

WHAT IS EMPLOYMENT DISCRIMINATION?

The Ohio Civil Rights Commission investigates charges of discrimination in employment within the State of Ohio. The investigations cover all aspects of employment, including but not limited to:

- The Job Advertisement • The Hiring Process
- Terms and conditions of work • Discipline
- Layoff/recall • Promotion/Demotion • Termination

Charges of discrimination can be filed against employers with four (4) or more employees. The act of discrimination must have occurred no more than six (6) months prior to the date of filing.

CAN I FILE A CHARGE OF DISCRIMINATION?

To determine if your issue can be investigated by the Ohio Civil Rights Commission, please answer the following questions:

- Is the act of discrimination related to employment that occurred within the State of Ohio?
 - Did the act of discrimination happen within six (6) months from the date you are filing the charge?
- Do you think the action taken is related to your race, color, sex, religion, disability, national origin, ancestry, age (40 years or older), military status, or in retaliation for engaging in a protected activity (protesting discrimination)?

If you answered yes to the questions above, you can file a charge of discrimination with the Ohio Civil Rights Commission. If you did not answer yes to all three questions, you can still file a charge and the Commission will determine if the matter is jurisdictional and will proceed accordingly.

If you feel you have been subjected to unlawful discrimination and wish to file a charge of discrimination you may do so at

WWW.CRC.OHIO.GOV or call at 1-888-278-7101.