OHIO CIVIL RIGHTS COMMISSION

16th ANNUAL REPORT

1974-75

JAMES A. RHODES
Governor

OHIO CIVIL RIGHTS COMMISSION

CENTRAL OFFICE
220 Parsons Avenue
Columbus, Ohio 43215
Telephone 466-2785

COMMISSIONERS:
Burt Silverman, Chairperson
Robert Bry
Marion R. Sweeney
Rev. Samuel R. Wright
Clingan Jackson

Ellis L. Ross
EXECUTIVE DIRECTOR

REGIONAL OFFICES:

NORTHEAST REGIONAL OFFICE
680 Rockefeller Building
614 West Superior Avenue
Cleveland, Ohio 44113
1-216-579-2800

SOUTH N.E. REGIONAL OFFICE
304 Russell Harp Building
5 East Buchtel Avenue
Akron, Ohio 44308
1-216-253-3167

NORTHWEST REGIONAL OFFICE
510 Gardner Building
506 Madison and Superior
Toledo, Ohio 43604
1-419-241-9164

SOUTHEAST REGIONAL OFFICE
220 Parsons Avenue
Columbus, Ohio 43215
1-614-466-5928

SOUTHWEST REGIONAL OFFICE
Commerce Building
100 East Eighth Street
Cincinnati, Ohio 45202
1-513-852-3344

NORTH S.W. REGIONAL OFFICE
222 Grant-Deneau Building
40 West 4th Street
Dayton, Ohio 45402
1-513-228-3612

Hon. James A. Rhodes, Governor
Hon. Oliver Ocasek, President Pro Tem, Ohio Senate
Hon. Vernal G. Riffe, Jr., Speaker, Ohio House of Representatives

Dear Sirs:

In accord with Section 4112.04 (A)(8) the Commission respectfully submits its report for the sixteenth year of its existence and operation.

The fiscal year ending June 30, 1975 reflects a case intake of approximately 5600 cases. This figure when posed against an intake of 3800 cases in the previous year suggests the increased reliance upon the Commission by those for whom the law was designed to protect, as well as a greater awareness of the existence of the law. With regard to disposition of cases before the Commission, last year's 2300 dispositions are dwarfed by 1975 dispositions of 3400. This may be interpreted as the application of more finely developed skills among staff, as well as a much needed increase in personnel. Certainly there have been attempts to introduce new and innovative techniques and methodology designed and calculated to reduce the ever-growing backlog while simultaneously containing the unavoidable intake of new charges.

The awareness of the tendency to improve existing law in the area of civil rights, as evidenced by the annual introduction of new bills and amendments in the field, demands your careful consideration of the obligatory inclusion of funds in sufficiency to realistically permit effective and reasonable enforcement of the agency's mandated responsibility.

I am certainly grateful for the support rendered by you during the period covered by this report. I would sincerely implore your most liberal consideration in the year ahead.

Respectfully,

BURT SILVERMAN, CHAIRMAN

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Ohio Civil Rights Commission

James A. Rhodes, Governor

Burt Silverman
Chairman
1974/77

Clingan Jackson
1976/80

Robert Bry
1974/79

Marion R. Sweeney
1973/78

Samuel R. Wright
1971/76

Staff Members

CENTRAL OFFICE

Ellis L. Ross, Executive Director

Arthur Evans
Deputy Director

Compliance
Gerald Wolfe III, Director

Legal Liason
Frank C. Gibb, Director

Research and Planning
Gerrit Rietveld, Director

Administrative Services
Francis W. Smith, Director

REGIONAL OFFICES

Northeast
Joseph C. Hunter, Director
680 Rockefeller Building
614 W. Superior
Cleveland, Ohio 44113

Northwest
Emerson E. Cole, Director
510 Gardner Building
Madison and Superior
Toledo, Ohio 43604

South N.E.
John A. Browne, Director
5 East Buchtel
Akron, Ohio 44308

Southeast
William C. Betcher, Director
220 S. Parsons Avenue
Columbus, Ohio 43215

Southwest
Ray O. Paul, Director
100 E. Eighth Street
Cincinnati, Ohio 45202

North S.W.
Lucius Jones, Director
Grant Deneau Tower
40 W. Fourth Street
Dayton, Ohio 45402

Foreword

Ellis L. Ross

The fiscal year (concluded June 30, 1975) reflects interesting increases in at least two areas of operational concern. First, the case intake volume rose from approximately 2300 (1973) to 3800 (1974) to 5600 (1975). Case dispositions for identical periods, 2200 (1973), 2300 (1974) and 3400 (1975), permits complimentary, excusatory or critical rationalizations. I am uncertain as to what precise degree may the success of any agency such as the Commission be equated via the numbers game. Increased filing of charges may translate into a greater awareness of individuals of their rights and the agency's existence. It could speak of increased confidence in the law, as well as greater reliance upon those responsible for its enforcement. The tendency to knock on every available door during cutbacks, layoffs or periods of economic recession may account for a fraction of the increased business. Let the chooser select. Considerably less debatable is the fact of accelerated production. Quite frankly the normal effort was implemented by several experimental innovations. Carefully structured procedures for streamlining case processing, absent violence to the complainant's rights, were introduced. Temporary incentives for high producers contributed materially to a temporary reduction of the case backlog. A scheduled series of training seminars were implemented by the introduction of a "management by objectives" approach in a concurrent effort to effectively impact the relentless surge of new charges being filed daily. Notwithstanding the constricted labor market we accented the training programs as a counter to the historically reliable annual personnel turnover.

Unfathomable budgetary restrictions were somewhat alleviated by successful negotiations with two federal agencies for funding two vitally important functions. CETA funds in the amount of $150,000.00 were obtained to salvage an intercultural program for the overly denied Spanish-speaking segment of Ohio's population. In terms of agency impact the record of accomplishment by the intercultural division has been admirable. A contract with the Equal Employment Opportunity Commission was negotiated for $175,000.00 to handle over a thousand federally deferred employment based charges of illegal discrimination. Predicated upon the substantial weight given to the agency's investigative findings it is not unreasonable to anticipate equal if not greater success in similar negotiations for the ensuing calendar year.

Despite the chaos that regularly attends the quadrennial administrative metamorphosis of state government the record reflected in these pages is reasonably favorable when posed against the records of jurisdictions more financially affluent than the Ohio Commission. Bolder innovations, blended into proven procedures, are required and must be adopted to cope with increased demands and diminishing budgetary support in matters relative to the civil rights of those yet denied full access and participation in the normally recognized opportunities enjoyed by the majority. The Commission and its staff remain committed as active advocates of legislated equal opportunity. The focus and thrust, unfortunately, is divided between maintaining the gains made while simultaneously accommodating the broadened periphery occasioned by new and enlightened legislation — quixotically absent commensurate funding. We, too, share the dream of those who toil in the vineyards — the vicarious pleasure drawn from the realization that all may someday quaff the wine pressed from our efforts.

ELLIS L. ROSS
EXECUTIVE DIRECTOR

Case Load

As fiscal year 1975 began, the Ohio Civil Rights Commission had 3,668 jurisdictional cases awaiting investigation or conciliation. During the year, there were 5,594 new charges filed. Thus, 9,262 cases faced the Commission during fiscal year 1975.

When fiscal year 1975 ended, the Commission had closed 3,448 cases.

The 5,814 cases pending at the end of fiscal year 1975 were 2,146 more than the 3,668 left at the close of fiscal year 1974. Also, there were 420 cases conciliated and kept under review to determine compliance.

The number of new cases filed with the Commission during the current fiscal year exceeded by 1,728 the number accepted during the previous fiscal year. The 5,594 charges filed during fiscal year 1975 shows a marked increase over the 3,866 in 1974, 2,491 in 1973, 1,658 in 1972, 1,631 in 1971, and 972 in 1970 (Table III).

Charges filed during the fiscal year 1975 alleged disparate treatment based on race and color in 3,650 instances or 65.3 percent, religion in 112 instances, or 2.0 percent, ancestry and/or national origin in 184 instances, or 3.3 percent. Sex charges occurred in 1,648 instances and comprised 29.4 percent of the total intake.

The Commission received a total of 3,917 charges which were non-jurisdictional because the charges were not based on race, color, religion, sex, national origin or ancestry. Although these charges were found to be non-jurisdictional, in some instances it was still necessary to conduct an investigation in order to determine their invalidity. Of the 3,917 non-jurisdictional cases, there were 1,732 instances in which the potential complainants failed to support charges with sworn affidavits (Table IV).

All tables and figures shown in this report indicate a continued sharp increase in Commission caseload. The most dramatic upsurge occurred between fiscal years 74 and 75 when the total caseload, on dockets, increased by 3,275 or 54.7 percent (see Table II). One usual consequence of an increasing caseload is an increasing backlog of cases. Figure II illustrates the comparative case backlog for fiscal years 1974 and 1975.

The percentage for cases alleging disparate treatment based on race and color dropped during the current report period. falling from 77.2 for FY 1973-74 to 65.3 for 1974-75. The drop can be attributed to the sizeable number of sex discrimination cases confronting the Commission 76 percent of which were filed by persons of Caucasian origin. Table V summarizes the various discriminatory acts.

Summary of Cases Processed (Table I)

	employment	housing	public accommo-dations	total
Charges Received	5,243	181	170	5,594
Brought Forward	3,196	309	163	3,668
Under Investigation	3,086	81	103	3,270
Unassigned	988	31	22	1,041
Disposition				
Total Processed	4,365	378	208	4,951
Conciliated				
a) Under Review	331	61	28	420
b) Cases Closed	612	92	52	756
In Conciliation	49	20	20	89
Pending Public Hearing	911	55	13	979
Hearings Held	21	6	4	31
Resolved After Public Hearing	0	0	0	0
In Judicial Review	45	34	14	93
No Jurisdiction	138	2	11	151
No Probable Cause	1,818	78	57	1,953
Charge Withdrawn	211	14	2	227
Other Reasons	229	16	7	252

Total Case Loads 1971 / 1975
(Table II)

year	cases carried over	new cases	total cases
fiscal year 1971	848	1,632	2,480
fiscal year 1972	1,365	1,658	3,023
fiscal year 1973	1,936	2,491	4,427
fiscal year 1974	2,118	3,866	5,984
fiscal year 1975	3,665	5,594	9,259

Verified Complaints Filed 1970 / 1975
(Table III)

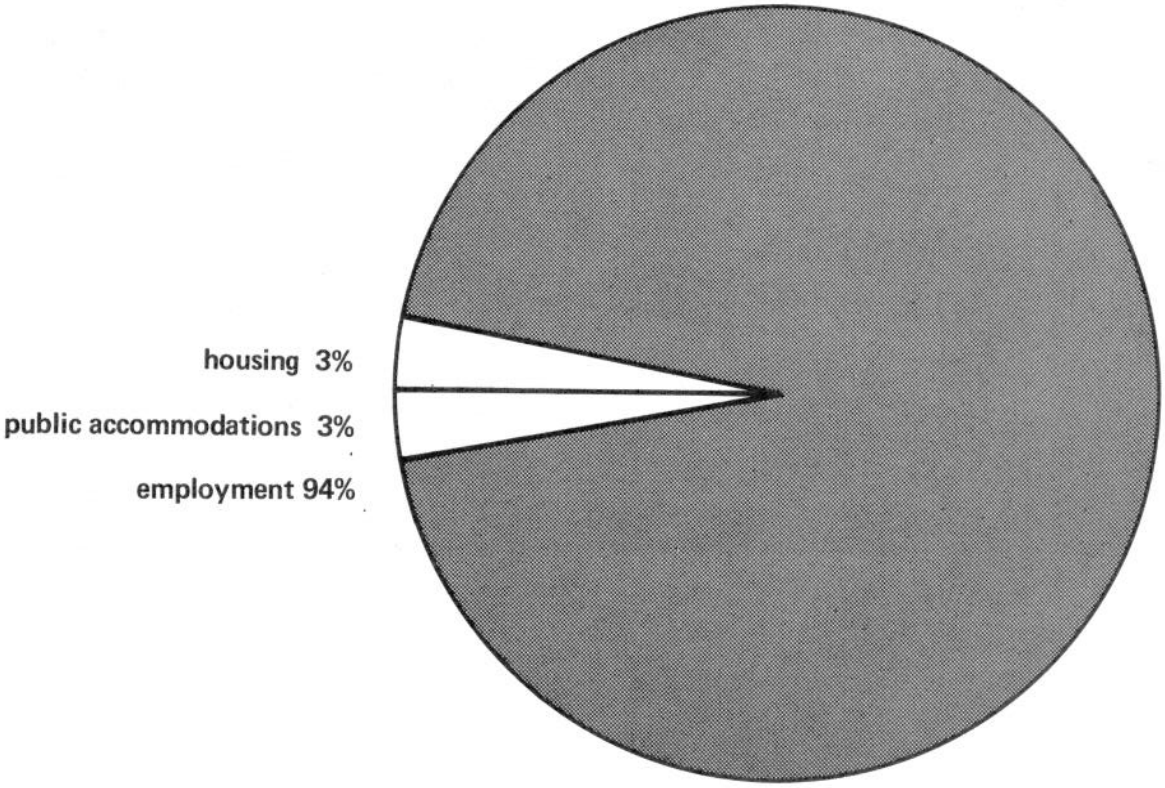
year	complaints	percent change between fiscal years
1970	972	+ 20.6
1971	1,631	+ 67.8
1972	1,658	+ 1.6
1973	2,491	+ 50.2
1974	3,866	+ 55.2
1975	5,594	+ 44.7

*a complaint is defined as one complainant versus one respondent

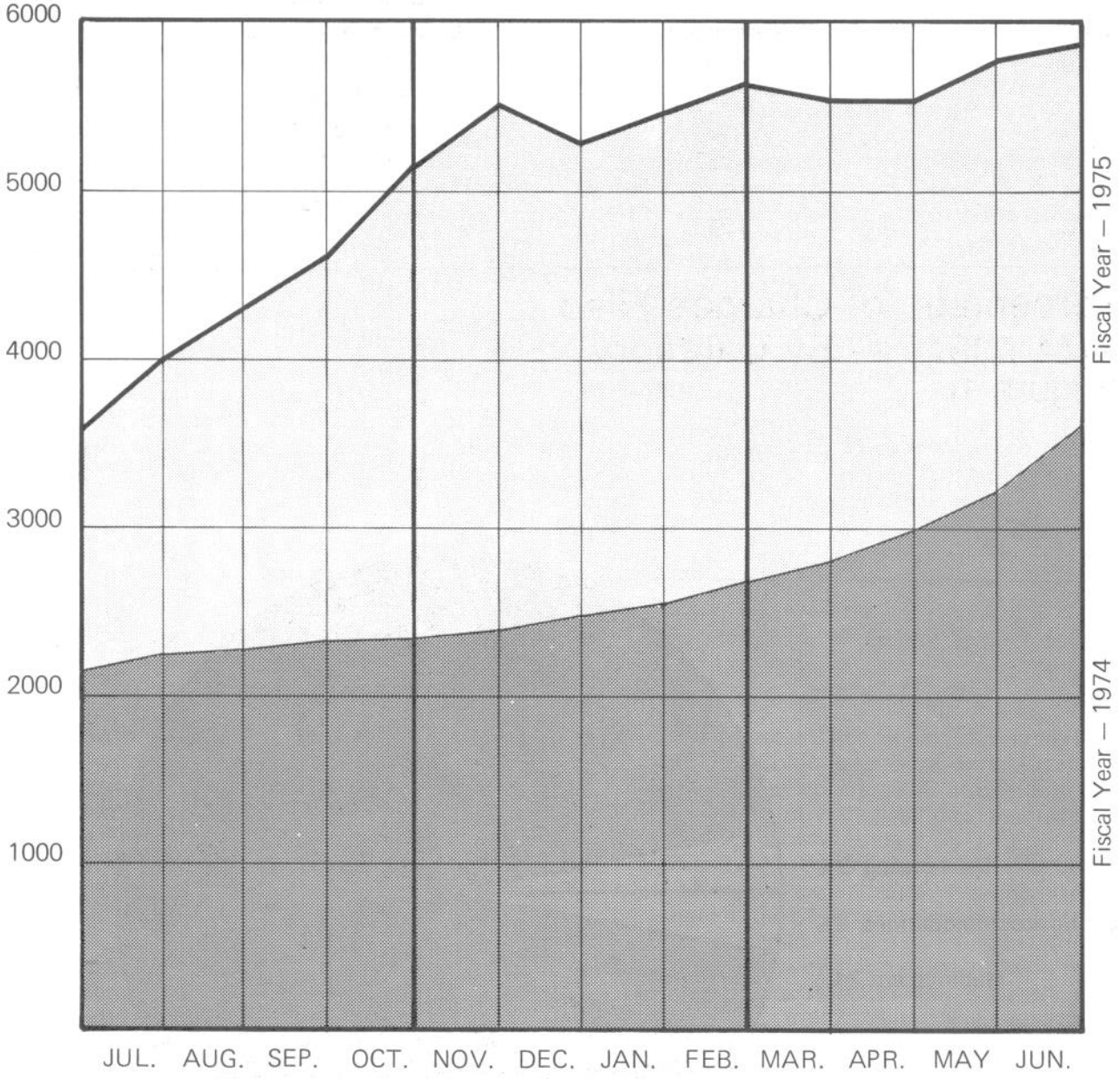
Non-Jurisdictional Complaints Filed 1970 / 1975 (Table IV)

year	complaints	percent change between fiscal years
1970	694	+ 24.4
1971	1,397	+ 101.3
1972	1,623	+ 16.2
1973	1,767	+ 8.9
1974	2,772	+ 56.9
1975	3,917	+ 41.3

Percentage of Charges Filed 1974 / 1975 -- By Category (Figure 1)



Case Backlog
Fiscal Year 1974 / Fiscal Year 1975
(Figure II)

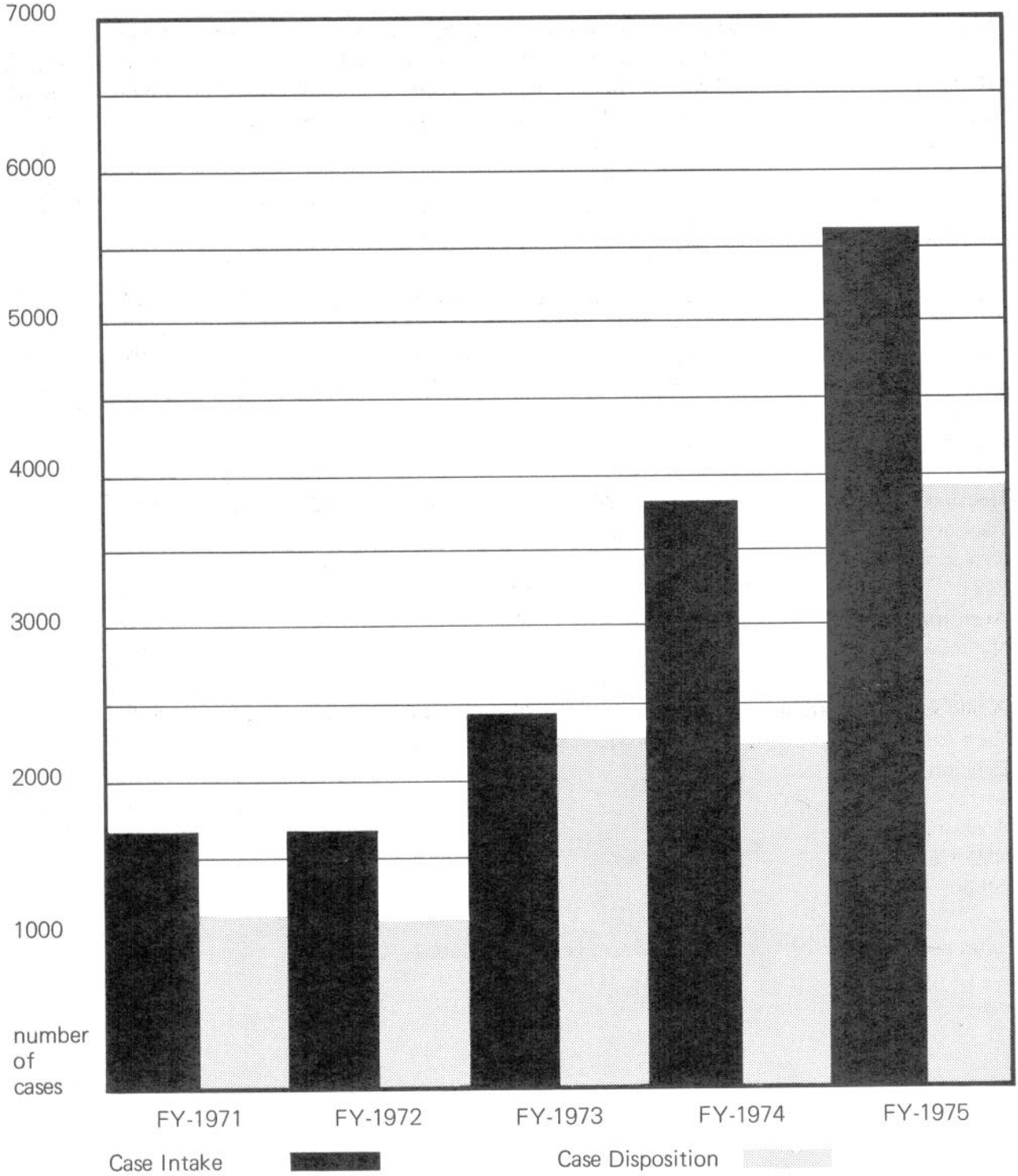


Basis of Complaints of Alleged Discrimination (Table V)

Basis	Cleveland Office	Akron Office	Toledo Office	Columbus Office	Cincy. Office	Dayton Office	Total Office	Percent
All Cases	**1,470**	**660**	**636**	**1,119**	**1,080**	**629**	**5,594**	**100.0%**
Race and Color	1,021	448	390	675	715	401	3,650	65.3
Religion	45	8	9	40	5	5	112	2.0
Sex	331	197	204	351	351	214	1,648	29.4
Ancestry	23	1	23	23	2	0	72	1.3
National Origin	50	6	10	30	7	9	112	2.0
Other	0	0	0	0	0	0	0	
Employment	**1,388**	**610**	**580**	**1,030**	**1,048**	**587**	**5,243**	100.0
Race and Color	984	410	375	619	685	367	3,440	65.7
Religion	40	8	6	39	5	5	103	2.0
Sex	297	186	189	327	350	208	1,557	29.6
Ancestry	20	1	7	22	2	0	52	1.0
National Origin	47	5	3	23	6	7	91	1.7
Other	0	0	0	0	0	0	0	
Housing	**47**	**30**	**27**	**40**	**15**	**22**	**181**	100.0
Race and Color	19	25	10	30	14	17	115	63.5
Religion	3	—	—	—	—	—	3	1.7
Sex	19	4	10	6	1	3	43	23.7
Ancestry	3	—	3	1	—	—	7	3.9
National Origin	3	1	4	3	—	2	13	7.2
Other	0	0	0	0	0	0	0	
Public Accommodations	**35**	**20**	**29**	**49**	**17**	**20**	**170**	100.0
Race and Color	18	13	8	26	16	17	98	57.6
Religion	2	—	4	1	—	—	7	4.1
Sex	15	7	5	18	—	3	48	28.2
Ancestry	0	—	9	—	—	—	9	5.4
National Origin	0	—	3	4	1	—	8	4.7
Other	0	0	0	0	—	—	0	

Cases brought forward from previous fiscal year are excluded

Case Intake and Disposition 1971 / 1975 (Figure III)



Over the past 16 years impressive strides have been made by the Ohio Civil Rights Commission towards the alleviation and elimination of employment discrimination in the State of Ohio. Increasingly, hiring and upgrading are being based on merit and not on race, color, religion, ancestry, national origin or sex. More and more firms — in almost all industries — hire and advance workers on the basis of their qualifications alone.

Much remains to be accomplished. The Ohio Civil Rights Commission processed a record number of employment charges during fiscal year 1975. In every case, the agency used its powers of education to apprise employers, labor unions, and employment agencies of the moral and legal obligation to provide employment on a non-discriminatory basis.

Fiscal year 1975 continued the historic pattern of employment being the biggest source of new charges received by the Commission.

A record number of 5,243 employment discrimination charges was accepted by the agency during fiscal year 1975, a 50 percent increase over last year's total. Although the predominant segment of employment charges were filed by black persons, 36 percent of the subject charges were filed by Caucasians, mainly by women alleging disparate treatment based on sex. Thirty-four percent of the charges accepted by the Commission were federally deferred cases from the Equal Employment Opportunity Commission. The Civil Rights Act of 1964 requires that state antidiscrimination agencies be given the initial opportunity to investigate and adjust charges of discrimination in employment.

Additionally, the Ohio Civil Rights Commission continues to conduct systemic investigations. These cases continue to lend themselves toward high impact upon the "patterns and practices" of large industrial employers in Ohio.

Ohio's employment law prohibits discrimination because of race, color, religion, sex and national origin in hiring, firing, promotion and matters of compensation. It also prohibits discrimination by employment agencies, labor unions. on-the-job training programs, apprenticeship training, vocational schools, or in advertising.

Employment Charges / Charges by Industry (Table VI)

Classification	1972/73	1973/74	1974/75	% Increase or Decrease Between 1974 and 1975
Manufacturing	2,215	2,791	3,932	+ 40.9
Construction	105	169	503	+ 197.6
Transportation and Utilities	188	248	293	+ 18.1
Wholesale and Retail Trade	307	517	474	— 8.3
Finance, Insurance, and Real Estate	81	180	214	+ 18.9
Service and Miscellaneous	743	828	1,747	+ 111.0
City, County, State Government	82	278	695	+ 150.0
Labor Organizations	85	241	581	+ 141.1
TOTAL	**3,806**	**5,252**	**8,439**	**+ 60.7**

Disposition of Employment Cases (Table VII)

Classification	1972-73	1973-74	1974-75	% Increase or Decrease Between FYs 1974 and 1975
Charges Received	2,233	3,462	5,243	+ 51.4
Brought Forward	1,573	1,790	3,196	+ 78.5
In Process				
Under Investigation	950	1,699	3,086	+ 81.6
Unassigned Cases	463	540	988	+ 83.0
Disposition				
Total Processed	2,393	3,020	4,365	+ 44.5
Conciliated				
Under Review	108	280	331	
Closed Cases	232	288	612	
In Conciliation	123	298	49	
Pending Public Hearing	130	363	911	
Hearings Held	7	10	21	
Resolved After Public Hearing	9	0	0	
In Judicial Review	—	15	45	
No Jurisdiction	24	32	138	
No Probable Cause	1,172	1,540	1,818	
Charge Withdrawn	133	94	211	
Other Reasons	*455	100	229	

*This figure includes 425 cases reviewed by the Commission and referred to EEOC for final disposition

Employment Charges / Charges by Occupation (Table VIII)

Classification	1972/73	1973/74	1974/75	% Increase or Decrease Between 1974 and 1975
Skilled	285	512	1,139	+ 122.5
Semi-Skilled	2,028	1,847	2,218	+ 20.1
Unskilled	859	1,813	3,256	+ 79.6
Sales	103	210	318	+ 51.4
Office	245	459	689	+ 50.1
Professional and Technical	166	241	653	+ 171.0
Other (Including Commission Initiated)	120	170	166	– 2.4
TOTAL	**3,806**	**5,252**	**8,439**	**60.7**

Total includes cases carried over from previous reporting periods

Housing

Since the housing law came into effect on October 30, 1965, the Commission has accepted 1,525 charges alleging discriminatory practices in the sale and rental of real estate. All the Commission's activities in the area of housing are designed to carry out the intent of Ohio's Fair Housing Law, to protect and foster the right of the individual to buy and rent housing for persons and their families, without being discriminated against because of race, color, sex, religion, national origin or ancestry. The major proportion of housing cases closed during the current reporting period resulted from informal conferences, conciliation and persuasion.

Intake of New Charges

During the fiscal year 1975 the Commission received a total of 181 housing charges involving disparate treatment in the sale and rental of real estate. Housing charges comprised 3.2 percent of the total new case intake. Approximately 71 percent of the housing charges alleged disparate treatment in the rental of apartments.

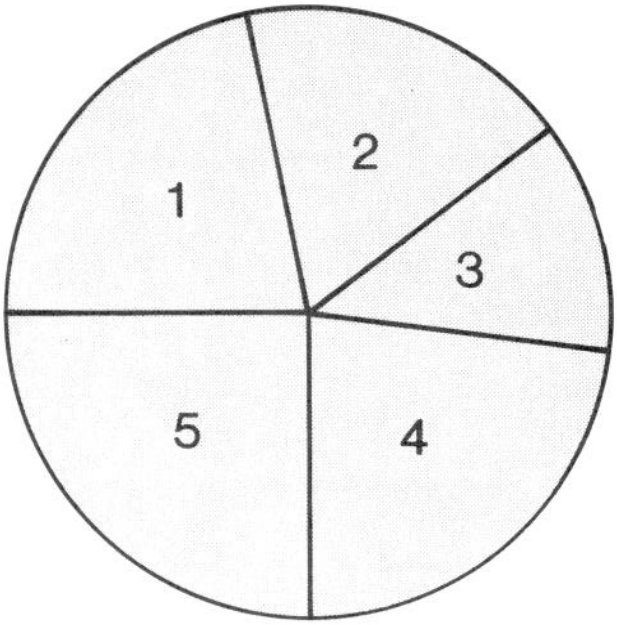
Findings

Eighty-six or 17.6 percent of the 490 housing cases docketed by the agency during the period, which includes 309 brought forward from 1973-74, involved violation of Ohio's housing law. They were subsequently closed on the basis of statutory compliance. There were violations found in an additional 61 cases and the respondents agreed to comply with the appropriate statutes, but the Commission held the cases open pending review to verify compliance.

Thus, 147 or 30 percent of the total number of housing cases on file were found to involve violation of the law.

Figure IV presents a concise report of case handling under the housing law for the current reporting period.

Disposition of 490 Housing Complaints Which Came Before The Commission Between July 1, 1974 & June 30, 1975 (Figure IV)



1 – 22%

2 – 18%

3 – 12%

4 – 23%

5 – 25%

1. **CHARGES DROPPED.** Cases which were dismissed after the Commission made findings of no probable cause to support the charges, as well as cases in which complainants elected to withdraw their charges.
2. **COMPLIANCE OBTAINED.** Cases which are closed after appropriate and sufficient remedial measures have been implemented and no additional reviews are deemed necessary.
3. **UNDER REVIEW.** Cases in which finding of probable cause has been made and in which the implementation of remedial measures is under review.
4. **BEING INVESTIGATED.** All valid allegations when notarized are investigated by a staff representative. These results are reported to the Commission, which may make a finding of: (a) No jurisdiction under the law; (b) No probable cause found to credit the allegation; or (c) Probable cause found to credit the allegation.
5. **PENDING FORMAL ACTION.** Cases in which having found probable cause to credit the allegation and having been unable to eliminate the alleged unlawful practice by conference, conciliation and persuasion, the Commission found it necessary to issue a formal complaint and notice of hearing.

Disposition of Housing Cases (Table IX)

Classification	1972-73	1973-74	1974-75	% Increase or Decrease Between FYs 1974 and 1975
Charges Received	173	256	181	−29.3
Brought Forward	251	229	309	+ 34.9
In Process				
Under Investigation	80	78	81	+ 3.8
Unassigned Cases	—	22	31	
Disposition				
Total Processed	344	387	378	− 2.3
Conciliated				
Under Review	44	62	61	
Case Closed	76	42	86	
In Conciliation	25	35	20	
Pending Public Hearing	35	60	61	
Hearings Held	5	3	6	
Resolved After Public Hearing	19	1	0	
In Judicial Review	21	50	34	
No Jurisdiction	—	1	2	
No Probable Cause	68	89	78	
Charges Withdrawn	18	19	14	
Other Reasons	33	25	16	

Housing / Cases by Type of Accommodation (Table X)

Classification	1972/73	1973/74	1974/75	% Increase or Decrease Between 1974 and 1975
Apartment	331	332	358	+ 7.8
Vacant Lot	27	14	15	+ 7.1
House	62	114	105	– 7.9
Other	4	25	12	–52.0
TOTAL	***424**	***485**	***490**	**+ 1.0**

*Includes 309 cases carried over from previous reporting periods

Housing / Charges by Type of Respondent (Table XI)

Classification	1972/73	1973/74	1974/75	% Increase or Decrease Between 1974 and 1975
Owner	265	222	245	+ 10.4
Real Estate Management	118	224	202	– 9.8
Broker	15	12	29	+ 141.7
Other	26	27	14	– 48.1
TOTAL	***424**	***485**	***490**	**1.0**

*Includes cases carried over from previous reporting periods

Since October 1961, the Ohio Civil Rights Commission has had jurisdiction over discrimination in places of public accomodation. In the almost 14 years of administration, there has been increasing compliance with the law. It now appears that throughout the state it has become almost a matter of course of minority group members to be served in public places without incident. It is gratifying to note that great progress has been made toward convincing proprietors and employees to show the same courtesy to all patrons as a part of the general public. When violations do occur, they are often traceable to employees rather than to management policy.

There are, however, still some areas of resistance.

Ohio's public accomodations law states that it is an unfair discriminatory practice to deny a person or group of persons full and equal access and enjoyment of the goods, services, facilities, privileges, advantages and accomodations afforded by places of public accomodation on the basis of race, color, sex, national origin, ancestry or religion.

During fiscal year 1975, the Commission accepted 170 charges alleging discriminatory practices on the part of various places of public accomodation. Since the law's genesis in 1961, the Commission has accepted 1,069 charges involving places offering service to the general public. There were 163 public accomodations cases pending investigation when the 1973-74 fiscal year ended. During the current fiscal year, the 170 cases accepted by the agency brought to 333 the total number of public accomodations cases confronting the Commission.

Charges of alleged discrimination in public accomodations accounted for 3.0 percent of all cases filed during the current reporting period. After disclosure of violation of law in 48 instances, the cases were closed on the basis of statutory compliance. Violations were also found in an additional 28 cases where the respondents had stated a willingness to comply with the appropriate statutes but the Commission held them open for review to verify compliance.

During the current fiscal period, seventy-six (76) public accomodations cases resulted in Probable Cause findings. An additional 125 cases were being held for investigation. Finally, there were 55 instances in which the Commission, having found probable cause to credit the allegations and having been unable to eliminate the alledged unlawful discriminatory practices by conference, conciliation and persuasion, has found it necessary to issue a formal complaint and notice of hearing.

Disposition of Public Accommodations Cases (Table XII)

Classification	1972-73	1973-74	1974-75	% Increase or Decrease Between FYs 1974 and 1975
Charges Received	85	148	170	+ 14.9
Brought Forward	110	97	163	+ 68.0
In Process				
Under Investigation	37	56	103	+ 83.9
Unasssigned Cases	—	25	22	−12.0
Disposition				
Total Processed	158	163	208	+ 27.6
Conciliated				
Under Review	16	15	28	
Case Closed	30	21	48	
In Conciliation	10	19	20	
Pending Public Hearing	15	23	17	
Hearings Held	5	2	4	
Resolved After Public Hearing	4	10	0	
In Judicial Review	10	11	14	
No Jurisdiction	1	7	11	
No Probable Cause	46	46	57	
Charge Withdrawn	4	3	2	
Other Reasons	17	6	7	

Public Accommodations / Charges by Type of Service (Table XIII)

Classification	1972/73	1973/74	1974/75	% Increase or Decrease Between 1974 and 1975
Lodging Services	25	29	23	− 20.7
Food and Beverage Service	32	54	83	+ 53.7
Recreation	34	40	50	+ 25.0
Transportation	6	7	14	+ 100.0
Personal Services	63	60	96	+ 60.0
Retail Stores	18	17	42	+ 147.1
Others	17	38	25	− 34.4
TOTAL	**195**	**245**	*** 333**	**+ 36.6**

*Includes 163 cases brought forward from previous fiscal year

Monetary Awards to Complainants

During fiscal year 1975 the Commission dispensed a total of $107,804. in awards to complainants. The great bulk of this money involved wages lost by complainants because of unlawful employment practices. The $107,804 collected during fiscal year 1975 represents a 141% increase over the $44,605 collected during fiscal year 1974. Table XIV shows a breakdown of monetary awards by month and regional office.

Planned MBO Production Program

During the closing months of 1974 and during the first half of 1975 a special Central Office Task Force was assigned to work on a Management by Objectives Program designed to drastically reduce if not eliminate the Commission's case backlog by the end of Fiscal Year 1976. Working with several prototype procedures originated by the Planning and Programming Division, the Task Force has proposed the following operating procedures to the Commission:

I. Intake Control:

Each Regional Director will select a small number of highly trained investigators who will be assigned to Intake Control. These Intake Specialists will process all incoming charges and attempt to resolve or adjust them prior to a full administrative proceeding. If adjustment fails the intake Specialist will review the charge file and based on several exacting criteria, recommend to the Regional Director that the charge either be closed because of insufficient evidence or slated for a full scale investigation. When a charge is closed because of insufficient evidence, the complainant has the right to request reconsideration of the dismissal directly to the Commissioners.

Current projections suggest that Intake Control will reduce monthly intake of cases pending full investigation by at least 50%. Such a reduction will substantially aid in eliminating the backlog.

II. Elimination of Case Backlog

The majority of investigators in each regional office will work systematically to reduce the existing case backlog. Each quarter the Regional Directors will project the number of cases their resources allow them to complete. Those cases will be scheduled for completion on a weekly basis in order of their relative age, oldest first. This systematized production schedule will allow both the regions and central office to wisely track production trends plus identify and solve production bottlenecks.

III. Monitoring of Litigation Caseload

Cases in which conciliation fails will be closed on the regional books and transferred to Central Office. Normally, these cases are immediately scheduled for public hearing. However, it is now proposed that Central Office staff review each case and where appropriate attempt another conciliation prior to hearing. If this "last ditch" conciliation fails, the cases will be reviewed and prepared for hearing in conjunction with the Attorney General's Office. Closer monitoring of litigation cases will assist the Attorney General's Office in reducing their hearing backlog.

Pending final approval the MBO Production Program proposed by the Task Force is scheduled for implementation by July 1, 1975.

Compliance

The compliance function of the Civil Rights Commission consists of all activities related to the enforcement of Ohio Laws Against Discrimination. These activities include the administering of all case-handling duties, from initial intake through investigation, finding and conciliation, to the issuance of orders after public hearing and the enforcement of these orders on judicial review.

The Commission's Compliance Department, located in Central Office, is the nerve center of the compliance function. The department operates under the direction of the Chief of Compliance. The work of the department is shared by an assistant Chief and five compliance officers. Upon completion of investigation by regional staff, each case is examined by department personnel for adherence to state-wide standards and law and, if approved, appropriate further action is authorized.

Among the case-related responsibilities of Department staff are the drafting of Commission complaints, supervision of public hearings, and the supplying of guidance to regional staff. Other responsibilities of the Department include: preparing and disseminating procedural guidelines for the general conduct of Commission's business; training; and coordinating the efforts of the Commission with those of the Attorney General's office with respect to public hearings, judicial review and special projects related to the strengthening of the law.

Apart from the intra-agency involvements as listed above, Compliance Department staff serve as information sources for the general public concerning the Commission's responsibilities. Staff respond daily in writing and by phone to inquiries made by the citizenry, whether general, respondent or complainant oriented, on the Commission's activities, be they retrospective, prospective or current.

The Commission, by contractual arrangement, works closely with the Federal Equal Employment Opportunity Commission, in the investigation of certain cases. The agency enjoys a grant from EEOC which affords a Project Coordinator. The Coordinator acts as a liaison between both Commissions and as a resource person to the Ohio Civil Rights Commission, particularly in areas of new developments on the Federal level.

Requests for ways to fight discrimination that "I can start doing tomorrow" typified the concern and interest expressed by educators, students, business representatives, ministers and community workers attending the various workshops and seminars coordinated by the Commission's Education Department.

The department cosponsored five major sessions to focus on the effects of prejudice on students, the need to dismantle polarized attitudes in communities and schools, and the importance of each individual becoming a skilled human relation's practitioner.

A two-part project, "Human Relations Training Program," with the first two-day session in February and the second session in April, was sponsored with Battelle Memorial Institute for the Central Ohio Education and Business Communities. Keynote speaker Dr. Robert L. Green, nationally prominent educator and Dean of Urban Development at Michigan State University, stressed the need for educators to purge racism, sexism and classism from their classroom environment to insure that all children have a chance to develop their intellects.

The "Polarization in School and Community Workshop", held in cooperation with Kent State University's Department of Education, had in attendance 300 persons to discuss school desegregation, multi-ethnic communities and aggression in racial prejudice.

Sexism in Education — from teacher employment to student instruction — was the focus of three workshops sponsored for educators in Cincinnati, Cleveland and Akron by the Education Department and Women's Caucus of the Ohio Education Association. Careers, sports, family living and school budgeting were among the study sessions' topics.

Among the several pieces of literature prepared by the Education Department for the workshops was a chart entitled "Women in Ohio Schools." The chart reveals that women comprise 98.4 percent of the kindergarten teachers, 84.1 percent of the elementary teachers and 42 percent of the secondary teachers in Ohio's Schools. In the better and higher paying positions, only one (1) percent of high school principals are women, 1.8 percent are assistant superintendents and .48 percent (3 out of 615) are superintendents. In terms of Boards of Education in Ohio, the statistics show that only one out of eight (or 13 percent) of all school's board members in the state are women.

The Education Department also worked with numerous professional organizations on their programs or projects. For example, assistance on overcoming institutional racism in Ohio Churches was given to the religious community via a study of the practices of the United Church of Christ. A final report, containing recommendations, was issued and has been instrumental in helping minorities gain representation on church boards and committees.

Appearances at workshops, community meetings and staff training sessions, plus, the distribution of 20,000 pieces of literature also helped the Education Department work toward meeting the Commission's mandate to eliminate prejudice among the various racial, ethnic and religious groups in the state.

The Commission's newly expanded Community Relations Department also helped in the fight against discrimination. The first several months of the department's expansion were spent developing new objectives. Community Relation's Staff researched what

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other human rights agencies were doing and traveled throughout the State of Ohio getting input from various community groups on how the Commission could better serve Ohioans.

The department intends to provide a statewide civil rights clearing house for public officials, educators, employers, members of the housing and public accommodations industries and groups representing both the majority and minority community.

In order to keep abreast of new civil rights programs being instituted throughout the country, the Community Relations Department established a state's human rights data bank. Information such as annual reports and newsletters are retained in the file.

The department was also successful in establishing a city data bank, an up-to-date file on active community groups such as the Urban Leagues and Community Action Agencies in Ohio. Information contained on each organization in the file includes each one's goals and objectives, the type of clients served (i.e., youth, senior citizen, etc.) and the type of services offered.

The Community Relations Department was instrumental in initiating and developing Affirmative Action Programs with the cities of Ironton, Athens and also Athens County. These programs were accomplished after considerable deliberation with the respective city officials. The department was also successful in conciliating a number of potentially explosive situations with some of the state's educational institutions.

Training Report FY 1975

With the understanding that the Civil Rights Commission is constantly facing an ever increasing back-log of cases, an intensive training program was constructed to implement some rather innovative procedures designed by the Division of Planning and Research.

To accomplish the goal of eliminating the back-log, three major training sessions were devised. In September, 1974, sessions were held in each Regional Office to introduce a shortened case reporting format. These sessions were followed by two plenary conferences in March and May 1975, which resulted in a united effort to tighten standards for screening initial charges to decrease the number of involved cases received for investigation and to implement a program of field adjustments to avoid lengthy and nonproductive investigations. Commission investigators, primarily, were involved in these sessions, along with their supervisors, and the Regional Directors. The Equal Employment Opportunity Commission staff were also involved both as a participant in the training sessions and in providing technical assistance in the different presentations.

In addition to the above major efforts, much effort was expended to enroll agency personnel in the State sponsored training activities designed to increase individual skills and to open possibilities for upward mobility. All levels of employment within the agency were involved in this training, viz. clerical, investigatory and middle management staff.

Considerable attention was likewise given through training to standardize the performance of clerical and investigatory staffs. To this end, a manual was devised and is nearing completion.

The Intercultural Division was created by the Ohio Civil Rights Commission to develop and apply a program oriented approach to effectively reduce the incidence of discrimination on the basis of national origin. In essence, this was to be accomplished by increasing the marketable employment skills of the Spanish speaking by developing and improving employment and training services. In housing, the Division was to reduce the incidence of discrimination on the basis of national origin by increasing the availability of affordable standard housing through new construction. In accomplishing these goals, the Division was responsible for much of the planning, proposal writing, coordination of institutional, financial and human resources, funding advocacy, development and implementation. The instrumental involvement of the Division resulted in the initiation of the most innovative programs for the Spanish speaking people in Ohio. Some of the programs developed and / or assisted included:

(a) The Division planned and coordinated the resources necessary for the development and implementation of a college preparatory program for Latino high school graduates and drop-outs. The program was designed to enable the participants to meet the requirements and develop the skills for successfully entering and completing higher academic careers. Costs included staff, facilities, stipends, and supportive services and totaled $155,000.

(b) The Intercultural Division planned, proposed and coordinated the development and implementation of a technical skills program enabling participants to develop the necessary functional skills to enter and complete training in technical careers including drafting, electronics, machine operation, nursing etc. Costs for staff, facilities, tuition, stipends and supportive services totaled $160,000.

(c) The Intercultural Division mobilized and coordinated the resources necessary for the development and implementation of a construction trades program designed to train economically disadvantaged Latinos in housing construction. Participants constructed ten houses and were responsible for all phases of construction including laying the foundation, building, wiring, insulation, flooring, dry walling, plumbing, roofing and landscaping. Costs for construction materials, staff, land development, stipends and supportive services totaled $225,000.

(d) The Intercultural Division provided technical assistance to a Latino social service agency in drafting and negotiating a proposal creating and / or subsidizing thirty employment positions. Employment opportunity areas included general administration, energy, housing, and employment development. The proposal was federally funded for fifteen months at a cost of $321,000.

(e) The Intercultural Division provided technical assistance to a Latino social service agency in developing comprehensive plans for effectively programming the use of migrant funds. Funds, totaling 1,100,000 dollars have been programmed to provide effective administrative services, legal services, driver education, emergency food and medical services, day care, health services, tuition support, relocation and emergency assistance, counseling and other supportive services in a twenty-two county area in the state of Ohio.

(f) The Intercultural Division provided technical assistance to a Latino community services agency in drafting a proposal funded to develop market-

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able employment skills at a cost totaling $375,000.

(g) The Intercultural Division cooperated with state and federal agencies in planning, coordinating and conducting training programs for housing specialist as well as law enforcement officers. The basic purpose of the training for housing specialist was to provide key community individuals with the proper and necessary information enabling them to render a better service to the Latino community. The basic purpose of the training for law enforcement officers was to create a consciousness of the need to develop better police and community relations through equal employment opportunities for the Spanish speaking and the development of community advisory groups.

(h) The Intercultural Division provided technical assistance to a social service agency in planning, writing, funding, and implementing an adult work experience program at a cost of $100,000.

In 1975, the Intercultural Division created and / or assisted over sixty programs serving the Spanish speaking. The Division facilitated the effective coordination and application of resources including over 250 individuals, 30 institutions and 4 million dollars. The Division represented the first statewide effort by a state agency to measurable impact Spanish speaking community needs. Importantly, the Intercultural Division has been hailed by community leaders from every major metropolitan and rural area of the state for its leadership and effectiveness in providing an organizational instrument, in increasing local funding opportunities, in improving the delivery of services and contributing to the improvement of the life quality for the Spanish speaking people in Ohio. The incidence of discrimination in housing and employment on the basis of national origin has been dramatically reduced by removing artificial barriers to employment through the expansion of training services and increasing the availability of adequate and standard housing through new construction. The program oriented approach achieved an unprecedented record of achievement.

Monetary Awards to Complainants / FY 1975 (Month and Region)

	NORTH E	SOUTH W	SOUTH E	SOUTH NE	NORTH W	NORTH SW	TOTALS
JUL	6,557.03	185.00	1,600.00	751.94	107.20	0.00	9,201.17
AUG	4,613.63	0.00	3,894.52	2,292.40	589.08	0.00	11,389.63
SEP	3,122.00	0.00	0.00	3,007.16	0.00	0.00	6,129.16
OCT	1,665.82	323.84	577.57	947.34	1,854.43	0.00	5,369.00
NOV	2,773.28	3,065.46	0.00	620.00	0.00	0.00	6,458.74
DEC	3,088.90	871.16	200.00	1,472.56	400.00	0.00	6,032.62
JAN	1,000.00	837.50	593.97	0.00	1,058.95	0.00	3,490.42
FEB	4,971.32	0.00	4,025.39	500.00	5,019.62	0.00	14,516.33
MAR	7,655.00	49.36	1,269.84	4,733.20	2,627.04	250.00	16,584.44
APR	2,443.12	260.00	182.16	1,304.52	0.00	240.00	4,429.80
MAY	750.00	339.00	1,807.82	5,655.06	423.64	10,069.00	19,044.52
JUN	2,096.60	0.00	458.24	743.19	1,860.50	0.00	5,158.53
TOT	**40,736.70**	**5,931.32**	**14,609.51**	**22,027.37**	**13,940.46**	**10,559.00**	**$107,804.36**

Hearings Held During Fiscal Year 1974 / 1975

Date FY 1974	Respondent	Jurisdiction	Basis
July	Westwood Apartments	Housing	Race
	George E. Blackmore dba Scotland Mobile Home Park	Housing	Race
August	Kekic's Steak House	Public Accommodation	Sex
September	Cincinnati Transit, Inc.	Employment	Race
October	Commercial Motor Freight	Employment	Religion
	Ohio Valley Gas Company	Employment	Race
November	Commercial Motor Freight	Employment	Religion
	Judd's of Dayton	Employment	Race
	Mickey's Eldorado Club	Public Accommodation	Race
December	The Goodyear Tire and Rubber Company	Employment	Race and Color
	St. Mary of the Falls	Employment	Religion
	Wanda Holdren	Housing	Race and Color
	United Property Management Company	Housing	Race
Date FY 1975			
January	Ohio Department of Transportation	Employment	Race and Color
February	Pull-R-Hoist	Employment	Race and Color
	Virden Lighting Company	Employment	Sex
	Brighton Corporation	Employment	Race
March	Pheasant Run, Inc.	Employment	Sex
	General Motors Corporation	Employment	Race
	Commercial Motor Freight, Inc.	Employment	Race
	Westinghouse Electric	Employment	Race and Color
April	General Motors Corporation	Employment	Race
	Cleveland Electric Illuminating Company	Employment	Race
	St. Regis Paper Company	Employment	Race
	City of Silverton	Employment	Race
May	Lyons Transport Company	Employment	Race
	Charlotte Adkins	Housing	Race and Color
June	Good Samaritan Nursing Home	Employment	Race
	Summa, Inc.	Public Accommodation	Race

Cease and Desist Orders Issued 26

Adeyoju, Longnecker vs. Spring Lake Park
Order Issued 7-23-74

Burks vs. Joseph LaRonge, Inc.
Order Issued 9-10-74

Bayless vs. PPG Industries, Incorporated
Order Issued 11-12-74

Gant vs. Westwood Apartments
Order Issued 11-18-74

Robinson vs. Slovenska
Order Issued 11-26-74

Lamb vs. International Harvester Company
Order Issued 12-31-74

Herrington vs. White
Order Issued 12-18-74

Redmond vs. Osgood Rental Agency, Incorporated
Order Issued 4-22-75

Durbin vs. Judd's of Dayton
Order Issued 5-21-75

Order of Dismissal

Kraham vs. Southwest Licking Local Board of Education
Order Issued 8-13-74

Legislative Summary / General Assembly

Bill Number / Introduced By	Purpose	Status
Sub. S.B. 59 Valiquette-Headly, Freeman, Pease, Butts, Aronoff, Celebrezze, Bowen, Meshel, Stano, McCormack, O'Shaughnessy, Jackson, Woodland, VanMeter.	Sub. S.B. 59 is intended to eliminate discrimination in the extension of credit. Enforcement of the measure would come under the jurisdiction of The Ohio Civil Rights Commission.	Introduced in the Senate 1-22-75. Passed Senate 7-28-75. (No further action will be taken due to passage of Sub. H.B. 151).
S.B. 153 Bowen	The bill would require all state agencies or state subdivisions which have undertaken affirmative action programs to file progress reports with The Ohio Civil Rights Commission on an annual basis. The Commission would be required to analyze and evaluate the progress reports and report its findings to the General Assembly.	Introduced in the Senate 3-10-75. Pending Senate Judiciary Committee.
S.B. 162 Meshel	The purpose of S.B. 162 relative to the Commission, is to add the handicapped as a protected class in Section 4112 of The Ohio Revised Code.	Introduced in the Senate 3-12-75. Passed Senate 8-1-75. Currently pending House Committee assignment.
H.B. 94 Hartley	House Bill 94 would amend Sections 4112.02, 4112.05 and 4112.07 to prohibit discriminatory action against employees for their failure to contribute to charities.	Introduced in the House 1-15-75. Unassigned to Committee.
Am. H.B. 262 Crossland, Aveni, Bell, Locker, Luken, Boggs, Brooks, Brown, Mallory, Malott, McLin, Camera, Carney, Orlett, Quilter, Rankin, Christman, Deering, Roberto, Speck, DelBane, Feighan, Stinziano, Sweeney, Fries, Hale, Hartley, I. Thompson, T. James, Jaskulski, J. Thompson, Weyandt, Jones, Kopp, Lehman, Wilkowski, Wojtanowski.	The bill adds a purpose clause to the Civil Rights Law which stipulates that the purpose of the Ohio Civil Rights Law is to eliminate discrimination throughout the society and thereby insure the personal dignity of every individual; to eliminate domestic strife; and to promote the interests, rights, and privileges of all persons. The bill further indicates that the purpose of the General Assembly is to conform Ohio law to federal civil rights statutes and to have Ohio law interpreted by the courts in the same way as federal law has been interpreted.	Introduced in the House 2-5-75. Passed House 7-31-75. Assigned Senate Judiciary Committee.

Bill Number / Introduced by		Purpose	Status
Am. H.B. 286 T. James, Crossland, Boggs		Amended House Bill 286 was introduced to make discrimination on the basis of age unlawful. The bill adds age as a protected class under the Commission's jurisdictions in housing, employment and public accommodations.	Introduced in the House 2-6-75. Passed House 6-17-75. Currently pending in Senate Judiciary Committee.
Am. H.B. 472 Hale, Jones, Wojtanowski, Brooks, Rocco, Crossland, Brown, Stinziano,	Rankin, Feighan, Mallory, Quilter, J. Thompson, McLin.	Amended House Bill 472 states that ex-offenders, as a protected class, cannot be denied a license, permit, registration or certificate by the state or any of its subdivisions or any board, agency or Commission thereof, solely because of a prior conviction of a felony or misdemeanor.	Introduced in the House 5-3-75, pending House Rules Committee.
Sub. H.B. 151 Hartley, Aveni, Lehman, Rankin, Boggs, Wojtanowski, Brown, Brandenburg,	Feighan, Fix, Panehal, Stinziano, Brooks, Crossland, Christman.	Sub. H.B. 151 is intended to eliminate discrimination in the extension of credit. Enforcement of the measure will come under the jurisdiction of The Ohio Civil Rights Commission. (Same as Sub. S.B. 59)	Introduced House 1-23-75. Passed House 9-12-75. Pending Governor's signature.

Budget Appropriations and Expenditures FY 1975 (7/1/74 — 6/30/75)

ALLOCATION:	General Revenue	2,681,571	
	E.E.O.C. Grants	213,650	
	Ceta Funds	55,854	
	Other Rotary Funds	4,000	
Total Allocation			2,955,075
EXPENDITURES:			
	Salaries	2,170,714	
	Hearings, Court Reporters, etc.	43,351	
	Conference	45	
	Supplies	37,656	
	Bldg. & Equip. Maintenance	1,547	
	Travel & Motor Vehicle Expense	46,057	
	Postage	37,000	
	Telephone	64,872	
	Shipping	1,643	
	Utilities	4,258	
	Ofc. Equip. Maint. Repairs	7,064	
	Building Maintenance	12,889	
	Office Equip. Rental	57,062	
	Building Rental	102,857	
	Printing	46,502	
	Membership Dues	600	
	Purchased Publications	4,049	
	Inter - Intra Agency Services	275	
	Purchased Services	489	
	Equipment	28,518	
Total Expenditures (General Revenue)			2,667,448
Total General Revenue (Unexpended)			14,123
Total E.E.O.C. Expenditures (Rotary)			179,511
Total Ceta Expenditures (Rotary)			42,310
Total Unexpended (Rotary)			51,683
	Total Expenditures		**2,955,075**

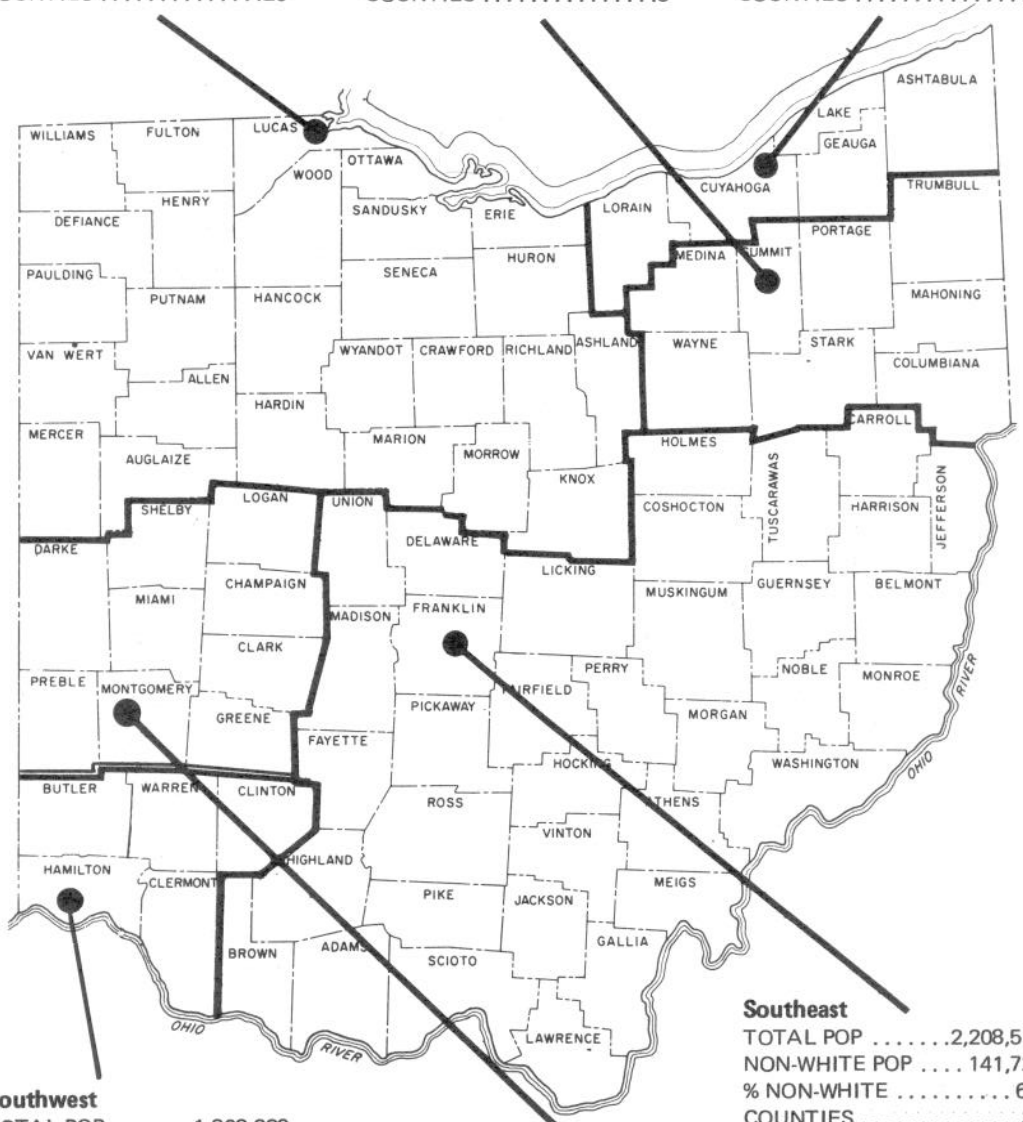
Approved Regional Boundaries of the Ohio Civil Rights Commission

(In accordance with the Department of Economic and Community Development)

Northwest
TOTAL POP 1,719,168
NON-WHITE POP 90,427
% NON-WHITE 5.3
COUNTIES 26

S. Northeast
TOTAL POP 1,865,602
NON-WHITE POP 134,775
% NON-WHITE 7.2
COUNTIES 8

Northeast
TOTAL POP 2,336,557
NON-WHITE POP 362,240
% NON-WHITE 15.5
COUNTIES 5



Southeast
TOTAL POP 2,208,518
NON-WHITE POP 141,724
% NON-WHITE 6.4
COUNTIES 35

Southwest
TOTAL POP 1,362,339
NON-WHITE POP 163,412
% NON-WHITE 11.9
COUNTIES 5

N. Southwest
TOTAL POP 1,159,833
NON-WHITE POP 113,619
% NON-WHITE 9.8
COUNTIES 9