



THE OHIO CIVIL RIGHTS COMMISSION
Annual Report FY 2017
July 1, 2016 - June 30, 2017

The Honorable John Kasich Governor

Leonard Hubert, Chair
Lori Barreras, Commissioner
Juan P. Cespedes, Commissioner
William Patmon, III, 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



OHIO CIVIL RIGHTS COMMISSION

Governor John R. Kasich

Commissioners: Leonard J. Hubert, Chair | Lori Barreras | Juan Cespedes | William Patmon, III | Madhu Singh
Executive Director G. Michael Payton

June 30, 2017



To Governor Kasich, Members of the 132nd General Assembly, and Citizens of Ohio:

On behalf of our Commissioners and staff, I am pleased to present our Annual Report for state Fiscal Year 2017. After more than 55 years of public service to our state, this report reflects our continuing effort to make a difference and fulfill our statutory mission as the primary educator and enforcer of Ohio's laws against discrimination.

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

We are grateful for your continuing trust and support. We look forward to answering your questions or concerns. Thank you for the opportunity of serving our great state.

Respectfully,

G. Michael Payton
Executive Director

Commissioners

Leonard Hubert, Chair (Granville)

Appointed Commissioner July 2006 and served as Interim Chairman from January 2008 through February 2009. Appointed Chairman September 2011 and reappointed in September 2016 for a term expiring July 2021.



William W. Patmon, III (Gahanna)

Appointed Commissioner August 2012, Reappointed in 2017 to a term expiring to a term expiring July 2022.

Lori Barreras (Columbus)

Appointed Commissioner November 2013 to a term expiring July 2018.



Madhu Singh (Akron)

Appointed Commissioner August 2015 to a term expiring July 2019.

Juan Cespedes (Columbus)

Appointed Commissioner February 2016 to a term expiring July 2020.



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, 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.

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) – RC. 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)
- ◆ 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 and Vision

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.

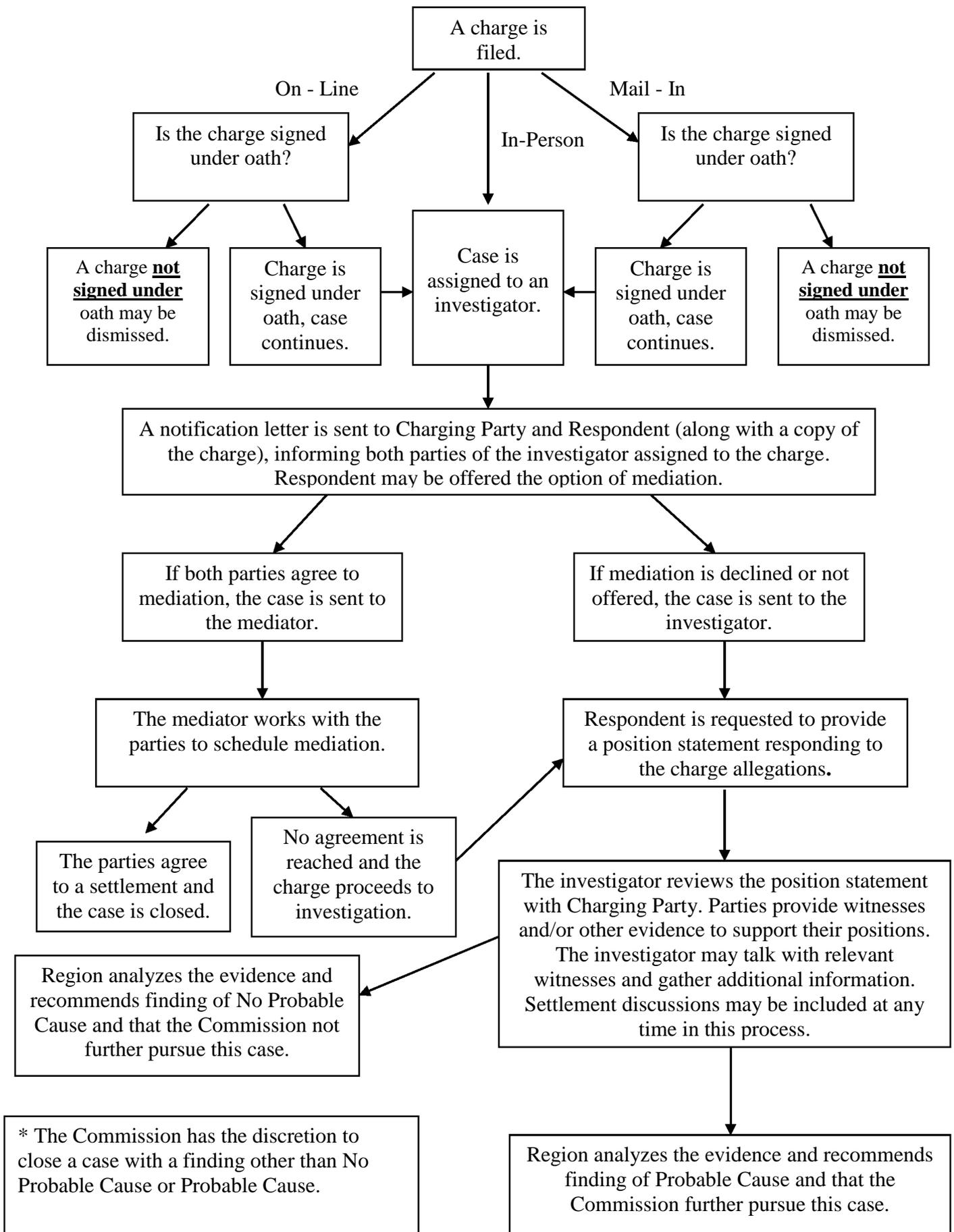
Respect. We respect the diversity, talents and ideas of all OCRC employees, our most valued resource. We honor the right of every employee and the public to contribute, to be heard and to be treated with dignity.

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 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 protections against religious discrimination
- 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 national "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

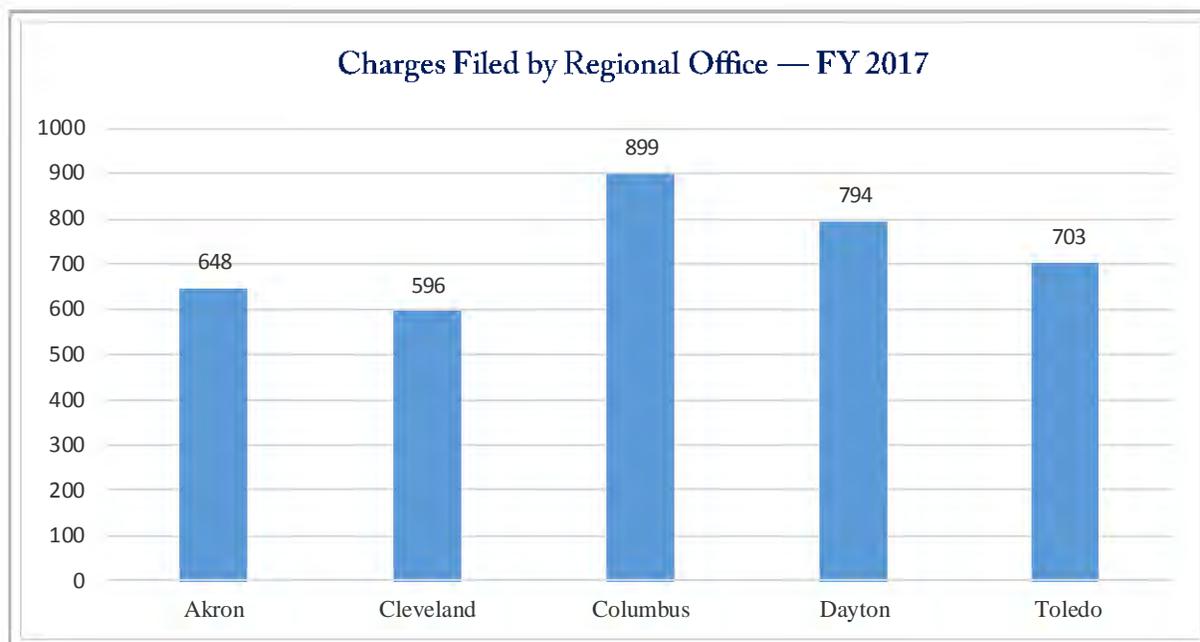
Any person who believes they have been subjected to unlawful discrimination may file a charge of discrimination with the Ohio Civil Rights Commission. Our regional offices are located in Akron, Cleveland, Columbus, Dayton and Toledo. OCRC also has a satellite office in Cincinnati. All services are free 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.

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) 2017, by regional office. A total of 3,640 new charges were filed in FY 2017.



Investigation & Enforcement

Mediation

OCRC began a voluntary mediation program in 1998 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 2017, OCRC's mediation program had a success rate of approximately 79%, with an average processing time of approximately 32.7 days.

Basis	Count
Race	1,526
Religion	128
National Origin/Ancestry	225
Age	522
Retaliation	1,276
Sex/Pregnancy	877
Disability	1,100
Familial Status	80
Color	32
Other	74
Total	5,840

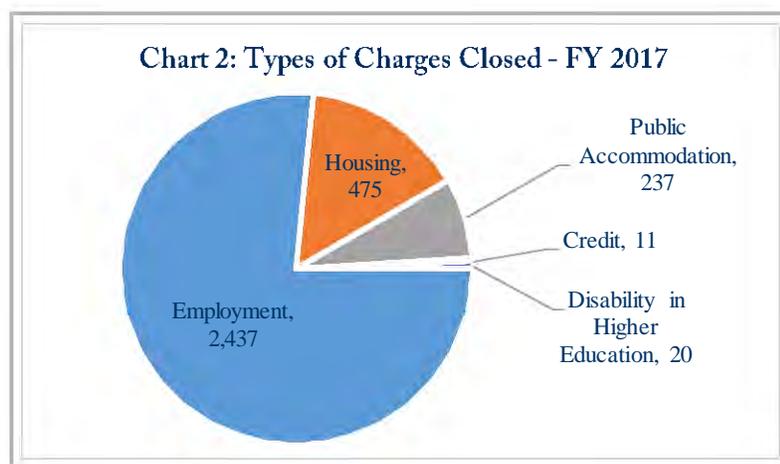
* A single charge may include multiple bases

Alleged Issue	Count
Advertising	29
Assignment	3
Benefits	6
Constructive Discharge	141
Demotion	94
Discharge	1,254
Discipline	504
Exclusion	30
Harassment	753
Hiring	122
Intimidation	139
Layoff	60
Maternity	11
Paternity	2
Promotion	148
Reasonable Accommodation	444
Referral	1
Reinstatement	1
Sexual Harassment	147
Suspension	104
Terms & Conditions	1,100
Testing	1
Training	17
Union Representation	32
Wages	42
Other	514
Total	5,699

* A single charge may include multiple alleged issues

Closures

OCRC closed 3,180 cases in State Fiscal Year 2017. Approximately 77% of those cases were employment cases, 15% were housing cases, and approximately 7% were public accommodation cases. The remaining 1% of cases were credit or disability in higher education cases. OCRC's investigative staff completed an average caseload of 88.3 cases per investigator/mediator in State Fiscal Year 2017.



Types of Closure

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.

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

Probable Cause findings are issued after a full investigation reveals that there is sufficient evidence to conclude it is probable that a discriminatory act occurred. 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.

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

Closures

Table 3: Case Closures by Category* - FY 2017	
Settlements	163
Withdrawal of Charges with Benefits	511
Successful Conciliation after Probable Cause Finding	35
Probable Cause – Open	89
No Probable Cause	1,850
Withdrawal of Charges without Benefits	77
No Jurisdiction	58
Issued Charging Party a Letter of Right to Sue	33
Administrative Closures	55
Hearing Closures	7
Closed by Legal Unit	11
Charging Party Failed to Cooperate	4
Charging Party Failed to Return Notarized Charge	287
Total Closures	3,180

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

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.

Reconsideration is the internal appeals process created by Ohio Administrative Code Section 4112-3-4 and is available to any party disagreeing with the initial determination of the Commission. Approximately 5% of the Commission’s decisions are appealed through the reconsideration process.

Benefits and Enforcement: Approximately 25% of people who file charges with the agency receive some monetary or non-monetary benefit. The Ohio Civil Rights Commission has authority to enforce Conciliation Agreements and Consent Orders (CACOs) 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 around the state. The following are just a few representative highlights of our education and outreach activities for FY 2017.

- ◆ The Eighth Annual Civil Rights Hall of Fame ceremony in the Statehouse Atrium was held on October 6, 2016. Our Mistress of Ceremonies was Kristyn Hartman, a news anchor on 10TV Columbus. The keynote speaker was Cynthia Booth, President/CEO and Owner of COBCO Enterprises/McDonalds. The Ohio State Highway Patrol provided the Color Guard and Urban Strings Columbus performed the Star Spangled Banner. (See pages 15-17 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 2017. The keynote speaker for the 2017 award ceremony was Franklin County Auditor Clarence Mingo. (See page 14 of this Annual Report for more details about this event.)
- ◆ As a part of its continuing outreach and education efforts, the Commission held formal public meetings on several college campuses, including Denison University on September 29, 2016, Wright State University on March 6, 2017, and University of Akron on April 27, 2017. Along with our formal meeting at Denison University, Director of Public Affairs and Civic Engagement Mary Turocy conducted an educational presentation with Denison University students.
- ◆ OCRC partnered with the Ohio Arts Council to host a youth photograph exhibition produced through the Cleveland Print Room's Project Snapshot and Cincinnati's Manifest Gallery's Envision Project. On June 2, 2017, OCRC welcomed approximately 75 youths and adults to a reception in our Central Office to open the exhibit and celebrate the artwork.
- ◆ Toledo Regional Director Darlene Sweeny-Newbern served on the Toledo Police Chief's advisory board, the Toledo Community Coalition board, and the executive board of the local NAACP. All three groups were devoted to improving situations and opportunities for Ohioans. These leadership positions helped create lasting relationships and associations in the Toledo region.

Education and Outreach

- ◆ Akron Regional Director Bradley Dunn was named as Chair of the Akron Bar Association Diversity Committee, which promotes diversity in the legal profession and provides educational opportunities on issues of diversity to Akron area lawyers.
- ◆ Director of Housing and Alternative Dispute Resolution Ronnell Tomlinson conducted nearly fifteen fair housing trainings around the state to educate realtors on fair housing laws and best practices. Many of these trainings were in partnership with the Ohio Housing Finance Agency (OHFA).
- ◆ Cleveland Regional Director Vera Boggs participated in the RAISE (Reaching Asian Americans through Innovative and Supportive Engagement) Summit on August 26, 2016. Ms. Boggs shared the perspective of the Civil Rights Commission and helped in the summit's mission of supporting Asian, Pacific Islander, and Refugee Communities in Cleveland.
- ◆ Executive Director Michael Payton, Chief Legal Counsel Stephanie Bostos Demers, and Director of Regional Operations Keith McNeil helped to plan and participate in the Columbus Bar Association's January 27, 2017 Fifth Annual Dr. Martin Luther King, Jr. Civil Rights Symposium. Topics included hate speech, anti-Islamic prejudice, body cameras, and lessons from the Dachau human rights trials.
- ◆ Executive Director Michael Payton and Director of Public Affairs Mary Turocy met and established a partnership with the Ohio History Connection. Ohio History Connection (formerly the Ohio Historical Society) and OCRC have similar education and outreach missions and efforts and are developing a strong partnership.
- ◆ Staff in every region reached out to local high school and university classes to educate students about their civil rights and OCRC's work. Staff presented to students at the University of Akron School of Law, Xavier University, Tiffin University, Akron Digital Academy, Greene County Career Center and more.
- ◆ The Commission conducted dozens of free trainings, including several general civil rights trainings for hundreds of statewide staff members of the Ohio Department of Job and Family Services; a training for human resources officers at the annual Society for Human Resources Management (SHRM) Employment Law & Legislative Conference; and many Continuing Legal Education (CLE) trainings to lawyers practicing in a myriad of specialties.

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

The 2017 Theme of our MLK Contest was, “Driving out Hate: what things have you done to drive out hate when you witnessed hatred and intolerance?”



The Ohio Civil Rights Commission honored the following students from across the state of Ohio with an awards ceremony on March 2, 2017 at the Vern Riffe State Office Tower, Columbus.

Writing Award Winners

Anna Tedford - Grade 6 - Harmon Middle School, Pickerington, OH
Michael Watters - Grade 7 - St. Michael School, Canton, OH
Owen Conway - Grade 8 - North Olmstead Middle School, North Olmstead, OH
Kalila Wilson - Grade 9 - Washington High School, Washington Court House, OH
Mira DeAnthony - Grade 10 - Mt. Nortre Dame High School, Cincinnati, OH
Cloey Spry - Grade 11 - Van Wert High School, Van Wert, OH
Isabel Wang - Grade 12 - Shaker Heights High School, Shaker Heights, OH
Marth Reifenberg - Grade 12 - Ursuline Academy, Blue Ash, OH

Art Award Winners

Ramona Loy Whiteker - Grade 6 - Dominion Middle School, Columbus, OH
Brayden Courtney - Grade 7 - Arlington Local School, Arlington, OH
Gabriella Kellogg - Grade 8 - Highland Middle School, Marengo, OH
Megan Fultz - Grade 9 - Jackson Milton High School, North Jackson, OH
Madisen Kleinmann - Grade 10 - Lakota East High School, Liberty Township, OH
Megan Cercone - Grade 11 - Dover High School, Dover, OH
Kierra Davis - Grade 12 - Lakota East High School, Liberty Township, OH

Multimedia Award Winners

Carson Barry - Waggoner Road Junior High School, Reynoldsburg, OH
Sophia Marcum and Marissa Fuller - Springfield High School, Akron, OH

Excellence in Diversity Teaching Award

Jody Pettiford - Mills Lawn School, Yellow Springs, OH
James Casale - Shaker Heights High School, Shaker Heights, OH

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 the public. In 2016, nearly 300 guests attended our eighth annual ceremony. The Civil Rights Hall of Fame ceremony and reception are funded entirely by private donations from PNC, Honda of America Manufacturing, Inc. 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

2016

Commissioners: Leonard Hubert, *Chair* Lori Barreras William Patmon, III Madhu Singh Juan Cespedes

**EIGHTH ANNUAL
HALL OF FAME
OCTOBER 6, 2016**

**JUDGE JEAN MURRELL CAPERS
JULIANNA COCHRAN ROGERS
REV. LEON TROY
RICHARD WEILAND
MARION MOTLEY
WILLIAM WILLIS**

HONDA
Honda of America Mfg., Inc.



**WRIGHT STATE
UNIVERSITY**



PNC

Ohio Civil Rights Hall of Fame

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
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
OHIO FREEDOM RIDERS:
BETTY DANIELS ROSEMOND
DAVID FANKHAUSER, PH.D
FRANCES L. WILSON CANTY

2015

NIMROD B. ALLEN
NIRMAL K. SINHA
SCHUYLER SMITH & MERRI GAITHER SMITH
LOUIS STOKES

Ohio Civil Rights Hall of Fame



In 2016, Judge Jean Murrell Capers (Cleveland), Julianna Cochran Rogers (Columbus), Reverend Leon Troy (Columbus), Richard Weiland (Cincinnati), Marion Motley (Cleveland) and William Willis (Cleveland) were inducted into the Ohio Civil Rights Hall of Fame. Business leader Cynthia Booth provided the keynote address and Kristyn Hartman, news anchor on 10TV news, served as Mistress of Ceremonies. Guests also enjoyed a performance by the Urban Strings of Columbus.

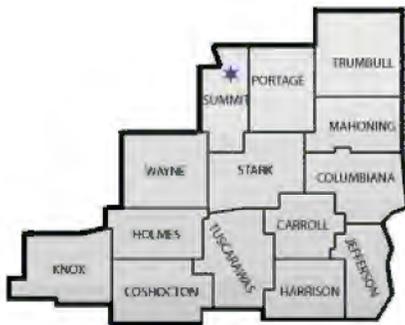


Akron Regional Office



Bradley S. S. Dunn began as Regional Director of the Akron Region in August 2016, but he has been employed by The Ohio Civil Rights Commission for 20 years and has held the positions of Legal Intern, Investigator, Field Supervisor, and Reconsideration Supervisor. He has been the recipient of the Commission's Employee of the Year and the Above and Beyond Award.

Mr. Dunn is a graduate of The University of Akron and The University of Akron School of Law where he graduated Cum Laude and was a member of various Honor Societies and a past President of the Sigma Phi Epsilon fraternity. Mr. Dunn is a member of both the Ohio State Bar Association and the Akron Bar Association, where he serves as the Past Chair of the Disability Law Section, Past Chair of the Labor and Employment Law Section, and Vice-Chair of the Diversity Committee.



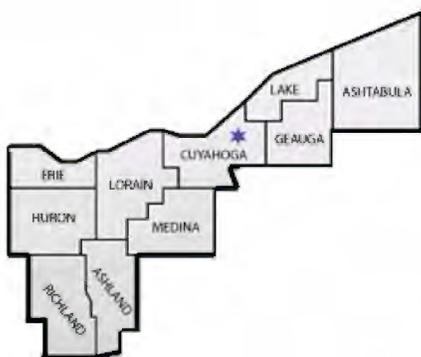
Akron Regional Office
Ocasek Government Center
161 S. High Street, Suite 205
Akron Ohio 44308
(330) 643-31 Telephone
(330) 643-3120 Fax

Cleveland Regional Office



Vera Boggs is the Regional Director of the Cleveland Regional Office at the Ohio Civil Rights Commission. With over fifteen years at the Ohio Civil Rights Commission, Ms. Boggs has previously held the positions of Investigator and Supervisor.

Ms. Boggs graduated Magna Cum Laude from the Ohio State University, earning a Bachelor of Arts in Criminology and Chinese. Ms. Boggs earned her Masters in Labor Relations and Human Resources from Cleveland State University. She holds both the Senior Professional in Human Resources (SPHR) and Society for Human Resource Management-Senior Certified Professional (SHRM-SCP) certifications and teaches the SHRM certification test preparation class at Cleveland State University. Ms. Boggs is a member of College Now Mentoring Program, Ohio State University Alumni Club of Cleveland, Organization of Chinese Americans, Society for Human Resource Management, and United Way.



Cleveland Regional Office
Frank Lausche Building
615 W. Superior Avenue,
Suite 885
Cleveland, Ohio 44113
(216) 787-3150 Telephone
(216) 787-4121 Fax
(888) 278-7101 Ohio Toll Free

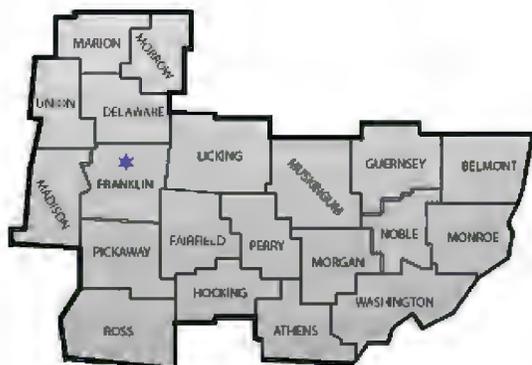
Columbus Regional Office



Aman Mehra joined the Ohio Civil Rights Commission in January 2012. Mr. Mehra holds a Bachelor of Arts degree in Social Sciences from Bundelkhand University (Jhansi, India), a 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 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. In February 2016, Mr. Mehra was honored by Ohio Cancer Research. In August 2016, Mr. Mehra was honored with the Ohio Asian Award for Government Leadership.



Columbus Regional Office
Rhodes State Office Tower
30 East Broad Street, 4th Floor
Columbus, Ohio 43215
(614) 466-2785 Telephone and TTY)
(614) 466-6250 Fax
(888) 278-7101 Ohio Toll Free

Dayton Regional Office & Cincinnati Satellite Office



Duffy Jamieson began as the Director of the OCRC's Dayton Regional Office and Cincinnati Satellite Office in June 2017. He joined the OCRC with more than twenty-seven years of litigation experience with the Ohio Attorney General's Office, primarily in the Civil Rights Section where he served as the Assistant Chief.

Mr. Jamieson studied Criminology and English at the Ohio State University, and won the Dean Mount Leadership Award. He graduated *cum laude* from Toledo Law School. He has lectured and taught for the National Association of Attorneys General (NAAG) across the county. In 2012, NAAG recognized him as Faculty of the Year. Mr. Jamieson is a member of the Ohio State Bar Association, and is licensed to practice in the U.S. District Courts for the Southern and Northern District of Ohio, as well as the Sixth Circuit Court of Appeals.



Dayton Regional Office
Point West III
3055 Kettering Blvd, Suite 111
Dayton, Ohio 45439
(937) 285-6500

Cincinnati Satellite Office
7162 Reading Road, Ste. 606
Cincinnati, Ohio 45237

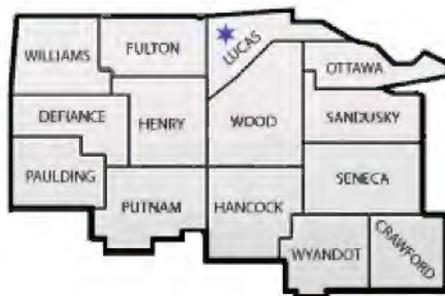
Toledo Regional Office



Darlene Sweeney-Newbern is the Toledo Regional Director. In this role, Ms. Sweeney-Newbern oversees and administers investigations in housing, public accommodations and employment discrimination cases in Northwest Ohio. Ms. Sweeney-Newbern is a previous instructor for the National Fair Housing Training Academy located in Washington, D.C. where she taught fair housing law and investigations. She has over 26 years experience in investigating, supervising and managing employment, public accommodations and fair housing cases.

Ms. Sweeney-Newbern sits on numerous boards and committees including the Northern Ohio Development Agency (NODA), Dialogue to Change, the Toledo Community Coalition and the State of the State Conference Committee. She is also Legal Redress and Housing Chair for the Toledo Chapter of the NAACP.

Ms. Sweeney-Newbern is the recipient of various awards including the Rev. Fred L. Shuttlesworth Humanitarian Award, the Shanna L. Smith-Spirit of Fair Housing Award, and the NAACP's Outstanding Community Leadership Award.



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

Financial Data for FY 2017

FEDERAL OPERATING ROTARY FUND 334 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*	\$ 3,170,951
EXPENDITURES	
Salaries and Wages	\$ 1,078,602
Purchased Personal Services	\$ 79,340
Supplies and Materials	\$ 34,851
Motor Vehicles	\$ 1,749
Travel	\$ 27,186
Communications	\$ 57,380
Equipment Maintenance	\$ 1,700
Rentals	\$ 1,038,755
General Expenses	\$ 2,489
Equipment	\$ 1,592
TOTAL EXPENDITURES	\$ 2,323,644
Encumbrances	\$ 233,913
Unused Federal Appropriations	\$ 613,394

* Includes FY 2016 Encumbrances of \$153,758 paid out in FY 2017

GENERAL REVENUE FUND (GRF)

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

Fund GRF Appropriations	\$ 5,684,556
EXPENDITURES	
Salaries and Wages	\$ 5,684,546
TOTAL EXPENDITURES	\$ 5,684,546
Unused State GRF Appropriations	\$ 10

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



THE OHIO CIVIL RIGHTS COMMISSION