



# OHIO CIVIL RIGHTS COMMISSION

## Did you know...

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

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

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

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

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

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

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

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

It is illegal for an employer of four or more persons to terminate, refuse to hire or deny a job opportunity or otherwise impact a term or other condition of employment because of protected status - race, color, ancestry, national origin, sex (including pregnancy), age (if over 40), religion, military status, or a qualified disability. Federal court cases, have extended sex discrimination to include prohibition of employment discrimination on the basis of sexual orientation and gender identity.

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

### **Regional Offices**

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

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

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

Dayton Regional Office  
Point West III  
3055 Kettering Blvd, Suite 111  
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937-285-6500  
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Toledo Regional Office  
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640 Jackson St., Suite 936  
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419-245-2900  
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Cincinnati Satellite Office  
Mid-Pointe Towers  
7162 Reading Rd., Suite 1005  
Cincinnati, OH 45237  
513-351-2541  
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## Did you know...

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

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

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

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

*For more information, please refer to the Credit fact sheet*

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

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

### ***All persons have the right to access to higher education?***

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

**\*\*Public Accommodation, Credit, and Disability in Higher Education charges of discrimination or harassment must be filed with the OCRC within six months, Housing charges within one year, and Employment charges within two years after the alleged illegal practice was committed.**

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