How to File A Complaint of Discrimination

Complaint Process

Any person who feels that they are a victim of discrimination because of their race, color, sex, age, ancestry, national origin, disability, religion or military status may file a formal complaint with the OCRC. All complaints can be filed in person at a local OCRC office or by telephone.

Once a complaint has been filed, both parties to the complaint will be provided with the option to participate in mediation facilitated by one of our highly skilled mediators, otherwise the complaint will undergo a thorough investigation. Through a series of steps including witness interviews, document requests and site visits, the Commission will issue a finding to indicate whether or not discrimination has occurred.

All services offered by the OCRC are provided free of charge.

Would You Like More Information?

If you would like to learn more about the OCRC, request a presentation or obtain additional printed material , please visit our web site at www.crc.ohio.gov or call us at 1-888-278-7101.

The Office of Public Affairs is happy to arrange for presentations and training at your school, place of business or community group.

OHIO CIVIL RIGHTS COMMISSION

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OHIO CIVIL RIGHTS COMMISSION

GOVERNOR JOHN KASICH

General Guide & Fact Sheet

Protecting Your Civil Rights in the State of Ohio

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

www.crc.ohio.gov
1-888-278-7101

Who is the OCRC?

The Ohio Civil Rights Commission (OCRC) is the primary educator and enforcer of civil rights laws in the State of Ohio. The OCRC investigates and enforces the Laws Against Discrimination and provides educational programs designed to eradicate and prevent discrimination.

The mandates, authority and responsibilities of the Commission are defined under the Ohio Revised Code, Section 4112, which prohibits discrimination in the workplace, housing, places of public accommodation, credit and in institutions of higher education.

Protected Classes

You may file a charge of discrimination with the OCRC if you believe that your rights have been violated due to your membership in one of the following protected classes:

- Race
- Color
- Sex
- Age
- Familial Status (in housing)
- Ancestry
- National Origin
- Religion
- Disability
- Military Status

Your Rights

Employment

Ohio's Laws Against Discrimination provide protection against employment discrimination on the basis of a person's membership in any of the above -listed protected classes. It is unlawful to discriminate against any individual with regard to recruitment, hiring, promotion, termination, transfer, job training, wages or any other term, condition or privilege of employment. The law also considers employment policies , which appear neutral on their face, but that disproportionately affect persons of a particular protected class to be unlawful.

Employees have the right to work in an environment free of discrimination and harassment, including sexual harassment and racial harassment.

Places of Public Accommodation

The law prohibits owners, managers or supervisors of places that are open to the public (i.e., restaurants, hotels, markets, stores, theaters, parks, etc.) to deny any person the full enjoyment of the accommodations, advantages, facilities, or privileges based on the basis of a person's membership in a protected class.

Credit

The law prohibits lending & credit institutions from discriminating against an applicant in the granting, withholding, extending, or renewing of credit, or in the fixing of rates, terms, or conditions of any form or credit based on the applicant's membership in a protected class.

Housing

The Ohio Civil Rights Act prohibits discrimination on the basis of race, color, sex, national origin, ancestry, religion, disability or familial status (the presence of children under 18 years of age) to do any of the following:

- Refuse to rent, sell, finance, or insure housing accommodations.
- Represent to any person that housing accommodations are not available for inspection, sale, rental or lease.
- Refuse to lend money for the purchase, construction, repair, rehabilitation, or maintenance of housing accommodations or residential property.
- Discriminate against any person in the purchase, renewal or terms and conditions of fire, extended coverage, or home owner's or renter's insurance.
- Refuse to consider without prejudice the combined income of both spouses.
- Print, publish, or circulate any statement or advertisement which would indicate a preference or limitation.
- Deny any person membership in any multiple listing service, or real estate broker's organization.

Retaliation

It is unlawful to discriminate against someone due to their participation in a protected activity including filing a charge of discrimination, testifying, assisting or participating in any investigation, proceeding or hearing pursuant to section 4112.01 to 4112.07.