

17TH ANNUAL REPORT 1975-1976



Ohio Civil Rights Commission

OHIO CIVIL RIGHTS COMMISSION



SEVENTEENTH ANNUAL REPORT, 1975-1976

JAMES A. RHODES
Governor



OHIO CIVIL RIGHTS COMMISSION

CENTRAL OFFICE
220 Parsons Avenue
Columbus, Ohio 43215
Telephone 466-2785

COMMISSIONERS:
Burt Silverman, Chairperson
Robert Bry
Marion R. Sweeney
Rev. Samuel R. Wright
Clingan Jackson

Ellis L. Ross
EXECUTIVE DIRECTOR

REGIONAL OFFICES:

NORTHEAST REGIONAL OFFICE
680 Rockefeller Building
614 West Superior Avenue
Cleveland, Ohio 44113
1-216-579-2800

SOUTH N.E. REGIONAL OFFICE
304 Russell Harp Building
5 East Buchtel Avenue
Akron, Ohio 44308
1-216-253-3167

NORTHWEST REGIONAL OFFICE
510 Gardner Building
506 Madison and Superior
Toledo, Ohio 43604
1-419-241-9164

SOUTHEAST REGIONAL OFFICE
220 Parsons Avenue
Columbus, Ohio 43215
1-614-466-5928

SOUTHWEST REGIONAL OFFICE
Commerce Building
100 East Eighth Street
Cincinnati, Ohio 45202
1-513-852-3344

NORTH S.W. REGIONAL OFFICE
222 Grant-Deneau Building
40 West 4th Street
Dayton, Ohio 45402
1-513-228-3612

Hon. James A. Rhodes, Governor
Hon. Oliver Ocasek, President Pro tem, Ohio Senate
Hon. Vernal G. Riffe, Jr., Speaker, Ohio House of
Representatives

Dear Sirs:

In accord with Sections 4112.04(A) of the Ohio Revised Code the Commission provides, in the pages that follow, its report of the involvements and accomplishments under the referenced legislated mandates.

Though the effort has been greater the accomplishments have, unavoidably, not equalled those of the preceding year. In acceding to the demanded 2% reduction in allocated budget it became necessary to reduce staff by 20%. It, thus, became obligatory for a realignment of staff duties and responsibilities. What had formerly been reasonable expectations of individual accomplishments became untenable when confronted with the increased demands of Amended Substitute House Bill 151 and Amended Substitute Senate Bill 162.

New and innovative procedures were introduced and training provided therefor to accelerate the case handling process. Though not totally satisfactory to all concerned the agency is sincere in the belief that the accomplishment reflected in these pages are unquestionably creditable, though they speak to unmet needs.

Respectfully yours,

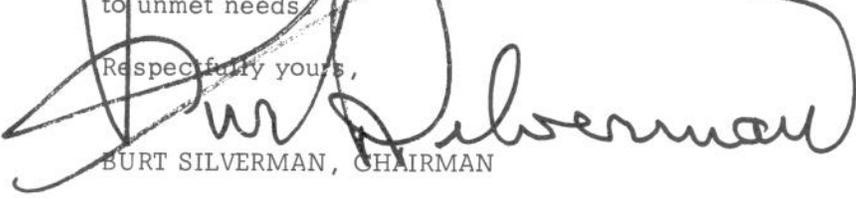

BURT SILVERMAN, CHAIRMAN

Table of Contents

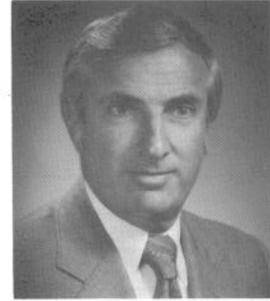
Ohio Civil Rights Commission	iv.
Foreword	v.
Charges Received and Processed	1.
Employment	11.
Housing	14.
Public Accommodation	17.
Monetary Awards to Complainants	21.
Training Report	22.
Compliance	23.
Hearings	24.
Cease and Desist / Dismissal Orders	26.
Speaking Engagements	27.
Legislative Summary	31.
Budget Appropriations	33.
Graphs	34.
Regional Statistics	38.

Ohio Civil Rights Commission

James A. Rhodes, Governor



Clingan Jackson
1976/80



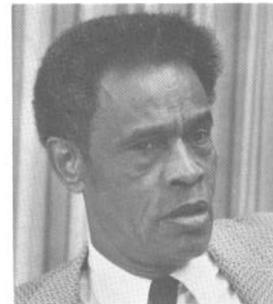
Robert Bry
1974/79



Burt Silverman
Chairman
1974/77



Marion R. Sweeney
1973/78



Samuel Wright
1971/76

Foreword

For quite some time now the voices of civil rights professionals have been but faintly heard and rarely comprehended when raised in careful admonition relative to effective protection of denied persons or classes of persons. I am in total accord with my good friend to the immediate south, Galen Martin, the Director of the Kentucky Civil Rights Commission, when he warns of the hazards of proliferation of the enforcement agency's efforts by addition of responsibilities. One has but review the chronology of broadened coverage that has been mandated by federal, state and local political subdivisions of government to grasp the full truth of my contention.

I believe it may be mutually agreed that the societal structure of Ohio, as well as the nation, should not permit the denial of any individual, or class of individuals, their rights. This entails guarantee of treatment according to individual ability and merit. Acceptance of such premise has given rise to the emergence and enactment of protective legislation. The hazard to the protected classes lies in the negative dilution of effectiveness when a single agency becomes hopelessly overburdened by multi-responsibilities. There is considerable risk in terms of hostile the needed support of legislators. Any actual or even inferential suggestion of a calculated conspiracy to intentionally reduce the thrust and force of effective civil rights enforcement would draw both ire and wrath. The intent and concern of those engaged in the most serious business of obtaining and enforcing equal opportunity is perhaps reflected in the hours of over zealous preparation and testimony given before legislative committees. It occurs because we are committed to equal opportunity for all. It is in just that vein of thought that we have come to realize that we cannot, in fact, physically provide equally effective effort to all things and all people.

Neither the Ohio nor any other Commission has ever been or ever will be adequately funded or



adequately staffed to professionally administer a law that tends to encompass every protection for everybody. Saul Alinsky once said, before a conference of the then National Association of Intergroup Relations Officials, over ten years ago, that civil and human rights agencies should follow a basic military concept which says "don't capture more territory than you can occupy." He suggested that swamping an agency with more and more work, without increasing its resources to accomplish the delegated tasks was one of the more subtle and basic methods of crippling the agency's effectiveness.

Those in whom have been vested the responsibility and authority to enact laws protective of the total society are unavoidably the target of lobbyists possessed of varied influence. I have urged careful attention in their reviews of civil rights proposals with consideration of the agency most capable of effective delivery of the intended service. Many states have become aware of the ills that attend fragmented responsibilities of bureaucracy. They have, in many instances, created new departments or selected existing departments that possess experience and knowledge specifically germane to the class calculated to become the beneficiaries.

I would respectfully direct the attention of legislators, my Commissioners and advocates of not yet existent protective laws, to the question that to me seems most fundamental. The question shakes out as being the most serious consideration of where can the line be drawn, or where should the line be drawn — or how can the line be drawn in properly balancing what this Commission can effectively do, rather than what it can be legislatively delegated to do.

A handwritten signature in black ink, appearing to read "Ellis L. Ross". The signature is written in a cursive style with a long horizontal line extending to the right.

ELLIS L. ROSS, EXECUTIVE DIRECTOR

Charges Received and Processed

Ohio's Laws Against Discrimination in employment, places of public accommodation, and housing provide that the Ohio Civil Rights Commission receive, investigate and process charges of discrimination based on race, color, religion, sex, national origin or ancestry.

During fiscal year 1976 the Commission received a total of 4,886 jurisdictional charges alleging discriminatory treatment in the areas of employment, public accommodations and housing. The 4,886 valid charges filed during fiscal year 1976 represents a sizable decrease of 708 cases, (12.6 percent) from the 5,594 received during the previous fiscal year. 1976 is the first fiscal year since 1963 when the new case intake has significantly declined.

Case Load

During the current 1976 reporting period, the Commission, as indicated above, received 4,886 valid charges in all areas of its jurisdiction. The total number of cases docketed during the year was 9,970 including 5,084 "carry overs" from fiscal year 1975. This represents an increase of 710 or 7.7 percent over the number of cases recorded during the previous (1975) reporting period. This docket total is a record high in the seventeen year history of the Commission.

As of June 30, 1976, determinations had been made by the Commission in 6,415 cases. In comparison with the number of cases processed during any of the previous reporting years, the difference is indeed astounding. The previous high for case processing was during the 1975 reporting period when 3,448 cases were closed. The number of closures achieved during the current reporting periods exceeds the previous high by 2,968 cases or 86 percent. (See Figure I and II)

Although the 4,886 valid charges filed during the current fiscal year period falls short of the number filed during the previous year, it is felt significant to note that the current figure ranks higher than any reported, previous to fiscal year 1975.

The 3,549 cases which remained unprocessed at the end of fiscal year 1976 represent a sizable decrease from the 5,084 remaining to be processed at the close of fiscal year 1975.

Sex Based Charges

The Commission's target population of women comprises about 51.5 percent of the population of the state - 5,488,644 women in 1970. This large population plus the rise of the women's rights movement has resulted in a very sizable number of charges filed on the basis of sex as women are becoming more knowledgeable of the law and of their rights. (See Figure III)



Federally Deferred Cases

Forty-seven percent, (2,227), of the employment charges received during fiscal year 1976 were federally deferred cases from the Equal Employment Opportunity Commission. The Civil Rights Act of 1964 required that state antidiscrimination agencies be given the initial opportunity to investigate and adjust charges of discrimination in employment.

Invalid Charges

The agency also received a sizable number of charges (5,981) which were rendered invalid, that is, not subject to Commission finding because they did not fall under the categories of discrimination on the basis of race, color, religion, sex, national origin or ancestry; or, in some instances, they did not fall into the areas of employment, housing or public accommodations. Many times, an investigation must be conducted before it is determined that a charge is nonjurisdictional.

There were also instances in which potential complainants failed to provide signed affidavits on the charges. These too, were treated as invalid allegations.

During the 1975 reporting period the agency received 3,917 invalid allegations.

Credit Based Cases

In January, 1976, the Commission was given the added responsibility of enforcing laws against discrimination in credit. At the close of the fiscal year only seven cases had been received. Since this category of cases is of such small volume at this point most of the tables and figures make reference to them by footnote.

New High for Closures

When the fiscal year 1976 ended the Commission had processed a total of 6,415 cases. Two thousand one hundred and ninety five had been screened.* Five hundred and ten were adjusted** and 3,710 were processed through the full investigatory route.*** The number of cases processed during the current period surpasses the total number of cases processed by the agency during the first twelve years of its existence.

*Not enough preliminary evidence to warrant full investigation. Were closed on the basis of evidence available.

**Complainant and respondent settle matter immediately (before Commission processed case for full investigation).

***Commission processed the cases using the full investigation process because the evidence was sufficient to warrant it.

Summary of Cases Processed

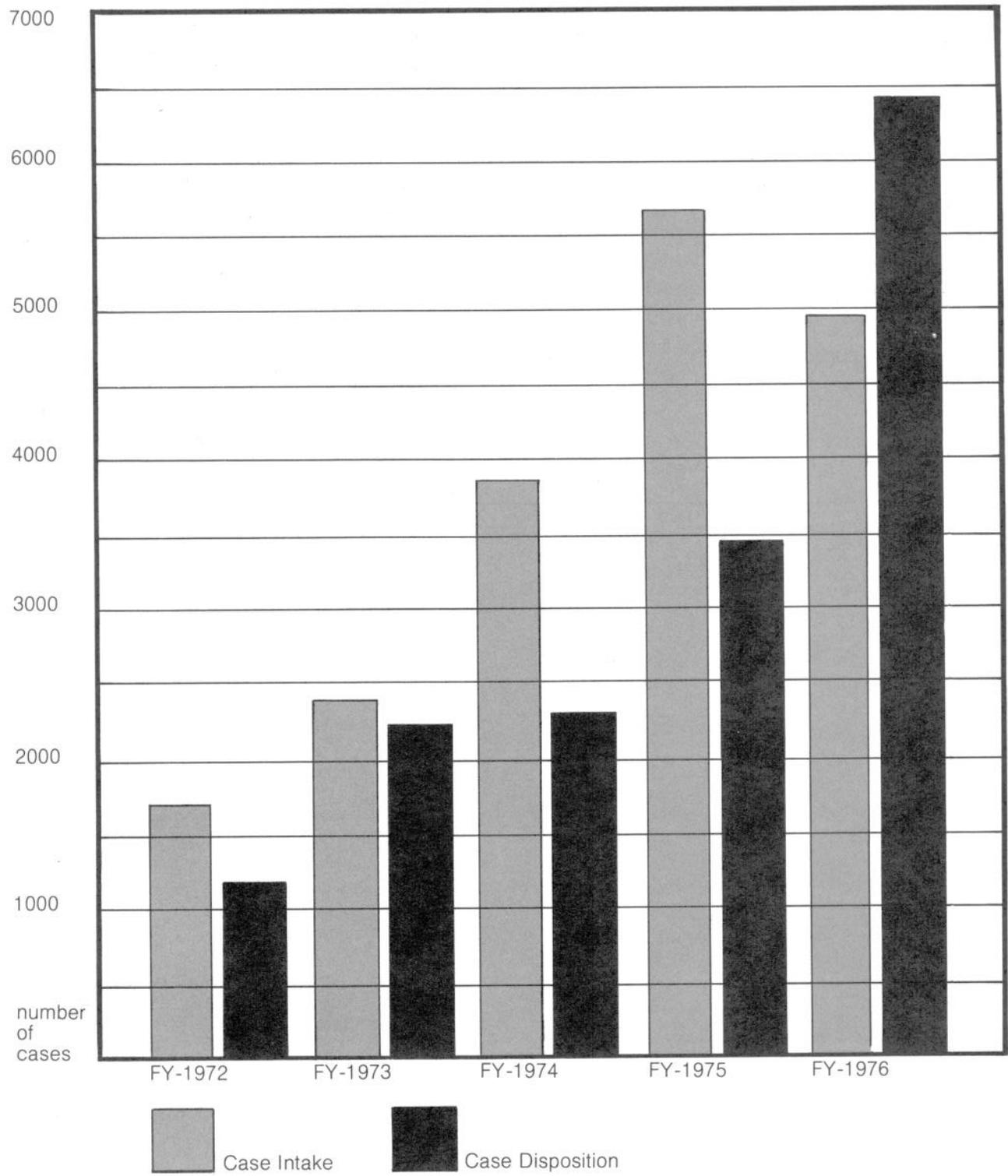
Table I

	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL
Charges received	4,698	125	56	4,886*
Brought forward	4,582	294	208	5,084
Unresolved	3,171	189	98	3,465
Total processed	6,109	230	166	6,505
Screened	2,105	69	21	2,195
Adjusted	483	11	16	510
Conciliated under review	15	0	1	16
Conciliated closed	819	70	53	942
Hearings held	74	0	0	74
Resolved after public hearing	0	0	0	0
In judicial review	0	0	0	0
No jurisdiction	70	1	9	80
No probable cause	1,999	42	49	2,090
Other reasons	544	37	17	598

*The Commission's total intake is increased by seven (7) to account for 7 credit cases taken in but not yet resolved.

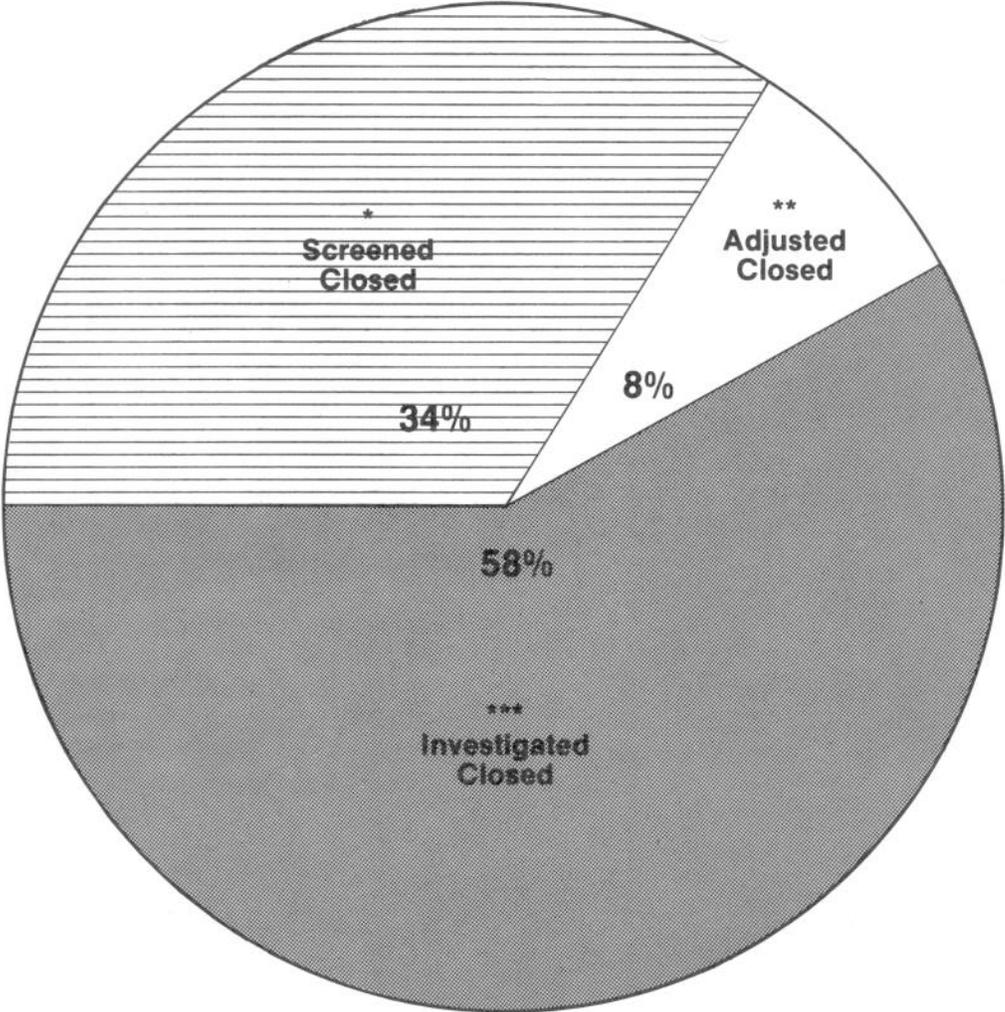
Case Intake and Disposition 1972 - 1976

Figure I



Type of Resolutions

Figure II



***Screened Cases** - Not enough preliminary evidence to warrant full investigation. Case was closed on the evidence available.

****Adjusted Cases** - Complainant and Respondent settle matter immediately (before Commission processed case for full investigation.)

*****Investigated & Closed Cases** - Commission resolved the cases using the full investigation process because evidence warranted it.

Basis of Complaints of Alleged Discrimination

Table II

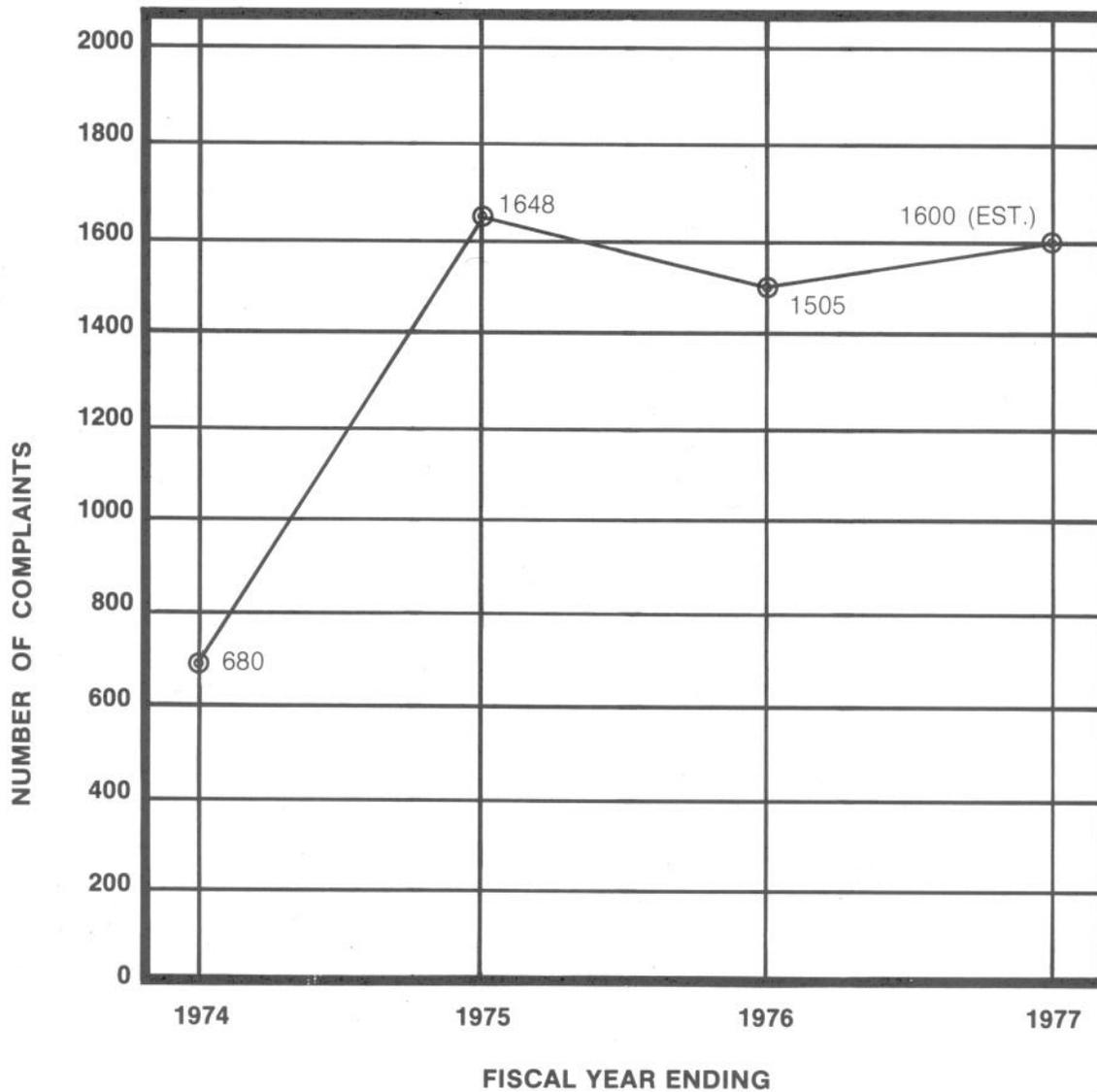
BASIS	NE	SNE	NW	SE	SW	NSW	TOTAL	PER CENT
All Cases	1568	475	429	893	916	605	4886*	100.0
Race & Color	1019	294	217	572	571	403	3076	63.0
Religion	42	18	14	22	18	5	119	2.4
Sex	420	153	164	269	313	186	1505	30.8
Ancestry	4	1	4	7	2	2	20	0.4
National Origin	83	7	28	16	11	7	152	3.1
Other	0	2	2	7	1	2	14	0.3
Employment	1518	452	410	830	896	592	4698	100.0
Race & Color	976	274	204	528	556	394	2932	62.3
Religion	41	18	14	21	18	5	117	2.5
Sex	415	150	160	254	308	182	1469	31.3
Ancestry	4	1	3	7	2	2	19	0.4
National Origin	82	7	27	15	11	7	149	3.2
Other	0	2	2	5	1	2	12	0.3
Housing	27	16	14	49	13	6	125	100.0
Race & Color	24	14	10	38	12	5	103	82.4
Religion	0	0	0	1	0	0	1	0.8
Sex	3	2	2	9	1	1	18	14.4
Ancestry	0	0	1	0	0	0	1	0.8
National Origin	0	0	1	0	0	0	1	0.8
Other	0	0	0	1	0	0	1	0.8
Pub. Accom.	23	7	5	14	7	7	63**	100.0
Race & Color	19	6	3	6	3	4	41	65.1
Religion	1	0	0	0	0	0	1	1.6
Sex	2	1	2	6	4	3	18	28.5
Ancestry	0	0	0	0	0	0	0	0.0
National Origin	1	0	0	1	0	0	2	3.2
Other	0	0	0	1	0	0	1	1.6

*Cases brought forward from previous fiscal year are excluded

**Seven charges in the area of public accommodation were credit oriented.
The "Credit Law" came into effect on January 14, 1976.

Number of Sex Discrimination Complaints Filed* 1974 - 1976: Estimate 1977

Figure III



*The sex law came into being during December 1973. Thus, the first reporting year would be 1974.

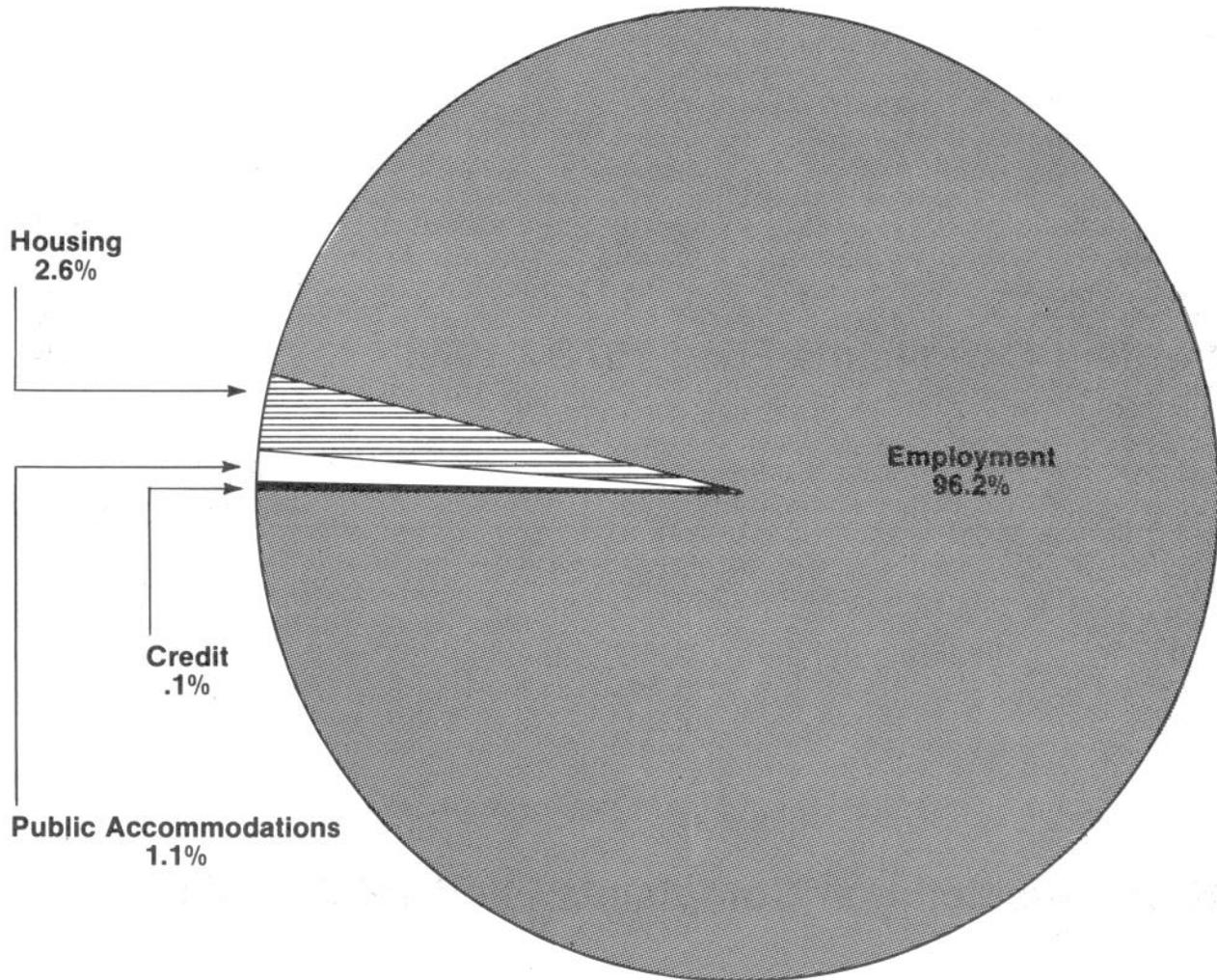
Total Charges Received by Counties

Table III

COUNTY	TOTAL	COUNTY	TOTAL	COUNTY	TOTAL
Adams	1	Guernesey	0	Morrow	1
Allen	13	Hamilton	826	Muskingum	26
Ashland	2	Hancock	6	Noble	0
Ashtabula	15	Hardin	0	Ottawa	7
Athens	9	Harrison	0	Paulding	2
Auglaize	0	Henry	6	Perry	0
Belmont	4	Highland	2	Pickaway	14
Brown	2	Hocking	5	Pike	1
Butler	69	Holmes	1	Portage	30
Carroll	0	Huron	7	Preble	0
Champaign	7	Jackson	5	Putnam	3
Clark	14	Jefferson	14	Richland	27
Clermont	7	Knox	6	Ross	7
Clinton	5	Lake	37	Sandusky	11
Columbiana	8	Lawrence	6	Scioto	8
Coshocton	3	Licking	14	Seneca	6
Crawford	4	Logan	2	Shelby	10
Cuyahoga	1,400	Lorain	107	Stark	88
Darke	11	Lucas	250	Summit	225
Defiance	10	Madison	4	Trumbull	50
Delaware	20	Mahoning	59	Tuscarawas	10
Erie	9	Marion	16	Union	2
Fairfield	10	Medina	6	Van Wert	2
Fayette	1	Meigs	0	Vinton	0
Franklin	706	Mercer	1	Warren	9
Fulton	10	Miami	26	Washington	12
Gallia	4	Monroe	1	Wayne	9
Geauga	9	Montgomery	519	Williams	1
Greene	16	Morgan	1	Wood	28
				Wyandot	1
				Total Charges: 4,886	

Percentage of charges filed 1975 / 1976 — by category

Figure IV



During fiscal 1975 the majority (96.2%) of new complaints docketed were employment charges. This is consistent with other years. The housing complaints (2.6%) were a smaller portion of the intake than the 3.3% it constituted in fiscal 1974/75. Public Accommodations complaints (1.1%) were also smaller this year.

Total Case Loads 1972 / 1976

Table IV

YEAR	CASES CARRIED OVER	NEW CASES	TOTAL CASES
Fiscal year 1972	1,365	1,658	3,023
Fiscal year 1973	1,936	2,491	4,427
Fiscal year 1974	2,118	3,866	5,984
Fiscal year 1975	3,665	5,594	9,259
Fiscal year 1976	5,084	4,886	9,970

Verified Complaints Filed 1972 / 1976

Table V

YEAR	COMPLAINTS	PERCENT CHANGE BETWEEN FISCAL YEARS
1972	1,658	+1.6
1973	2,491	+50.2
1974	3,866	+55.2
1975	5,594	+44.7
1976	4,886	-12.7

Non-Jurisdictional Complaints Filed 1972 / 1976

Table VI

YEAR	COMPLAINTS	PERCENT CHANGE BETWEEN FISCAL YEARS
1972	1,623	+16.2
1973	1,767	+ 8.9
1974	2,772	+56.9
1975	3,917	+41.3
1976	5,981	+52.7

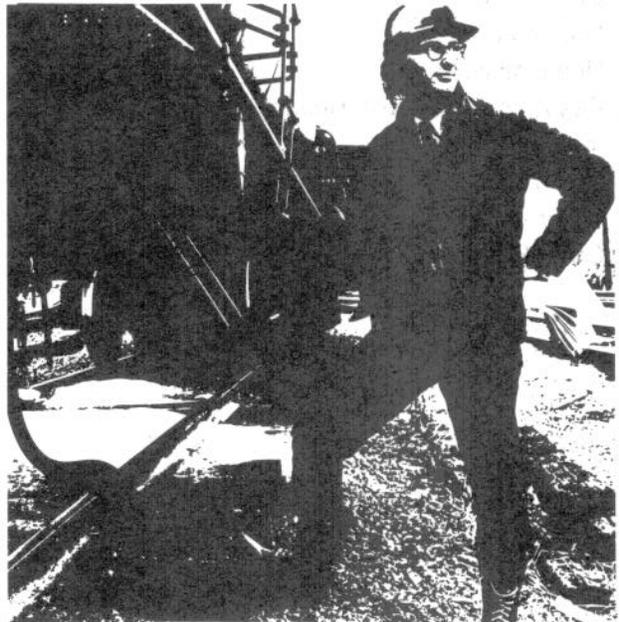
Employment

In keeping with the normal pattern, the overwhelming percentage of the new case intake was related to discriminatory practices in employment. Disparate treatment -- in hiring, recruiting, working conditions or employee discharge -- is the largest single problem in civil rights enforcement. Also, there have been charges alleging unlawful discrimination on the part of unions, apprenticeship training programs and employers who make unlawful pre-employment inquiries.

Since July 1, 1975 the Commission has received 4,698 charges against employers which constitute 96.2 percent of all the charges appearing before the agency during the reporting period. The new employment charges received during fiscal year 1976 combined with the "carry over" from previous fiscal years amounted to 9,280 employment cases facing the Commission during the twelve month period. As of June 30, 1976; 3,432 cases against employers had been closed after investigation, excluding those adjusted or screened.

Basis of Alleged Complaints

The major proportion of employment charges were filed by black persons, amounting to 63.0 percent, a slight drop from the 65.3 percent reported for fiscal year 1975. The drop, however, can be attributed to the sizeable number of sex oriented cases coming before the Commission, over 90 percent of which were filed by Caucasians. (See Table II)



Disposition of Employment Cases

Table VII

	1973-74	1974-75	1975-76	% INCREASE OR DECREASE BETWEEN FYs 1975 and 1976
Charges Received	3,462	5,243	4,698	-10.3%
Brought Forward	1,790	3,193	4,582	+43.5%
Unresolved	2,893	4,931	3,171	N.A.
Total Processed	2,359	3,505	6,109	+74.2%
Screened	-	-	2,105	
Adjusted	-	-	483	
Under Review	280	331	15	
Conciliated Closed	288	612	819	
Hearings Held	10	21	74	
Resolved after Public Hearing	0	0	0	
In Judicial Review	15	45	0	
No Jurisdiction	32	138	70	
No Probable Cause	1,540	1,818	1,999	
Other Reasons	194	540	544	

Employment Charges by Industry

Table VIII

CLASSIFICATION	1975-1976	PERCENT OF CHANGE
MANUFACTURING		
Durable and Non-Durable	1,330	28.0%
CONSTRUCTION	28	.6%
TRANSPORTATION AND UTILITIES	227	4.8%
WHOLESALE AND RETAIL TRADE		
Exclusive of gas stations, auto garages, restaurants	372	8.0%
FINANCE, INSURANCE, REAL ESTATE	192	4.0%
SERVICE AND MISCELLANEOUS		
Inclusive of gas stations, auto garages, restaurants	1,745	37.6%
CITY, COUNTY, STATE GOVERNMENT	537	11.4%
LABOR ORGANIZATIONS	267	5.6%
TOTALS:	4,698	100.0%

Housing

The number of housing charges continues to lag far behind employment complaints in 1975-76. After many years of equal housing legislation, it appears that this field is the least understood by minority groups as well as by the real estate industry and the general public.

Since the housing law came into effect on October 30, 1965, the Commission has accepted 1,650 charges alleging discriminatory practices in the sale and rental of real estate. All the Commission's activities in the area of housing are geared toward carrying out the intent of Ohio's Fair Housing Law, to protect and foster the right of the individual to buy and rent housing for persons and their families, without regard for race, color, sex, religion, national origin or ancestry. The major proportion of housing cases closed during the current reporting period resulted from informal conferences, conciliation and persuasion.

Discrimination in the sale or rental of real estate continues to be a definite menace to the creation of a healthy, peaceful and progressive democratic society. De facto segregation in the schools, de facto segregation in places of public accommodation and added employment problems for, especially the black person, due to the out-migration of industry from the inner city to the suburbs are all problems related to segregated housing.

During the last decade more than 70 percent of all new industrial and mercantile buildings were located outside the central city according to a report by the U.S. Department of Labor. This would certainly appear to be indicative of a long-term tendency for major sources of employment to be located quite a distance from the urban core with the highest incidence of unemployment and poverty. This trend also seems to be accelerating in the area of community service facilities such as hospitals and educational institutions.

New Case Intake

During fiscal year 1975-76 the Commission accepted 125 cases involving disparate treatment in the sale and rental of real estate. Approximately 68 percent of subject charges involved disparate treatment in the rental of apartments. The 125 housing cases accepted by the Commission comprised 2.6 percent of the 1976 new case load. At the close of fiscal year 1975 there were 294 housing cases still assuming an investigatory status and when combined with the new case intake, brings the number of housing cases on file to 419. Eighty-one or 19.3 percent resulted in findings of violation of Ohio's housing law. They were subsequently closed on the basis of statutory compliance.

The statistical review which follows presents a concise report of case handling under the housing law for the current fiscal year.



Disposition of Housing Cases

Table IX

	1973-74	1974-75	1975-76	% INCREASE OR DECREASE BETWEEN FYs 1975 and 1976
Charges Received	148	170	125	-26.4%
Brought Forward	97	163	294	+80.3%
Unresolved	123	162	189	N.A.
Total Processed	121	171	230	+34.5%
Screened	—	—	69	
Adjusted	—	—	11	
Conciliated under Review	15	28	0	
Conciliated Closed	21	48	70	
Hearings Held	2	4	0	
Resolved after Public Hearing	10	0	0	
In Judicial Review	11	14	0	
No Jurisdiction	7	11	1	
No Probable Cause	46	57	42	
Other Reasons	9	9	37	

Housing / By Type of Accommodation

July 1, 1975 through June 30, 1976

Table X

CLASSIFICATION	NUMBER OF NEW CHARGES	PERCENTAGES
Apartment	85	68.5
Vacant Lot	4	2.8
House	29	23.5
Other	7	5.2
TOTALS:	125	100.0%

Housing / Breakdown of Cases by Type of Discrimination July 1, 1975 through June 30, 1976

Table XI

CLASSIFICATION	NUMBER OF NEW CHARGES	PERCENTAGES
Rental	108	86.4
Sale	16	12.8
Build	1	.8
TOTALS:	125	100.0%

Housing / Breakdown of Cases by Type of Respondent July 1, 1975 through June 30, 1976

Table XII

CLASSIFICATION	NUMBER OF NEW CHARGES	PERCENTAGES
Owner	57	45.6
Real Estate Management	58	46.4
Broker	3	2.4
Other	7	5.6
TOTALS:	125	100.0%

Public Accommodation

The major category of charges, alleging discriminatory practices by places offering services to the public involved hotels, restaurants or other public offering accommodation facilities. Although the number is not overwhelming, the regularity and geographic distribution would appear to indicate that a rather general pattern of discrimination in public accommodation still exists across the state.

Accusations of discrimination have been lodged against a wide range of business since the law's inception in 1961, including: barbershops, swimming pools, hotels, motels, restaurants, parks, bowling lanes, cemeteries, beauty parlors, recreation clubs, et cetera.

During the 1976 fiscal year the Commission recorded 56 new public accommodations charges as opposed to 170 received during the 1975 reporting period. The drop between the two year period is significant, representing a numerical drop of 114.

Since 1961 the Commission has accepted 1,125 charges involving places offering services to the public. There were 208 public accommodation cases pending investigation when the 1974-75 fiscal year ended. During the current fiscal year, the 56 cases accepted by the Commission brought to 264 the total number of public accommodation cases confronting the Commission during the period.

Charges of alleged discrimination in places offering services to the public accounted for 1.1 percent of all cases filed during the current reporting period.

Charges were most prevalent against those establishments offering food and beverage services, constituting 33.4 percent of 21 of the total number of complaints in the public accommodations category. Personal services ranked second with 18 or 28.6 percent. The exact relationships are shown in (Table XV).



Disposition of Public Accommodations Cases

Table XIII

CLASSIFICATION	1973-1974	1974-1975	1975-1976	% INCREASE OR DECREASE BETWEEN FYs 1975 AND 1976
Charges Received	148	170	56	-67%
Brought Forward	97	163	208	+27.6%
Unresolved	123	162	98	N/A
Total Processed	121	171	166	-3%
Screened			21	
Adjusted			16	
Conciliated under Review	15	28	1	
Conciliated Closed	21	48	53	
Hearings Held	2	4	0	
Resolved After Public Hearing	10	0	0	
In Judicial Review	11	14	0	
No Jurisdiction	7	11	9	
No Probable Cause	46	57	49	
Other Reasons	9	9	17	

Ohio Public Accommodation Cases* and Percentage Change 1962 - 1976

Table XIV

AREA	NUMBER OF CASES**							
Statewide	1962	1963	1964	1965	1966	1967	1968	1969
	104	122	93	73	33	50	60	60
Statewide	1970	1971	1972	1973	1974	1975	1976	
	71	83	64	85	148	170	63***	

AREA	PERCENTAGE CHANGE							
Statewide	62-63	63-64	64-65	65-66	66-67	67-68	68-69	69-70
	+17.3	-23.8	-21.5	-54.8	+51.5	+20.0	N.C.	+18.3
	70-71	71-72	72-73	73-74	74-75	75-76		
	+16.9	-22.9	+32.8	+74.1	+14.9	-229.4		

*The Public Accommodation area was added to the Commission's jurisdiction in October, 1961, making the first reporting year 1962.

**Actual number of valid charges of denial or limitation of services by places of Public Accommodation received during respective reporting years exclusive of carry-over cases; invalid allegations and allegations unaccompanied by an affidavit.

N.C. - No Charge.

***Seven charges in the area of Public Accommodations were credit oriented. The Credit law went into effect on January 14, 1976.

Public Accommodation Charges* / By Type of Service

Table XV

CLASSIFICATION	1975-76	PERCENT OF CHARGES
LODGING SERVICES Hotels, Motels, Inns, Resorts, Trailer Parks or Camps	2	3.1
FOOD and BEVERAGE SERVICE Restaurants, Night Clubs, Taverns, Bars	21	33.4
RECREATION Bowling, Dance Halls, Theatres, Skating Rinks, Swimming Pools, Golf Courses	2	3.1
TRANSPORTATION Surface, Air or Water by Bus, Train, Plane, Boat, Taxi, Trolley, Rail etc.	0	0
PERSONAL SERVICES Barber Shops, Beauty Parlors, Hospitals	18**	28.6
RETAIL STORES	8	12.7
OTHERS	12	19.1
TOTALS:	63	100.0

*Exclusive of cases brought forward from previous reporting period.

**Seven (7) charges in the area of Public Accommodations were credit oriented. The Credit Law went into effect on January 14, 1976.

Monetary Awards to Complainants / FY 1976 (Month and Region)

Table XVI

During fiscal year 1976 respondents awarded over \$450,000 to complainants who filed charges with the Commission (see table -). Nearly all this money represented lost wages caused by discriminatory employment practices. The monetary awards were obtained for complainants through Commission adjustment and conciliation efforts at the regional level.

The \$450,000 awarded to complainants during fiscal year 1976 far exceeds the \$107,000 collected during 1975. This substantial increase is largely due to the introduction of new programs, including the revised intake procedure, which maximized both the quality and quantity factors of case production.

	NORTH- EAST	SOUTH- WEST	SOUTH- EAST	SOUTH- NORTHEAST	NORTH WEST	NORTH- SOUTHWEST	TOTALS
JUL	5,428.55	50.00	620.00	14,052.00	1,085.00	9,332.28	30,567.83
AUG	3,430.20	1,500.00	4,700.00	1,119.66	0	6,543.60	17,293.46
SEPT	5,601.43	4,861.98	1,789.49	3,500.00	335.77	4,263.00	20,351.67
OCT	12,804.18	3,954.04	8,073.64	3,695.60	1,704.00	2,754.00	32,985.46
NOV	2,525.16	3,495.50	11,314.44	4,768.92	0	9,080.00	31,184.02
DEC	20,148.68	6,351.42	3,728.92	1,339.08	3,155.29	5,018.74	39,742.13
JAN	9,040.03	14,016.23	1,962.26	7,500.00	967.79	11,305.80	44,792.11
FEB	6,797.09	8,443.00	5,305.17	6,000.00	1,975.04	7,805.14	36,325.44
MAR	20,029.29	7,598.50	7,140.00	671.49	2,150.00	1,127.13	38,716.41
APR	22,535.96	6,965.23	2,473.68	5,398.40	17,264.69	3,584.00	58,221.96
MAY	9,203.03	7,452.32	1,825.00	16,450.00	2,084.00	4,416.36	41,430.71
JUN	26,272.03	10,675.00	3,385.50	10,791.44	7,228.73	4,807.04	63,159.74
TOT	143,815.63	75,363.22	52,318.10	75,286.59	37,950.31	70,037.09	454,770.94

Training Report - fy 1976

The Commission's training effort during fiscal year 1976 included one agencywide conference held at Mohican State Park and several one day sessions held in the central office in Columbus and at the individual regional offices.

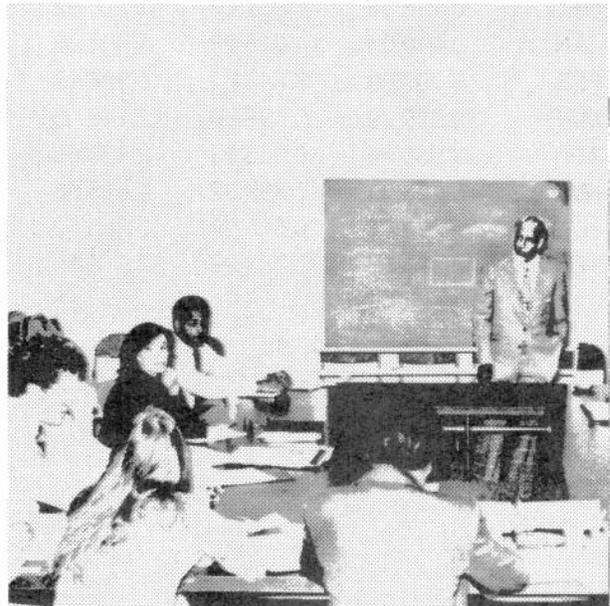
Since a limited budget restricted the frequency of the "getaway" conferences of two or three day's duration the Commission scheduled several one day training sessions at the central office in Columbus involving key personnel dealing with specific operational problems. In December 1975 the regional directors and intake specialists met with central office managers in an orientation session covering new data reporting systems. In March 1976 another session was held in Columbus to study and share techniques that had developed in the regions concerning the new intake procedure.

When it proved inadvisable because of space and time restrictions to hold sessions in Columbus a special training task force was sent to the six regional offices to assist in implementing new procedures. In July 1975 the task force visited each region to facilitate the implementation of the new intake procedure. In April 1976 the task force made another "round robin" to the regions to introduce updated procedures regarding intake. These regional circuits involved both professional and clerical personnel.

The Mohican Training Conference held on May 17 and 18, 1976 was attended by central office managers, regional directors, regional investigative supervisors and intake specialists. Topics that were studied and analyzed included adjustment techniques, new jurisdictions in credit and handicap and the operational impact of recent court decisions. Special guests included Mr. Edward Cottrill of General Motors who spoke about the Commission's intake procedure from a respondent's perspective; Mr. Chester Gray and Mr. Roland Ferris district directors of the Equal Employment Opportunity Commission who came to observe the Commission's innovated procedures; and representatives from the

Ohio Attorney General's Office who commented on the recently enacted handicap law and the operational impact of recent Ohio Court decisions.

One of the highlights of the Mohican Conference was a series of role playing exercises conducted by regional staff which realistically portrayed actual cases which had been adjusted during the intake phase of investigation. Much useful information was demonstrated through these exercises increasing the effectiveness of the intake procedure during subsequent months.



Compliance

The compliance function of the Civil Rights Commission consists of all activities related to the enforcement of Ohio Laws Against Discrimination. These activities include the administering of all case-handling duties, from initial intake through investigation, finding and conciliation, to the issuance of orders after public hearing and the enforcement of these orders on judicial review.

The Commission's Compliance Department, located in Central Office, is the nerve center of the compliance function. The department operates under the direction of the Chief of Compliance. The work of the department is shared by an assistant Chief and four compliance officers. Upon completion of investigation by regional staff, each case is examined by department personnel for adherence to state-wide standards and law and, if approved, appropriate further action is authorized.

Among the case-related responsibilities of Department staff are the drafting of Commission complaints, supervision of public hearings, and the supplying of guidance to regional staff. Other responsibilities of the Department include: preparing and disseminating procedural guidelines for the general conduct of Commission's business; training; and coordinating the efforts of the Commission with those of the Attorney General's office with respect to public hearings, judicial review and special projects related to the strengthening of the law.

Apart from the intra-agency involvements as listed above, Compliance Department staff serve as information sources for the general public concerning the Commission's responsibilities. Staff respond daily in writing and by phone to inquiries made by the citizenry, whether general, respondent or complainant oriented, on the Commission's activities, be they retrospective, prospective or current.

Several other units are also included under the umbrella of the Compliance Department. The Special Investigation Unit is responsible for conducting "Systemic" type investigations self-initiated by the Commission. The Employment and Housing Specialists engage in project work and perform duties unique to their areas of specialization. A restrictive budgetary situation unfortunately necessitated the layoff of staff assigned to these units and concomitant abandonment of their activity. Because the work of these units is an important factor in the discovery and elimination of the root causes of unlawful discrimination, the Commission is anxious to resume work in these areas as soon as funding permits it to do so.

The Commission, by contractual arrangement, works closely with the Federal Equal Employment Opportunity Commission, in the investigation of certain cases. The agency enjoys a grant from EEOC which affords a Project Coordinator. The Coordinator acts as a liaison between both Commissions and as a resource person to the Ohio Civil Rights Commission, particularly in areas of new developments on the Federal level.

Hearings Held During Fiscal Year 1976

Date FY 1976	RESPONDENT	JURISDICTION	BASIS
July	Federal Glass Co.	Employment	Race & Color
	Lear-Siegler	Employment	Race
	Agnes Fayak	Housing	Race
	Kroger Co.	Employment	Sex
	E.J. McNeill Sales Inc.	Housing	Sex
	Carl & Myree Lesh	Housing	Race, Color
	Pennsylvania Truck Lines	Employment	Religion
	Chevrolet & UAW Local +14	Employment	Race
	Penta County Tec. Inst. Dist.	Employment	Sex
	Scotland Mobile Home	Housing	Race
August	Union Carbide Corp.	Employment	Race
	Elizabeth Urssing	Housing	Race
	Gould Inc.	Employment	Race
	Weathertite Div. Norandex	Employment	Race
	National Distillers	Employment	Race
	Modine Mfg. Co.	Employment	Ancestry
	Lane Bryant	Employment	Race
	Ohio Bell Telephone Co.	Employment	Race
	The Norton Co.	Employment	Color
	Prestolite Co.	Employment	Race, Color
	Kirk Blum	Employment	Race, Color
	Paul H. Richards et. al.	Housing	Race, Color
Bob Putnam's Certified Oil	Employment	Race, Color	
September	Cleve. Met. Gen. Hosp.	Employment	Race
	Suburban Pavillion Inc.	Employment	Race
	Mau-Sherwood Supply	Employment	Race
	Frisch's Restaurant	Employment	Race
	Price Bros. Co.	Employment	Race
	Roadway Express	Employment	Race, Color
	Borden Inc.	Employment	Race, Color
	Oldham	Housing	Race
	The Fifth Third Bank	Employment	Race
	J.C. Penney	Employment	Race
	Ohio Dept. of Transportation	Employment	Race
	Cols. Coated Fab. Div. Borden	Employment	Race, Color
Roseland Nursing Home	Employment	Race	
Formica Corp.	Employment	Race	
October	Continental Can Co.	Employment	Race
	BiLo Supermarket	Employment	Race
	Consolidated Freightways	Employment	Race
	Holiday Inn	Employment	Ancestry
	Midland Ross	Employment	Sex
	City of Toledo	Employment	Race, Color
	Valley Local Sch. Bd.	Employment	Sex
	Protective Order of Elks	Housing	Race, Color
	Manpower	Employment	Sex
	Packard Elec. Div. GM	Employment	Sex
Brownberry Ovens	Employment	Sex	

Date FY 1976	RESPONDENT	JURISDICTION	BASIS
	Westinghouse Elec.	Employment	Religion
	City of Medina	Employment	Race
	Merit Plastics	Employment	Race, Color
	Mary C. Horvath	Housing	Race
	Gould, Inc.	Employment	Religion
	Ford Motor Co.	Employment	Sex
	General Electric	Employment	Sex
November	Frank Volgyi	Housing	Race
	Federal Glass	Employment	Sex
	I.T.T. Higbie Mfg. Co.	Employment	Sex
	Liberal Markets Inc.	Employment	Race
	Monarch Machine Tool Co.	Employment	Race
	City of Cols. Dept. of		
	Municipal Civ. Serv. Com.	Employment	Race, Color
	Standard Register	Employment	Race
	Borden Co.	Employment	Race, Color
	Consolidated Freightways	Employment	Race
	Western Waterproofing Co.	Employment	Race
	Union Carbide	Employment	Race
	Independent Pipe & Supply	Employment	Ancestry
December	Hough Norwood Family Health Care Center	Employment	Sex
	Greyhound Bus Lines	Employment	Race
	General Electric	Employment	Race, Color, Sex
	Columbia County Welfare Department	Employment	Race
	Vernon Manor Hotel	Employment	Race
	Theodore Mayer et. al.	Employment	Race
	Columbus Auto Parts	Employment	Race, Color
	St. Mary of the Falls	Employment	Religion
January	Penn Central	Employment	Race
	Ohio Bell Telephone Co.	Employment	Race, Color
	Euclid Manor Nursing Home	Employment	Race, Religion
	Haughton Elevator	Employment	Sex
	Excello Wine	Employment	Race, Color
February	Eltra Corp.	Employment	National Origin
	The Fidesta Co.	Employment	Sex
	Little Sisters of the Poor	Employment	Race
March	General Electric Co.	Employment	Sex
	Virginia Oldham	Housing	Race
	Madison Cty. Bd. of Mental Retardation	Employment	Religion
April	Richman Bros. Co.	Employment	Race
	Empire Equities Inc.	Housing	Race, Color
	Ohio BES	Employment	Sex
	Polyclinic Hosp.	Employment	Race
May	Edwin A. Rauh	Employment	Race
	Gould Inc.	Employment	Race
	Peabody Coal Co.	Employment	Race, Color
June	Harbor Park Marinas	Housing	Race

Cease and Desist Orders Issued

LAWSON VS. OHIO DEPARTMENT
OF TRANSPORTATION
Order Issued 9-9-75

HEAD VS. BOLTON SQUARE HOTEL CO.
Order Issued 11-12-75

WALKER VS. THE GOODYEAR TIRE &
RUBBER CO.
Order Issued 12-9-75

LEWIS VS. ELIZABETH URSSING
Order Issued 5-11-76

SHIMKUNAS VS. MICHAEL J. OWENS
TECHNICAL COLLEGE
Order Issued 5-11-76

McBRIDE VS. OHIO DEPARTMENT OF
TRANSPORTATION
Order Issued 5-11-75

LIPSCOMB AND WILDER VS.
MICKEYS ELDORADO
Order Issued 5-11-76

HERRINGTON VS. J. W. AND N. M. GIPSON
Order Issued 6-15-76

GIVENS VS. GENERAL MOTOR CORP.
Order Issued 6-15-76

FAZIOLI VS. J. McNEIL SALES, INC.
Order Issued 6-15-76

Order of Dismissal

BUCKNER VS. B.F. GOODRICH CO.
Order Issued 9-9-75

WILDER VS. HILTOP REALTY INC.
Order Issued 9-23-75

PISTORIA VS. ST. MARY OF THE FALLS
Order Issued 11-12-75

GOLDEN VS. PULL-R-HOIST CO.
Order Issued 4-13-76

DALMIDA VS. NATIONAL DISTILLERS
PRODUCTS CO.
Order Issued 4-13-76

POTTS AND COOK VS. CINCINNATI
TRANSIT INC.
Order Issued 6-15-76

Speaking Engagements

The Ohio Civil Rights Commission has, as always, endeavored to provide the public with information about the agency and its functions.

One of the most effective means available to provide the public with an understanding of Ohio's "Laws Against Discrimination" is through speaking engagements before the public and private sectors of the State.

As a result of criticism from some regarding the lack of understanding of the agency and its functions, the Ohio Civil Rights Commission has accelerated the efforts to meet with the public. As the following list of speaking engagements indicates Commission personnel have made presentations to over one hundred and fifty different companies and organizations. The presentations have been delivered to companies and organizations who have divergent philosophies and goals.

The Commission appreciates the opportunity to present its work, Civil Rights Laws, methods and programs as well as attempting to aid in obtaining intergroup understanding.

Democracy and equality needs are real in the personal, daily routine of everyday life. The Commission is confident these appearances contributed to an increased understanding and knowledge of the law and, thusly, greater voluntary compliance and implementation toward equal rights.

PLACE OF PUBLIC APPEARANCE	COUNTY	PLACE OF PUBLIC APPEARANCE	COUNTY
Abex-Dennison	Franklin	Columbus Desegregation Trial	Franklin
Abex-Dennison	Franklin	Columbus Fire Department	Franklin
ADL	Franklin	Columbus Fire Department	Franklin
Allen County CAC	Allen	Columbus Fire Department	Franklin
Area Affirmative Action Chiefs	Lucas	Columbus International Program	Franklin
Ashland County Nursing Consultant Conference	Ashland	Columbus Public Library	Franklin
Ashtabula County Community Action Agency	Ashtabula	Columbus Public Library	Franklin
Athens Council & Commissioners	Athens	Columbus Public Library	Franklin
Back Page (WADO)	Montgomery	COMAR Seminar	Fairfield
Beavercreek School	Greene	COMAR	Franklin
Bendix Westinghouse	Lorain	Comprehensive Manpower Program	Montgomery
Borden Company	Franklin	Concentrated Employment Program	Lucas
Borden Company Management	Franklin	Dayton Malleable	Franklin
Capital University	Franklin	Desegregation Plan of the Dayton School Board	Montgomery
Capital University	Franklin	Easter-Seals Legislative Seminar	Franklin
Capital University	Franklin	Easter-Seal Society	Franklin
Capital University	Franklin	EEO Conference	Hamilton
Capital University Law School	Franklin	Federal Womens Seminar-Defense Electronics Center	Montgomery
Case Western Reserve University	Cuyahoga	Federal Womens Seminar-Veterans Administration Center	Montgomery
Case Western Reserve University	Cuyahoga	Federal Womens Seminar-Wright Patterson Air Force Base	Greene
Central Community House	Franklin	General Motors - EEO Meeting	Montgomery
Central High School	Franklin	General Motors Awareness Night	Montgomery
Central High School	Franklin	General Motors Conference	Montgomery
Chamber of Commerce	Clark Shelby Montgomery	General Motors Plant City Committee	Montgomery
Citizens Forum	Montgomery	Health & Retiree Center	Lucas
City of Zanesville	Muskingham	House Human Resources	Franklin
Clearinghouse for Research on Women in Employment	Cuyahoga	HUB of Steubenville	Jefferson
Clinton Jr. High School	Franklin	Human Relations Lab	Lucas
Coalition of Labor Union Women	Cuyahoga	Human Relations Lab	Lucas
Columbus Apartment Association	Franklin	Huntington National Bank	Franklin
Columbus Area International Program	Franklin	Huntington National Bank	Franklin
Columbus Area YMCA	Franklin	Huntington National Bank	Franklin

PLACE OF PUBLIC APPEARANCE	COUNTY	PLACE OF PUBLIC APPEARANCE	COUNTY
Industrial Relations Research Association	Franklin	Oberlin Board of Education	Lorain
Inner City Pastors Seminar	Franklin	Office of Federal Contract Compliance	Cuyahoga
Jane Adams High School	Cuyahoga	Ohio Bankers Association	Franklin
John Carroll University	Cuyahoga	OBES - Public Hearing	Putnam
Judiciary Committee (S.B. 151)	Franklin	Ohio Governor's Committee of Employment of the Handicapped	Summitt
Kent Realty	Franklin	Ohio Manufacturers Association - Executive Committee	Franklin
Kitchen of the Poor	Lucas	Ohio Municipal League	Franklin
Kiwanis Club	Montgomery	Ohio State Law School	Franklin
Kiwanis Club	Montgomery	OSU	Franklin
Law Labor Class of Dyke College	Cuyahoga	OSU	Franklin
Laborers Council Legal Seminar	Franklin	OSU	Franklin
Lake County NAACP	Lake	OSU	Franklin
Lazarus Corporate Management	Franklin	OSU - Psychology Class	Franklin
Lazarus Security Force	Franklin	OSU - School of Nursing	Franklin
Legal Secretaries Association	Franklin	Ohio University - N.O.W.	Athens
Licking County Intercultural Resource Center	Licking	OIC	Summitt
Local & County Personnel Officers	Franklin	OIC	Summitt
Mad River Jr. High School	Greene	Optimist Club of Columbus	Franklin
Mercy Hospital	Lucas	Patterson Co-Op High School (Social Studies)	Montgomery
Mercy Hospital Affirmative Action	Lucas	Personnel Society	Franklin
Mercy Hospital Affirmative Action	Lucas	Portsmouth NAACP	Scioto
Model Cities Education Committee	Franklin	Residence Park School	Montgomery
Muskingam C / NAACP	Muskingam	Rike's Federated Dept. Stores (Black Caucus)	Montgomery
NAACP Banquet	Lucas	Robinson Jr. High School	Lucas
NAACP - Dayton & Sidney	Dayton Sidney	Senate Bill 162	Franklin
National Association of Market Developers	Cuyahoga	Senate Judiciary (S.B. 59)	Franklin
New Careers Program	Lucas	Senate Judiciary (262)	Franklin
New Orleans Conference IAOHRA	New Orleans, La.	Sinclair Community College	Montgomery
Newark Human Relations Association	Licking	Spencer Sharples High School	Lucas
North American Coal Company	Belmont	Springfield Chamber of Commerce EEO Panel - Clark State Technical College	Clark Shelby Montgomery
N.O.W. Group		State Personnel Officers	Franklin
		Teachers Association	Montgomery
		Toledo Affirmative Action Advisory Board	Lucas

PLACE OF PUBLIC APPEARANCE	COUNTY		
Toledo News Media	Lucas	Wilberforce University	
Tri-County NAACP	Shelby	Career Day	Greene
Trumbull County N.O.W.	Trumbull	Wilberforce University	
U.A.W. #1112	Mahoning	Awareness Series	Greene
	Trumbull	WKYC - TV	Summitt
United Telephone Conference	Montgomery	WLWD - TV	Montgomery
University of Dayton	Montgomery	WLWD - Dayton	Montgomery
University of Dayton Arena & Radio Association	Montgomery	Women on Metro	Cuyahoga
Urban League	Montgomery	Worthington Christian School	Franklin
Urban League Workshop	Summitt	Wright State University	Greene
Van Orr Foods	Muskingum	W.S.O.S. - Migrant Affairs	Erie
W.A.K.R. - TV	Summitt	W.S.P.D. - Channel 13	Lucas
W.A.V.I. Radio	Montgomery	W.S.P.D. - Channel 13	Lucas
Washington County NAACP	Washington	Y.W.C.A. Board of Directors	Montgomery
WDAO - FM Talk Show	Montgomery		
Western Electric	Franklin		
Western Electric Top Management Conference	Franklin		

Legislative Summary General Assembly

Bill Number Am. H.B. 262

Introduced By:

Crossland, Aveni, Bell, Boggs, Brooks, Brown, Camera, Carney, Christmas, Deering, DelBane, Feighan, Fries, Hale, Hartley, T. James, Jaskulski, Jones, Kopp, Lehman, Locker, Luken, Mallory, Malott, McLin, Orlett, Quilter, Rankin, Roberto, Speck, Stinziano, Sweeney, I. Thompson, J. Thompson, Weyandt, Wilkowski, Wojtanowski.

Purpose:

To add a provision to the Ohio Laws Against Discrimination setting forth that the purpose of the laws is to eliminate discrimination throughout the society and thereby insure the personal dignity of every individual; to eliminate domestic strife; and to promote the interests, rights, and privileges of all persons. The bill further conforms Ohio law to Federal law and makes several procedural changes.

Status:

Introduced in the House February 5, 1975. Passed House July 31, 1975. Assigned Senate Judiciary Committee.

BILL NUMBER H.B. 94

Introduced By:

Hartley

Purpose:

To prohibit discrimination against employees by reason of their failure to contribute to charities.

Status:

Introduced in the House January 15, 1975. Unassigned to Committee.

BILL NUMBER Am. H.B. 286

Introduced By:

T. James, Crossland, Boggs

Purpose:

To make discrimination by reason of age unlawful in all matters subject to Commission jurisdiction.

Status:

Introduced in the House February 6, 1975. Passed House June 17, 1975. Currently pending in Senate Judiciary Committee.

BILL NUMBER Am. H.B. 472

Introduced By:

Hale, Jones, Wojtanowski, Brooks, Rocco, Crossland, Brown, Stinziano, Rankin, Feighan, Mallory, Quilter, J. Thompson, McLin.

Purpose:

To prohibit denial of licenses, permits, registrations or certificates solely on the basis of prior misdemeanor or felony conviction.

Status:

Introduced in the House May 3, 1975, pending House Rules Committee.



BILL NUMBER Am. S.B. 467

Introduced By:

Pease, Secrest, Meshel, O'Shaughnessy, Stano, Woodland, Celebrezze.

Purpose:

To prohibit discrimination in the extension of credit by reason of age (over 18).

Status:

Passed. Effective August 18, 1976.

BILL NUMBER Am. Sub. S.B. 59

Introduced By:

Valiquette-Headley, Aronoff, Celebrezze, Stano, McCormack, Jackson, Woodland, Freeman, Pease, Butts, Bowen, Meshel, O'Shaughnessy, VanMeter.

Purpose:

To eliminate discrimination in extension of credit by reason of race, color, religion, sex, national origin, ancestry and marital status.

Status:

Passed. Effective January 14, 1976.

BILL NUMBER Am. Sub. H.B. 151

Introduced By:

Hartley, Aveni, Lehman, Rankin, Boggs, Wojtznowski, Brown, Brandenburg, Feighan, Fix, Panehal, Stinziano, Brooks, Crossland, Christman.

BILL NUMBER S.B. 153

Introduced By:

Bowen

Purpose:

To require all state agencies and political subdivisions which have undertaken affirmative action programs to file progress reports with the Ohio Civil Rights Commission on an annual basis. The Commission would be required to analyze and evaluate the progress reports and report its findings to the General Assembly.

Status:

Introduced in the Senate March 10, 1975.
Pending Senate Judiciary Committee.

BILL NUMBER Am. Sub. S.B. 162

Introduced By:

Meshel

Purpose:

To prohibit discrimination by reason of handicap in all matters subject to the jurisdiction of the Ohio Civil Rights Commission. The bill also covers other matters related to the handicapped not administered by the Commission.

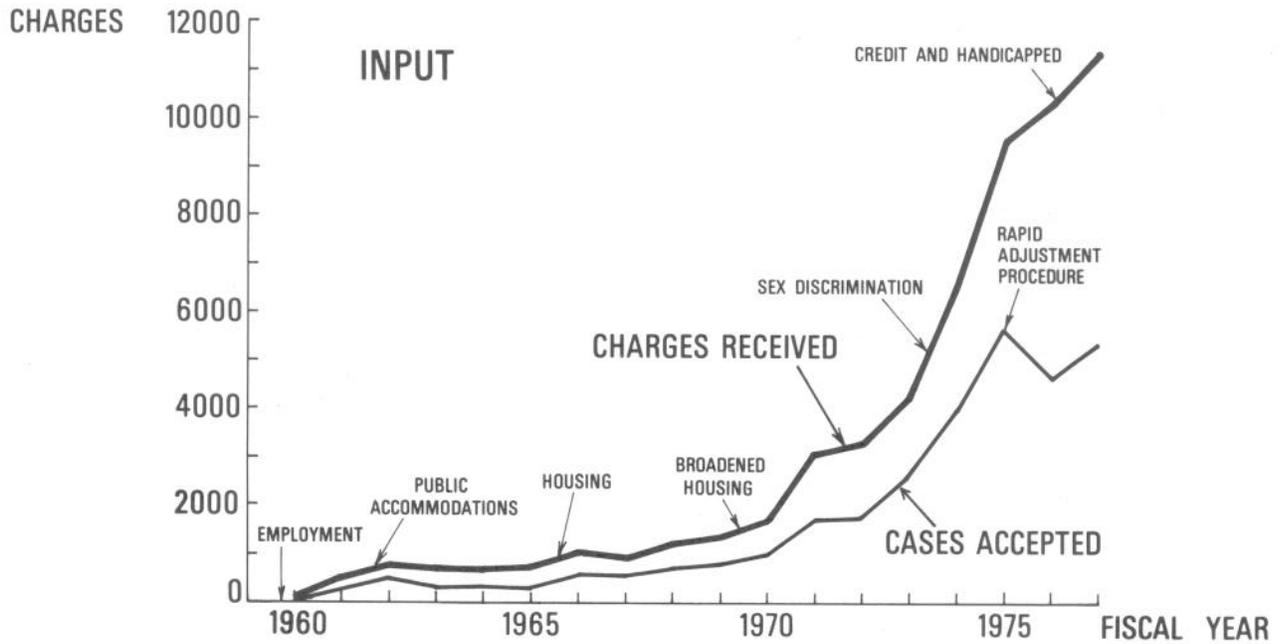
Status:

Passed. Effective July 23, 1976.

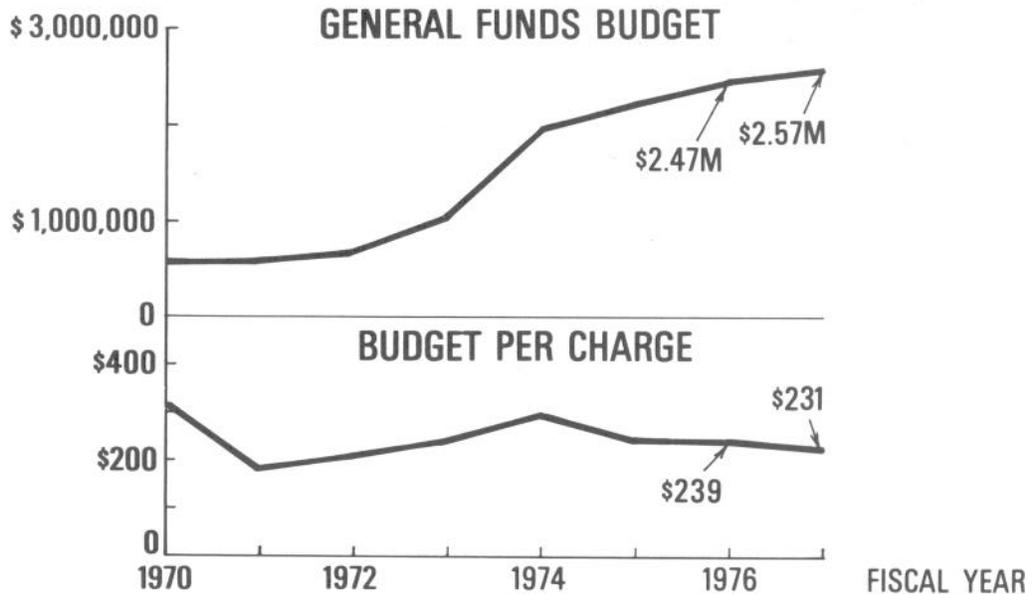
Budget Appropriations and Expenditures F.Y. 1976 (7/1/75 - 6/30/76)

Allocations:	General Revenue	2,329,887	
	E.E.O.C. Grants	175,000	
	Ceta Funds	<u>94,146</u>	
TOTAL ALLOCATIONS			<u>2,599,033</u>
Expenditures:	Salaries, Hearings & Court Reporters	2,040,869	
	Office Supplies	3,935	
	Travel	28,091	
	Postage	10,750	
	Telephone	58,474	
	Shipping	1,171	
	Utilities	4,801	
	Building Maintenance	5,272	
	Office Equipment Rental	46,073	
	Building Rental	110,074	
	Printing	4,990	
	Membership Dues	300	
	Purchased Publications	3,299	
	Inter - Intra Agency	17	
	Purchased Services	<u>544</u>	
Total Expenditures (General Revenue)			2,318,660
Total General Revenue (Unexpended)			11,227
Total E.E.O.C. Expenditures (Rotary)			171,030
Total CETA Expenditures (Rotary)			94,146
Total Unexpended (Rotary)			3,970
TOTAL EXPENDITURES			<u>2,599,033</u>

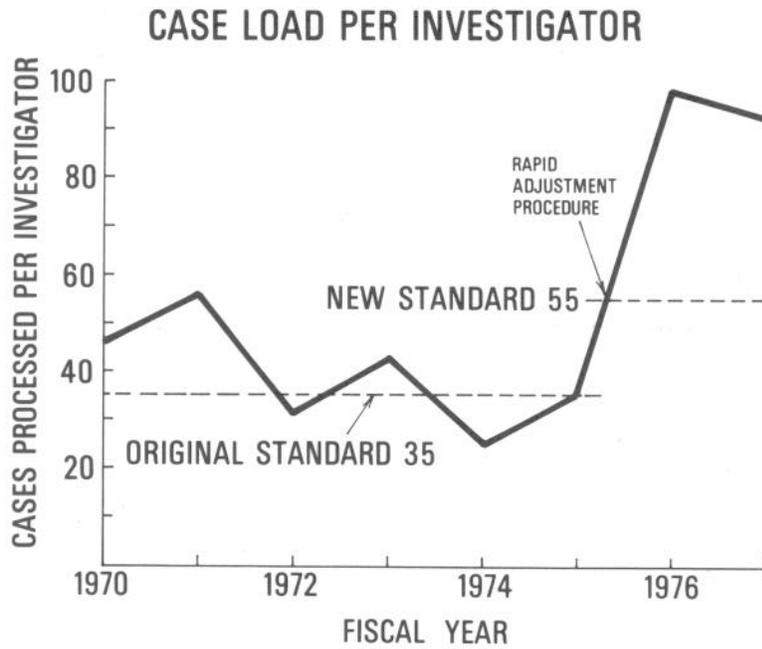
Graphs



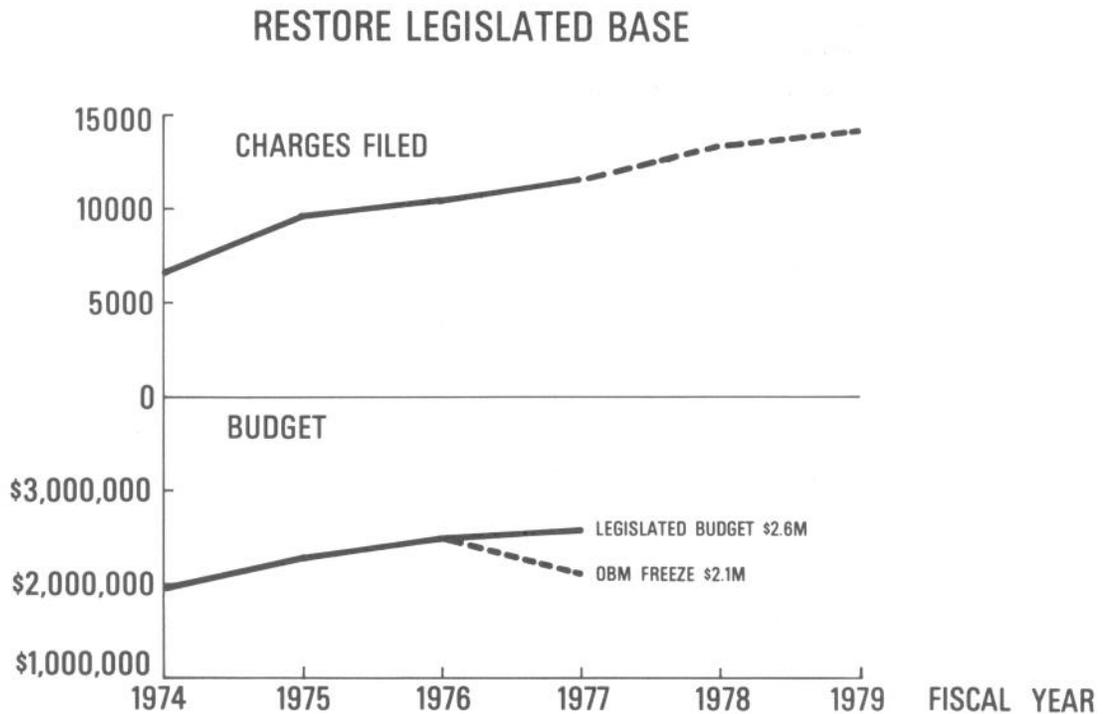
This chart develops the historical broadening of the agency's jurisdiction since inception to present date. The top line (Charges Received) depicts the increase in charges as the new laws were added to the commission's jurisdiction (it includes persons who stopped in, telephoned or wrote to us with any allegations regardless of jurisdiction or validity). The bottom line (Cases Accepted) are the actual number of cases accepted for investigation (the difference are those charges that had no validity or no desire to pursue).



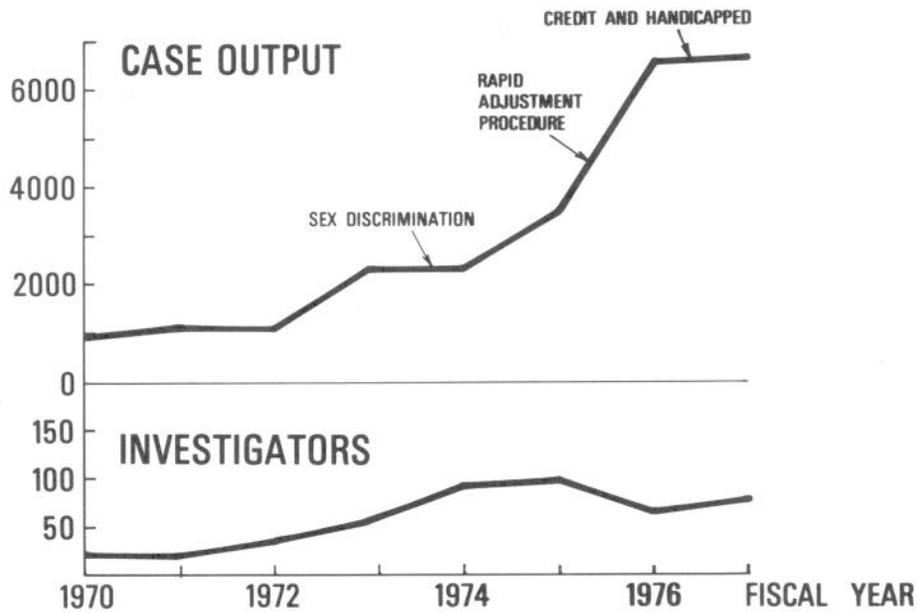
The agency uses the cost per case as a performance indicator. This chart depicts the success of the effort to reduce the cost per case to the optimum level of \$231. per case.



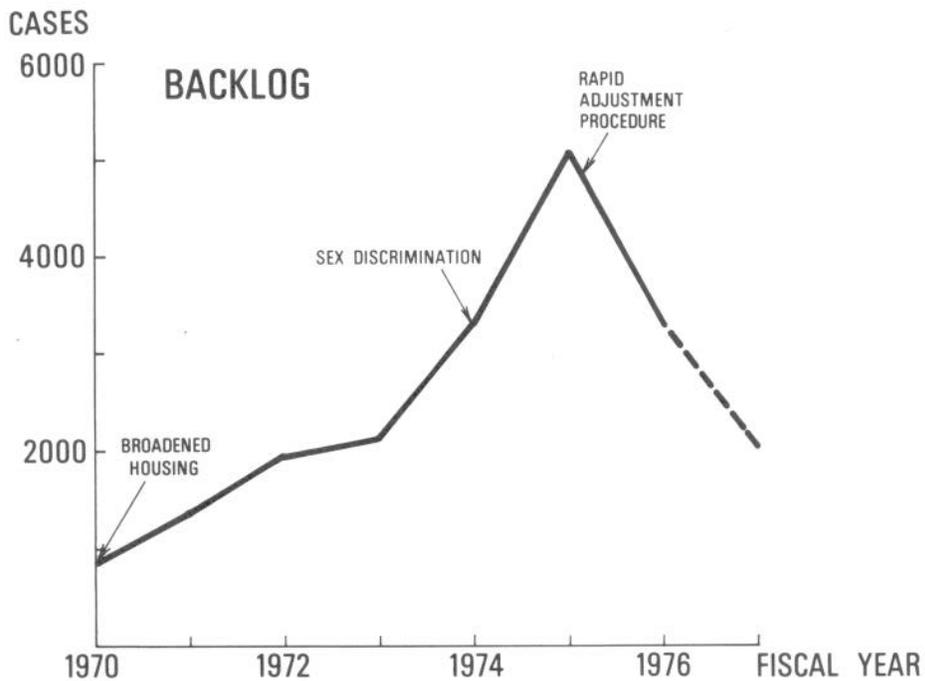
The dotted line on this chart reflects the standard production requirements of the agency's investigative staff. With the adoption of the "Rapid Adjustment Procedure", the achievement capabilities of the investigators has increased. A new standard of production has resulted from the successful introduction of the "Rapid Adjustment Procedure".



The budget appropriated by the legislators has grown in proportion to the increased charges over the years. However, the chart reflects a change in that trend in 1976. The dotted line indicates the actual operating budget of the commission after the 2% across the board cut and subsequent hiring freeze. The number of cases being received steadily increases while the commission's budget has decreased below the amount originally legislated.

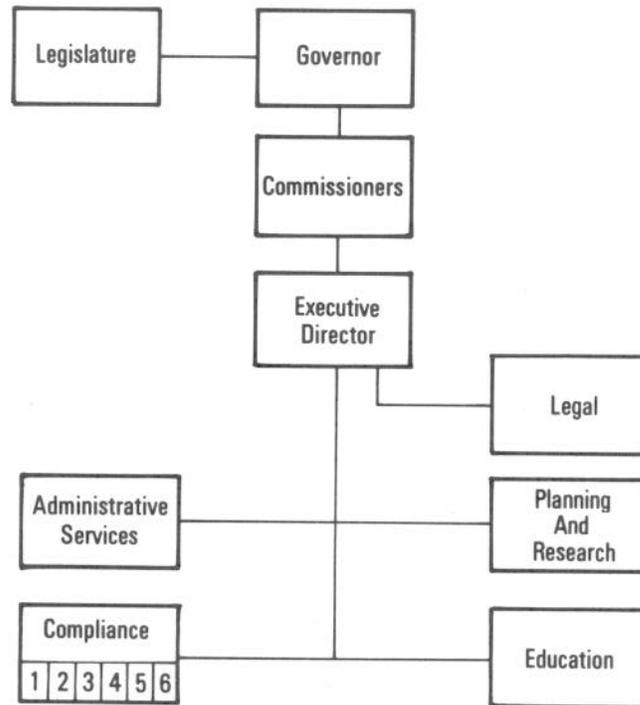


This chart is a comparative analysis of the number of cases received to the number of investigative staff to process them. Over the years, the investigative staff has increased in proportion to the expanded jurisdiction. However, beginning in 1974, the number of investigators started to fall behind; in 1975, a serious decline of the investigative staff was a direct result of the government freeze on all positions even though the number of cases received has continually and steadily increased.



This backlog line graph reveals the increase in the number of new charges received as the legislature expanded the agency's jurisdiction. The substantial increase in case backlog necessitated initiation of a "Rapid Adjustment Procedure". The new expedited procedure has been successful in reducing the agency's backlog to a manageable level. The broken line represents the projected decline in the backlog for the FY-77 if the agency's total budget is restored.

ORGANIZED TO SERVE THE STATE OF OHIO



This chart depicts the agency's organizational structure. As indicated, there are two primary line divisions - compliance and education. Administrative and budgetary requests developed were based on the organizational structure.

The commission's compliance divisions are located in the six major cities - Columbus, Cleveland, Cincinnati, Toledo, Akron and Dayton. The geographical locations of the offices were chosen to serve the greatest number of persons conveniently.

Regional Statistics

Approved Regional Boundaries of the Ohio Civil Rights Commission

(In accordance with the Department of Economic and Community Development)

Population figures secured from 1970 census tract.

Northwest

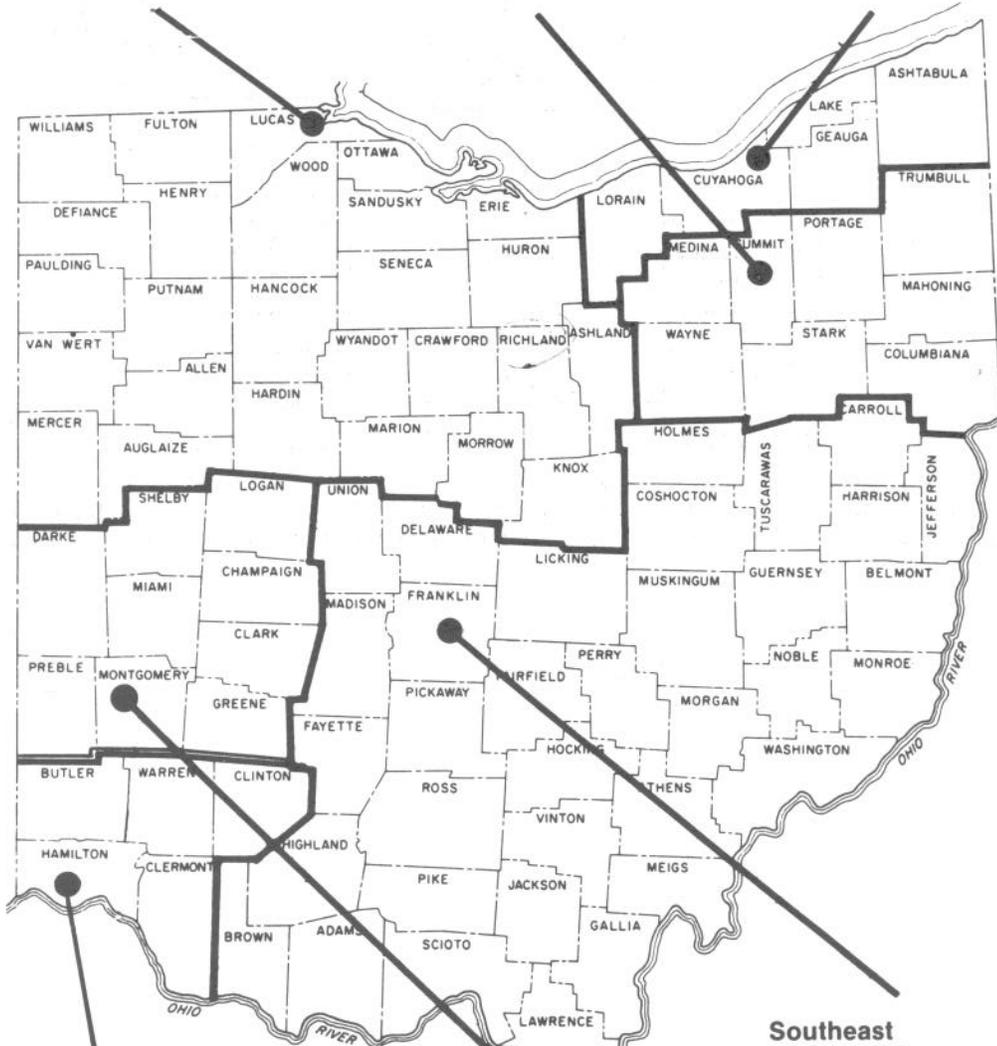
TOTAL POP 1,719,168
 NON-WHITE POP 90,427
 % NON-WHITE 5.3
 COUNTIES 26

S. Northeast

TOTAL POP 1,865,602
 NON-WHITE POP 134,775
 % NON-WHITE 7.2
 COUNTIES 8

Northeast

TOTAL POP 2,336,557
 NON-WHITE POP 362,240
 % NON-WHITE 15.5
 COUNTIES 5



Southwest

TOTAL POP 1,362,339
 NON-WHITE POP 163,412
 % NON-WHITE 11.9
 COUNTIES 5

N. Southwest

TOTAL POP 1,159,833
 NON-WHITE POP 113,619
 % NON-WHITE 9.8
 COUNTIES 9

Southeast

TOTAL POP 2,208,518
 NON-WHITE POP 141,724
 % NON-WHITE 6.4
 COUNTIES 35