



THE OHIO CIVIL RIGHTS COMMISSION

Annual Report 2014

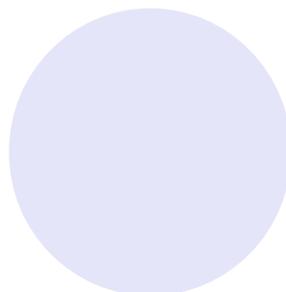
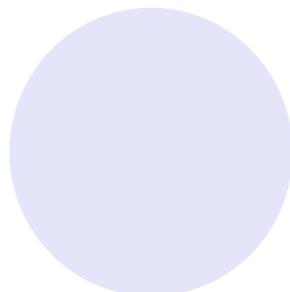
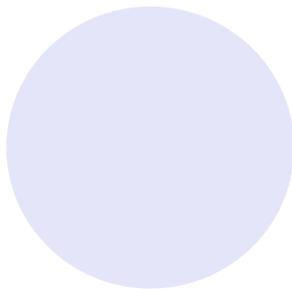
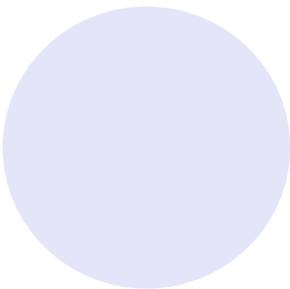
The Honorable John Kasich Governor

Leonard Hubert, Chairman
Lori Barreras, Commissioner
Stephanie Mercado Commissioner
William Patmon III Commissioner
Tom Roberts, Commissioner

G. Michael Payton, Executive Director

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

Eleanor Roosevelt



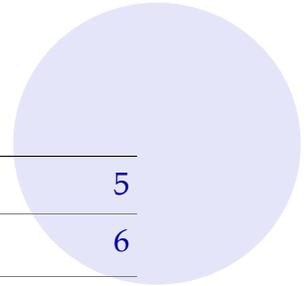
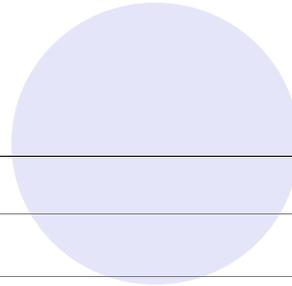
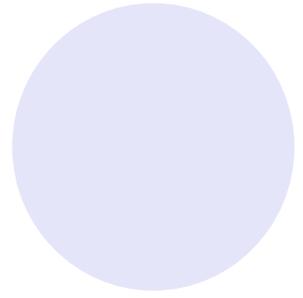
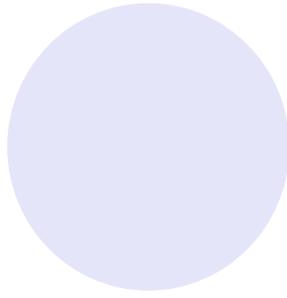
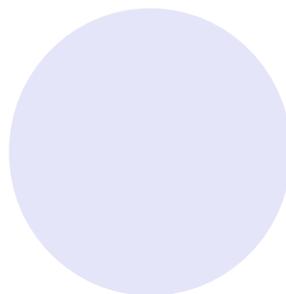
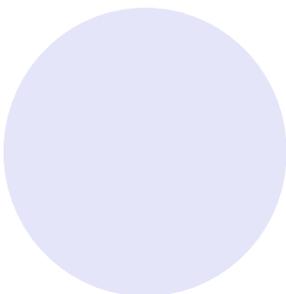
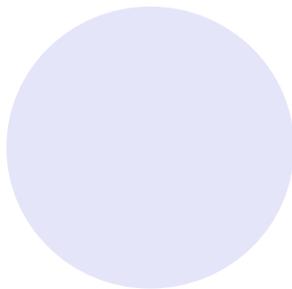
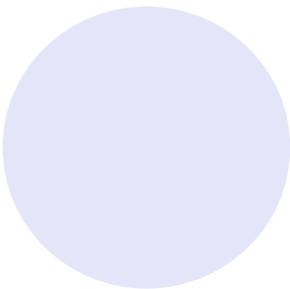


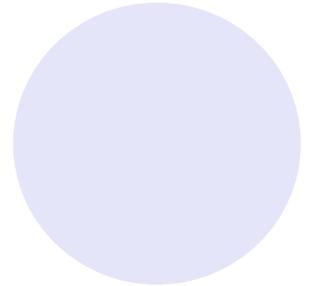
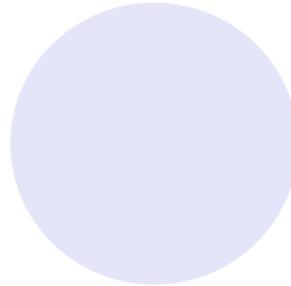
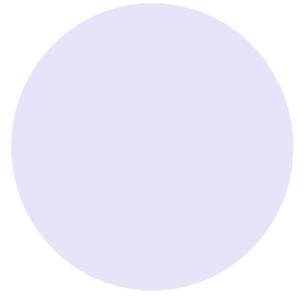
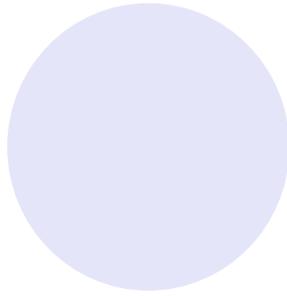
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“The government of Ohio has a concern in the equal treatment of all persons in the state, and through its legislature and Governor the people have determined this to be the state’s policy. An offense against the civil rights of an individual Ohioan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

Albert J. Dillehay,
Commission Chairman, 1962





June 30, 2014

To Governor Kasich, Members of the 130th General Assembly and Citizens of Ohio:

On behalf of our Commissioners and staff, I am pleased to present our Annual Report for Fiscal Year 2014. After over 55 years of existence, and 50 years following passage of the federal Civil Rights Act of 1964, this report reflects our continuing effort to make a difference in fulfilling our mission as the primary educator and enforcer of Ohio's laws against discrimination in providing equal opportunity.

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

Commissioners

Leonard Hubert, Chairman (Granville)

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



Lori Barreras (Columbus)

Appointed Commissioner November 2013 to a term expiring July 2018.

Stephanie Mercado (Cleveland)

Appointed Commissioner January 2010 to a term expiring July 2014.



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 expiring July 2015



Ohio's History in Civil Rights Enforcement



A Historical Perspective of Ohio's Laws Against Discrimination

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

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



Ohio's History in Civil Rights Enforcement

Powers and Duties of the Ohio Civil Rights Commission

The general powers and duties of the Commission are to receive, investigate, pass upon 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, Chapter 4112 of the Ohio Revised Code, 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

Charges of Discrimination may be filed with the Ohio Civil Rights Commission if a person believes they have been discriminated against (treated differently) because of their:

- Race
- Color
- Religion
- Sex
- National Origin
- Disability
- Ancestry
- Age (does not apply to housing)
- Familial Status (housing only)
- Military Status
- Marital Status (credit only)
- Retaliation (for having participated in an anti-discrimination proceeding before the Commission or otherwise oppose an unlawful discriminatory practice)

Mission

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 resources. We honor the right of every employee and the public to contribute, to be heard and to be treated with dignity.

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

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 the prohibition of discrimination in employment

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

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

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

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

1988: The OCRC and U.S. Department of Housing & Urban Development (HUD) enter into a Work Sharing Agreement which provides dual filing for housing charges

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

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

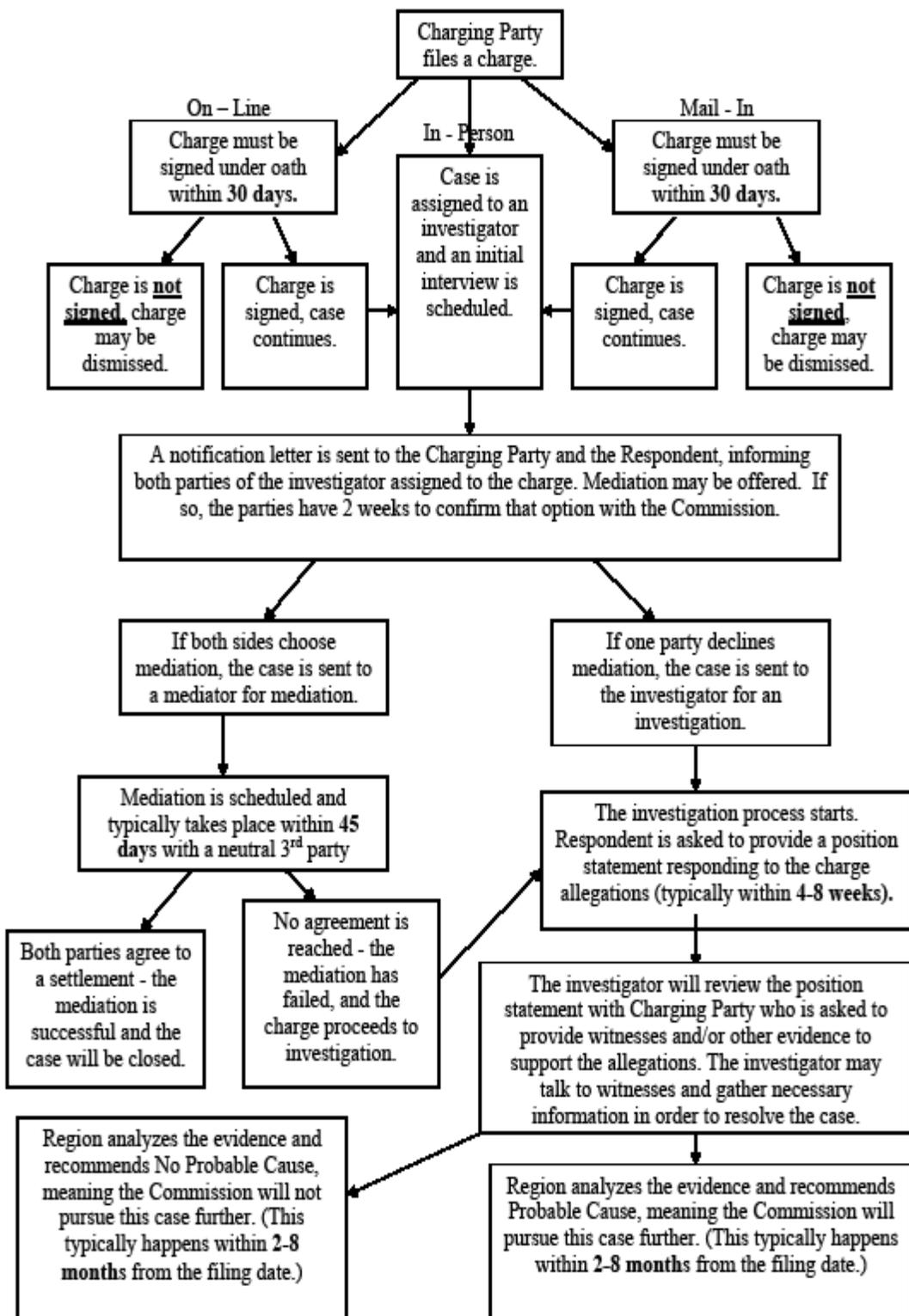
1999: Alternative Dispute Resolution program recognized by the U. S. Department of Housing and Urban Development with a "Best Practices" award

2008: Military Status added to protected classes

2009: Ohio Civil Rights Commission celebrates 50th Anniversary

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

A GENERAL OVERVIEW OF THE CHARGE FILING PROCESS



Investigation & Enforcement

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

Complaints must be filed within six months (or one year for housing complaints) of the alleged act of discrimination.

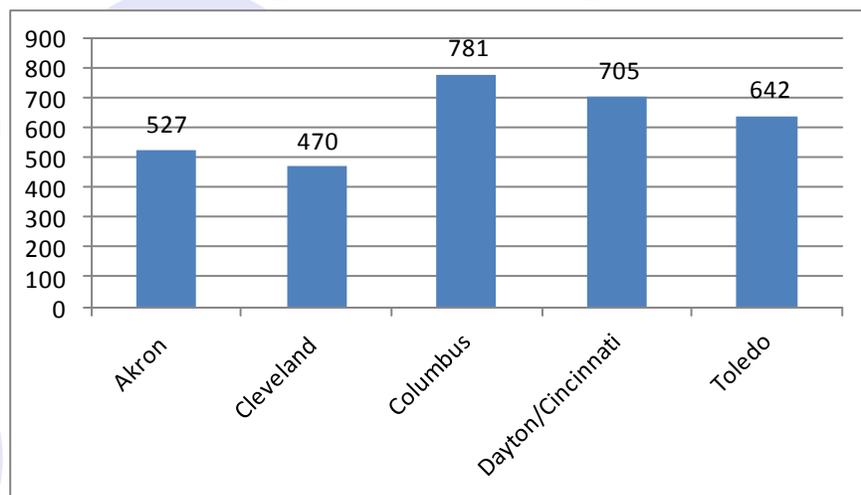
The complaint must be based on a belief that the discriminatory act occurred because of the person's race, color, sex, disability, age, religion, national origin, ancestry, familial status, military status or in retaliation for having participated in a protected activity (such as having filed a previous charge of discrimination or complaining of a discriminatory act).

The OCRC has the power to self-initiate an investigation in employment and housing cases, typically when the preliminary information indicates there may be a pattern or practice of discrimination within an entire system ("systemic discrimination").

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

Once the charge of discrimination is received, the case is assigned to an investigator who sends letters and a copy of the charge affidavit to the person filing the charge (Charging Party) and to the company/person against whom the charge was filed (Respondent).

Charges Filed 7-1-13 through 6-30-14



Investigation & Enforcement



Alleged Issues of Charges Filed

Advertising	83
Benefits	7
Constructive Discharge	148
Demotion	90
Discharge	1,227
Discipline	503
Exclusion	95
Harassment	700
Hiring	144
Housing	216
Intimidation/Ethnic Coercion	120
Layoff	49
Maternity	13
Promotion	142
Reasonable Accommodation	345
Recall	6
Reinstatement	2
Sexual Harassment	127
Suspension	75
Terms & Conditions	713
Training	12
Union	15
Wages	32

Mediation

The Ohio Civil Rights Commission began a voluntary mediation program in 1998 and employs trained mediators in each of its regional offices.

Mediation requires both parties 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 will be closed. If mediation is not successful or if one party declines participation, an investigation will commence.

In 2014, mediators conducted 476 mediations. 83% resulted in a successful settlement with an average processing time of 41 days.

Charges Filed by Basis

Race/Color	1,302
Religion	94
National Origin/Ancestry	186
Age	513
Retaliation	1,009
Sex/Pregnancy	745
Disability	912
Familial Status	108

Resolutions

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.

Administrative Resolutions include cases where the charging party elects to withdraw the charge without resolution and/or decides to pursue the claim through the court system; cases where the Commission is unable to locate the respondent or charging party; and cases the agency determines to be non-jurisdictional.

Conciliation Agreement and Consent Orders are settlement agreements that may be used by the Commission at any time during the life of a case.

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

No Probable Cause findings are issued after the investigation concludes that evidence failed to show a discriminatory act took place.

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

Types of Charges Closed	
Employment	2,409
Housing	581
Public Accommodation	151
Credit	4
Disability in Higher Education	15
Total	3,160

Resolutions

<i>Case Closures</i>	
Settlements	340
Withdrawal With Benefits	431
Successful Conciliation after Probable Cause Finding	20
Probable Cause- Issue Formal Complaint	67
No Probable Cause	1,905
Failure to Cooperate	31
Withdrawal Without Benefits	200
No Jurisdiction	82
Administrative Closures	48
Hearings Closures	16
Closed by Legal Unit	18
Charging Party Refused Full Relief	1
Failure to Locate Charging Party	1
Total Closures	3,160

Reconsideration

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

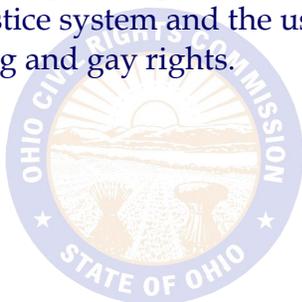
Enforcement

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 Highlights

The Ohio Civil Rights Commission (OCRC) works to inspire cultural awareness and sensitivity in our state through education and outreach activities. The following are highlights of our education and outreach activities for FY 2014.

- ◆ Our Fifth Annual Civil Rights Hall of Fame ceremony in the Statehouse Atrium was held on October 3, 2013 at 10:00 am. Our Master of Ceremony was Joe Hallet, Senior Editor for the Columbus Dispatch. Keynote speaker was Ohio University President, Dr. Roderick J. McDavis. Cadets from Trotwood High School assisted the Ohio State Highway Patrol in posting our flag and the Fort Hayes Career Center Jazz Ensemble played the Star Spangled Banner.
- ◆ The Ohio Civil Rights Commission welcomed Commissioner Lori Barreras to the OCRC family.
- ◆ As a part of outreach and education efforts, the Commission held its formal meeting on the Campus of Cleveland Marshall College of Law on October 17, 2013.
- ◆ Chairman Leonard Hubert served as the Master of Ceremony for the state's commemoration honoring the 50th Anniversary of the March on Washington. The event was held at the Ohio Statehouse in Columbus on August 28th. Following the formal ceremony, Chairman Hubert led the attendees in a ceremonial march around the Statehouse. Additionally, the Attorney General's Office, featured an interview with Chairman Hubert in the *Civil Rights Reporter*, the Ohio Attorney General's Office newsletter aimed at raising awareness of Ohio's laws against discrimination.
- ◆ Chairman Hubert attended a Columbus City Council Meeting where Council adopted a resolution to honor and recognize the 50th anniversary of the Civil Rights Act of 1964.
- ◆ Executive Director G. Michael Payton, a noted and frequently requested presenter, spoke at the Columbus Bar Association's Second Annual Martin Luther King, Jr., Civil Rights Symposium. The Ohio Civil Rights Commission joined with the Columbus Bar Association in planning the event, which focuses on racial bias and poverty in the criminal justice system and the use of arrest and prior convictions in employment decisions, voting and gay rights.
- ◆



Education and Outreach Highlights

- ◆ Additionally, Director Payton provided the keynote address at the Martin Luther King, Jr., Performing Arts Center's annual MLK Open House in Columbus on January 20, 2014.
- ◆ Regional Director Gibson and Dayton Investigator Beatrice Sanchez met with Denise Williams, the newly elected president of the Springfield, Ohio Unit of the National Association for the Advancement of Colored People (NAACP) with the goal of developing a Memorandum of Understanding between the agencies
- ◆ In addition to her many outreach initiatives and programs, Toledo Regional Director Darlene Newbern was been designated as a Community Facilitator to help the Toledo community address the issue of violence in their neighborhoods. She will also be facilitating a series of talks on race and equality. These talks will include many prominent business executives, city decision makers and local gang members.
- ◆ Director Payton recognized Joyce Hill for her service to our agency. Joyce served 16 years as the Civil Rights Specialist for the Ohio Development Service Agency's Office of Community and Development (OCD) and was responsible for ensuring compliance with state and federal civil rights regulations. She has a long and valued history of working with the Ohio Civil Rights Commission assisting with fair housing trainings, mediations and conciliations of housing discrimination complaints.
- ◆ Chief Legal Counsel, Stephanie Bostos Demers spoke to HR personnel and employment defense lawyers at the local chapter of SHRM (Society for Human Resource Managers) regarding best practices before the Ohio Civil Rights Commission.
- ◆ Executive Director Payton participated in EEOC's 50th Anniversary celebration in Indianapolis.
- ◆ Representatives of the Commission attended the dedication of the Ohio Holocaust and Liberators Memorial on June 2, 2014. Director Payton noted, "the memorial tells a story we should never forget, and it was a privilege to attend the dedication ceremony."
- ◆ Director of Operations Keith McNeil was a trainer at the Department of Public Safety Academy for managers and supervisors.

*Winners of our Annual Martin Luther King, Jr. Art,
Writing and Multimedia Contest
2014 Theme: "We Shall Overcome" How will you assist your community or
school in overcoming a current concern or problem*

The Ohio Civil Rights Commission honored these students from across the state of Ohio with an awards ceremony on February 27, 2014 at the Rhodes State Office Tower, Columbus, Ohio.



Writing Award Winners

Mozie VanRaaij - Grade 6 - Ridgewood Elementary School, Springfield, Ohio
Anna Blumberg - Grade 7 - Burnsold Middle School, Marysville, Ohio
KnowEl Willhight - Grade 8 - Maumee Valley Country Day School, Toledo, Ohio
Zoe Biddle - Grade 9 - Southeastern High School, South Vienna, Ohio
Zachary Schreckenberger - Grade 12 - Green High School, Green, Ohio

Art Award Winners

Gabby Hougan - Grade 6 - Springboro Intermediate School, Springboro, Ohio
Kaylee Green - Grade 7 - Lockland Middle School, Lockland, Ohio
Alyssa Buck - Grade 8 - Worthingway Middle School, Worthington, Ohio
Lauren Neese - Grade 10 - Notre Dame Academy, Toledo, Ohio
Karriann Gerchak - Grade 11 - Garfield Heights High School, Garfield Heights, Ohio
Reem Hajeir - Grade 11 - Notre Dame Academy, Toledo, Ohio
Courtney Molea - Grade 12 - Springfield High School, Akron, Ohio

Multimedia Award Winner

KeShun Jones - Streetsboro Middle School, Streetsboro, Ohio

Excellence in Diversity

Paul LaRue, History Teacher, Washington High School
Washington Court House, Ohio



John Kasich
Governor



G. Michael Payton
Executive Director

Civil Rights

2013

Commissioners: Leonard Hubert, *Chair* Stephanie Mercado William Patmon, III Tom Roberts Rashmi Yajnik

FIFTH ANNUAL HALL OF FAME OCTOBER 3, 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

Sustaining Sponsor:



Founding Sponsors:



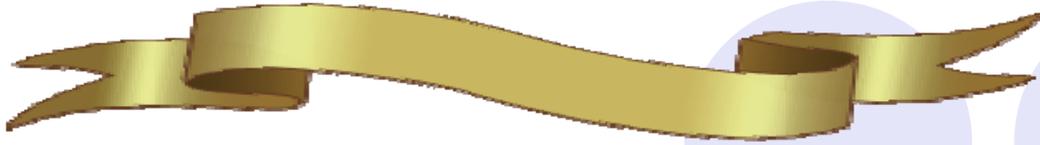
The Ohio Civil Rights Hall of Fame seeks to acknowledge the citizens who have left their mark in the State of Ohio through their tireless efforts in furthering civil and human rights in their communities. These distinguished individuals have served as beacons making significant strides in support of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



Pictured are the Ohio Civil Rights Hall of Fame Honorees, Keynote Speaker Dr. Roderick J. McDavis, Master of Ceremony Joe Hallett, Senior Editor of The Columbus Dispatch, Commissioners and sponsors.



Ohio Civil Rights Hall of Fame Inductees



2009

WILLIAM F. BOWEN
ROBERT M. DUNCAN
BRUCE KLUNDER
TONI MORRISON
CARL B. STOKES

JOAN B. CAMPBELL
RUTH GONZALEZ DE GARCIA
C.J. MCLIN, JR.
FRED SHUTTLESWORTH
GEORGE WASHINGTON WILLIAMS

2010

AVERY FRIEDMAN
DR. KARLA IRVINE
ERIC PARKS
RHONDA RIVERA
DR. MARIAN SPENCER

DR. FRANK W. HALE, JR.
WILLIAM MCCULLOCH
SALVADOR RAMOS
DR. RATANJIT SONDHE
BALDEMAR VELASQUEZ

2011

ROGER ABRAMSON
KEN CAMPBELL
AMOS LYNCH
V. ANTHONY SIMMS-HOWELL

THEODORE M. BERRY
NATHANIEL R. JONES
LOUIS D. SHARP

2012

JAMES G. JACKSON
WILLIAM L. MALLORY
REV. DR. OTIS MOSS, JR.
OHIO TUSKEGEE AIRMEN

REV. DAMON LYNCH, JR.
RICHARD MAXWELL
JESSE OWENS

Akron and Cleveland Regional Offices



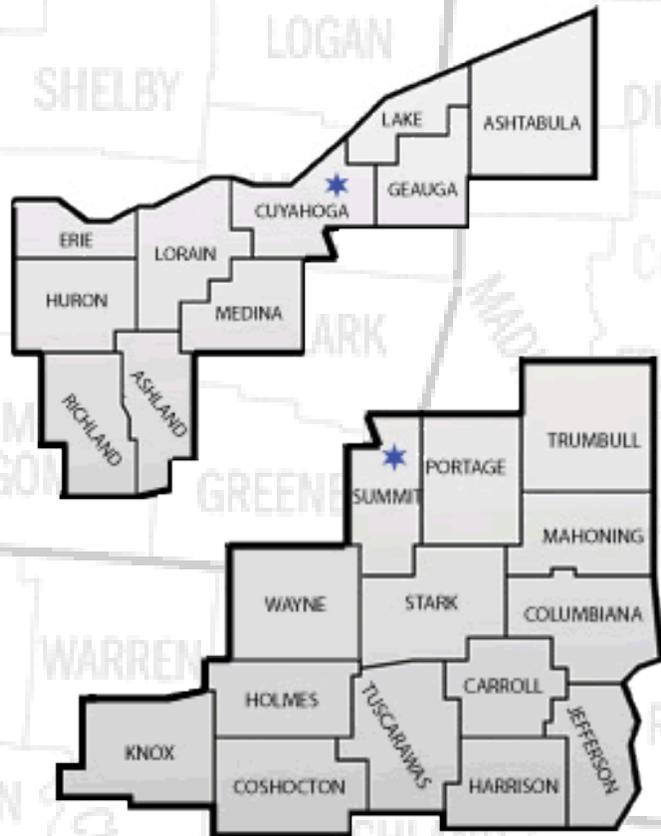
As the Director of both the Akron and Cleveland Regional offices, Vera Boggs is responsible for the investigating complaints of unlawful discrimination in 24 counties.

Ms. Boggs conducts outreach and instructs or participates in programs designed to education Ohio's constituents.

Ms. Boggs joined the OCRC as an investigator, was promoted to supervisor and was selected to lead the Akron and Cleveland Offices as Regional Director. Ms. Boggs graduated from The Ohio State University majoring in Criminal Justice, Chinese and Spanish. She is pursuing a Master of Arts in Labor Relations and Human Resources and is certified by the Human Resource Certification Institute as a Senior Professional in Human Resources.

Cleveland Regional Office
Frank Lausche Building
615 W. Superior Avenue,
Suite 885
Cleveland, Ohio 44113

Akron Regional Office
Ocasek Government Center
161 S. High Street, Suite 205
Akron Ohio 44308
(330) 643-31 Telephone
(330) 643-3120 Fax
(888) 278-7101 Ohio Toll Free



Columbus Regional Office

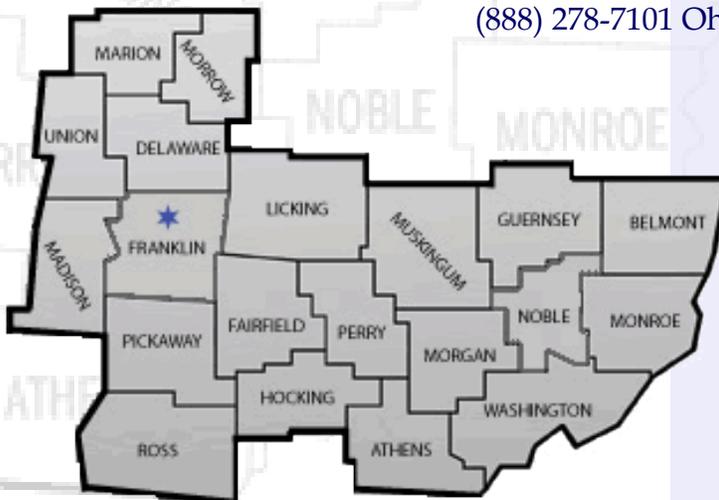
Aman Mehra joined the Ohio Civil Rights Commission in January 2012. Throughout his career as an entrepreneur and executive he has served as a consultant, a coach, a mentor and a business leader.



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

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

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 .

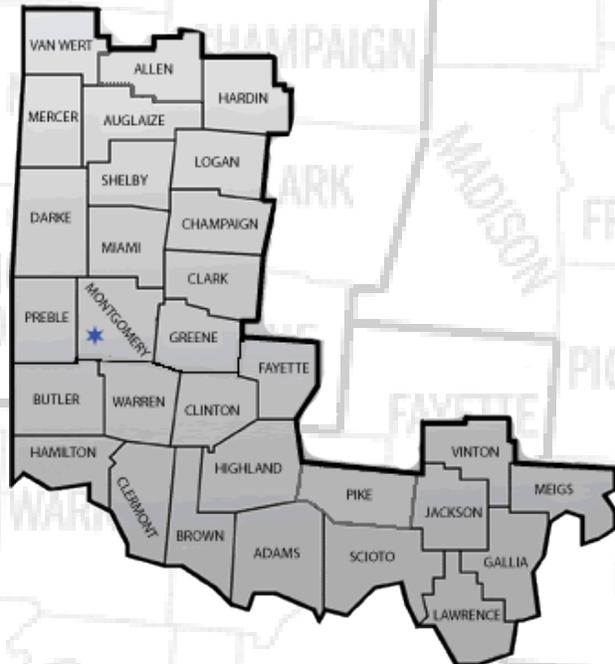
Mr. Gibson was chosen to lead the merger of the Dayton and Cincinnati Regional offices and was promoted to Director of the newly created Cincinnati/Dayton Regional Office.

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

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

40 W. 4th Center, Suite 1900
Dayton, Ohio 45402-1831
(937) 285-6500 Telephone
(937) 285-6606 Fax
(888) 278-7101 Toll Free

7162 Reading Road, Ste. 1006
Cincinnati, Ohio 45237
(513) 351-2541 Telephone
(513) 351-2616 Fax
(888) 278-7101 Toll Free



Toledo Regional Office

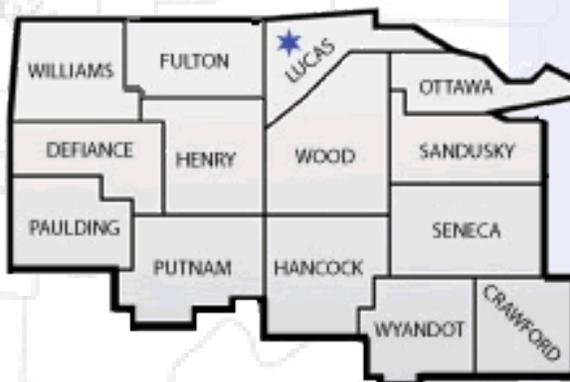
Darlene Sweeney-Newbern was chosen Toledo Regional Director after serving as a Field Investigator, Supervisor and Statewide Director of Housing Enforcement.



Ms. Newbern works closely with advocacy and civil rights enforcement agencies around the county to educate, train and assist in both housing and employment cases. Recognized as a national leader in fair housing matters.

Ms. Sweeney-Newbern was chosen as a presenter for the US Department of Housing and Urban Development's National Fair Housing Conference Ms. Sweeney-Newbern received a Bachelor of Science in Business from the University of Toledo.

One Government Center, Room 936
Jackson & Erie Streets
Toledo, Ohio 43604
(419) 245-2900 Telephone
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(888) 278-7101 Toll Free



**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 \$ **2,863,283**

EXPENDITURES

Salaries and Wages	\$ 1,329,696
Purchased Personal Services	\$ 176,263
Supplies and Materials	\$ 13,535
Motor Vehicles	\$ 24,486
Travel	\$ 15,120
Communications	\$ 42,950
Equipment Maintenance	\$ 2,773
Rentals	\$ 149,951
General Expenses	\$ 200,702
Equipment	\$ 58,646
TOTAL EXPENDITURES	\$ 2,014,122
Encumbrances	\$ 60,372
Unused Federal Appropriations	\$ 788,789

GENERAL REVENUE FUND (GRF)

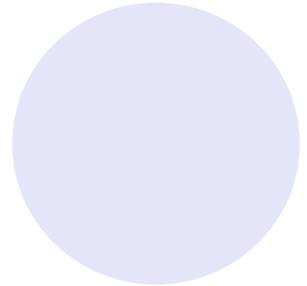
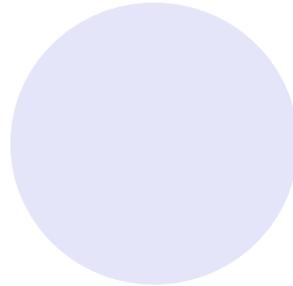
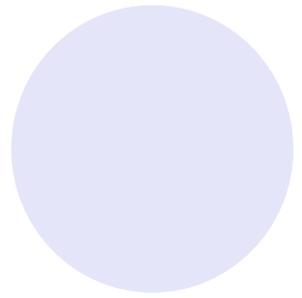
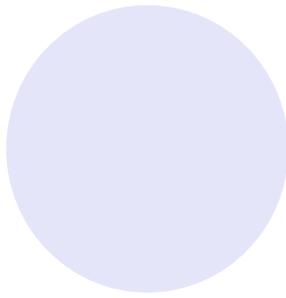
The General Revenue Fund is monies appropriated to the Ohio Civil Rights Commission by the General Assembly

Fund GRF Appropriations \$ **4,725,784**

EXPENDITURES

Salaries and Wages	\$ 4,725,740
TOTAL EXPENDITURES	\$ 4,725,740
Unused State GRF Appropriations	\$ 44





PLEASE VISIT OUR WEBSITE
WWW.CRC.OHIO.GOV

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



THE OHIO CIVIL RIGHTS COMMISSION

