



*Artwork by: Elizabeth DePalma (Lima Central Catholic High School, Lima)
12th Grade Student Contest Winner of the
2009 Dr. Martin Luther King, Jr. Art, Writing, & Multimedia Contest*

OHIO CIVIL RIGHTS COMMISSION

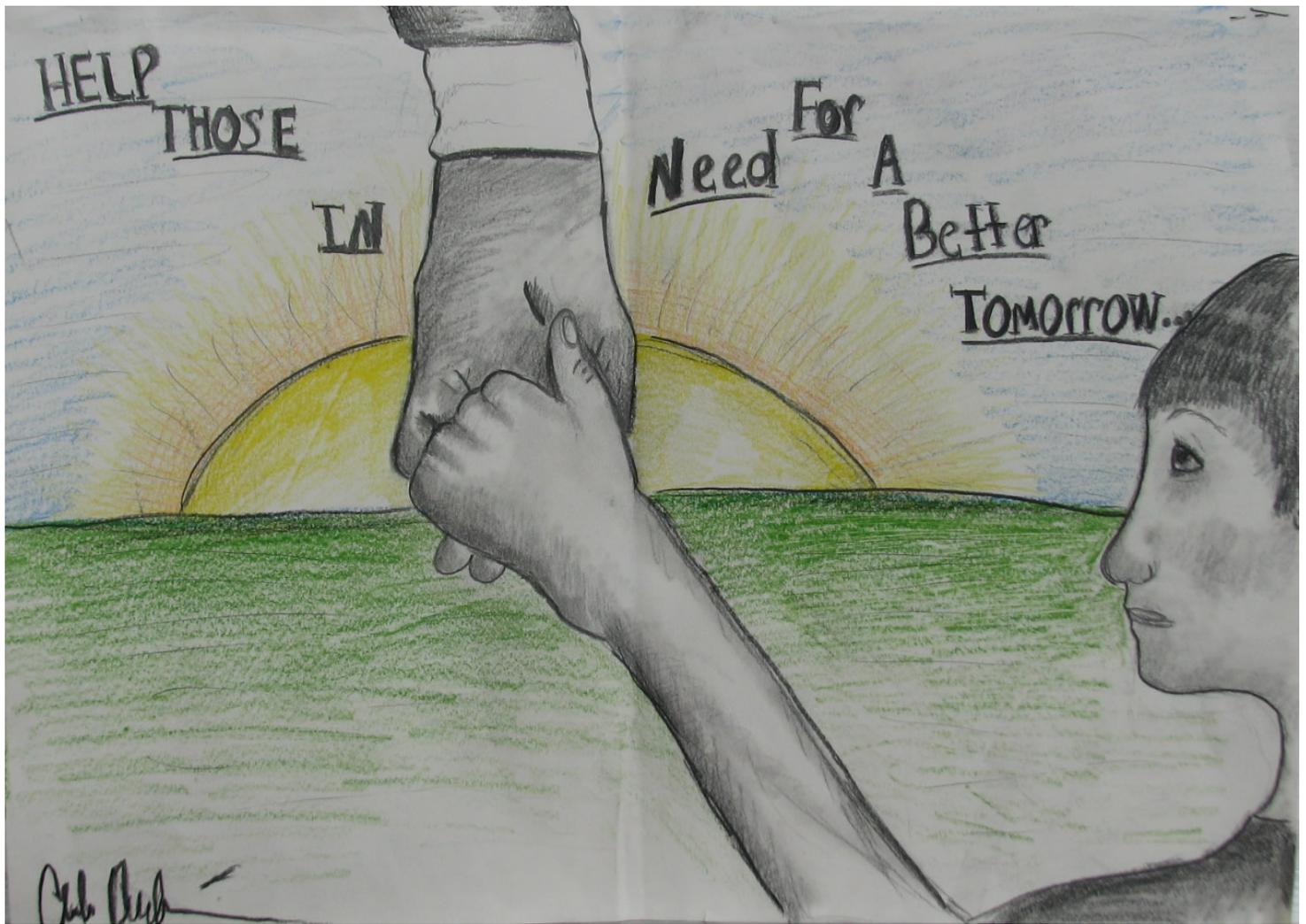
ANNUAL REPORT 2009

(JULY 1, 2008 — JUNE 30, 2009)

The Honorable Ted Strickland
Governor



G. Michael Payton
Executive Director



Chad Duplain (Edison Jr. High School, Massillon)

9th Grade Student Contest Winner of the 2009

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

*Contest Theme: "LIFE'S MOST PERSISTENT QUESTION IS,
'WHAT ARE YOU DOING FOR OTHERS?'"*

-DR. MARTIN LUTHER KING, JR.

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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.



June 30, 2009

FORWARD

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

On behalf of our Commissioners and OCRC staff, I am pleased to present our 2009 Annual Report. This report illustrates both our dedication to our constituents and the determination of our staff to fulfill our mission as the primary educator and enforcer of Ohio's laws against discrimination. We aim to accomplish this mission by serving as a strong force in promoting positive human relationships among the diverse population throughout the State of Ohio.

In Fiscal Year 2009, the citizens of Ohio filed 4,508 charges of discrimination in employment, housing, places of public accommodation, credit and disability in higher education with the OCRC. Our challenges are great; however, we remain more resolute than ever to investigate complaints of discrimination, provide proactive educational programs, and reach out to the Ohio community to create opportunities for open dialogue, promote cultural awareness and encourage positive relationships.

Significant efforts have been made throughout the year to confront many challenging issues facing the citizens of Ohio and the communities in which they live. The challenges range from a mother being denied the right to breastfeed her baby in a place of accommodation, the presence of a hangman's noose in a workplace, to a long time denial of running water to African-American families. The OCRC also provided public support and legislative testimony for passage of House Bill No. 176 which was drafted to provide much needed protection against discrimination on account of a citizen being gay. Similarly, the OCRC led a successful legislative effort to amend and render Ohio's Fair Housing laws substantially equivalent to federal Fair Housing law. This important statutory amendment provided: standing for private Fair Housing groups to file housing discrimination charges as an "aggrieved person", the right of aggrieved persons to request the issuance of subpoenas, and the right of aggrieved persons to intervene with the assistance of counsel in administrative or court proceedings. We thank the General Assembly and Governor Ted Strickland for enacting the legislation.

We are excited to partner with community and business organizations in hosting Ohio's annual Rosa Parks Day activities. We also established an excellent partnership with Capital University's School of Law and WrightChoice, Inc. by accepting aspiring lawyers and students as externs with our agency.

Collectively, these endeavors have allowed the OCRC to proactively address the problems of discrimination in Ohio and continue to advance an agenda that fosters equality and goodwill for all citizens in this great state. We are honored for the opportunity of administering Ohio's strong public policy against discrimination. We thank you for your continued support as we build upon our accomplishments of yesterday to take on future challenges.

Respectfully,

G. Michael Payton
Executive Director



COMMISSIONERS



**Eddie Harrell, Jr.
(Columbus)**
Appointed
Commissioner in July
2008 and named
Chairman in February
2009. His current term
expires in July 2012.



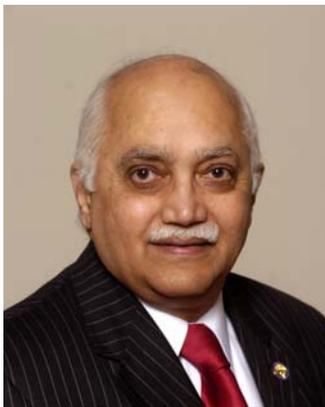
**Altagracia "Grace"
Ramos (Beavercreek)**
Appointed Commissioner
March 1991 and
reappointed to
subsequent terms in
August 1994, July 1999
and July 2004. Her final
term expired July 2009.



**Pastor Aaron Wheeler, Sr.
(Columbus)**
Appointed Commissioner
September 2000 and re-
appointed in 2005. Served as
Commission Chairman from
February 2001 to February
2007. He retired in October
2008.



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



**Tom Roberts
(Dayton)**
Appointed
Commissioner in 2009.

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 basis of race, color, religion, sex, national origin, disability, age, ancestry, military status or 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 good will 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 implements 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 six 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 the problem of 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 successful 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.

1989

July 28th 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.

HISTORY OF THE OCRC

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 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.

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 O.R.C. 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 every 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 Dec.1st as Rosa Parks Day. House Minority Leader 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 establishing a policy banning discrimination against state employees on the basis of sexual orientation or gender identity.

2008

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



The 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 our six (6) 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

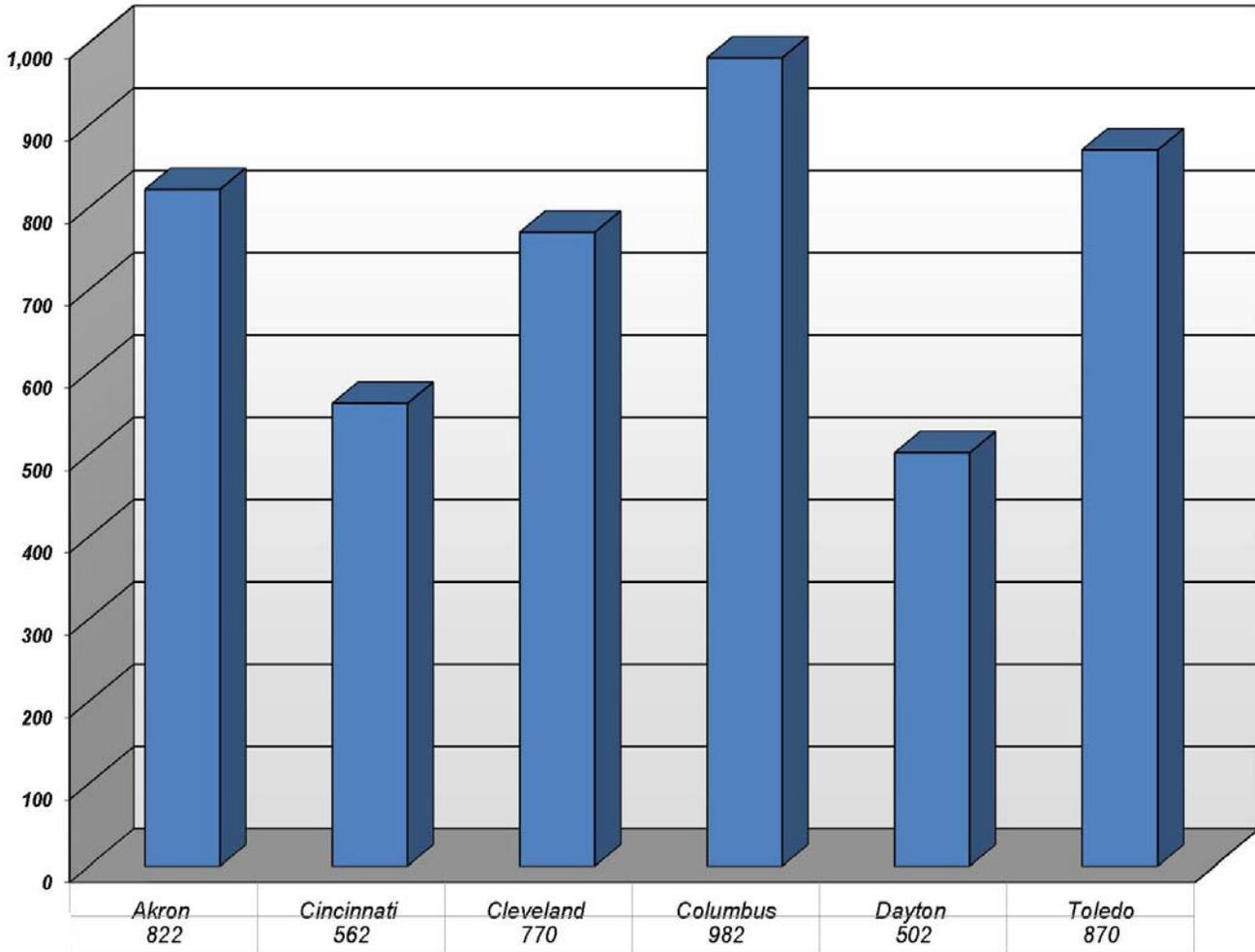
Each case filed with the OCRC is assigned to a lead Investigator who works with an investigative team consisting of Investigators, the Regional Director, and Team Supervisor in order to collect position papers, obtain witness statements, review relevant records and conduct interviews. The team reviews 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 there is **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 there is **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: 4,508

BETWEEN JULY 1, 2008 AND JUNE 30, 2009, THE OHIO CIVIL RIGHTS COMMISSION RECEIVED 4,508 CHARGES OF DISCRIMINATION FROM CONSTITUENTS THROUGHOUT THE STATE OF OHIO.

STATISTICAL DATA & INFORMATION

ALLEGED BASIS FOR FILING A CHARGE

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

Familial Status	193
Disability	1,045
Gender/ Pregnancy	1,123
Retaliation	1,075
Age	739
National Origin	291
Religion	132
Race/Color	1,891

ALLEGED ISSUES FOR FILING A CHARGE

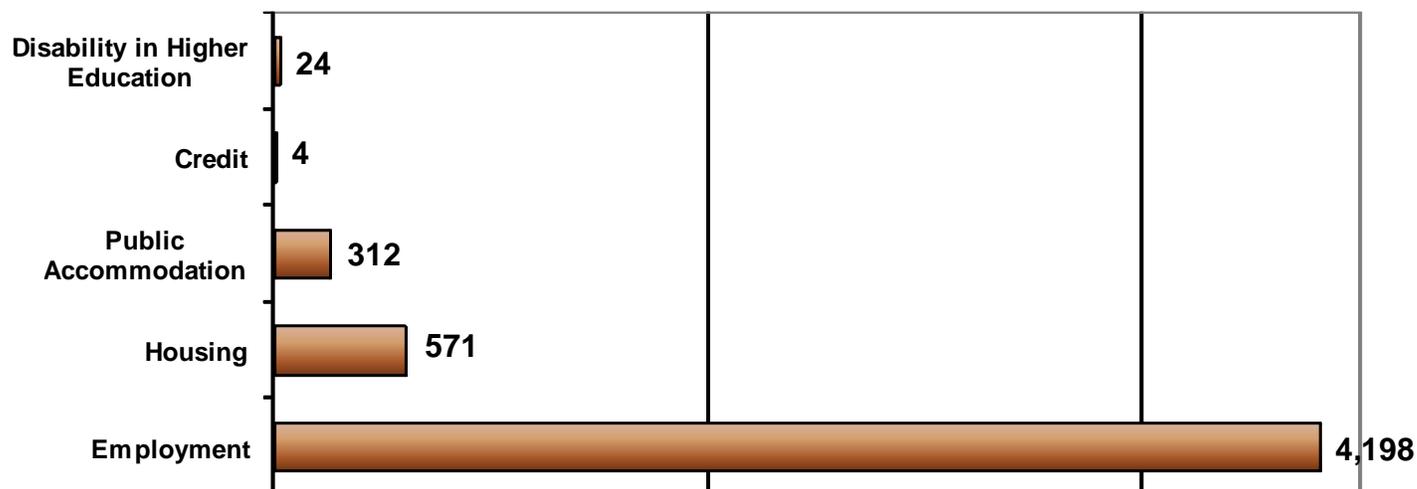
**Charges may contain more than one alleged issue.*

Advertising	71
Benefits	7
Constructive Discharge	159
Demotion	135
Discipline	723
Exclusion	81
Harassment	882
Hiring	166
Intimidation	68
Lay Off	193
Maternity	22
Other	396
Promotion	183
Reasonable Accommodation	269
Recall	15
Reinstatement	5
Retire Involuntarily	6
Sexual Harassment	219
Suspension	127
Terms & Conditions	764
Tenure	2
Training	24
Union Representation	28
Wages	81



STATISTICAL DATA & INFORMATION

TOTAL NUMBER OF CHARGES CLOSED BY AREA OF JURISDICTION



CASE RESULTS

JULY 1, 2008 THROUGH JUNE 30, 2009

Settlements	482
Withdrawal With Benefits	694
Successful Conciliation	63
Probable Cause	183
Withdrawal Without Benefits	285
No Probable Cause	3164
No Jurisdiction	117
Administrative Closure	68
Failure to Accept Full Remedy	6
Failure to Cooperate	40
Hearings Closure	4
Unable to Locate	3
Total Closures	5109

DESPITE A SIGNIFICANT REDUCTION IN FORCE, OCRC STAFF MAINTAINED HIGHER THAN AVERAGE LEVELS OF PRODUCTION. MORE THAN **5,100** CASES WERE COMPLETED AND PROCESSED DURING THIS TIME.

EDUCATION & OUTREACH HIGHLIGHTS

The Ohio Civil Rights Commission (OCRC) worked diligently to inspire cultural awareness and promote positive human relationships in the 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 2008 (July 1, 2008 – June 30, 2009):

July

- ◆ Executive Director G. Michael Payton provided a presentation on sexual harassment to 200 ministers at the Church of the Living God's annual conference.
- ◆ A historic verdict was reached in the case of *Kennedy, et.al v. City of Zanesville, et.al* where a Federal Court jury found that the plaintiffs, several African-American families, were denied the provision of water service over time based on race and awarded damages in the amount of \$10.8 million dollars. (*See photo of press conference in Zanesville, Ohio- right.)



(From L-R: G. Michael Payton, OCRC; Reed Colfax and John Relman, attorneys; Residents: Cynthia & Lynn Hairston, Jerry Kennedy)

September

- ◆ Chief Legal Counsel Keith McNeil conducted a presentation for the Ohio State Bar Assn. on Leave Issues Related to Civil Rights in Ohio and Pregnancy Related Matters.
- ◆ Chief Legal Counsel Keith McNeil conducted a conference on Sexual Orientation and Gender Identity Issues for student leaders of the Lesbian, Gay, Bi-Sexual and Transgender organizations for The Ohio State University, Ohio Northern, Akron University, Wright State University, University of Cincinnati, Ohio University, and Case Western Reserve.
- ◆ Chief Legal Counsel Keith McNeil, Housing Coordinator Ronnell Tomlinson, and Toledo Regional Director Darlene Newbern attended the annual International Association of Official Human Rights Agencies (IAOHRA) conference to provide a presentation on investigating and prosecuting systemic discrimination cases.
- ◆ Akron Regional Director Courtney Calhoun completed EEO information session for HR Management class of the National Institute of Technology in Cuyahoga Falls, Ohio.
- ◆ Executive Director G. Michael Payton served as speaker and moderator of discussions for the Lorain County and Oberlin Community Services Homeless Task Force which focused on issues that affect economic stability: hunger, education, health care, housing, jobs and disabilities.
- ◆ Chief Legal Counsel Keith McNeil and Columbus Regional Director Beleta Ebron provided EEO training to Madison Township police and fire department employees.

October

- ◆ OCRC hosted a Hispanic Heritage celebration with Cleveland Pastor Max Rodas as the guest speaker.
- ◆ Chief Legal Counsel Keith McNeil conducted EEO training for staff members at the Ohio Department of Public Safety.
- ◆ Executive Director G. Michael Payton served as a panel moderator for a poverty symposium at Oberlin College.

EDUCATION & OUTREACH HIGHLIGHTS

October (continued)

- ◆ Chief Legal Counsel Keith McNeil provided a civil rights legal update to lawyers at the Ohio State Bar Association meeting.
- ◆ Executive Director G. Michael Payton provided a civil rights seminar to students from the Kent State University Public Policy class.
- ◆ Chief Legal Counsel Keith McNeil met with student government leaders from several Ohio universities across the state to discuss gender stereotyping issues and the law.
- ◆ Toledo Regional Director Darlene Newbern and Toledo staff member Robin Wilson provided Fair Housing training to local real estate professionals.

November

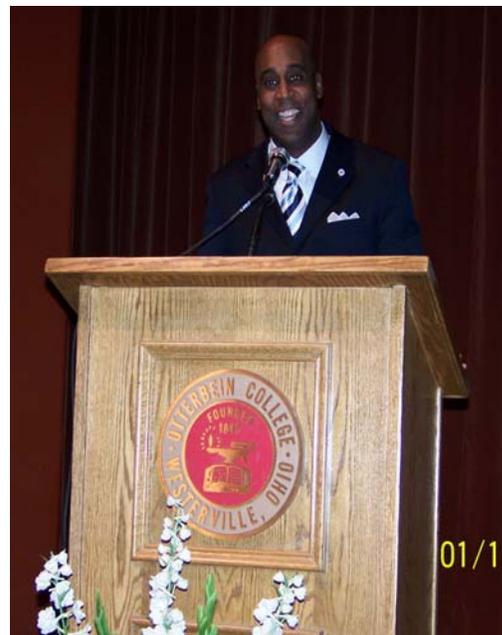
- ◆ Cleveland Supervisors Sacara Martin and Vera Boggs conducted annual EEO training for all City of Solon employees.
- ◆ Executive Director G. Michael Payton served as the keynote speaker at the New Strategies in Fair Housing Conference to speak on emerging issues in housing discrimination. The event was sponsored by Housing Research & Advocacy Center.
- ◆ Executive Director G. Michael Payton attended the MBE Reverse Trade Fair to provide materials and information about the OCRC to minority vendors and contractors.

December

- ◆ Executive Director G. Michael Payton served as the keynote speaker at the U.S. EEOC Annual Technical Assistance Program Seminar to discuss emerging issues in employment and discrimination issues.

January

- ◆ Executive Director G. Michael Payton served as the keynote speaker for the annual Dr. Martin Luther King, Jr. employee celebration for the Defense Construction Supply Center Columbus for the U.S. Defense Logistics Agency.



(Above: Eddie Harrell, Jr.,
Commissioner, OCRC)



(Above L-R: Keith McNeil, OCRC; Leonard Hubert, OCRC, Brandi Martin, OCRC; Governor Ted Strickland; G. Michael Payton, OCRC)

- ◆ Commissioner Eddie Harrell, Jr. provided the keynote address to the Columbus Bar Association for the annual Dr. King celebration.
- ◆ Commissioner Eddie Harrell, Jr. served as the keynote speaker for the Dr. Martin Luther King, Jr. Convocation Ceremony at Otterbein University. (*See photo above.)
- ◆ Executive Director G. Michael Payton, Acting Chair Leonard Hubert and staff members Brandi Klein and Keith McNeil attended the annual Dr. Martin Luther King, Jr. Celebration hosted by the State of Ohio. (*See photo left.)
- ◆ Commissioner Eddie Harrell, Jr. served as the keynote speaker at the Annual MLK Celebration for the King Arts Complex in Columbus, Ohio.

EDUCATION & OUTREACH HIGHLIGHTS

January (continued)

- ◆ OCRC hosted the annual Dr. Martin Luther King, Jr. Art, Essay & Multimedia Contest and Awards Ceremony featuring keynote speaker U.S. District Court Judge Algenon Marbley. *(See photo right.)*
- ◆ Executive Director G. Michael Payton spoke to the church congregation at First Church in Oberlin, Ohio about the OCRC and Black History Month.
- ◆ Acting Chair Leonard Hubert and OCRC staff members Brandi Klein and Desmon Martin participated in the City of Columbus's annual civil rights march.
- ◆ Cleveland Regional Director Iris Choi attended the 2nd Annual Lorain County Anti-Hate Conference.



OCRC 2009 Dr. Martin Luther King, Jr. Art, Essay & Multimedia Contest. *(Center: United States District Court Judge Algenon Marbley with student contest winners.)*

February

- ◆ Executive Director G. Michael Payton provided the keynote address to employees at the Defense Construction & Supply Center for the annual Black History Month celebration.
- ◆ Chairman Eddie Harrell, Jr. provided a keynote address to attendees of the Defense Construction & Supply Center formal gala held in honor of Black History Month.
- ◆ Cincinnati Supervisor Norman Gibson provided an informational forum about the services provided by the OCRC to the Minority Business Committee of the Springfield Chamber of Commerce.
- ◆ Executive Director G. Michael Payton served as keynote speaker for Black History Month program for 250 Army and Air National Guard members at Beightlor Armory.
- ◆ Executive Director G. Michael Payton served as guest speaker for 100th Anniversary Luncheon for the NAACP-Lima Chapter.
- ◆ OCRC staff members Brandi Klein and Denise Johnson attended the 7th Annual West Virginia Civil Rights Day celebration.

March

- ◆ Executive Director G. Michael Payton and Chief Legal Counsel Keith McNeil served as presenters on pertinent civil rights issues at the 13th Annual State of the State Conference held at the University of Toledo.
- ◆ Executive Director G. Michael Payton provided an EEO presentation to members of the Ohio Contractors Association.
- ◆ Executive Director G. Michael Payton and staff members Brandi Klein and Matt Miko provided civil rights educational classes to students at Gahanna-Lincoln High School.
- ◆ Executive Director G. Michael Payton provided the keynote address for the Miami Valley Fair Housing Center's annual Fair Housing Month celebration.
- ◆ OCRC staff member Brandi Klein provided civil rights educational classes to students at Westerville North High School.

EDUCATION & OUTREACH HIGHLIGHTS

March (continued)

- ◆ OCRC Staff Brandi Klein presented civil rights updates and information to students from The Ohio State University, Moritz College of Law.
- ◆ Akron Regional Director Courtney Calhoun provided civil rights updates and information to the Akron Urban League staff members.

April

- ◆ Toledo Regional Director Darlene Newbern spoke with the Real Estate Investment Group about Fair Housing Laws for an annual anti-discrimination training in Toledo, Ohio.
- ◆ Cleveland Supervisor Sacara Martin provided a keynote address for Minority Health Month and Investigator Beatrice Sanchez provided information on OCRC's process and the importance of bi-lingual staff investigators to the Cleveland Office of Minority Health.
- ◆ Chief Legal Counsel Keith McNeil served as one of five panelists on the Diversity Matters television show hosted by the Columbus Community Relations Commission to discuss religious discrimination and the law.
- ◆ OCRC Housing Coordinator Ronnell Tomlinson and Mediator Vicki Burns provided an overview of the laws enforced by the OCRC to students at Clark State University.



OCRC Executive Director and Bi-Lingual Staff
(From L-R: G. Michael Payton, Beatrice Sanchez, Gina Stough, Carmen Madera)

May

- ◆ Dayton Regional Director Marguerite Walker and Investigator Charles Scandrick presented a forum on age discrimination and the law at the NAACP Dayton, Ohio Chapter's "Know Your Rights: Equal Employment Opportunity is the Law" Conference.
- ◆ Commissioner Tom Roberts met with members of the Dayton Human Relations Commission to provide an update on civil rights protections and current civil rights legislation.
- ◆ Commissioner Leonard Hubert and staff member Brandi Klein attended the Governor's Holocaust Remembrance ceremony.
- ◆ OCRC hosted a Best Practices forum for representatives of the New York Civil Rights Commission.
- ◆ OCRC Housing Coordinator Ronnell Tomlinson and Toledo Regional Director Darlene Newbern provided a presentation on housing laws for members of the Ohio Department of Development.
- ◆ Commissioner Rashmi Yajnik and OCRC staff member Brandi Klein participated in the opening ceremony for the annual Asian Festival in Columbus, Ohio.
- ◆ Executive Director G. Michael Payton and OCRC staff member Desmon Martin attended the board meeting of the Ohio Commission on African American Males.
- ◆ OCRC staff member Brandi Klein provided a presentation of civil rights laws and information to Human Resource professionals from hotels across the state.

EDUCATION & OUTREACH HIGHLIGHTS

June

- ◆ OCRC Administrative Law Judge Denise Johnson served as a guest speaker for an MBA Employment Law class at Ohio Dominican University and provided information about discrimination laws and case decisions.
- ◆ Akron Regional Director Courtney Calhoun provided an overview of discrimination laws to a class at the Akron Institute of Technology.
- ◆ Chief Legal Counsel Keith McNeil attended the EEOC's annual Fair Employment Practices conference.
- ◆ Cleveland Supervisor Vera Boggs provided a civil rights update to attendees of the annual Northern Ohio Civil Rights Working Group conference entitled, "Diversity: Thinking Outside the Box."
- ◆ Executive Director G. Michael Payton and Housing Coordinator Ronnell Tomlinson met with the Ohio NAACP and NAACP Legal Redress Committee representatives to address civil rights issues through partnership.

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



AKRON REGIONAL OFFICE

AKRON REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Carroll	4
Columbiana	12
Coshocton	11
Harrison	1
Holmes	3
Jefferson	9
Knox	16
Mahoning	81
Portage	36
Stark	177
Summit	383
Trumbull	56
Tuscarawas	9
Wayne	24
TOTAL	822

Courtney Calhoun is a veteran of the Commission who has successfully risen through the ranks at the OCRC. He started as an Investigator, was promoted to a Supervisor and now leads the region as the Akron Regional Director. Mr. Calhoun has dedicated his professional career to the enforcement of civil rights laws. He has worked in the Akron, Ohio community with the NAACP as well as several other community organizations including the Akron AIDS Collaborative.

Mr. Calhoun has worked on several important cases in his career. Most notably, he led the investigation of a housing discrimination case filed by a woman who had been sexually harassed by her landlord and employer. Mr. Calhoun successfully settled the case and facilitated an agreement that ended the egregious acts.

Mr. Calhoun enjoys public speaking and frequently serves as a representative for the OCRC as well as other community organizations as a keynote speaker. He participated in an interview as a spokesperson for the OCRC when the Warren Chapter of Nine to Five marked their establishment as an Ohio Chapter. Mr.



Calhoun is a recognizable voice for the enforcement of civil rights laws in Akron.

Mr. Calhoun is a certified paralegal and a trained mediator. He graduated from the University of Akron with a BA in Political Science.

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

CINCINNATI REGIONAL OFFICE

H. Jean Marshall-McEntire, is the Cincinnati Regional Director for the Ohio Civil Rights Commission. She has distinguished herself both in her profession and as a community leader. As Regional Director of the Ohio Civil Rights Commission, she leads and directs a staff that investigated 562 discrimination cases in sixteen Ohio counties each year.

Ms. Marshall-McEntire has led a long and diverse career serving both public and private sector organizations. She dedicated many years of her career educating young people as a teacher in both public and parochial school districts. She also served as a sales manager and deputy director for the State of Ohio and worked as the vice-president for an international company where she represented foreign companies as an account executive.

Ms. Marshall-McEntire is well-recognized in the Greater Cincinnati community and has received numerous awards and commendations for her dedication to public service. She served as a project director for the Coalition of Neighborhoods and worked with members of the Cincinnati urban community to develop an anti-drug program for schools that served to teach young people how to make wise choices about drug use.

Ms. Marshall-McEntire is a graduate of the University of Cincinnati, with a BS degree in Psychology.



Regional Director, H. Jean McEntire
Corporate Tower
7162 Reading Road, Suite 1001
Cincinnati, Ohio 45237
(513) 852-3344 (Voice/TTY)
(513) 852-3344 (TTY)

CINCINNATI REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Adams	0
Brown	1
Butler	75
Clermont	20
Clinton	6
Fayette	4
Gallia	12
Hamilton	370
Highland	4
Jackson	2
Lawrence	8
Meigs	0
Pike	2
Scioto	15
Vinton	0
Warren	43
TOTAL	562

*CLEVELAND
REGIONAL OFFICE
NUMBER OF
CHARGES FILED
BY COUNTY*

Ashland	5
Ashtabula	22
Cuyahoga	560
Erie	14
Geauga	13
Huron	8
Lake	46
Lorain	45
Medina	37
Richland	20
TOTAL	770

CLEVELAND REGIONAL OFFICE

Ms. 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 Regional Office in 1994.

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 Regional Office. She is responsible for receiving, investigating and resolving hundreds of discrimination complaints each year from 10 contiguous counties throughout Northeastern Ohio, including Lorain, Cuyahoga, Lake, Geauga, Ashtabula, Erie, Huron, Richland, Ashland, and Medina counties.

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



Regional Director, Iris Choi
Frank Lausche Building
615 W. Superior Avenue,
Suite 885
Cleveland, Ohio 44113
(216) 787-3150
(216) 787-3549 (TTY)

COLUMBUS REGIONAL OFFICE

COLUMBUS REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Beleta Ebron dedicated her career to serving the OCRC and its constituents for nearly 30 years. Ms.

Ebron served the OCRC in many capacities including lead Investigator, front line Supervisor, Chief Supervisor, and, ultimately Regional Director. She has led the Columbus Regional Office as Director for fifteen years.

Ms. Ebron manages one of the largest offices in the state and oversees the investigative process for twenty (20) contiguous counties.

In an effort to remain current in the civil rights arena, Ms. Ebron continuously receives training in EEO practices, Fair Housing, and diversity and participates in community forums and dialogues on race relations.

Ms. Ebron received a BS in Psychology and Sociology from Capital University in Columbus, Ohio and is a recognized voice of equality in the Central Ohio community.



Regional Director, Beleta Ebron
1111 E. Broad Street,
Suite 301
Columbus, OH 43205
(614) 466-5928
(614) 752-2391 (TTY)

Athens	4
Belmont	3
Delaware	47
Fairfield	8
Franklin	798
Guernsey	4
Hocking	6
Licking	31
Madison	9
Marion	13
Monroe	0
Morgan	1
Morrow	1
Muskingum	19
Noble	2
Perry	1
Pickaway	9
Ross	9
Union	10
Washington	7
TOTAL	982

*DAYTON
REGIONAL OFFICE
NUMBER OF
CHARGES FILED
BY COUNTY*

Allen	48
Auglaize	7
Champaign	9
Clark	34
Darke	5
Greene	46
Hardin	7
Logan	8
Mercer	3
Miami	13
Montgomery	298
Preble	2
Shelby	17
Van Wert	5
TOTAL	502

DAYTON REGIONAL OFFICE

Marguerite Tyler Walker is the Dayton Regional Director for the Commission. Ms. Walker has a successful education record that includes master's degrees from the University of Dayton (MA Ed.) and Columbia University (MSW). Ms. Walker is also a graduate of North Carolina Central University (BA), and has completed requirements in Advanced Mediation Techniques at Capitol University.

Mrs. Walker has spearheaded several innovative, educational outreach programs. Under her leadership, the Dayton Regional staff members regularly serve as volunteer tutors at a local middle school where they collected and donated over 600 books to the school's library. Mrs. Walker serves as a Board Member and Officer of the Miami Valley Literacy Council. She and her staff provide an educational component to Naturalization Final Hearing activities of the U.S. Federal District Court, Western Division. Mrs. Walker actively participates in the Dayton Dialogue on Race, a local effort to improve race relations.

Ms. Walker is known throughout Dayton as an activist, an educator and an advocate for civil rights.



**Regional Director,
Marguerite Walker
40 W. 4th Center, Suite 1900
Dayton, Ohio 45402-1831
(937) 285-6500 (Voice/TTY)**

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 the area of 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 problems. Ms. Sweeney-Newbern regularly serves as a lead presenter and facilitator at the Housing and Urban Development (HUD) National Fair Housing Conferences and various conferences throughout the country.

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



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

TOLEDO REGIONAL OFFICE NUMBER OF CHARGES FILED BY COUNTY

Crawford	5
Defiance	14
Fulton	14
Hancock	26
Henry	8
Lucas	614
Ottawa	10
Paulding	3
Putnam	9
Sandusky	25
Seneca	20
Williams	16
Wood	104
Wyandot	2
TOTAL	870

BUDGET DATA FOR STATE FISCAL YEAR 2009

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	\$4,922,185
Expenditures	
Salaries and Wages	\$3,561,462
Purchased Personal Services	\$403,598
Supplies and Materials	\$28,305
Motor Vehicle	\$28,431
Travel	\$14,711
Communications	\$77,663
Equipment Maintenance	\$29,977
Rentals	\$284,475
Printing	\$7,073
General Expenses	\$339,062
Equipment	\$13,492
Encumbrances	\$113,205
Unused Budget Appropriations	\$20,731
TOTAL EEOC/HUD EXPENDITURES	\$4,922,185

GENERAL REVENUE FUND (GRF)

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

Budget Appropriation	\$5,758,728
Expenditures	
Salaries and Wages	\$5,758,066
Equipment	
Unused Appropriation	\$662
TOTAL GRF EXPENDITURES	\$5,758,728
TOTAL EXPENDITURES	\$10,680,913





(L-R: Columbus Comm. Relations, Exec. Director Napoleon Bell, OCRC Exec. Director; G. Michael Payton, Nathaniel Starkman, student; Ohio Senator Nina Turner, OCRC Acting Chair Leonard Hubert, .)

Nathaniel Starkman (Beechwood, Ohio)

*7th Grade Student Contest Winner
of the 2009*

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

*Contest Theme: "LIFE'S MOST PERSISTENT
QUESTION IS,*

'WHAT ARE YOU DOING FOR OTHERS?'"

-DR. MARTIN LUTHER KING, JR.

Martin Luther King, Jr. and Equality

How are you impacting others? The whole world knows the work in Martin Luther King, Jr., his selflessness, and his call for "creative altruism." Dr. King's commitment to community and service, which he hoped would lead to equality, is legendary.

Dr. King's legacy is not just that of his actions, but of his influence on ours. Martin Luther King served as a conduit for justice in the way he recognized the lust for equality that exuded from his congregation. But, like a true leader, he not only enacted people's wanting, but also thought of solutions to the crises at hand.

How do Dr. King's beliefs affect us now? Many communities benefit from Dr. King's vision that everyone is equal and, as he intoned in his 1963 "I Have a Dream" speech, that people "should not be judged by the color of their skin, but by the content of their character." An example of Dr. King's vision of equality is that only four decades ago my city of Cleveland Heights had segregated housing and now I live in a fully integrated neighborhood.

Although Dr. King did many great things, it is important we emulate his vision of equality even in small ways. In a sermon, Dr. King asked, "What are you doing for others?" In my own way I am trying to answer Dr. King's call to action. I am currently in the midst of some projects to bring literacy to the functionally illiterate.

My pediatrician founded an organization called Daily Dose of Reading (DDR) (www.dailydoseofreading.org) to bring books and literacy programming to pediatricians' offices so that reading becomes a children's health issue. I think this is a worthy idea because Cleveland was recently ranked the poorest major American city. Books at a doctor's office can help encourage literacy in young people, which is a first step in lifting Clevelanders out of poverty.

I helped DDR organize a city-wide Read-a-thon, I collected hundreds of used books to donate to patients' waiting rooms, and I will read during some story hours. At my bar mitzvah I asked my friends to donate money to DDR instead of giving me a present. I was able to raise over \$500.

One of the commandments in Deuteronomy says, "If you see a fellow's ox or sheep gone astray, do not ignore it...one shall not remain indifferent." This commandment, when applied to literacy, tells us that those who read at a low level are missing the tools of education that rightfully belong to them, and therefore the means to thrive in society. We must not remain indifferent to illiteracy, but encourage reading before someone "goes astray."

I feel that my efforts continue Dr. King's commitment to "creative altruism," community, and service, because everyone deserves equal access to literacy. I hope my efforts in some small way ensure that Clevelanders can sit down at Dr. King's visionary "table of brotherhood" –with a book.

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



THE OHIO CIVIL RIGHTS COMMISSION