



*Inaugural Ohio Civil Rights Hall of Fame Inductees (L-R): C.J. McClin, Jr. (representing C.J. McLin), Ezra Escudero (representing Ruth Gonzales de Garcia), Joan B. Campbell, Dr. Lilly Howard (representing Toni Morrison), Mrs. Fred Shuttlesworth (representing Reverend Fred Shuttlesworth), Marvin Randall (representing Carl B. Stokes), Honorable Robert M. Duncan, Sharon Bowen (representing William Bowen), Honorable Senator Ray Miller (representing George Washington Williams) *Not pictured: Reverend Bruce Klunder.*



OHIO CIVIL RIGHTS COMMISSION

ANNUAL REPORT 2010

(JULY 1, 2009 — JUNE 30, 2010)

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MISSION

The Ohio Civil Rights Commission is the primary educator and enforcer of Ohio's Laws Against Discrimination.

We will be professional, competent and fair to 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.





FORWARD



Governor Ted Strickland

June 30, 2010

To the Honorable Ted Strickland, Members of the General Assembly and Citizens of Ohio:

On behalf of our Commissioners and the entire OCRC staff I am pleased to present to you our 2010 Annual Report. We feel that this report reflects not only our accomplishments but our stewardship in fulfilling the mission to be a strong force in promoting positive human relations among our diverse population.

OHIO CIVIL RIGHTS COMMISSION

G. Michael Payton
Executive Director

Commissioners

Eddie Harrell, Jr.
Chairman

Leonard Hubert
Stephanie Mercado
Tom Roberts
Rashmi Yajnik

This is our 50th annual report. Our Ohio Civil Rights Commission was established by the 103rd Ohio General Assembly as the 16th state to enact Fair Employment Practices Legislation with enforcement provisions and provide protection against discriminatory employment practices on the basis of race, color, religion, national origin and ancestry. At that time, the Ohio State Law Journal described it as “the most advanced of any fair employment law now in effect.”

The important milestone gives us an opportunity to reflect on our history and plan for our future. In our first year the citizens of Ohio filed 78 charges of employment discrimination. This year, 4,121 charges were filed in the areas of employment, housing, public accommodation, credit and disability in higher education on the bases race, color, religion, national origin, age, military status retaliation, sex, disability and familial status

The State of Ohio and its population have gone through severe economic circumstances that have affected every aspect of their lives – but most importantly this situation touched their jobs and their homes. With a staff reduced by nearly twenty-five percent, the Ohio Civil Rights Commission diligently moved forward to ensure we provided exceptional services to all our clients, many of whom alleged discrimination in their workplace or housing provisions.

We strongly believe our value to our clients cannot be measured in statistics and numbers alone. Because of our presence and the enforcement powers provided under Ohio Revised Code 4112, many Ohioans are at work, living in homes, enjoying events and advancing their education. Our business is one of great challenges but it also provides the potential of great rewards for our citizens.

We are very appreciative of your continuing trust and support and I invite you to contact us with your questions and concerns.

Respectfully,

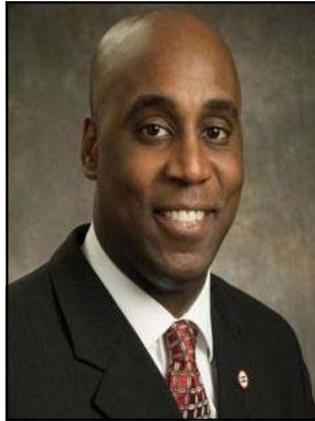
G. Michael Payton
Executive Director

CENTRAL OFFICE
39 East Broad Street
5th Floor
Columbus, Ohio 43215
(614) 466-2785 Phone
(888) 278-7101 Toll Free
(614) 466-7742 Fax

AKRON | CINCINNATI | CLEVELAND | COLUMBUS | DAYTON | TOLEDO



COMMISSIONERS



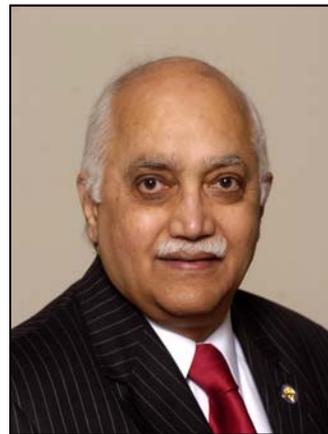
Eddie Harrell, Jr.
(Columbus)

Appointed
Commissioner in July
2008 and named
Chairman in February
2009. His current term
expires in July 2012.



Leonard J. Hubert
(Granville)

Appointed Commissioner
July 2006 and served as
Acting Chairman from
January 2008 until
February 2009. His
current term
expires July 2011.



Rashmi Yajnik
(Columbus)

Appointed
Commissioner in
August 2006 and
reappointed in 2008 to
a term that expires in
2013.



Stephanie Mercado
(Cleveland)

Appointed
Commissioner in
January 2010 to a term
that expires in 2014.



Tom Roberts
(Dayton)

Appointed
Commissioner in
2009 to an existing,
unexpired term and
reappointed in 2010
to a term that expires
in July 2015.

**For detailed information about OCRC Commissioners, please visit www.crc.ohio.gov/commission_members.htm.*



LEGISLATIVE MANDATE



The Ohio Civil Rights Commission was established in July 1959 by the Ohio Legislature to enforce state laws against discrimination as specified in Chapter 4112 of the Ohio Revised Code. The Commission receives and

investigates charges of discrimination in employment, public accommodations, housing, credit and disability in higher education on the bases of race, color, religion, sex, national origin, disability, age, ancestry, military status and familial status. It has the authority to secure access to records, premises, documents, evidence or possible sources of evidence, and to record testimony or statements from individuals. The Commission is empowered to issue subpoenas, interrogatories and cease and desist orders, hold public hearings, collect monetary benefits, and has additional statutory authority to:

- self-initiate investigations of discriminatory practices;
- formulate policies to effectuate the purposes of Chapter 4112 of the Ohio Revised Code, and make recommendations to agencies and offices of the state or local subdivisions of government to effectuate such policies;
- make periodic surveys of the existence and effect of discrimination because of race, color, religion, sex, national origin, disability, age, ancestry, military status or familial status on the enjoyment of civil rights by persons within the state;
- prepare a comprehensive educational program, in cooperation with the Ohio Department of Education, for the students of Ohio's public schools and for all other residents of Ohio, that is designed to: eliminate prejudice on the bases of race, color, religion, sex, national origin, disability, age, ancestry or familial status, further goodwill amongst those groups and emphasize the origin of prejudice against those groups and its harmful effects.

The Commission consists of a five-member board of Commissioners and approximately 94 employees. Commissioners are appointed to five-year terms by the Governor with the advice and consent of the Senate. By law, no more than three Commissioners can be of the same political party. The Governor designates one of the Commissioners to serve as the Chairperson. The Commissioners are responsible for selecting the agency's Executive Director, who administers the policies and procedures of the Commission and is responsible for the day-to-day operation of the agency. Commissioners serve as the final arbiter in the investigatory process and meet regularly to rule on recommendations from the Commission's five regional offices regarding charges of discrimination.



HISTORY OF THE OCRC

1958

Governor C. William O'Neil appointed Ohio's first official statewide Governor's Advisory Commission on Civil Rights. Charles Y. Lazarus served as Chairman.

Governor's Advisory Commission on Civil Rights recommended that the State of Ohio establish a State Civil Rights Commission to address civil rights on a continuing basis.

1959

Governor Michael V. Disalle signed legislation into law that created the Fair Employment Practices Commission for Ohio.

Law passed prohibiting discrimination in employment on the basis of race, color, religion, national origin, and ancestry.

Frank Baldau hired as OCRC's First Executive Director.

1961

First Regional Office opened in Bellaire, Ohio. First Regional Director, Ellis L. Ross.

Agency name changed to the Ohio Civil Rights Commission.

Enactment of law prohibiting discrimination in public accommodations.

1965

Enactment of law prohibiting discrimination in housing.

1969

Housing discrimination law amended and broadened.

Enactment of law prohibiting discrimination in burial lots.

1973

Enactment of law prohibiting discrimination by reason of sex.

1976

Enactment of law prohibiting discrimination in credit.

Enactment of law prohibiting discrimination by reason of disability.

Enactment of law prohibiting discrimination by reason of age.

1978

The OCRC and the Equal Employment Opportunity Commission (EEOC) entered into a work sharing agreement that provided dual filing options for employment charges. *Since 1978, Ohio has continually ranked near the top in the nation with one of the largest work sharing agreements for case processing.

1979

Law prohibiting discrimination by reason of age broadened.

1984

Enactment of law prohibiting discrimination by institutions of higher education by reason of disability.



HISTORY OF THE OCRC

1989

July 29th marked the 30th Anniversary of the OCRC. Governor Richard F. Celeste and other state and local dignitaries recognized the OCRC for its continued commitment in protecting the rights of all Ohioans to enjoy the benefits of dignity and equality.

1990

Age law amended to cover individuals 40 and over.

1992

State law amended to bring it into conformity with the Americans with Disabilities Act of 1990.

Amended Substitute House Bill 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.

1993

Creation of a comprehensive curriculum guide and teaching aid for Ohio's schools entitled, "Valuing Diversity: Learning and Living Together." Revised in 1999.

1998

Introduction of the Alternative Dispute Resolution (ADR) pilot program. During the first year, over 72% of all cases electing ADR were successfully mediated. Recognized in 1999 by HUD with a "Best Practices" award.

1999

Law amended to substitute the term "disability" for the term "handicap" in Ohio Revised Code Chapter 4112. July 29th marked the 40th Anniversary of the Ohio Civil Rights Commission.

2000

Historic Workforce Redesign Initiative funded by grant from Ohio Department of Administrative Services and the Ohio Civil Service Employees Association to examine and redesign the process and system used by the agency in fulfilling its legislative mandate.

2004

July 29th marked the 45th Anniversary of the Ohio Civil Rights Commission.

2006

Governor Taft signed a bill making Ohio the first state to designate December 1st as Rosa Parks Day. Ohio State Representative Joyce Beatty sponsored the bill.

2007

Governor Strickland appointed Jeanine P. Donaldson as the first female Chairperson of the Ohio Civil Rights Commission.

Governor Strickland signed an executive order banning discrimination against state employees on the basis of sexual orientation or gender identity.

2008

House Bill 372 amended Ohio Revised Code § 4112.02 to include Military Status as a protected class effective March 24, 2008.



The Charge Filing Process

Who can file a charge?

Any person who lives or works in Ohio and believes they have been subjected to unlawful discrimination can file a charge with one of OCRC's regional offices. Such complaints must be filed within 180 days (or one year for housing complaints) of the alleged act of discrimination. The OCRC may also self-initiate an investigation based on preliminary information indicating that the Civil Rights Act may have been violated. OCRC must issue a finding within one (1) year after a charge is filed.

Mediation Services

At the time a charge of discrimination is filed, all parties to the charge are provided with the option to participate in the OCRC's mediation program. OCRC employs one Mediator in each of five (5) regional offices throughout the state. The case is assigned to a Mediator who works with both parties and attempts to reach a mutually satisfactory agreement. In the event an agreement is reached, the terms of the agreement are binding upon the parties and the case is closed. If a settlement is not reached, the case is referred to an Investigator for a full investigation. In 2009, the mediation staff conducted a total of 689 mediations and successfully mediated 81% of those cases.

Investigative Process

Each case filed with the OCRC is assigned to a lead Investigator who works with an investigative team consisting of Investigators, the Regional Director, and Team Supervisor in order to collect position papers, obtain witness statements, review relevant records and conduct interviews. The team reviews all evidence collected in the case and submits a written recommendation to the Commissioners who are responsible for issuing the final ruling.

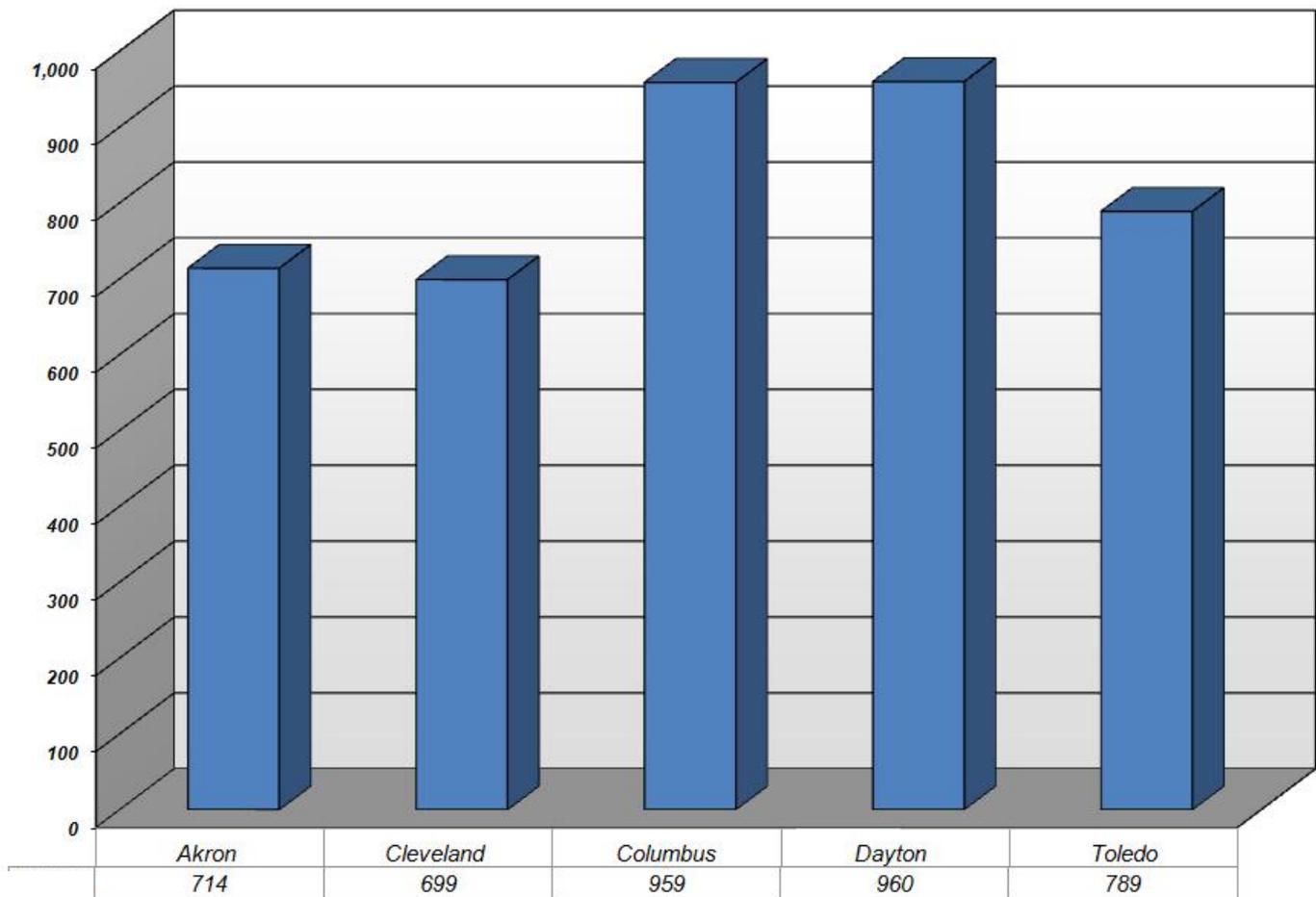
If the facts obtained during the investigation are insufficient to substantiate the charge of discrimination, the Commission will issue a finding of **NO PROBABLE CAUSE** to believe a violation of law has occurred. However, if the facts are sufficient to substantiate discrimination has occurred, the Commission will issue a finding of **PROBABLE CAUSE** to believe a violation of the law has occurred. Upon issuance of a probable cause finding, OCRC staff makes every effort to conciliate the case. **Successful Conciliations** are settlements reached after a preliminary finding of probable cause.

If conciliation efforts fail, a formal complaint is issued and the case is scheduled for a public hearing before an Administrative Law Judge. The Civil Rights Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation.



STATISTICAL DATA & INFORMATION

NUMBER OF CHARGES FILED IN REGIONAL OFFICES



TOTAL NUMBER OF CHARGES FILED: 4,121

BETWEEN JULY 1, 2009 AND JUNE 30, 2010, THE OHIO CIVIL RIGHTS COMMISSION RECEIVED 4,121 CHARGES OF DISCRIMINATION FROM CONSTITUENTS THROUGHOUT THE STATE OF OHIO.



STATISTICAL DATA & INFORMATION

ALLEGED BASES FOR FILING A CHARGE

**Charges may contain more than one alleged basis.*

Familial Status	121
Disability	1,070
Gender/ Pregnancy	992
Retaliation	1,005
Age	653
National Origin	259
Religion	106
Race/Color	1,780

ALLEGED ISSUES FOR FILING A CHARGE

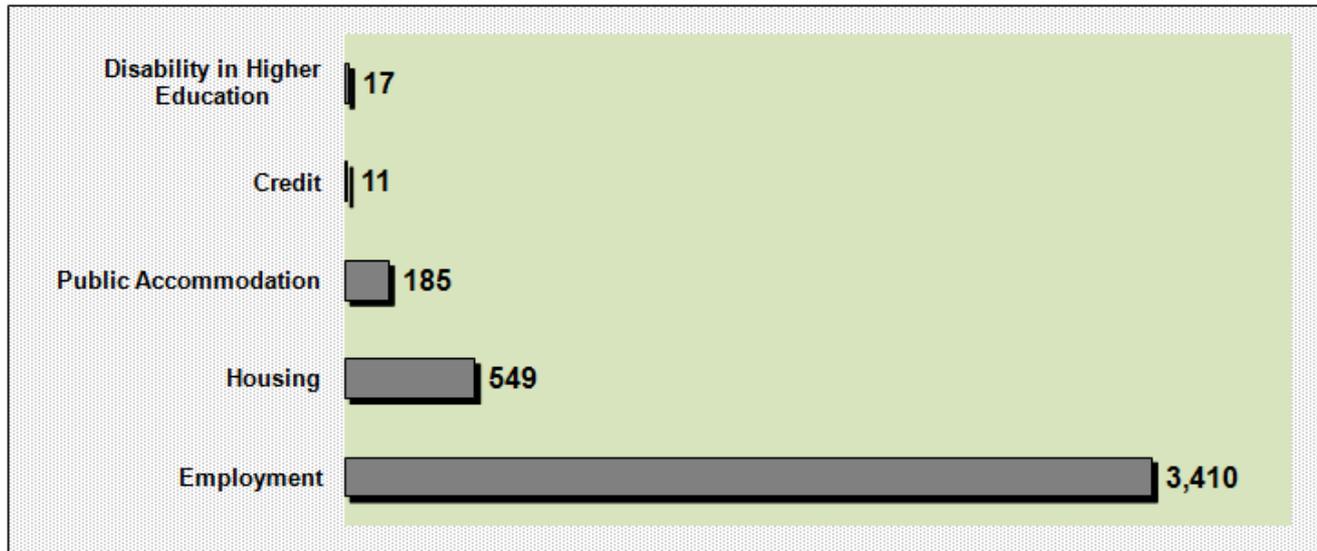
**Charges may contain more than one alleged issue.*

Advertising	45
Benefits	15
Constructive Discharge	156
Demotion	124
Discharge	1,699
Discipline	629
Exclusion	72
Harassment	756
Hiring	168
Housing Specific Issues	133
Intimidation	55
Lay Off	134
Maternity	31
Other	405
Promotion	154
Reasonable Accommodation	307
Recall	8
Reinstatement	5
Retire Involuntarily	3
Sexual Harassment	176
Suspension	99
Terms & Conditions	842
Training	12
Union Representation	20
Wages	58
Total	6,106



STATISTICAL DATA & INFORMATION

TOTAL NUMBER OF CHARGES CLOSED BY AREA OF JURISDICTION



CASE RESULTS

JULY 1, 2009 THROUGH JUNE 30, 2010

Settlements	383
Withdrawal With Benefits	500
Successful Conciliation	67
Probable Cause	177
Withdrawal Without Benefits	252
No Probable Cause	2,598
Failure to Cooperate	42
No Jurisdiction	83
Administrative Closures	59
Failure to Accept Full Remedy	1
Hearing Closure	3
Closed by Litigation	6
Total Closures	4,171

4,171 CASES WERE COMPLETED AND PROCESSED BETWEEN JULY 1, 2009 AND JUNE 30, 2010.

DURING THIS SAME PERIOD OF TIME, 79% OF ALL CASES THAT WENT THROUGH THE MEDIATION PROCESS WERE SUCCESSFULLY MEDIATED.

EDUCATION & OUTREACH HIGHLIGHTS

The Ohio Civil Rights Commission (OCRC) works diligently to inspire cultural awareness and promote positive human relationships in communities throughout our state through our involvement with various education and outreach activities. The following examples of events and activities demonstrate OCRC's commitment to education and reaching out to the community for FY 2010 (July 1, 2009 – June 30, 2010):

August

- ◆ Cleveland Regional Director Iris Choi provided an informational session regarding services provided by the OCRC for the Akron Institute of Herzing College.

October

- ◆ OCRC held the inaugural ceremony for the Ohio Civil Rights Hall of Fame. Ten (10) Ohioans were inducted to the Hall of Fame in recognition of their tremendous efforts to further equality throughout the State of Ohio.
- ◆ Compliance Director Desmon Martin provided an information session about the OCRC's services and case processing procedures at the Ohio Employment Lawyers Association.
- ◆ Legal Counsel Keith McNeil led a panel discussion regarding sexual orientation and gender identity issues for the DAS EEO Academy that included participation of more than 140 professionals.
- ◆ Executive Director Michael Payton provided a presentation focused on updates and legal changes in civil rights and EEO issues for the DAS EEO Academy that included participation of more than 140 professionals.
- ◆ Legal Counsel Keith McNeil served as a keynote speaker at the Council of Churches, an affiliation of denominations that address social issues and presents a uniformed response to issues impacting society and religion. He provided information about the implications of legislation that would provide protections against discrimination on account of sexual orientation and sexual identity. The Council subsequently voted 9-0 to support the passage of the bill.
- ◆ Legal Counsel Keith McNeil conducted training for new supervisors with the Ohio Department of Public Safety on gender discrimination and retaliation issues.
- ◆ Investigator Anthony Corona provided anti-discrimination training to staff members of the Seven Hills License Bureau.
- ◆ Dayton Regional Director Norman Gibson provided anti-discrimination training to management employees at Air-Tite Home Products regarding sex discrimination.

November

- ◆ Executive Director G. Michael Payton attended the Reverse Trade Fair sponsored by the State of Ohio, Equal Opportunity Division to provide materials and information about the OCRC to minority vendors and contractors.



Chair Eddie Harrell, Jr. speaks to more than 300 elementary school children about the importance of Rosa Parks in the Civil Rights Movement.

December

- ◆ Chair Eddie Harrell, Jr. served as a panel member for the 2009 Rosa Parks Day Celebration.
- ◆ Public Affairs Officer Brandi Martin and Dayton Regional Director Norman Gibson served as guests on the taping of "Issues" hosted by WLWT in Cincinnati to discuss changes to the ADA.



EDUCATION & OUTREACH HIGHLIGHTS

January

- ◆ Chair Eddie Harrell, Jr. served as the keynote speaker for Doctor's West, Riverside, and Grant Hospital's celebration of the Dr. Martin Luther King Jr. Holiday.
- ◆ Public Affairs Officer Brandi Martin served as a guest on "Community Tapestry," a public television show focused on promoting activities in the community to celebrate the Dr. Martin Luther King, Jr. Holiday.
- ◆ Executive Director G. Michael Payton served as the keynote speaker for ODOT's Black History celebration.



Chairman Eddie Harrell, Jr. provides an inspirational message to employees of Ohio Health about the significance of Dr. Martin Luther King, Jr. Day.

March

- ◆ Public Affairs Officer Brandi Martin gave a presentation to three history classes at Westerville North High School regarding the history of civil rights in America.
- ◆ Toledo Regional Director Darlene Newbern provided training for Predatory Lending Discrimination and Financial Aspects of Lending seminars for the National Fair Housing Training Academy.
- ◆ Chairman Eddie Harrell, Jr. provided a keynote address at the Columbus Metropolitan Club Speaker's Forum entitled, "Progress or Promised Land?"



Executive Director G. Michael Payton with former OCRC Chair Jeanine Donaldson (*left*) and ODOT Director Molitoris (*right*) at the ODOT Black History Celebration in January.

April

- ◆ Legal Counsel Keith McNeil led a training session for the Dayton Human Relations Commission to include all aspects of discrimination law, case examples, and case investigations.
- ◆ Chair Eddie Harrell, Jr. addressed the attendees of the 20th Anniversary of the ADA celebration and ADAAA re-commitment ceremony.
- ◆ Executive Director G. Michael Payton and Commissioner Tom Roberts provided a presentation for a community forum in Cincinnati to provide information about the services offered by the OCRC and to discuss recent case law.
- ◆ Executive Director G. Michael Payton served as a panel member at a Hate Crimes Forum comprised of civil rights community leaders in Cincinnati to discuss the status of hate crimes in Ohio and prevention methods.

May

- ◆ Legal Counsel Keith McNeil provided training to officers of the Training Academy at the Ohio Department of Public Safety regarding gender, pregnancy, harassment, and sexual orientation discrimination.
- ◆ Public Affairs Officer Brandi Martin provided an overview of the services provided by the OCRC and presented training about race discrimination and sex harassment for the OD5 Area Agency on Aging, Inc.

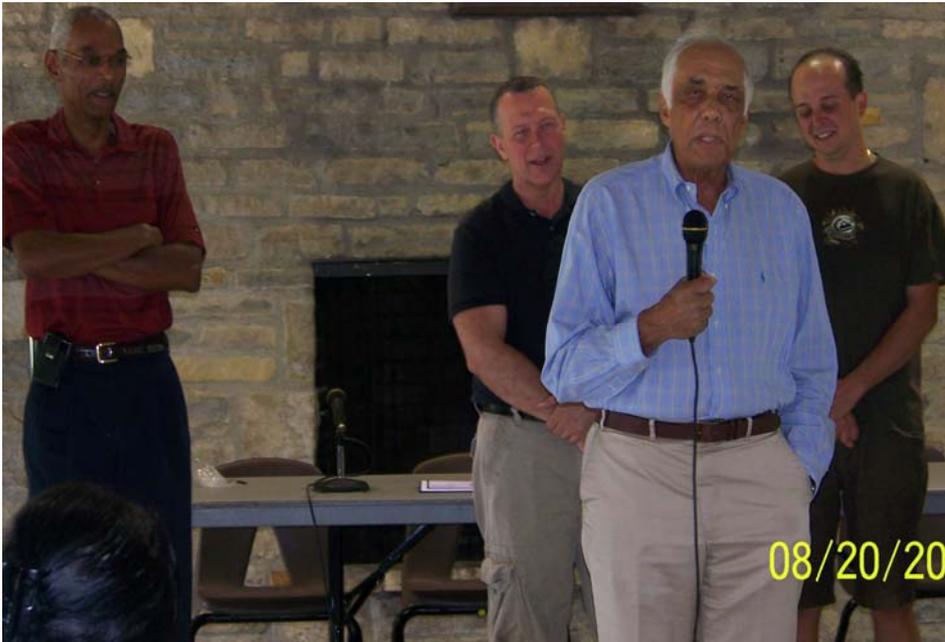
EDUCATION & OUTREACH HIGHLIGHTS

May

- ◆ Legal Counsel Keith McNeil provided a training session on Lesbian, Gay, Bi-Sexual, and Transgender issues at the at the Ohio Department of Job and Family Services Cultural Conference: A Matter of Civil Rights.
- ◆ Executive Director G. Michael Payton served on a panel presentation regarding the state of civil rights in Ohio at the Ohio Department of Job and Family Services Cultural Conference: A Matter of Civil Rights.
- ◆ Executive Director G. Michael Payton and Public Affairs Officer Brandi Martin provided a training session on Trends in Civil Rights Law at the Ohio Department of Job and Family Services Cultural Conference: A Matter of Civil Rights.
- ◆ Chair Eddie Harrell, Jr. represented the OCRC at the Columbus Asian Festival Opening Ceremony.



Chair Eddie Harrell, Jr. addresses the 2010 graduating class at the Columbus State Community College Spring Commencement ceremony.



Former United States Judge for the Southern District of Ohio, Honorable Robert M. Duncan, spoke at the OCRC 50th Anniversary celebration.

June

- ◆ Chair Eddie Harrell, Jr. provided an inspirational speech on the progress of civil rights to members and guests of the Northern Ohio Civil Rights Working Group’s Conference: Value of Diversity. Cleveland Regional Director Iris Choi conducted a presentation regarding employee rights and responsibilities in filing complaints of discrimination for attendees of the Northern Ohio Civil Rights Working Group’s Conference: Value of Diversity
- ◆ Dayton Regional Investigators Anthony Corona and Teresa Stout attended Dayton Human Relations Council’s “Fair Housing Affair on the Square” to answer questions and provide information to event attendees.
- ◆ Chair Eddie Harrell, Jr. provided the commencement address at the Columbus State Community College Spring Commencement ceremony.



Know Your Rights



EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

The Ohio Civil Rights Act protects applicants and employees of private employers, state, county and local governments, educational institutions, labor organizations, employment agencies and personnel placement services from unlawful discriminatory employment practices.

Race and Color

Ohio law prohibits discrimination on the basis of **race or color** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, any facially neutral employment policy or practice that results in a discriminatory impact on the basis of race or color is a prohibited form of discrimination unless such policy or practice is job-related and based upon business necessity.

National Origin and Ancestry

Ohio law prohibits discrimination on the basis of **national origin or ancestry** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, any policy or practice limiting or prohibiting the use of any language in the workplace is a prohibited form of discrimination unless such limitation or prohibition is job-related and based upon business necessity.

Military Status

Ohio law prohibits discrimination on the basis of **military status** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, employees who leave employment to perform military service, which includes the performance of duty, on a voluntary or involuntary basis, in a uniformed service, under competent authority, must be reemployed upon conclusion of such service.

Harassment

Ohio law prohibits harassment in the workplace on any basis set forth herein, which includes the creation of a racially or sexually hostile work environment, verbally or physically abusive treatment, and requiring submission to sexual advances as a condition of employment, continued employment or promotion.

In addition, all reasonable steps should be taken to prevent and promptly correct harassment in the workplace, which includes the establishment of a policy against harassment and a procedure for receiving, investigating and remedying complaints of workplace harassment.

The Ohio Civil Rights Commission (OCRC) investigates complaints of discrimination and harassment in employment.

Complaints must be filed with the OCRC within six months of the last act of discrimination or harassment.

Sex and Pregnancy

Ohio law prohibits discrimination on the basis of **sex or pregnancy** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, women affected by pregnancy, childbirth or related medical condition must be afforded leave for a reasonable period of time and may not be discharged under a policy providing insufficient or no leave.

Disability

Ohio law prohibits discrimination on the basis of **disability** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, applicants and employees must be provided with a reasonable accommodation for their disabilities, except when the accommodation imposes an undue hardship.

Age

Ohio law prohibits discrimination against persons **40 years of age or older** on the basis of **age** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

Religion

Ohio law prohibits discrimination on the basis of **religion** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, applicants and employees must be provided with a reasonable accommodation for religious beliefs and practices, except when the accommodation imposes an undue hardship.

Retaliation

Ohio law prohibits retaliation against any person because that person has opposed any unlawful discriminatory practice, or because that person has made a charge, testified, assisted or participated in any manner in any investigation, proceeding or hearing.

ENFORCEMENT

For assistance in filing a complaint, or for any other information on the Civil Rights Act, please call **1-888-278-7101** or **(614) 752-2391 (TTY)**, or visit our website at:

crc.ohio.gov

Publication Date 01-2011 Cost: \$0.1942

OHIO CIVIL RIGHTS COMMISSION
2010 ANNUAL REPORT



AKRON & CLEVELAND REGIONAL OFFICES

Iris Choi joined the Commission's Toledo Regional Office in 1989 in the role of an Investigator. She was promoted through the ranks in several capacities before becoming the Regional Director of the Cleveland in 1994 and the Akron Regional Office in 2009.

Ms. Choi has an accomplished educational background that includes a Bachelor's degree in Business Administration and Sociology, a MBA in Personnel Management, and a Juris Doctorate from the University of Toledo.

As Regional Director, Ms. Choi oversees the day-to-day operations of the Commission's Cleveland and Akron Regional Offices. She is responsible for receiving, investigating and resolving discrimination complaints each year from throughout Northeastern Ohio.

Ms. Choi is an established advocate for equality and leader of civil rights among the diverse communities within the Cleveland and Akron areas.



Regional Director, Iris Choi

**Akron Government Center
161 S. High Street, Suite 205
Akron Ohio 44308
(330) 643-3100
(330) 643-1488 (TTY)**

AKRON REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Carroll	3
Columbiana	9
Coshocton	3
Harrison	1
Holmes	1
Jefferson	9
Knox	22
Mahoning	57
Portage	49
Stark	129
Summit	373
Trumbull	35
Tuscarawas	9
Wayne	14
TOTAL	714





Akron Regional Staff (L-R): Lynn Geib, Sonya Steele, Sherron Patrick, Courtney Calhoun, Bradley Dunn, Lisa Mixon, Sandy Manis, Iris Choi, Carl Lewis, Ramona Uter, Jacqueline Perry, Lisa Vavosa, Jose Rolison.



Cleveland Regional Staff (L-R): Lemmie Irons,, Eva Bess, Jan Oliver, Marie Augustin-Glave, Vera Boggs, Eddie Marcus, Iris Choi, Delores Wilkerson, Robert Krosky, Gina Curry, Jerry Washington, Beatrice Sanchez.

*CLEVELAND
REGIONAL OFFICE
NUMBER OF
CHARGES FILED
BY COUNTY*

Ashland	4
Ashtabula	13
Cuyahoga	489
Erie	17
Geauga	17
Huron	8
Lake	44
Lorain	46
Medina	30
Richland	31
TOTAL	699

**885 Lausche State Office Bldg.
615 West Superior Ave., 8th Fl.
Cleveland, Ohio 44113
(216) 787-3150
(216) 787-3549 (TTY)**



DAYTON REGIONAL OFFICE & CINCINNATI SATELLITE OFFICE

CINCINNATI REGIONAL OFFICE NUMBER OF CHARGES FILED

Adams	3
Brown	0
Butler	64
Clermont	11
Clinton	11
Fayette	11
Gallia	7
Hamilton	312
Highland	1
Jackson	3
Lawrence	2
Meigs	0
Pike	4
Scioto	14
Vinton	0
Warren	27
TOTAL	470

Norman Gibson joined the Ohio Civil Rights Commission in the Cincinnati Regional Office in 1999 as an Investigator. He was promoted in 2001 to serve as the Regional Supervisor, holding this position for over eight years. Mr. Gibson led the merger of the Dayton and Cincinnati Regional offices and was promoted to Director of the newly created Cincinnati/Dayton Regional Office.

Mr. Gibson is a native of the City of Cincinnati and a graduate of Woodward High School. After earning a Purple Heart for his service in Iraq and retiring from the U.S. Army in 1995, Mr. Gibson went on to attend Brenau University in Atlanta, Georgia where he obtained his Bachelor's degree in Public Administration.

Mr. Gibson is active in the Cincinnati and Dayton communities and works with core constituent groups to provide important information on the laws against discrimination in the State of Ohio.



Regional Director, Norman Gibson

Dayton Regional Office

40 West 4th Center
40 West 4th Street
Dayton, OH 45402
(937) 285-6500 (Voice/TTY)

Cincinnati Satellite Office

Cincinnati City Hall
801 Plum Street, Room 158
Cincinnati, OH 45202
(513) 352-2465
(937) 285-6500 (TTY)



*DAYTON
REGIONAL OFFICE
NUMBER OF
CHARGES FILED
BY COUNTY*



Cincinnati/Dayton Regional Staff (L-R): Regina Freeman, Charles Scandrick, Cheri Crawford, Angie Rhonemus, Teresa Stout, Kathy Haley-Ross, Rachel Brower, Tony Corona.

Allen	41
Auglaize	8
Champaign	11
Clark	52
Darke	1
Greene	47
Hardin	5
Logan	7
Mercer	6
Miami	23
Montgomery	275
Preble	3
Shelby	10
Van Wert	1
TOTAL	490

COLUMBUS REGIONAL OFFICE

Marcy Valenzuela is a native of Holmes County, Ohio and has worked for a number of non-profit organizations serving the public. Ms. Valenzuela is fluent in Spanish and used her language skills to review and litigate defense cases for indigent immigrant clients with Texas Rural Legal Aid. She also worked with women's groups in Holmes County to provide legal services and advice to families and victims of domestic violence.

In 2006, Ms. Valenzuela began her career with the Ohio Civil Rights Commission in the Akron Regional Office as an Investigator and was almost immediately promoted to the position of Supervisor. In 2009, she was hired to manage the Columbus Regional Office where she oversees the investigation of nearly 1,000 cases annually.

Ms. Valenzuela attended Kent State University where she earned a Bachelor's degree and a Master's degree in Criminal Justice Studies. She earned a Juris Doctorate from the University of Akron and is licensed to practice law in both Texas and Ohio.



Regional Director, Marcy Valenzuela
Rhodes State Office Tower
30 East Broad Street, 4th Floor
Columbus, Ohio 43215
(614) 466-2785 (Voice/TTY)

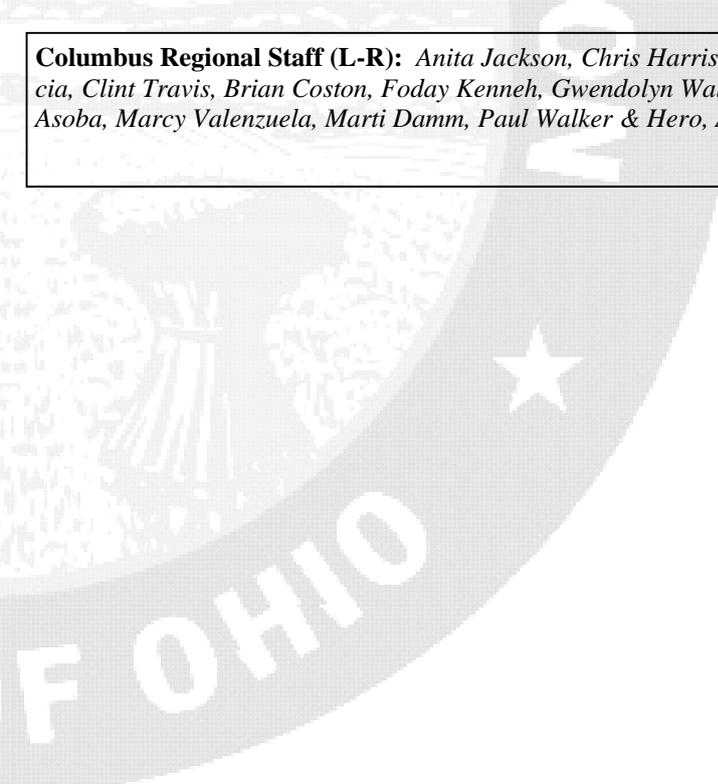
COLUMBUS REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Athens	9
Belmont	4
Delaware	57
Fairfield	11
Franklin	740
Guernsey	9
Hocking	2
Licking	23
Madison	16
Marion	11
Monroe	0
Morgan	0
Morrow	5
Muskingum	14
Noble	7
Perry	0
Pickaway	11
Ross	16
Union	17
Washington	7
TOTAL	959





Columbus Regional Staff (L-R): Anita Jackson, Chris Harris, Richard Garcia, Clint Travis, Brian Coston, Foday Kenneh, Gwendolyn Wallace, Beyan Asoba, Marcy Valenzuela, Marti Damm, Paul Walker & Hero, Angel Stone



TOLEDO REGIONAL OFFICE

Darlene Sweeney-Newbern is the Toledo Regional Director of the Commission. She has nearly 19 years of experience as an Investigator and Supervisor with the OCRC. Ms. Sweeney-Newbern's expertise is in fair housing issues. She has investigated and/or supervised investigations of fair housing matters including insurance redlining charges filed against major national insurance companies and cases of predatory lending practices.

Ms. Sweeney-Newbern has established herself as a nationally-recognized advocate for fair housing rights in Ohio. She works closely with local law enforcement organizations, advocacy groups and civil rights enforcement agencies throughout the Midwest to educate, train and provide her expert knowledge in the investigation of various housing discrimination issues. Ms. Sweeney-Newbern regularly serves as a lead presenter and facilitator at the Department of Housing and Urban Development's (HUD) National Fair Housing Conferences and various conferences throughout the country.

Ms. Sweeney-Newbern received a Bachelor's degree in Business from the University of Toledo.



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

TOLEDO REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Crawford	3
Defiance	12
Fulton	10
Hancock	37
Henry	9
Lucas	549
Ottawa	14
Paulding	3
Putnam	8
Sandusky	31
Seneca	16
Williams	14
Wood	78
Wyandot	5
TOTAL	789





Toledo Regional Staff (L-R): *Laverne Copeland, Inder Levesque, Ellena Lee, Carlton Jones, Mike Kwiatkowski, Brad Adams, Darlene Newbern, William Baskin, Marcena Upp, John Maher, Mary Gagen, Michelle Mattoni, Karen Eagle, Rashonda Hicks, Charles Steele, Robin Wilson.*



BUDGET DATA FOR STATE FISCAL YEAR 2010

FUND 3340 APPROPRIATIONS

This fund 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.

Budget Appropriation	\$3,884,500
Expenditures	
Salaries and Wages	\$2,667,966
Purchased Personal Services	\$251,638
Supplies and Materials	\$21,887
Motor Vehicle	\$26,471
Travel	\$9,137
Communications	\$51,738
Equipment Maintenance	\$24,126
Rentals	\$112,011
Printing	\$17,151
General Expenses	\$295,293
Equipment	\$8,285
Encumbrances	\$63,065
Unused Budget Appropriations	\$335,732
TOTAL EEOC/HUD EXPENDITURES	\$3,884,500

GENERAL REVENUE FUND (GRF)

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

Budget Appropriation	\$4,897,185
Expenditures	-
Salaries and Wages	\$4,897,185
Equipment	-
Unused Appropriation	-
TOTAL GRF EXPENDITURES	-
TOTAL EXPENDITURES	\$4,897,185





Center: Brooke Courtemanche, student contest winner

Brooke Courtemanche (Wooster, Ohio)

*8th Grade Student Contest Winner
of the 2010*

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

*Contest Theme: "What can you do to promote equality
in your community, neighborhood or school in order to
create a more tolerant & just society?"*

Snowflakes

“What lies before us
And what lies behind us
Are small matters compared to
What lies within us.”

This quote represents, to me, the meaning of equality. It says that no matter what life has been handed to us, no matter what has happened to us in our past, no matter what awaits us in the future, we are still the same. Although everyone may have different skin colors, underneath it all we are still only human, and therefore there is hope.

The problem with humans is that we seldom take the time to look for the similarities, usually it's the opposite. We instantly identify things that make other people different from us. We see what we aren't and, though maybe unwittingly, we judge. This is easy to do, because we are all quite different...on the surface. Everyone is unique, with different religions, skin colors, cultures, and interests. We're like snowflakes, each with an individual crystallized pattern that makes up our being. All so different... but if you step back and take a moment to think you would realize that no matter how unique a snowflake may be, all of them are still made out of water.

We are like snowflakes in more ways than one. We are all delicate...from the tiniest infant to the strongest MMA fighter. Everyone has emotions; everyone is affected by the choices and actions of another person. Like ripples in a pond every word we speak and every move we make sets into motion a chain of events that grows until the benefits, or destruction, are far beyond our reach. Though we may be unconscious of it, each of us has an enormous impact on the world.

Common sense should tell us that each human deserves to be treated with respect. Because, when one is damaged or killed, their pattern can never be recaptured. The person leaves us forever, taking away their thoughts, their opinions, and any chance they had to help this race.

Now, what can we do to promote equality to create a more tolerant and just society? How do we ensure that Dr. King's dream will continue to bloom and grow for our posterity? There is only one fail safe way: OPEN YOUR MIND. Nothing is black and white. There are a million ways of looking at anything, the way you see it is only one of them. When you cut yourself off from any point of view, due to prejudice of ethnicity, appearance, religion, or the like, you lose a whole side of the world, and any opportunity that comes with it. Most importantly, don't be hypocrites. If you want to get respect you have to *give* respect, which means showing compassion to everyone regardless of their differences and accepting people, even if you don't agree with them.

It's high time we break the cycle of narrow-mindedness and live up to the dream of history's heroes. We have a dream. It's time to live up to it.



Ted Strickland
Governor

G. Michael Payton
Executive Director



Commissioners: Eddie Harrell, Jr., *Chair* Leonard Hubert Grace Ramos Tom Roberts Rashmi Yajnik

INAUGURAL HALL OF FAME

SEPTEMBER 10, 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

Mistress of Ceremonies – Angela Pace of WBNS 10TV

***More information about the honorees can be viewed at: www.crc.ohio.gov/HallofFame.htm*



OHIO CIVIL RIGHTS COMMISSION
2010

2009 OHIO CIVIL RIGHTS HALL OF FAME CEREMONY



In photo on left:

Keynote Speaker (Left):
Ohio Governor Ted Strickland

Mistress of Ceremonies (Center):
Angela Pace, Community Affairs Director
WBNS Channel 10TV

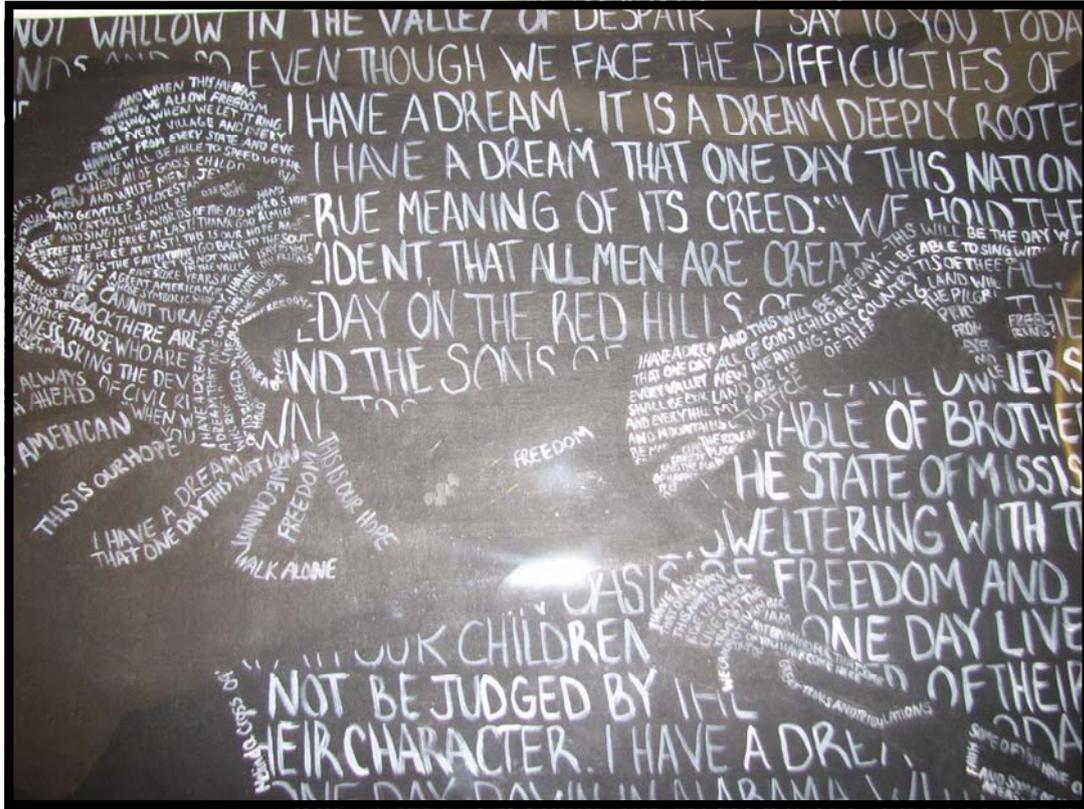
Right: Ohio Civil Rights Hall of Fame
Inductees & Representatives



2009 Inaugural Class of Civil Rights Hall of Fame Inductees & OCRC Commissioners:

(L-R): Commissioner Tom Roberts, Senator Ray Miller (*representing George Washington Williams*), Clarence McLin, Jr. (*representing C.J. McLin*), C.W. O'Neill (*representing former Ohio Governor O'Neill*), Ezra Escudero (*representing Ruth Gonzalez de Garcia*), Exec. Director G. Michael Payton, Reverend Joan B. Campbell, Don Murphy (*President & CEO, National Underground Railroad Freedom Center*), Dr. Lilly Howard (*representing Toni Morrison*), Mrs. Shuttlesworth (*representing Reverend Fred Shuttlesworth*), Rev. Damon Lynch, Marvin Randall (*representing Carl B. Stokes*), Stephen Francis (*Manager of Diversity Relations, Honda of America Mfg., Inc.*), Robert M. Duncan, Sharon Bowen (*representing William Bowen*), Chair Eddie Harrell, Jr., Commissioner Rashmi Yajnik, Commissioner Leonard Hubert, Commissioner Grace Ramos. **Not represented: Reverend Bruce Klunder*

2010 DR. MARTIN LUTHER KING, JR. ART, ESSAY & MULTIMEDIA CONTEST



Artwork by: **Melinda**
(Jackson-Milton High School)
12th Grade
Contest Winner of the
2010
Dr. Martin Luther King, Jr.
Art, Writing, & Multimedia
Contest



Artwork by: **Bailey**
(Irving Elementary School)
5th Grade
Contest Winner of the
2010
Dr. Martin Luther King, Jr.
Art, Writing, & Multimedia
Contest



OHIO CIVIL RIGHTS COMMISSION
2010



Central Office Staff (L-R): Dale Olinger, Ronnell Tomlinson, Chuck Harrington, Judia Brown, Ron Morrison, Sandy Aukeman, Keith McNeil, Helen Ogles, G. Michael Payton, Carol Swartzmiller, Clint Travis, Johncie Kanney, Marti Damm, Brandi Martin, Desmon Martin, Hisham Hammami.

VISIT OUR WEBSITE AT
WWW.CRC.OHIO.GOV
OR FOR MORE INFORMATION CALL 1-888-278-7101



THE OHIO CIVIL RIGHTS COMMISSION