



Art by Rachel Immel, Dover High School

THE OHIO CIVIL RIGHTS COMMISSION

Annual Report 2015

July 1, 2014 - June 30, 2015

The Honorable John Kasich, Governor

Leonard Hubert, Chairman
Lori Barreras, Commissioner
William Patmon, III, Commissioner
Tom Roberts, Commissioner
Madhu Singh, Commissioner

G. Michael Payton, Executive Director



“Where after all, do universal human rights begin? In small places, close to home – so close and so small that they cannot be seen on any map of the world. Yet they are the world of the individual person: the neighborhood he lives in; the school or college he attends; the factory, farm or office where he works. Such are the places where every man, woman and child seeks equal justice, equal opportunity, and equal dignity, without discrimination. Unless these rights have meaning there, they have little meaning anywhere.”

Eleanor Roosevelt

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“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 rights of an individual Ohioan is an offense against the state.”

Albert J. Dillehay,
Commission Chairman, 1962

From the Executive Director



Governor John Kasich

June 30, 2015

To Governor Kasich, Members of the 131st General Assembly, and Citizens of Ohio:

On behalf of our Commission and staff, I am pleased to present our Annual Report for state fiscal year 2015. After more than 55 years of existence and more than 50 years following the passage of the federal Civil Rights Act of 1964, this report reflects our continuing effort to make a difference in fulfilling our mission as the primary educator and enforcer of Ohio's laws against discrimination in providing equal opportunity. This was a memorable year in the history of the Commission, because it was the first in which we accepted charges filed online using our website. This development represents a step forward in our agency's ongoing efforts to be as accessible as possible to all Ohioans.

We remain dedicated to enforcing the powers granted to us under Ohio Revised Code Chapter 4112 and believe Ohio is strong when its citizens are empowered with employment, a safe place to live, and access to enjoy the many diverse cultural and recreational opportunities throughout the state.

We are grateful for your continuing trust and support.

Respectfully,

G. Michael Payton
Executive Director

OHIO CIVIL RIGHTS COMMISSION

G. Michael Payton
Executive Director

Commissioners

Leonard Hubert, Chairman
Lori Barreras
William W. Patmon, III
Tom Roberts
Madhu Singh

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AKRON | CINCINNATI | CLEVELAND | COLUMBUS | DAYTON | TOLEDO



Commissioners

Leonard Hubert, Chair (Granville)

Appointed Commissioner July 2006; served as Interim Chair from January 2008 through February 2009; appointed Chair September 2011 to a term expiring in 2016



Lori Barreras (Columbus)

Appointed Commissioner November 2013 to a term expiring July 2018

Stephanie Mercado (Cleveland)

Appointed Commissioner January 2010 to a term expiring July 2014



William W. Patmon, III (Gahanna)

Appointed Commissioner August 2012 to a term expiring July 2017

Tom Roberts (Dayton)

Appointed Commissioner March 2009. Reappointed in 2010 to a term expiring July 2015



Madhu Singh (Gahanna)

Appointed Commissioner June 2015 to a term expiring July 2019

Ohio's History in Civil Rights Enforcement



A Historical Perspective of Ohio's Laws Against Discrimination

Ohio has a long history 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.





Powers and Duties

The general powers and duties of the Commission are to receive, investigate, pass upon and conciliate charges of unlawful discrimination in the areas of employment, housing, public accommodations, credit and disability in institutions of higher education. It is also the Commission's mandate 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.

Our Jurisdiction

The Ohio Civil Rights Act, Ohio Revised Code Chapter 4112, is the governing mandate that provides our agency with the responsibility of investigating discrimination in the areas of:

- Employment (1959) – R.C. 4112.02(A)-(F) & (I)
- Places of Public Accommodations (1961) - R.C. 4112.02(G)
- Housing (1965) – R.C. 4112.02(H)
- Credit (1976) – R.C. 4112.021
- Disability Issues in Higher Education (1984) – R.C. 4112.022

The Protected Bases

People can file Charges of Discrimination with the Ohio Civil Rights Commission if they believe they have been discriminated against (treated differently) because of:

- ◆ Race
- ◆ Religion
- ◆ National Origin
- ◆ Disability
- ◆ Military Status
- ◆ Marital Status (credit only)
- ◆ Or in Retaliation for opposing an illegal discriminatory practice, including an anti-discrimination proceeding before the Commission
- ◆ Color
- ◆ Sex
- ◆ Ancestry
- ◆ Age (does not apply to housing)
- ◆ Familial Status (housing only)

Mission



We are the Ohio Civil Rights Commission, primary educator and enforcer of Ohio's laws against discrimination.

We will be professional, competent and fair with 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.

Values

Public Service: We are committed to serving and educating the public in a professional, impartial and efficient manner. Quality service will be accomplished by utilizing skilled and motivated employees who are responsive to our customers' needs.

Dedication: We will demonstrate our commitment to public service by being responsible, dependable and proactive professionals. We will maintain pride and excellence in fulfilling our mission.

Teamwork: We will empower our employees to achieve a quality work product and harmonious workplace through open communication, positive interaction and a spirit of cooperation.

Respect: We respect the diversity, talents and ideas of all OCRC employees, our most valued resources. We honor the right of every employee and the public to contribute, to be heard and to be treated with dignity.

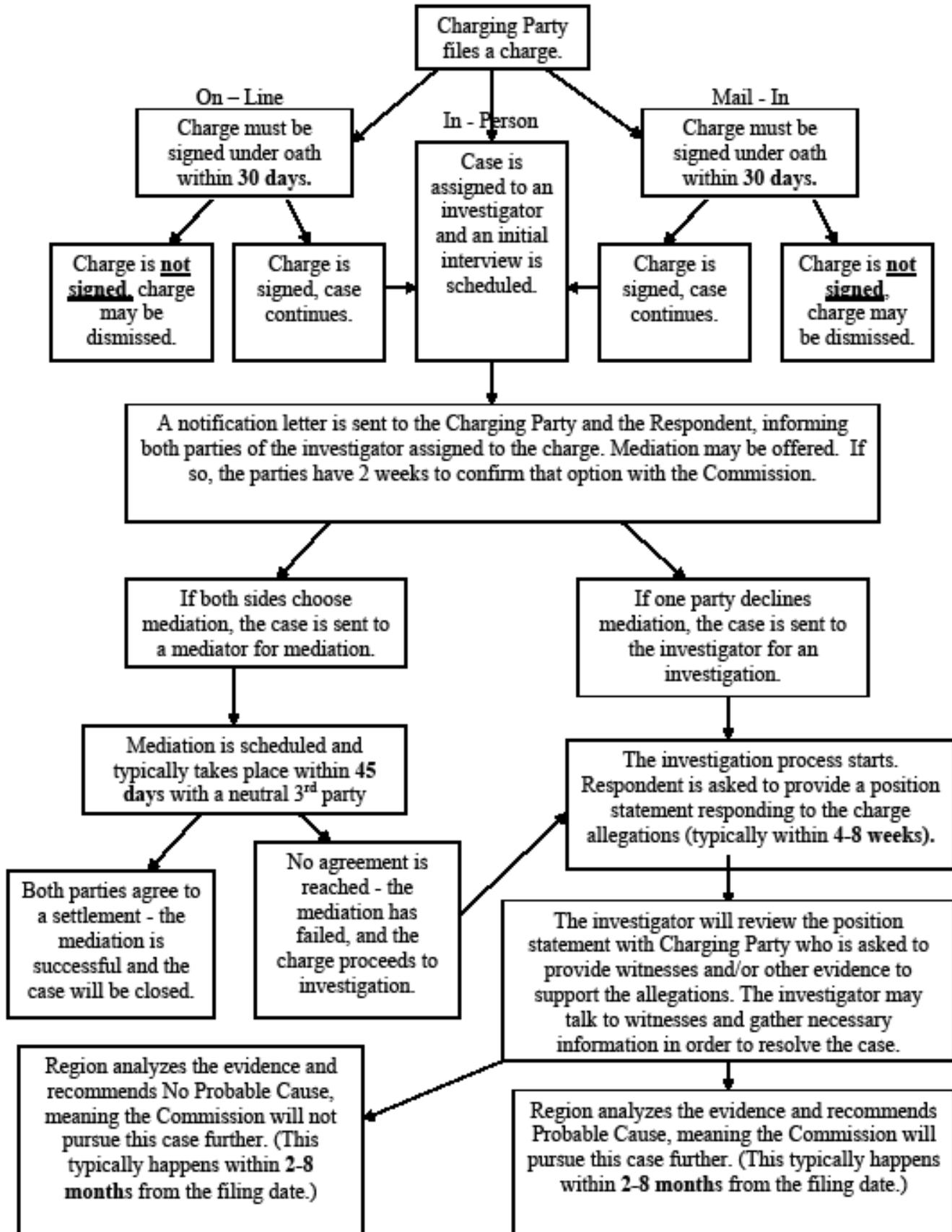
Integrity: We pledge to fulfill our duties and responsibilities in a fair and impartial manner. We will be honest and trustworthy in our relationships with one another and with the public.



Chronology of Significant Civil Rights Events 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 protections against 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:** OCRC and the United States 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 protections against discrimination of people with disabilities in institutions of higher education
- 1988:** OCRC and United States Department of Housing & Urban Development (HUD) enter into a Work Sharing Agreement to eradicate housing discrimination
- 1992:** Am. Sub. H.B. 321 of the 119th General Assembly 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 in which the parties voluntarily elected to participate in the program
- 1999:** Alternative Dispute Resolution program recognized by the United States 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; Annual Ohio Civil Rights Hall of Fame established, acknowledging outstanding Ohioans who are pioneers in human and civil rights and who have advanced the goals of equality and inclusion

A GENERAL OVERVIEW OF THE CHARGE FILING PROCESS





Investigation & Enforcement

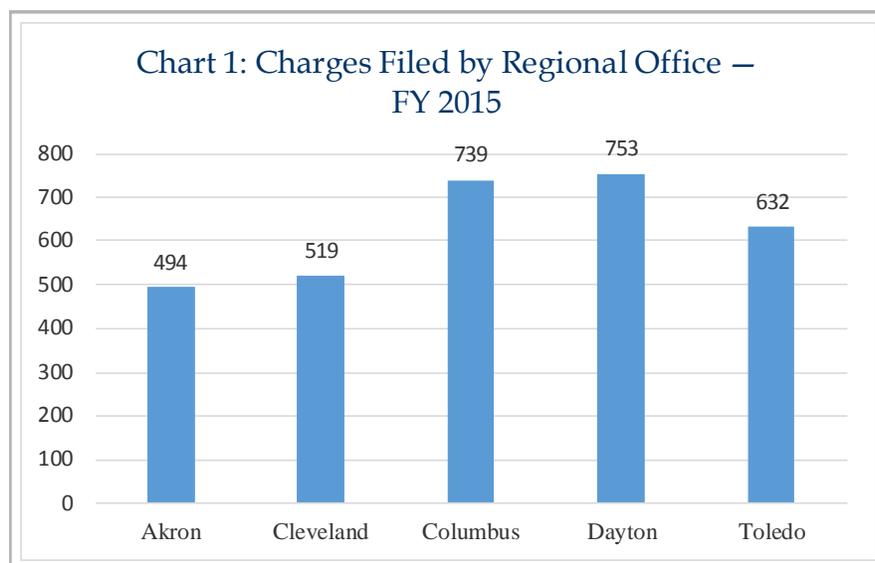
Any person who believes they have been subjected to unlawful discrimination may file a charge of discrimination with the Ohio Civil Rights Commission. Our regional offices are located in Akron, Cleveland, Columbus, Dayton and Toledo. OCRC also has a satellite office in Cincinnati. All services are free of charge and complaints can be filed at any OCRC Office or through our website's online charge filing process. OCRC also has the power to self-initiate an investigation in employment and housing cases.

Complaints 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 in retaliation for having participated in a protected activity (such as having filed a previous charge of discrimination or complaining of a discriminatory act).

Complaints must be filed within six months (or one year for housing complaints) of the alleged act of discrimination. OCRC 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 OCRC investigator who notifies the person filing the charge (Charging Party) and the company or person against whom the charge was filed (Respondent). Through a series of steps which may include witness interviews, document requests, and on-site visits, OCRC will determine whether or not discrimination has occurred.

Chart 1 illustrates the total number of new charges filed with OCRC's in state fiscal year (FY) 2015, by regional office. A total of 3,137 new charges were filed in FY 2015.



Investigation & Enforcement



Issue	Count
Advertising	69
Benefits	5
Constructive Discharge	149
Demotion	79
Discharge	1,154
Discipline	466
Exclusion	59
Harassment	610
Hiring	166
Intimidation	100
Layoff	47
Maternity	19
Promotion	123
Reasonable Accommodation	308
Recall	1
Reinstatement	2
Retire Involuntarily	1
Sexual Harassment	130
Suspension	63
Terms & Conditions	736
Training	15
Union Representation	5
Wages	23
Total	4,330

* A single charge may include multiple alleged issues

Mediation

OCRC began a voluntary mediation program in 1997 and employs trained mediators in each of its regional offices.

Mediation requires both parties voluntarily agreeing to 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, an investigation will commence.

In state fiscal year (FY) 2015 mediators conducted 354 mediations and 83% resulted in a successful settlement with an average processing time of 30.5 days.

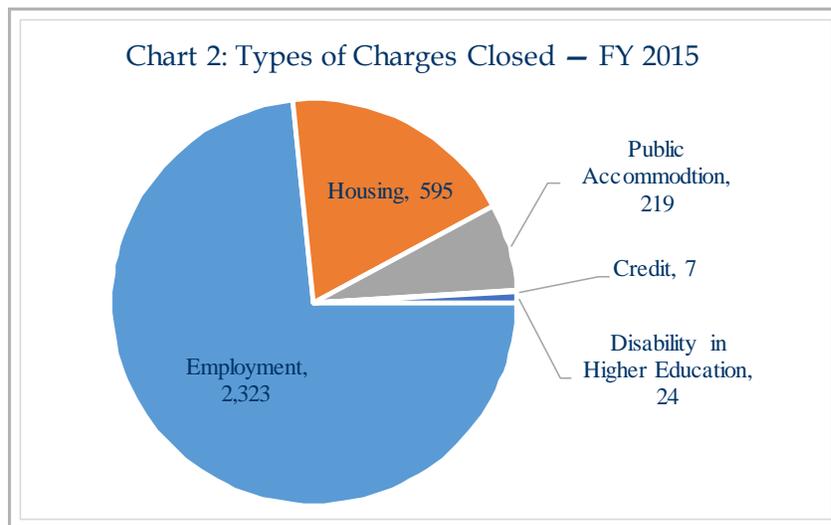
Basis	Count
Race/Color	1239
Religion	110
National Origin/Ancestry	192
Age	467
Retaliation	897
Sex/Pregnancy	789
Disability	960
Familial Status	88
Total	4,742

* A single charge may include multiple bases



Closures

OCRC closed 3,168 cases in state fiscal year 2015. Approximately 73% of those cases were employment cases, approximately 19% were housing cases, and approximately 7% were public accommodation cases. The remaining 1% of cases were credit or disability in higher education cases.



Settlements and Withdrawal of Charges with Settlement can be reached at any time after a charge of discrimination has been filed. Parties are offered the opportunity to resolve their dispute through OCRC's mediation services. Both the Charging Party and Respondent must agree to the settlement.

Administrative Resolutions include cases where the Charging Party elects to withdraw the charge and/or pursue the claim through the court system, cases where the Commission is unable to locate the Respondent or Charging Party, and cases in which the agency determines the charge to be non-jurisdictional.

No Probable Cause findings are issued after an investigation concludes that evidence failed to show a discriminatory act occurs.

Probable Cause findings are issued after a full investigation reveals that there is sufficient evidence to conclude it is probable that a discriminatory act occurs. OCRC initially attempts to conciliate these charges and reach a settlement. When conciliation attempts fail, the charge is referred to the office of the Attorney General and, if necessary, a public hearing on the merits (administrative adjudication) is held.

Closures



Table 3: Case Closures by Category* – FY 2015

Settlements	278
Withdrawal of Charges with Benefits	407
Successful Conciliation after Probable Cause Finding	25
Probable Cause - Open	82
No Probable Cause	1,943
Withdrawal of Charges without Benefits	142
No Jurisdiction	86
Administrative Closures	60
Hearing Closures	16
Closed by Legal Unit	14
Charging Party Refused Full Relief	1
Charging Party Failed to Return Notarized Charge	114
Total Closures	3,168

* Closure categories are defined by the Federal Equal Employment Opportunity Commission

Successful Conciliations are settlements reached after a preliminary finding of probable cause.

Reconsideration

Reconsideration is the internal appeals process created by Ohio Administrative Code 4112-3-4 and is available to any party disagreeing with the initial determination of the Commission. Approximately 6% 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.



Education and Outreach

The Ohio Civil Rights Commission (OCRC) works to enhance cultural awareness and sensitivity in our state through education and outreach activities. In addition to free trainings on Ohio's civil rights law which we regularly provide to individuals and businesses, OCRC often participates in important community education and outreach programs and opportunities. The following are just a few highlights of our education and outreach activities for FY 2015.

- ◆ Our Sixth Annual Civil Rights Hall of Fame ceremony in the Statehouse Atrium was held on October 2, 2014 at 10:00 am. Our Mistress of Ceremonies was Kristin Hartman a news anchor on 10TV Columbus. Keynote speaker was Dr. Alvin H. Crawford, Orthopaedic Surgeon. Mzuri Moyo Aimbaye from Healing Through Sound Music performed for the attendees. The Ohio State Highway Patrol provided the color guard and the Fort Hayes Career Center Jazz Ensemble performed the Star Spangled Banner. (See pages 14-15 of this Annual Report for more details about this event.)
- ◆ The Commission held another successful Dr. Martin Luther King, Jr. Art, Writing and Multimedia Contest and award ceremony in February 2015. The keynote speaker for the 2015 award ceremony was Stanley Jackson, a former Ohio State University quarterback. (See page 16 of this Annual Report for more details about this event.)
- ◆ As a part of outreach and education efforts, the Commission held its formal meeting on several college campuses, including Denison University on October 23, 2014, Capital University Law School on February 19, 2015 and Wright State University on March 12, 2015.
- ◆ Following our formal meeting at Capital University, several staff members conducted informal classroom visits with Capital University Law School students. While in the classroom, OCRC staff members detailed the work of the Commission and answered questions about the formal Commission meeting.
- ◆ Commissioners Lori Barreras and Tom Roberts were asked to participate in the Governor's Task Force on Community-Police Relations. The task force included other community, business, and public policy leaders who were asked to make recommendations to improve community-police relations across the state.
- ◆ In October 2014, Supervisor of Housing and Alternative Dispute Resolution Ronnell Tomlinson provided a keynote speech at an annual dinner for the Fair Housing Contact Service.

Education and Outreach



- ◆ Toledo Regional Director Darlene Newbern was interviewed for a documentary featuring an OCRC case in which the Respondents paid nearly \$850,000 to settle charges of housing discrimination against African Americans and families with children at three rental properties in Massillon, OH. The Respondents faced lawsuits from multiple plaintiffs, including OCRC and the United States Department of Justice.
- ◆ Executive Director Michael Payton presented information on Equal Employment Opportunity (EEO) compliance at the 2014 Annual State of the State Conference at Owen Community College in Toledo.
- ◆ Also at the Annual State of the 2014 State Conference, Toledo Regional Director Darlene Newbern received the statewide Reverend Fred L. Shuttlesworth Humanitarian Award for her work through the agency and as a private citizen. The award was created to recognize individuals in the community who continue to advance the legacy of Rev. Shuttlesworth and his civil rights advocacy.
- ◆ Chair Leonard Hubert, Executive Director Michael Payton and other representatives of the Commission attended the Ohio Department of Administrative Services Equal Opportunity Division annual Dr. Martin Luther King, Jr. commemoration ceremony on January 15, 2015.
- ◆ Executive Director Michael Payton provided the keynote address at a commemoration ceremony for Dr. Martin Luther King, Jr.'s birthday held at the Ohio State University Newark Branch Campus on January 22, 2015.
- ◆ On January 30, 2015, Executive Director Michael Payton, Director of Regional Operations Keith McNeil and Chief Legal Council Stephanie Bostos Demers served as planning committee members for the Columbus Bar Association's Third Annual Dr. Martin Luther King, Jr. Civil Rights Symposium. The 2015 event focused on civil rights issues involving same sex marriage, community policing, and the changing demographics of America.
- ◆ Toledo Regional Director Darlene Newbern represented OCRC the 12th Annual West Virginia Civil Rights Day on February 26, 2015. The event is sponsored by the West Virginia Human Rights Commission, with whom OCRC has a longstanding relationship.
- ◆ On May 5, 2015 Chair Leonard Hubert attended Hispanic Legislative Visit Day to continue our outreach and positive relationship with the Hispanic/Latino community.



Ohio Civil Rights Hall of Fame

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. Through their exemplary leadership, inductees have helped to foster cultural awareness and eliminate barriers to equal opportunity in Ohio. Every year, the Commission hosts a formal ceremony and lunch reception to honor the inductees. Both the ceremony and reception are free and open to all members of the public. In 2014, more than 400 guests attended. The Civil Rights Hall of Fame Ceremony and Reception are funded entirely by private donations from PNC, Honda of America Manufacturing, and Wright State University. United Way of Central Ohio served as the fiscal agent for the event.

John Kasich
Governor

G. Michael Payton
Executive Director

Civil Rights
2014

Commissioners: Leonard Hubert, *Chair* | Lori Barreras | Stephanie Mercado | William Patmon, III | Tom Roberts

**SIXTH ANNUAL
HALL OF FAME
OCTOBER 2, 2014**

JESSIE O. GOODING
REV. MOTHER LOUISE SHROPSHIRE
JOAN EVELYN SOUTHGATE
EMILY T. SPICER
JUDGE S. ARTHUR & LOUISE SPIEGEL
GLORIA STEINEM
JOHN B. WILLIAMS
&
THE OHIO FREEDOM RIDERS
BETTY DANIELS ROSEMOND
DAVID FANKHAUSER, PH.D.
FRANCES L. WILSON CANTY

WRIGHT STATE UNIVERSITY

HONDA
The Power of Dreams

Sustaining Sponsor:
PNC

Ohio Civil Rights Hall of Fame Inductees, 2009 - 2014



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
Louis D. Sharp
V. Anthony Simms-Howell

2012

James G. Jackson
Rev. Damon Lynch, Jr.
William L. Mallory
Richard Maxwell
Rev. Dr. Otis Moss, Jr.
Jesse Owens
Ohio Tuskegee Airmen

2013

Anison James Colbert
Lawrence Eugene "Larry" Doby
Sara J. Harper
Pastor Robert Lee Harris
Marjorie B. Parham
Charles O. Ross, Jr.
Alexander M. "Sandy" Spater

2014

Jessie O. Gooding
Rev. Mother Louise Shropshire
Joan Evelyn Southgate
Emily T. Spicer
Judge S. Arthur & Louise Spiegel
Gloria Steinem
John B. Williams
The Ohio Freedom Riders:
Betty Daniels Rosemond
David Fankhauser, Ph.D.
Frances L. Wilson Canty



Martin Luther King Jr. Contest

The theme of our 2015 Dr. Martin Luther King, Jr. Art, Writing and Multimedia Contest was, "I have a Dream: what are you doing or what will you do to communicate your dream(s) to your school/community, and build a legacy that will influence and inspire others to take similar action?"



Winners were chosen from thousands of submissions from across the state. The Ohio Civil Rights Commission honored the following students with an awards ceremony and reception on February 26, 2015 at the Rhodes State Office Tower in Columbus.

Writing Contest Winners

- 6th Grade: JJ Devlin, St. Patrick Catholic School (Bryan)
- 7th Grade: Emma Morgenstern, West Side Montessori (Toledo)
- 8th Grade: Newt Ziegler, Maumee Valley Country Day School (Toledo)
- 9th Grade: Anna Norton, Magnificat High School (Rocky River)
- 10th Grade: Meg Hopkins, Magnificat High School (Rocky River)
- 11th Grade: Hannah Zang, Magnificat High School (Rocky River)
- 12th Grade: Leah Amon Toney, Shaker High School (Shaker Heights)

Art Contest Winners

- 6th Grade: Hannah Hill, Springboro Intermediate School (Springboro)
- 6th Grade: Julia Hahn, Springboro Intermediate School (Springboro)
- 7th Grade: Mollie Gabriel, Logan Hocking Middle School (Logan)
- 7th Grade: Jacob Thompson, Logan Hocking Middle School (Logan)
- 8th Grade: Zaynab Lazreq, West Side Montessori (Toledo)
- 10th Grade: Julia Kuhr, Lakota East High School (Liberty Township)
- 11th Grade: Rachel Immel, Dover High School (Dover)
- 12th Grade: Karriann Gerchak, Garfield Heights High School (Garfield Heights)

Multimedia Contest Winner

7th & 8th Grades: Miguel Cruz, Mykerra Dotson, Krys Riley-Richardson, Zoha Shaikh, Marley Fahmy, Todd Hall, Marzae' Harris, Damone Love, and Caiden Rodgers, Streetsboro Middle School (Streetsboro)

Excellence in Service (Awarded to Outstanding Teacher of Diversity and Inclusion)

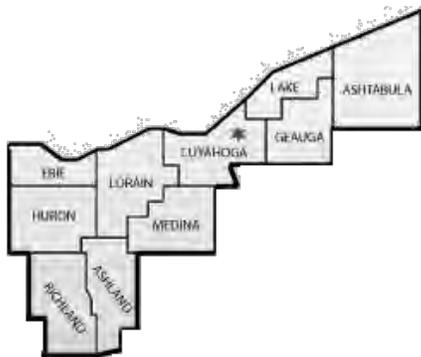
Terri Betts - History Teacher, Streetsboro Middle School (Streetsboro)

Cleveland & Akron Regional Offices



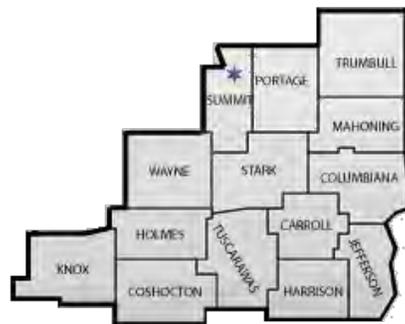
As the Director of both the Akron and Cleveland Regional offices, Vera Boggs is responsible for investigating complaints of unlawful discrimination in 24 counties. Ms. Boggs also conducts outreach and instructs or participates in programs designed to educate Ohio's constituents.

Ms. Boggs joined OCRC as Investigator, was promoted to Supervisor and was selected to lead the Akron and Cleveland Offices as Regional Director. Ms. Boggs graduated from Ohio State University majoring in Criminal Justice, Chinese and Spanish. She is pursuing a Master of Arts degree in Labor Relations and Human Resources and is certified by the Human Resource Certification Institute as a Senior Professional in Human Resources.



Akron Regional Office
Ocasek Government Center
161 S. High Street, Suite 205
Akron Ohio 44308

(330) 643-3100 Telephone
(330) 643-3120 Fax
(330) 643-1488 TTY
(888) 278-7101 Toll Free



Cleveland Regional Office
Frank Lausche Building
615 W. Superior Avenue, Suite 885
Cleveland, Ohio 44113

(216) 787-3150 Telephone
(216) 787-4121 Fax
(216) 787-3549 TTY
(888) 278-7101 Toll Free



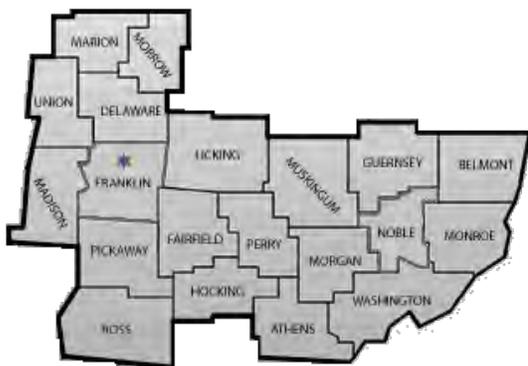
Columbus Regional Office



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 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 past President, past Vice Chair and current Board Member 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
Rhodes State Office Tower
30 East Broad Street, 4th Floor
Columbus, Ohio 43215

(614) 466-2785 Telephone
(614) 466-6250 Fax
(614) 752-2391 TTY
(888) 278-7101 Toll Free

Dayton Regional Office & Cincinnati Satellite Office



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 Dayton Regional Office and Cincinnati Satellite Office.

Mr. Gibson, a native of Cincinnati, is retired from the 101st Airborne Division of the United States Army. He is a proud recipient of a Purple Heart medal for gallantry earned as a United States Army Ranger. Mr. Gibson received a Bachelor of Science degree in Public Administration from Brenau University in Atlanta, Georgia.



Dayton Regional Office

40 W. 4th Center, Suite 1900
Dayton, Ohio 45402-1831

(937) 285-6500 Telephone
(937) 285-6606 Fax
(937) 285-6500 TTY
(888) 278-7101 Toll Free

Cincinnati Satellite Office

7162 Reading Road, Suite 606
Cincinnati, Ohio 45237

(513) 351-2541 Telephone
(513) 351-2616 Fax
(937) 285-6500 TTY
(888) 278-7101 Toll Free

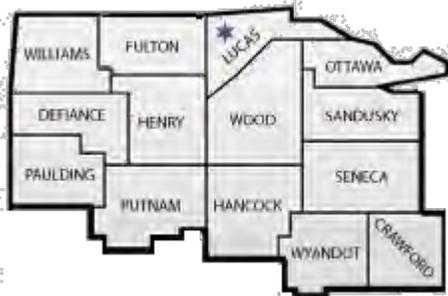


Toledo Regional Office



Darlene Newbern was chosen as 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 by many as a national leader in fair housing enforcement matters, Ms. Newbern has been invited to present for the United States Department of Housing and Urban Development's National Fair Housing Conference three times. In 2015, Ms. Newbern received the statewide Reverend Fred L. Shuttlesworth Humanitarian of the Year Award from the State of the State Conference. Ms. Newbern earned a Bachelor of Science in Business degree from the University of Toledo.



Toledo Regional Office

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(419) 245-2900 Telephone and TTY
(419) 245-2669 Fax
(888) 278-7101 Toll Free

SFY 2015 Financial Data



FEDERAL OPERATING ROTARY FUND 334 EEOC/HUD APPROPRIATIONS – STATE FISCAL YEAR 2015

Fund 3340 and Fund 2170 represent 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 OCRC for processing and investigation.

FEDERAL FUND 3340 AND 2170 APPROPRIATIONS	\$ 2,995,522
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FEDERAL EXPENDITURES

Salaries and Wages	\$ 1,462,175
Purchased Personal Services	\$ 223,402
Supplies and Materials	\$ 38,408
Motor Vehicles	\$ 10,740
Travel	\$ 11,248
Communications	\$ 70,904
Equipment Maintenance	\$ 7,291
Rentals	\$ 315,865
General Expenses	\$ 32,512
Equipment	\$ 4,703
Total Federal Expenditures	\$ 2,177,248

Encumbrances	\$ 104,033
<i>Unused Federal Appropriations</i>	<i>\$ 714,241</i>

STATE GENERAL REVENUE FUND (GRF) – STATE FISCAL YEAR 2015

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

STATE GRF APPROPRIATIONS	\$ 4,725,784
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STATE GRF EXPENDITURES

Salaries and Wages	\$ 4,725,772
Total State GRF Expenditures	\$ 4,725,772

<i>Unused State GRF Appropriations</i>	<i>\$ 12</i>
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**PLEASE VISIT OUR WEBSITE
WWW.CRC.OHIO.GOV**

FOR MORE INFORMATION, PLEASE CALL 1-888-278-7101



THE OHIO CIVIL RIGHTS COMMISSION