstatement	5
Severance Pay Denied	1
Sexual Harassment	114
Suspension	95
Terms & Conditions	794
Testing	3
Training	7
Union Representation	13
Wages	26
Other	498
Total	4,527

* A single charge may include multiple alleged issues

Closures

OCRC closed 3,059 cases in state fiscal year 2016. Exactly 77% of those cases were employment cases, approximately 14% were housing cases, and approximately 8% were public accommodation cases. The remaining 1% of cases were credit or disability in higher education cases. OCRC's investigative staff completed an average caseload of 87.4 cases per investigator/mediator in state fiscal year 2016.



Settlements and Withdrawal of Charges with Settlement can be reached at any time after a charge of discrimination has been filed. Parties are offered the opportunity to resolve their dispute through OCRC's mediation services. Both the Charging Party and Respondent must agree to the settlement.

Administrative Resolutions include cases where the Charging Party elects to withdraw the charge and/or pursue the claim through the court system, cases where the Commission is unable to locate the Respondent or Charging Party, and cases in which the agency determines the charge to be non-jurisdictional.

No Probable Cause findings are issued after an investigation concludes that evidence failed to show a discriminatory act occurred.

Probable Cause findings are issued after a full investigation reveals that there is sufficient evidence to conclude it is probable that a discriminatory act occurred. OCRC initially attempts to conciliate these charges and reach a settlement. When conciliation attempts fail, the charge is referred to the office of the Attorney General and, if necessary, a public hearing on the merits (administrative adjudication) is held.

Closures

Table 3: Case Closures by Category* - FY 2016	
Settlements	197
Withdrawal of Charges with Benefits	501
Successful Conciliation after Probable Cause Finding	18
Probable Cause – Open	78
No Probable Cause	1,824
Withdrawal of Charges without Benefits	82
No Jurisdiction	132
Administrative Closures	48
Hearing Closures	15
Closed by Legal Unit	5
Charging Party Failed to Cooperate	2
Charging Party Refused Full Relief	1
Charging Party Failed to Return Notarized Charge	156
Total Closures	3,059

* Closure categories are defined by the Federal Equal Employment Opportunity Commission

Successful Conciliations are settlements reached after a preliminary finding of probable cause.

Reconsideration is the internal appeals process created by Ohio Administrative Code Section 4112-3-4 and is available to any party disagreeing with the initial determination of the Commission. Approximately 6% of the Commission’s decisions are appealed.

Benefits and Enforcement: Approximately 25% to 30% of people who file charges with the agency receive some monetary or non-monetary benefit. The Ohio Civil Rights Commission has authority to enforce Conciliation Agreements and Consent Orders when it is a party to the agreement.

Education and Outreach

The Ohio Civil Rights Commission (OCRC) works to enhance cultural awareness and sensitivity in our state through education and outreach activities. In addition to free trainings on Ohio's civil rights law which we regularly provide to individuals and businesses, OCRC often participates in important community education and outreach programs and opportunities. The following are just a few highlights of our education and outreach activities for FY 2016.

- ◆ Our Seventh Annual Civil Rights Hall of Fame ceremony in the Statehouse Atrium was held on October 15, 2015. Our Mistress of Ceremonies was Tracy Townsend, a news anchor on 10TV Columbus. The keynote speaker was Dr. Sean Decatur, President of Kenyon College. The Ohio State Highway Patrol provided the Color Guard and the Ohio State School for the Blind Choir performed the Star Spangled Banner. (See pages 15-17 of this Annual Report for more details about this event.)
- ◆ The Commission held another successful Dr. Martin Luther King, Jr. Art, Writing and Multimedia Contest and award ceremony in February 2016. The keynote speaker for the 2016 award ceremony was Director Cynthia Dungey of the Ohio Department of Job and Family Services. (See page 14 of this Annual Report for more details about this event.)
- ◆ As a part of outreach and education efforts, the Commission held its formal public meeting on several college campuses, including Capital University Law School on February 25, 2016 and Wright State University on March 7, 2016.
- ◆ Along with our formal meeting at Capital University, several staff members conducted informal classroom visits with Capital University Law School students. While in the classroom, OCRC staff members detailed the work of the Commission and answered questions about the formal Commission meeting.
- ◆ Toledo Regional Director Darlene Sweeny-Newbern served on the Toledo's Police Chief's advisory board and facilitated conversations between the police department and the community, including conducting trainings and work groups for employees and participating in community meetings on July 27, 2015 and September 3, 2015.
- ◆ Bradley Dunn served on the planning committee for the Plain Local Schools' Celebrate Diversity event, which explores and honors the diversity of the local community and schools. The theme of the February 18, 2016 event was "Diversity Is in Our Roots" and consisted of a multicultural exchange of food, music, and dancing.

Education and Outreach

- ◆ On February 25, 2016, Executive Director Michael Payton, Administrative Law Judge Denise Johnson, and Dayton Regional Director Norman Gibson attended the 13th Annual West Virginia Civil Rights Day. The event is sponsored by the West Virginia Human Rights Commission, with whom OCRC has a longstanding relationship.
- ◆ Regional Director Darlene Sweeny-Newbern attended and moderated and served on panels in multiple sessions of the 2016 Annual State of the State Conference at Kent State University on March 17, 2016.
- ◆ Cleveland Regional Director Vera Boggs worked with students from Cleveland State University on March 23, 2016 and April 20, 2016 to share the work and mission of the Civil Rights Commission and to provide information about equal employment laws to the university's business students.
- ◆ Executive Director Michael Payton and Director of Public Affairs Mary Turocy met with and established partnerships with several organizations around the state, including the National Underground Railroad Freedom Center, the Center for Holocaust and Humanity Education, and the Ohio Latino Affairs Commission. These organizations all have similar education and outreach missions and efforts and we hope to maintain firm partnerships with these organizations.
- ◆ Executive Director Michael Payton, Chief Legal Counsel Stephanie Bostos Demers, and Director of Regional Operations Keith McNeil helped to plan the Columbus Bar Association's January 29, 2016 Fourth Annual Dr. Martin Luther King, Jr. Civil Rights Symposium. Topics included same sex marriage, religious accommodations, the Voting Rights Act of 1965, and community-based policing. Many members of the Commission's staff attended the event, including Commissioner Patmon and Commissioner Barreras.
- ◆ The Commission conducted dozens of trainings, including: sexual harassment training for approximately 500 staffers of the Franklin County Board of Developmental Disabilities; equal employment opportunity training of 150 employees and firefighters for the Napoleon, Ohio Fire Department; a presentation on best practices for responding to charges of discrimination to a group of employment attorneys; and presentations at the state's Equal Employment Opportunity Academy to many Human Resources professionals around the state.

Martin Luther King, Jr. Art, Writing, & Multimedia Contest

The 2016 Theme of our MLK Contest was, “Beloved Community: What are you doing, or what will you do, to help others or spread goodwill and create a ‘beloved community’ where you live?”



The Ohio Civil Rights Commission honored the following students from across the state of Ohio with an awards ceremony on February 11, 2016 at the Rhodes State Office Tower, Columbus.

Writing Award Winners

Margaret Wealer - Grade 6 - Dater Montessori, Cincinnati, OH
Karlee Jenkins - Grade 7 - Kimpton Middle School, Stow, OH
Jaret Crist - Grade 8 - Waggoner Road Junior High, Reynoldsburg, OH
Gabrielle Lozoya - Grade 9 - Sebring McKinley Junior High School, Sebring, OH
Matthew Egbert - Grade 10 - Archbishop Alter High School, Kettering, OH
Abby Miller - Grade 11 - Dover High School, Dover, OH
Savannah Fitzgerald - Grade 12 - Streetsboro High School, Streetsboro, OH

Art Award Winners

Jacy Barracato - Grade 6 - Washington Park Community School, Newburgh Heights, OH
Emmaria Smith - Grade 7 - St. Dominic School, Shaker Heights, OH
Margaret Boswell - Grade 8 - St. Dominic School, Shaker Heights, OH
Yordy Cabrera Garcia - Grade 9 - Gilbert A. Dater High School, Cincinnati, OH
Femi Ademuyiwa - Grade 10 - Horizon Science Academy, Cleveland, OH
Samantha Wallick - Grade 11 - Dover High School, Dover, OH
Tyler Nathan - Grade 11 - Dover High School, Dover, OH
Rachel Immel - Grade 12 - Dover High School, Dover, OH

Multimedia Award Winner

Nicholas Finley - Port Clinton High School, Port Clinton, OH

Excellence in Diversity Teaching Award

Scott Gray, PALS Juvenile Justice Program, YMCA of Ohio and Westerville North High School, Columbus, OH

Ohio Civil Rights Hall of Fame

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. Through their exemplary leadership, inductees have helped to foster cultural awareness and eliminate barriers to equal opportunity in Ohio. Every year, the Commission hosts a formal ceremony and lunch reception to honor the inductees. Both the ceremony and reception are free and open to the public. In 2015, nearly 300 guests attended our seventh annual ceremony. The Civil Rights Hall of Fame ceremony and reception are funded entirely by private donations from PNC, Honda of America Manufacturing, Inc. and Wright State University. United Way of Central Ohio served as the fiscal agent for the event.

John Kasich
Governor

G. Michael Payton
Executive Director



Civil *Rights*

Commissioners: Leonard Hubert, *Chair* Lori Barreras William Patmon, III Tom Roberts Madhu Singh

**SEVENTH ANNUAL
HALL OF FAME
OCTOBER 15, 2015**

NIMROD B. ALLEN
NIRMAL K. SINHA
MERRI GAITHER SMITH
SCHUYLER SMITH
LOUIS STOKES

  Sustaining Sponsor: 

Ohio Civil Rights Hall of Fame

Inductees

2009

WILLIAM F. BOWEN
JOAN B. CAMPBELL
ROBERT M. DUNCAN
RUTH GONZALEZ DE GARCIA
BRUCE KLUNDER
C.J. MCLIN, JR.
TONI MORRISON
FRED SHUTTLESWORTH
CARL B. STOKES
GEORGE WASHINGTON WILLIAMS

2010

AVERY FRIEDMAN
DR. FRANK W. HALE, JR.
DR. KARLA IRVINE
WILLIAM MCCULLOCH
ERIC PARKS
SALVADOR RAMOS
RHONDA RIVERA
DR. RATANJIT SONDHE
DR. MARIAN SPENCER
BALDEMAR VELASQUEZ

2011

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

2012

JAMES G. JACKSON
REV. DAMON LYNCH, JR.
WILLIAM L. MALLORY
RICHARD MAXWELL
REV. DR. OTIS MOSS, JR.
JESSE OWENS
OHIO TUSKEGEE AIRMEN

2013

ANISON JAMES COLBERT
LAWRENCE EUGENE "LARRY" DOBY
SARA J. HARPER
PASTOR ROBERT LEE HARRIS
MARJORIE B. PARHAM
CHARLES O. ROSS, JR.
ALEXANDER M. "SANDY" SPATER

2014

JESSIE O. GOODING
REV. MOTHER LOUISE SHROPSHIRE
JOAN EVELYN SOUTHGATE
EMILY T. SPICER
JUDGE S. ARTHUR & LOUISE SPIEGEL
GLORIA STEINEM
JOHN B. WILLIAMS
OHIO FREEDOM RIDERS:
BETTY DANIELS ROSEMOND
DAVID FANKHAUSER, PH.D
FRANCES L. WILSON CANTY

Ohio Civil Rights Hall of Fame



In 2015, Nimrod B. Allen (Columbus), Nirmal K. Sinha (Columbus), Merri Gaither and Schuyler Smith (Cincinnati), and Congressman Louis Stokes (Cleveland) were inducted into the Ohio Civil Rights Hall of Fame. Dr. Sean Decatur of Kenyon University provided the keynote address and Tracy Townsend, news anchor on 10TV news, served as Mistress of Ceremonies. Guests also enjoyed a performance by the Ohio State School for the Blind Choir.

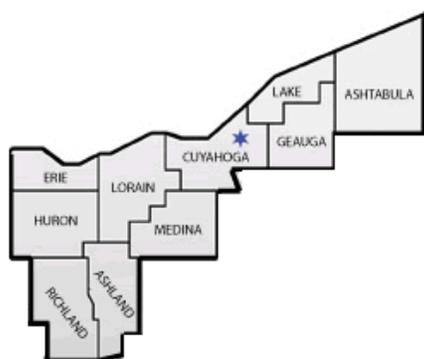


Akron Regional Office



Bradley S. S. Dunn began as Regional Director of the Akron Region in August 2016, but he has been employed by The Ohio Civil Rights Commission for 20 years and has held the positions of Legal Intern, Investigator, Field Supervisor, and Reconsideration Supervisor. He has been the recipient of the Commission's Employee of the Year and the Above and Beyond Award.

Mr. Dunn is a graduate of The University of Akron and The University of Akron School of Law where he graduated Cum Laude and was a member of various Honor Societies and a past President of the Sigma Phi Epsilon fraternity. Mr. Dunn is a member of both the Ohio State Bar Association and the Akron Bar Association, where he serves as the Past Chair of the Disability Law Section, Past Chair of the Labor and Employment Law Section, and Vice-Chair of the Diversity Committee.



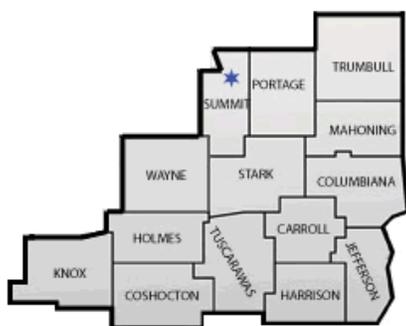
Akron Regional Office
Ocasek Government Center
161 S. High Street, Suite 205
Akron Ohio 44308
(330) 643-31 Telephone
(330) 643-3120 Fax

Cleveland Regional Office



Vera Boggs is the Regional Director of the Cleveland Regional Office at the Ohio Civil Rights Commission. With over fifteen years at the Ohio Civil Rights Commission, Ms. Boggs has previously held the positions of Investigator and Supervisor.

Ms. Boggs graduated Magna Cum Laude from the Ohio State University, earning a Bachelor of Arts in Criminology and Chinese. Ms. Boggs earned her Masters in Labor Relations and Human Resources from Cleveland State University. She holds both the Senior Professional in Human Resources (SPHR) and Society for Human Resource Management-Senior Certified Professional (SHRM-SCP) certifications and teaches the SHRM certification test preparation class at Cleveland State University. Ms. Boggs is a member of College Now Mentoring Program, Ohio State University Alumni Club of Cleveland, Organization of Chinese Americans, Society for Human Resource Management, and United Way.



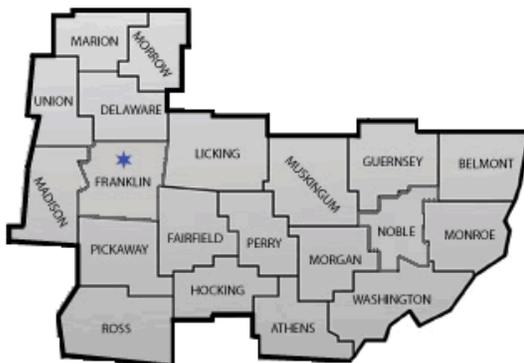
Cleveland Regional Office
Frank Lausche Building
615 W. Superior Avenue,
Suite 885
Cleveland, Ohio 44113
(216) 787-3150 Telephone
(216) 787-4121 Fax
(888) 278-7101 Ohio Toll Free

Columbus Regional Office



Aman Mehra joined the Ohio Civil Rights Commission in January 2012. Mr. Mehra holds a Bachelor of Arts degree in Social Sciences from Bundelkhand University (Jhansi, India), a 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 degree from the Lumpkin College of Business at Eastern Illinois University.

He is the past President, past Vice Chair, and current Board Member 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. In February 2016, Mr. Mehra was honored by Ohio Cancer Research. In August 2016, Mr. Mehra was honored with the Ohio Asian Award for Government Leadership.



Columbus Regional Office
Rhodes State Office Tower
30 East Broad Street, 4th Floor
Columbus, Ohio 43215
(614) 466-2785 Telephone and TTY
(614) 466-6250 Fax
(888) 278-7101 Ohio Toll Free

Dayton Regional Office & Cincinnati Satellite Office



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 Dayton Regional Office and Cincinnati Satellite Office.

Mr. Gibson, a native of Cincinnati, is retired from the 82nd Airborne Division of the United States Army. He is a proud recipient of a Purple Heart medal for gallantry earned as a United States Army Ranger. Mr. Gibson received a Bachelor of Science degree in Public Administration from Brenau University in Atlanta, Georgia.



Dayton Regional Office
Point West III
3055 Kettering Blvd, Suite 111
Dayton, Ohio 45439
(937) 285-6500

Cincinnati Satellite Office
7162 Reading Road, Ste. 606
Cincinnati, Ohio 45237

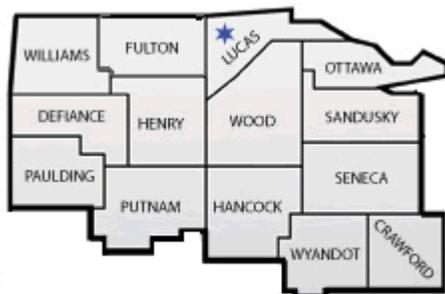
Toledo Regional Office



Darlene Sweeney-Newbern is the Toledo Regional Director and the Northern Ohio Regional Housing Director. In these roles, Ms. Newbern oversees and administers investigations in housing, public accommodations and employment discrimination cases in Northwest Ohio and Housing discrimination in Cleveland and Akron, Ohio. Ms. Newbern is a previous Instructor for the National Fair Housing Training Academy located in Washington, D.C. where she taught fair housing law and investigations. She has over 26 years experience in investigating, supervising and managing employment, public accommodations and fair housing cases.

Ms. Newbern sits on numerous boards and committees including, but not limited to, Northern Ohio Development Agency (NODA), Legal Redress and Housing Chair for the Toledo Chapter of the NAACP, Toledo Community Coalition, Dialogue to Change and State of the State Conference Committee.

Ms. Newbern is the recipient of various awards including The Rev. Fred L. Shuttlesworth Humanitarian Award, the Shanna L. Smith-Spirit of Fair Housing Award, and the NAACP's Outstanding Community Leadership Award.



Toledo Regional Office

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

Financial Data for FY 2016

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	\$ 2,946,501
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EXPENDITURES

Salaries and Wages	\$ 708,456
Purchased Personal Services	\$ 125,490
Supplies and Materials	\$ 20,718
Motor Vehicles	\$ 1,604
Travel	\$ 26,748
Communications	\$ 56,428
Equipment Maintenance	\$ 1,924
Rentals	\$ 849,031
General Expenses	\$ 2,703
TOTAL EXPENDITURES	\$ 1,793,103
Encumbrances	\$ 161,859
Unused Federal Appropriations	\$ 991,539

GENERAL REVENUE FUND (GRF)

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

Fund GRF Appropriations	\$ 5,567,540
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EXPENDITURES

Salaries and Wages	\$ 5,567,540
TOTAL EXPENDITURES	\$ 5,567,540
Unused State GRF Appropriations	\$ -

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FOR MORE INFORMATION, PLEASE CALL 1-888-278-7101



THE OHIO CIVIL RIGHTS COMMISSION