

# Know Your Rights



G. Michael Payton  
Executive Director

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Chair

## Summary Provisions of the OHIO FAIR EMPLOYMENT PRACTICES LAW

(For complete text see sections 4112.01 to 4112.11 and Section 4112.99 of the Ohio Revised Code)

### IT IS UNLAWFUL:

- ❑ For EMPLOYERS to deny equal opportunity in hiring, tenure, terms, conditions or privileges of employment;
- ❑ For LABOR UNIONS to deny admission, limit or classify members;
- ❑ For EMPLOYMENT AGENCIES to refuse or fail to accept, register, classify properly or refer for employment;

**...on the basis of race, color, religion, sex, national origin, disability, ancestry or age.**

**FURTHER**, it is an unlawful discriminatory practice, prior to employment or admission to union membership, to request any information or keep records, print or publish notices or advertisement which indicate a person's race, color, religion, sex, national origin, disability, ancestry or age.

### THIS LAW APPLIES TO:

- ◆ Employers of four or more persons, including the State or any political subdivision thereof;
- ◆ Employment agencies operating with or without compensation;
- ◆ All employers, labor organizations or joint labor management committees controlling apprentice training programs;
- ◆ Any person who obstructs or hinders compliance with this act.
- ◆ Any person or person claiming to be aggrieved or having knowledge of alleged discrimination or the Ohio Civil Rights Commission on its own initiative may utilize this law by filing a charge affidavit.

For additional information, please contact your closest regional office of The Ohio Civil Rights Commission.



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

**Columbus Regional Office**  
1111 E. Broad Street,  
Suite 301  
Columbus, Ohio 43205  
614-466-5928 (Voice/TTY)

**Cincinnati Regional Office**  
Corporate Tower  
7162 Reading Road,  
Suite 1001  
Cincinnati, Ohio 45237  
513-852-3344 (Voice/TTY)

**Dayton Regional Office**  
40 W. 4<sup>th</sup> Center,  
Suite 1900  
Dayton, Ohio 43202-1831  
937-285-6500 (Voice/TTY)

**Cleveland Regional Office**  
Frank J. Lausche Building  
Suite 885  
615 West Superior Avenue  
Cleveland, Ohio 44113  
216-787-3150 (Voice/ TTY)

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

The Ohio Civil Rights Commission (OCRC receives and investigates charges of discrimination in employment, housing, public accommodation, credit and disability in higher education on the bases of race, color, religion, sex, national origin, disability, age, ancestry or familial status.

For more information, contact us:  
Toll Free 1-888-278-7101  
crc.ohio.gov

The Ohio Civil Rights Commission  
Central Office  
1111 E. Broad Street, 3rd Floor  
Columbus, Ohio 43205  
614-466-2785 (Voice)  
614-466-9353 (TTY)