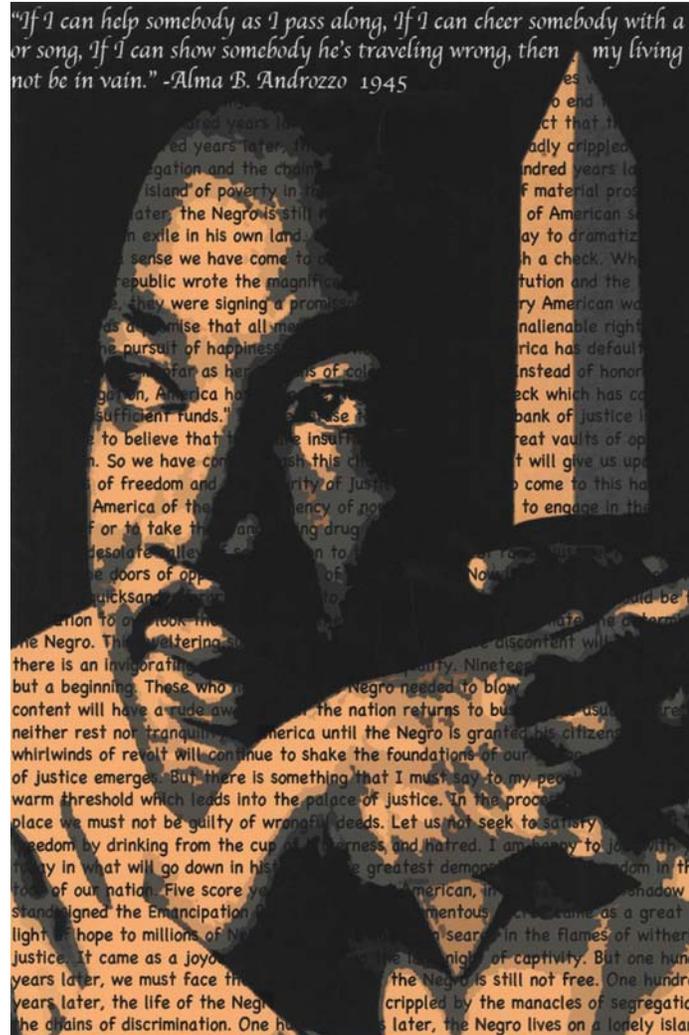




OHIO CIVIL RIGHTS COMMISSION

2013 ANNUAL REPORT



Blake Fabick - 12th Grade—Art Winner—Tallmadge High School
2013 Martin Luther King, Jr. Art, Essay and Multimedia Contest

The Honorable John Kasich, Governor

Leonard Hubert, Chairman

Stephanie Mercado, Commissioner

William W. Patmon III, Commissioner

Tom Roberts, Commissioner

Rashmi Yajnik, Commissioner

G. Michael Payton, Executive Director

“The government of Ohio has a concern in the equal treatment of all persons in the state, and through its legislature and Governor the people have determined this to be the state’s policy. An offense against the civil right of an individual Ohioan is an offense against the state.”

Albert J. Dillehay,
Commission Chairman, 1962

On the Cover

What my illustration of Martin Luther King, Jr. means is that anyone should be willing to stand up for what they believe in; A life should have a purpose and be worth living. As Elie Wiesel once said, “First they came for the socialists, and I did not speak out – because I was not a socialist. Then they came for the trade unionist, and I did not speak out – because I was not a trade unionist. Then they came for the Jews, and I did not speak out – because I was not a Jew. Then they came for me – and there was no one left to speak for me.” If no one spoke out for anyone, the world would be a horrible place, but it isn’t. Luckily, people are there for others just as Martin Luther King, Jr. or Elie Wiesel were. My hope is to be a mentor or support for my community and school.



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Forward

G. Michael Payton, Executive Director



Governor John Kasich

June 30, 2013

OHIO CIVIL RIGHTS COMMISSION

G. Michael Payton
Executive Director

Commissioners

Leonard Hubert, Chairman
Stephanie Mercado
William W. Patton, III
Tom Roberts
Rashmi Yajnik

To Governor Kasich, Members of the 130th General Assembly and Citizens of Ohio:

On behalf of our Commissioners and staff, I am pleased to present our annual report for Fiscal Year 2013. This report reflects our determination to make a positive difference in our diverse state and fulfill our mission as the primary educator and enforcer of Ohio's Laws Against Discrimination.

We remain dedicated to enforce the powers provided under Ohio Revised Code Chapter 4112, and believe Ohio is at her strongest when citizens are empowered with employment, a safe place to live and access to enjoy the many cultural and recreational opportunities throughout our state.

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

Respectfully,

G. Michael Payton
Executive Director

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AKRON | CINCINNATI | CLEVELAND | COLUMBUS | DAYTON | TOLEDO



Commission Members

The Ohio Civil Rights Commission has five Commissioners appointed by the Governor with the advice and consent of the Senate. Commissioners are appointed to five-year staggered terms. By law, no more than three Commissioners can be of the same political party. The Governor designates one of the Commissioners to serve as Chairperson. The five-member Commission meets regularly to discuss civil rights policy and rule on recommendations from the OCRC's five regional offices regarding charges and investigations of discrimination.



Leonard Hubert, Chairman (Granville)

Appointed Commissioner July 2006 and served as Interim Chairman from January 2008 through February 2009. Served as Commissioner from 2009 through September 2011. Appointed Chairman September 2011 to a term expiring in 2016.



Stephanie Mercado (Cleveland)

Appointed Commissioner January 2010 to a term expiring July 2014.



Tom Roberts (Dayton)

Appointed Commissioner March 2009 to an unexpired term and reappointed in 2010 to a term expiring July 2015.



Rashmi Yajnik (Hilliard)

Appointed Commissioner August 2006 to an unexpired term and reappointed in 2008 to a term expiring July 2013.



William W. Patmon III (Gahanna)

Appointed Commissioner August 2012 to a term expiring July 2017



Our Mission and Powers

Our Mission

The Ohio Civil Rights Commission is the primary educator and enforcer of Ohio's Laws Against Discrimination. We strive to 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 responsibility to be a strong force in promoting positive human relations among our diverse population.

We value employees for their commitment, skills and creativity. We provide a work environment based on empowerment, respect for others and honesty. We create a culture where daily learning is valued and opportunities for professional growth and training are provided. We incorporate technological innovations and processes in achieving our mission.

Powers and Duties of the Ohio Civil Rights Commission

The general powers and duties of the Commission are to receive, investigate, render formal determinations and conciliate charges of unlawful discrimination in the areas of employment, housing, public accommodations, credit and disability in institutions of higher education. It is the Commission's responsibility to educate constituents and stakeholders about Ohio's Laws Against Discrimination. The Commission prepares a comprehensive educational program for the students of Ohio's public schools. These programs are designed to eliminate prejudice, its harmful effects and its incompatibility with American principles of equality and fair play.



Ohio's History in Civil Rights Enforcement

A Historical Perspective of Ohio's Laws Against Discrimination

Ohio has one of the longest histories of civil rights enforcement in the country. The Ohio Public Accommodations Law of 1884 was enacted to prohibit discrimination on the basis of race in all public facilities. This law applied to movie theaters, stores and restaurants. More than 70 years later in 1959 Ohio became the 16th state to ratify legislation prohibiting discrimination in employment on the basis of race, color, religion, national origin and ancestry. Ohio's Fair Employment Practices Law was championed under the leadership of Ohio Governor C.W. O'Neil and was signed into law on July 29, 1959 by Governor Michael V. DiSalle as the Ohio Civil Rights Act of 1959.

This new law established Ohio's Fair Employment Practices Commission - charged with enforcing Ohio's Laws Against Discrimination. In 1961, the Ohio General Assembly renamed the agency the Ohio Civil Rights Commission (OCRC). While primarily concerned with discrimination in employment, the Ohio legislature granted discretionary authority to study, advise and issue statements regarding all civil rights related matters of the state.



Chronology of Civil Rights Legislation in Ohio

July 29, 1959: Ohio Fair Employment Practices Commission established

1961: Agency name changed to Ohio Civil Rights Commission (OCRC)

1961: Ohio's Laws Against Discrimination amended to include the prohibition of discrimination in employment

1965: Ohio's Laws Against Discrimination amended to include protections against discrimination in housing

1976: Ohio's Laws Against Discrimination amended to include protections against discrimination in the issuance of credit

1978: The OCRC and the US Equal Employment Opportunity Commission (EEOC) enter into a Work Sharing Agreement which provides dual filing for employment charges

1984: Ohio's Laws Against Discrimination amended to include the prohibition of discrimination against the disabled in institutions of higher education

1988: OCRC and U.S. Department of Housing & Urban Development (HUD) enter into a Work Sharing Agreement to eradicate housing discrimination

1992: 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

1998: Introduction of an Alternative Dispute Resolution program. During the first year the Commission successfully mediated 73% of all charges electing to participate in the program

1999: Alternative Dispute Resolution program recognized by the U. S. Department of Housing and Urban Development with a "Best Practices" award

2008: Military Status added to protected classes

2009: Ohio Civil Rights Commission celebrates 50th Anniversary

2009: Annual Ohio Civil Rights Hall of Fame established. The program acknowledges outstanding Ohioans who are pioneers in human and civil rights and who



“This Commission believes a stable, healthy society and sound economy require the greatest possible use of all manpower potential. We further believe that progress in the field of civil rights is fundamentally a job of education, enlightenment, and influencing our neighbors to understand the many facets of this subject. Therefore, we recommend that the State of Ohio be concerned with the problem of civil rights on a continuing basis through the establishment of a State Civil Rights Commission.”

Charles Y. Lazarus, Chairman, Report of The Governor’s Advisory Commission on Civil Rights, 1958



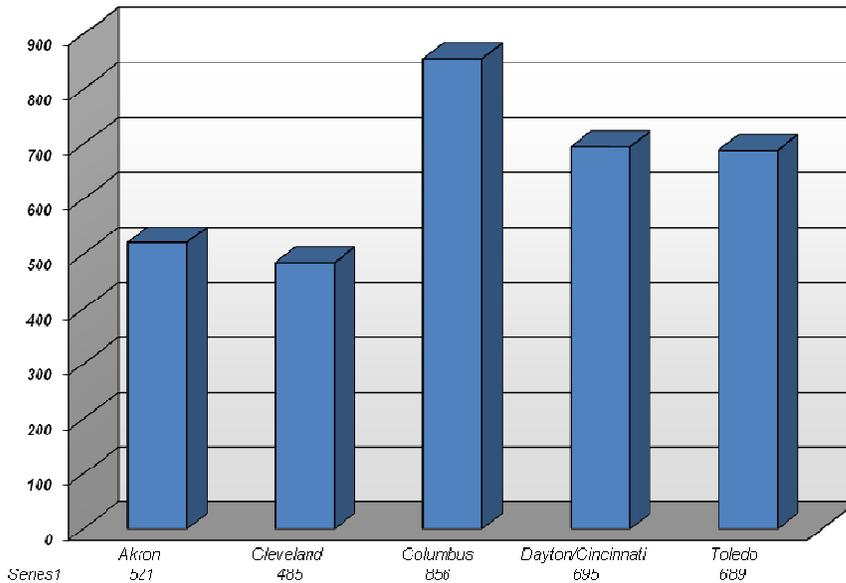
Investigation & Enforcement

July 1, 2012 through June 30, 2013

Anyone who lives or works in Ohio and believes they have been subjected to unlawful discrimination may file a charge with the Ohio Civil Rights Commission. Our offices are located in Akron, Cincinnati,

initiate an investigation in employment and housing cases when the preliminary information indicates there may be a pattern or practice of discrimination within an entire system (“systemic discrimination”).

Charges Filed by Regional Office



The Ohio Civil Rights Commission has one year from the date on which the charge of discrimination was filed to complete the investigation.

Once the charge of discrimination is received the case is assigned to an investigator who sends letters and a copy of the charge

Cleveland, Columbus, Dayton and Toledo. Complaints must be filed within six months (or one year for housing complaints) of the alleged act of discrimination.

affidavit via U.S. Mail to the person filing the charge (Charging Party) and to the company/person against whom the charge was filed.(Respondent)

The complaint must be based on the belief the discriminatory act occurred because of the person’s race, color, sex, disability, age, religion, national origin, ancestry, familial status, military status or retaliation for having participated in a protected activity.

MEDIATION

The Ohio Civil Rights Commission began a voluntary mediation program in 1997 and employs trained mediators in each of its regional offices. Mediation requires both parties voluntarily agreeing to

The OCRC has the power to self-



Investigation & Enforcement

July 1, 2012 through June 30, 2013

participate in the process. The purpose of the mediation is to resolve the issues in a manner that is mutually satisfactory to the parties. Mediation is not the forum to determine the merits of a case. If mediation is successful, the case is closed and no further action will be taken. If mediation is not successful or if one party declines participation, a full investigation will commence.

In 2013 mediators conducted 475 mediations. 86% resulted in a successful settlement with an average processing time of 37 days.

Charges Filed by Basis

Race/Color	1309
Religion	96
National Origin/Ancestry	186
Age	508
Retaliation	938
Gender/Pregnancy	814
Disability	908
Familial Status	63

Charges may be filed alleging more than one basis or alleged issue.

Alleged Issues of Charges Filed

Advertising	36
Benefits	4
Constructive Discharge	156
Demotion	107
Discharge	1,348
Discipline	540
Exclusion	37
Harassment	664
Hiring	143
Housing Specific Issues	201
Intimidation	78
Layoff	83
Maternity	13
Promotion	123
Reasonable Accommodation	300
Recall	11
Reinstatement	1
Sexual Harassment	156
Suspension	98
Terms & Conditions	618
Training	15
Union Representation	17
Wages	53



Investigation & Enforcement

July 1, 2012 through June 30, 2013

INVESTIGATION

Our investigations use a team approach including managers, staff investigators and legal counsel in gathering evidence and interviewing witnesses. If the evi-

Types of Charges Closed	
Employment	2,613
Housing	649
Public Accommodation	176
Credit	2
Disability in Higher Education	17
Total	3,457

dence obtained during the course of the investigation is insufficient to substantiate the charge of discrimination, the Commission makes a finding **NO PROBABLE CAUSE**.

If the evidence is sufficient to substantiate a discriminatory act occurred, the Commission makes a finding of **PROBABLE CAUSE**. The OCRC attempts to resolve the matter using informal meth-

ods of conference, conciliation and persuasion. If unsuccessful, a formal complaint is issued and the case is scheduled for public hearing. The Civil Rights Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation.

RECONSIDERATION

Reconsideration is the internal appeals process created by Ohio Administrative Code 4112-3-4 and is available to any party disagreeing with the determination of the Commission. Approximately 4% of the Commission's decisions are appealed.

ENFORCEMENT

The Ohio Civil Rights Commission has authority to enforce Conciliation Agreements and Consent Orders when it is a party to the agreement.

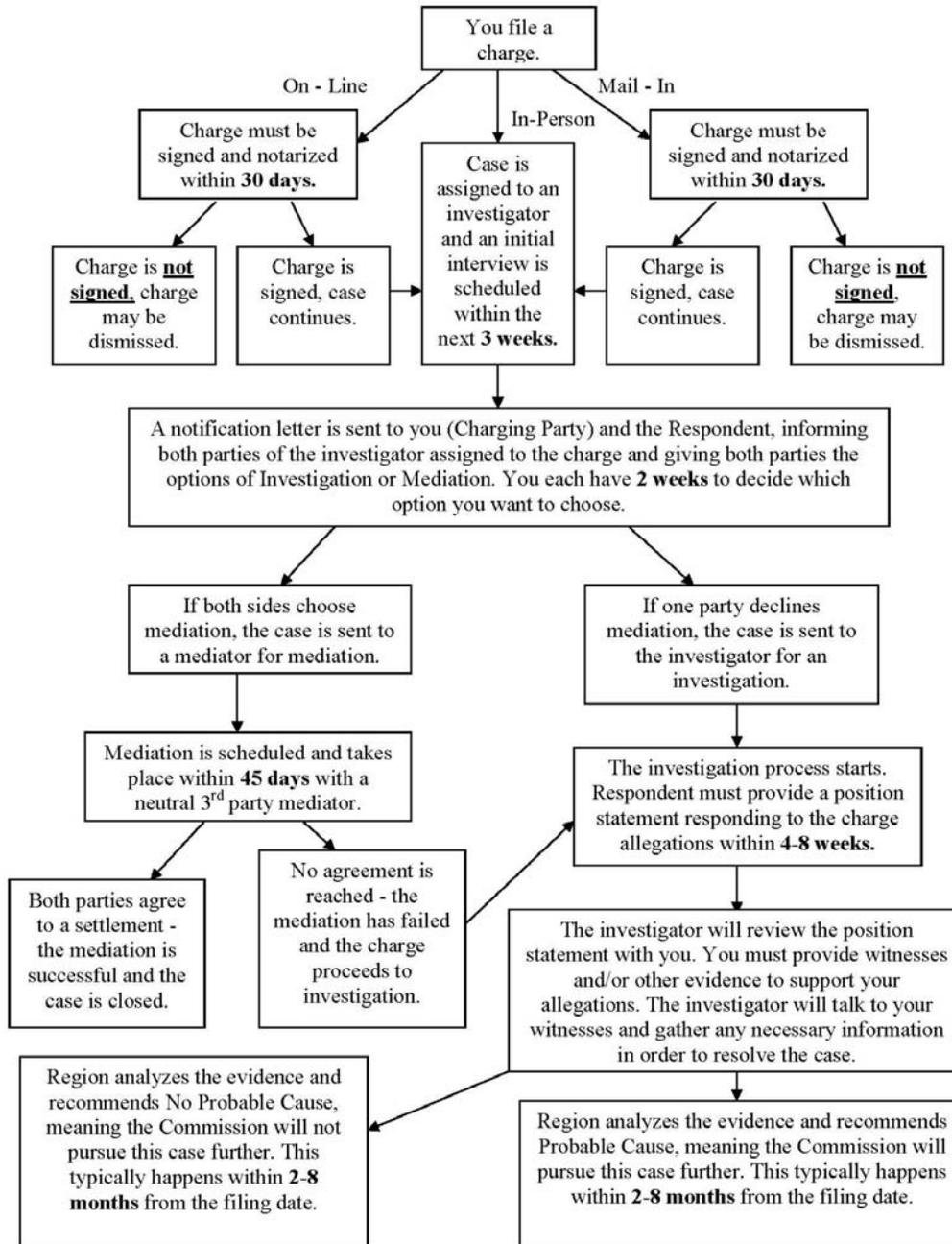
Case Closures	
Settlements	429
Withdrawal With Benefits	440
Successful Conciliation after Probable Cause Finding	15
Probable Cause– Issue Formal Complaint	103
No Probable Cause	2,140
Failure to Cooperate	27
Withdrawal Without Benefits	157
No Jurisdiction	60
Administrative Closures	50
Hearings Closures	17
Closed by Legal Unit	15
Charging Party Refused Full Relief	4
Total Closures	3,457



Investigation & Enforcement

July 1, 2012 through June 30, 2013

A GENERAL OVERVIEW OF THE CHARGE FILING PROCESS FOR THE CHARGING PARTY



Winners of our Annual Martin Luther King, Jr. Art, Writing and Multimedia Contest

2013 Theme: “The Drum Major Instinct”



Rasaun Calhoun II	Greenview Middle School	6th Grade Writing
Kaylee Green	Lockland Middle School	6th Grade Art
Ann Kelemen	Warner Middle School	7th Grade Writing
Sallie Fish	St. Pius X School	7th Grade Art
Anirudh Vijayshankar	Solon Middle School	8th Grade Writing
Abby Smith	Troy Junior High School	8th Grade Art
Jessica Alvey	St. John Central High School	9th Grade Writing
Yu Qing Chen	Perkins High School	9th Grade Art
Benjamin Keefer	Jackson High School	10th Grade Writing
Rickell Yanno	Jackson—Milton High School	10th Grade Art
Katherine Manning	Springfield High School	11th Grade Writing
David Cremeans	Amanda—Clearcreek High School	11th Grade Art
Alexis Johnson	Parma Community High School	12th Grade Writing
Blake Fabick	Tallmadge High School	12 Grade Art
Haley Neff	Amanda—Clearcreek High School	Multimedia



Rasaun Calhoun II
Greensview Middle School
6th Grade Writing Winner

The “drum major” is the leader of the band. He/she holds the band together and is responsible for keeping its members in order, organized and structured. (*Source: Wikipedia*)

My family set standards for me early on in life. Those standards include my being a leader and not a follower, a mediator and not an instigator, a young man who speaks out freely for what is right.

Peace is a state of being. It is non-violent, kind, loving and caring. Peace is knowing that you and your family can live life feeling safe and secure. I have always been told that you should treat others as you would like to be treated. What a wonderful world we would live in if everyone followed that motto. Some-times this may mean turning the other cheek. Although this may be a hard task for my generation, I am happy that many schools have implemented the “non-bullying” policy and are talking more about this issue.

I always speak out if and when I hear or see someone mistreating another person. No one deserves to be intimidated, singled out or harmed in any way. We are all different in some way or another and that is fine. The world would be boring if everyone were the same. We need to embrace each other’s differences, whether it is race, sex, nationality or religion, and learn from each other. How can you hate something that you know nothing about?

Righteousness is a quality that I continually strive for. To be righteous is to be honest, fair, moral and respectable. All of these qualities represent a true man for me. I am proud to say that I come from a long lineage of righteous men. My dad, grandfather, and great grandfather all possess this attribute and have made it their life mission to make sure that I continue in their footsteps.

This is my first year at Greensview Elementary and I have taken on quite a few roles. I am president of student council and I am also in several other school organizations. I believe that if you want to make a difference, you have to be present at the forefront. You can’t complain about what’s not being done from the sideline. You must stand and be heard. That’s exactly what I plan to do in my newly elected positions.

Many people shy away from leadership roles for fear of failing. I live my life as a child of God and fully know that with Him by my side, all things are possible.

I respect Dr. Martin Luther King for his strong will and passion to never give up no matter how difficult the task. I will continue to live my life in a manner that gives honor to his legacy and builds on my own.



Education and Outreach

March * Director Payton, Keith McNeil and Aman Mehra attended a Client Day seminar hosted by the Columbus law firm Kegler, Brown, Hill & Ritter. Director Payton presented an OCRC update and a review of proposed legislation affecting employment law.

March * Courtney Calhoun provided training for Summit County Executive Directors and Deputy Directors on harassment/sexual harassment.

March * Darlene Newbern served as a panelist on Best Practices for EEO Enforcement at the annual State of the State Civil Rights Conference in Lima.

April * Director Payton and Johncie Kanney served as judges for the Ohio Department of Administrative Services Equal Opportunity Division's 13th Annual Dr. Martin Luther King, Jr. Oratorical Contest.

April * Darlene Newbern received the Spirit of Fair Housing Award for outstanding service from the Toledo Fair Housing Center.

April * Iris Choi, Cleveland Regional Director, was a guest on the Cleveland television program, "Form 360" to discuss civil rights in northeast Ohio.

April * Vicki Burns provided a presentation on Alternative Dispute Resolution to Human Resource Management students at Clark State University's Springfield and Beavercreek campuses.

May * Judia Brown, HR Administrator became one of the first graduates from the Office of Collective Bargaining Academy (DAS).

May * Darlene Newbern attended the EEOC's annual national training conference.

May * Director Payton, Denise Johnson, Ronnell Tomlinson and OCRC Housing Investigators attended HUD's Fair Housing Accessibility Training.

June * Vera Boggs provided an overview of the OCRC at the Ohio Asian American—Pacific Islander Advisory Council's Third Annual Asian-American Legislative Day at the Ohio Statehouse.

June * 20 members of the NAACP Executive Committee attended our Commission meeting.

June * 38 OCRC Employees were recognized for their participation in the Governor's Walking Challenge.



Education and Outreach Highlights

July 1, 2012 through June 30, 2013

The Ohio Civil Rights Commission (OCRC) inspires cultural awareness and sensitivity throughout our diverse state with educational and outreach activities. Examples of our outreach activities include:

July * Attorney Ronald Lee from the U.S. Department of Justice's Civil Rights Division provided a workshop to OCRC managers on immigration and labor practices.

July * OCRC is participating in local disabilities advocacy agency, Wright Choice's summer intern program.

August * OCRC welcomes new commissioner William W. Patmon, III who was appointed by Governor Kasich to a 5 year term expiring July, 2017.

August * OCRC was honored for its long standing partnership with Wright Choice's mentoring program at an awards reception. Executive Director Michael Payton and Compliance Director Desmon Martin attended the event.

August * Chairman Hubert, along with other community leaders spoke at the Sikh Gurdwara.

August * OCRC staff donated 1,023 meals to Ohio food banks through the Operation Feed statewide campaign.

August * Our annual Celebrating Excellence Day was held to recognize staff for outstanding service and commitment to our mission.

September * OCRC has begun redesigning a new website.

September * OCRC welcomes new legal externs from Case Western Reserve University School of Law and Capital University Law School.

October * The Fourth Annual Civil Rights Hall of Fame honored James G. Jackson, Reverend Damon Lynch, Jr., William L. Mallory, Sr., Richard Maxwell, Reverend Dr. Otis Moss, Jr., Jesse Owens and the Ohio Tuskegee Airmen

October * Vera Boggs was appointed Regional Director of the Cleveland and Akron regional offices.



Education and Outreach Highlights

July 1, 2012 through June 30, 2013

November * The OCRC staff raised \$10,230.00 for the statewide Combined Charitable Campaign.

December * Director Payton, along with Keith McNeil, Chair Hubert and AAG Lori Anthony held a public hearing on our proposed housing rules in central office on December 3, 2012. The Ohio Chamber of Commerce, Ohio Real Estate Investors Association, Ohio Apartment Association, and the Ohio Manufactured Homes Association provided testimony.

January * Director Payton and Keith McNeil assisted the Columbus Bar Association in hosting its first annual Martin Luther King, Jr. Civil Rights Symposium in Columbus on January 30, 2013. Director Payton served as a moderator in a discussion of Senate Bill No. 383 with Columbus attorneys Fred Gittes and Charlie Warner. Commissioner Patmon attended the afternoon session.

January * OCRC unveiled their new website.

February * OCRC held their regularly scheduled meeting at the Ohio State University Moritz College of Law.

February * Students from across Ohio were honored during a ceremony at the Rhodes State Office Tower for their Art, Writing and Multimedia presentations. Former NBA and Ohio State University basketball player Lawrence Funderburke. This year's theme was "The Drum Major Instinct."

March * Chairman Hubert and Director Payton attended a meeting with inter-faith leaders in central Ohio, hosted by the Department of Justice's Community Mediation Service

April * Director Payton participated in a taped reading of Dr. King's Letter from Birmingham Jail at the Ohio State University. The event was sponsored by OSU's Kirwin Institute.

April * Chairman Hubert spoke with members of Strategic Public Partners.

April * Director Payton, Keith McNeil and Ronnell Tomlinson participated in a town hall meeting hosted by the Ohio Commission on Hispanic/Latino Affairs.

April * Keith McNeil and Norman Gibson met with the Cincinnati Human Relations Commission and provided a presentation about the OCRC.

May *



John Kasich
Governor



G. Michael Payton
Executive Director

Civil Rights

2012

Commissioners: Leonard Hubert, *Chair* Stephanie Mercado William Patmon III Tom Roberts Rashmi Yajnik

FOURTH ANNUAL HALL OF FAME OCTOBER 4, 2012

JAMES G. JACKSON REV. DAMON LYNCH, JR.
WILLIAM L. MALLORY, SR. RICHARD MAXWELL
REV. DR. OTIS MOSS, JR. JESSE OWENS
OHIO TUSKEGEE AIRMEN

Sustaining Sponsor:



Founding Sponsors:



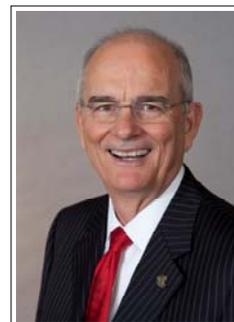
The Ohio Civil Rights Hall of Fame seeks to acknowledge the citizens who have left their mark in the State of Ohio through their tireless efforts in furthering civil and human rights in their communities. These distinguished individuals have served as beacons making significant strides in support of civil and human rights. Through their exemplary leadership they have helped to eliminate barriers to equal opportunity in this great state as well as foster cultural awareness and understanding for a more just society.



Our 2012 honorees



State House Atrium



*Keynote Speaker Dr. Gregory H. Williams
Former President, University of Cincinnati*



OHIO CIVIL RIGHTS HALL OF FAME

Past Inductees

2009

WILLIAM F. BOWEN

JOAN B. CAMPBELL

ROBERT M. DUNCAN

RUTH GONZALEZ DE GARCIA

BRUCE KLUNDER

C.J. MCLIN, JR.

TONI MORRISON

FRED SHUTTLESWORTH

CARL B. STOKES

GEORGE WASHINGTON WILLIAMS

2010

AVERY FRIEDMAN

DR. FRANK W. HALE, JR.

DR. KARLA IRVINE

WILLIAM MCCULLOCH

ERIC PARKS

SALVADOR RAMOS

RHONDA RIVERA

DR. RATANJIT SONDHE

DR. MARIAN SPENCER

BALDEMAR VELASQUEZ

2011

ROGER ABRAMSON

THEODORE M. BERRY

KEN CAMPBELL

NATHANIEL R. JONES

AMOS LYNCH, SR.

LOUIS SHARP

V. ANTHONY SIMMS-HOWELL



Akron and Cleveland Regional Offices

Intake by County and Contact Information



As the Director of both the Akron and Cleveland Regional offices, Vera Boggs is responsible for the investigating complaints of unlawful discrimination in 24 counts. Ms. Boggs conducts outreach and instructs or participates in programs designed to education Ohio's constituents. Ms. Boggs joined the OCRC as Investigator, was promoted to Supervisor and was selected to lead the Akron and Cleveland Offices as Regional Director. Ms. Boggs graduated from The Ohio State University majoring in Criminal Justice, Chinese and Spanish. She is pursuing a Master of Arts in Labor Relations and Human Resources and is certified by the Human Resource Certification Institute as a Senior Professional in Human Resources.

Akron

Cleveland



Akron and Cleveland Regional Offices

Intake by County and Contact Information

Akron Regional Office Charges Filed by County	
Carroll	2
Columbiana	6
Coshocton	2
Harrison	2
Holmes	1
Jefferson	21
Knox	11
Mahoning	53
Portage	29
Stark	112
Summit	227
Trumbull	41
Tuscarawas	4
Wayne	10
Akron Total	521

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

Cleveland Regional Office Charges Filed by County	
Ashland	3
Ashtabula	16
Cuyahoga	343
Erie	14
Geauga	4
Huron	2
Lake	36
Lorain	33
Medina	17
Richland	17
Cleveland Total	485

**Lausche State Office Bldg.
615 West Superior Ave., Ste. 885
Cleveland, Ohio 44113
(216) 787-3150**



Columbus Regional Office

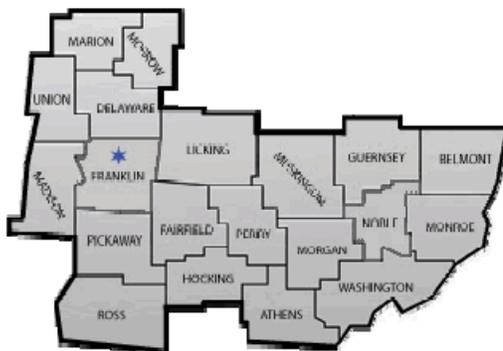
Intake by County and Contact Information

Aman Mehra joined the Ohio Civil Rights Commission in January 2012. Throughout his career as an entrepreneur and executive he has served as a consultant, a coach, a mentor and a business leader.

Mr. Mehra has a distinguished educational background. He holds a Bachelor of Arts degree in Social Sciences from Bundelkhand University (Jhansi, India), an Honors degree in Systems-Management from National Institute of Information Technology (New Delhi, India), a Masters degree in Economics from Eastern Illinois University (Charleston, Illinois) and a Master of Business Administration (MBA) degree from the Lumpkin College of Business at Eastern Illinois University.

He is the current Vice Chair and Past President of the Asian Indian American Business Group of Central Ohio, Executive Director and member of Asian Indian Alliance and member of the Columbus Council of World Affairs.

Columbus Regional Office Charges Filed by County	
Athens	8
Belmont	6
Delaware	45
Fairfield	19
Franklin	665
Guernsey	6
Licking	24
Madison	11
Marion	12
Monroe	1
Morrow	2
Muskingum	8
Perry	1
Pickaway	15
Ross	18
Union	10
Washington	6
Columbus Total	857



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



Dayton Regional and Cincinnati Satellite Offices

Intake by County and Contact Information

Dayton Regional Office Cincinnati Satellite Office Charges Filed by County	
Adams	1
Allen	43
Auglaize	7
Brown	3
Butler	32
Champaign	9
Clark	32
Clermont	12
Darke	3
Fayette	8
Gallia	2
Greene	36
Hamilton	191
Hardin	5
Highland	1
Jackson	4
Lawrence	2
Logan	9
Meigs	1
Miami	20
Montgomery	236
Pike	3
Preble	2
Shelby	7
Scioto	8
Van Wert	4
Warren	14
Dayton Total	695

Norman Gibson joined the Ohio Civil Rights Commission's Cincinnati Regional Office in 1999 as a Field Investigator and was promoted to Supervisor in 2001. Mr. Gibson was chosen to lead the merger of the Dayton and Cincinnati Regional offices and was promoted to Director of the newly created Cincinnati/Dayton Regional Office.



Mr. Gibson, a native of Cincinnati, is retired from the United States Army. He is a proud recipient of a Purple Heart medal for gallantry as a Ranger.



**40 W. 4th Center, Suite 1900
Dayton, Ohio 45402-1831
(937) 285-6500**

**7162 Reading Road, Ste. 606
Cincinnati, Ohio 45237
(513) 351-2541**



Toledo Regional Office

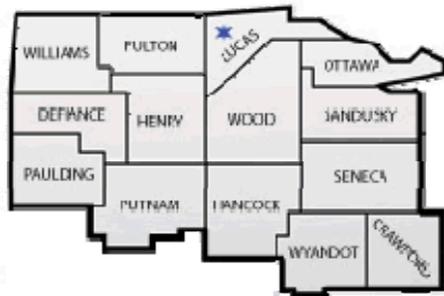
Intake by County and Contact Information



Darlene Sweeney-Newbern was chosen Toledo Regional Director after serving as a Field Investigator, Supervisor and Statewide Director of Housing Enforcement.

Ms. Newbern works closely with advocacy and civil rights enforcement agencies around the county to educate, train and assist in both housing and employment cases. Recognized as a national leader in fair housing matters, Ms. Sweeney-Newbern was chosen as a presenter for the US Department of Housing and Urban Development's National Fair Housing Conference Ms. Sweeney-Newbern received a Bachelor of Science in Business from the University of Toledo.

Toledo Regional Office Charges Filed by County	
Crawford	6
Defiance	8
Fulton	9
Hancock	27
Henry	3
Lucas	505
Ottawa	18
Paulding	
Putnam	4
Sandusky	12
Seneca	5
Williams	9
Wood	80
Wyandot	3
Toledo Total	689



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



FY2013 FINANCIAL DATA

EEOC/HUD APPROPRIATIONS

Fund 334 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.

Funds 3340/2170 Appropriations	\$	2,798,797
 EXPENDITURES		
Salaries and Wages	\$	1,475,357
Purchased Personal Services	\$	163,973
Supplies and Materials	\$	12,689
Motor Vehicles	\$	27,614
Travel	\$	10,940
Communications	\$	66,671
Equipment Maintenance	\$	1,138
Rentals	\$	125,467
Printing	\$	665
General Expenses	\$	206,360
Equipment	\$	15,817
Encumbrances	\$	39,479
TOTAL EXPENDITURES	\$	2,146,170
 Unused Federal Appropriations	 \$	 652,627

GENERAL REVENUE FUND (GRF)

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

Fund GRF Appropriations	\$	4,725,784
 EXPENDITURES		
Salaries and Wages	\$	4,724,792
TOTAL EXPENDITURES	\$	4,724,792
 Unused State GRF Appropriations	 \$	 992





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