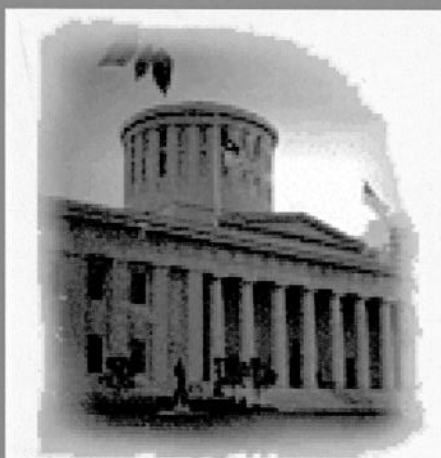


OHIO CIVIL RIGHTS COMMISSION

ANNUAL REPORT 2003



The Honorable Bob Taft, Governor

Pastor Aaron Wheeler, Sr., Chairman
Jeanine P. Donaldson, Commissioner
Altagracia "Grace" Ramos, Commissioner
Nirmal K. Sinha, Commissioner
Charles Winburn, Commissioner
G. Michael Payton, Executive Director



Ohio Civil Rights Commission

Board of Commissioners

Pastor Aaron Wheeler Sr., Chairman
Commissioner Jeanine P. Donaldson
Commissioner Grace Ramos
Commissioner Nirmal Sinha
Commissioner Charlie Winburn

G. Michael Payton, Executive Director

A great state is one that is culturally diverse, with citizens who are tolerant and sensitive to one another. For over 40 years the Ohio Civil Rights Commission has worked diligently to change the lives of people and families by championing those who have been voiceless and oppressed under discrimination, and educating them about their rights and responsibilities.

The Ohio Civil Rights Commission (OCRC) has faced many obstacles over the years; budget and staff reductions were some of the biggest this fiscal year. We learned that change was the only way we could survive and succeed in difficult times. The agency focused on efficiency in 2003 with a paperless case transfer system and a redesigned investigative process. The new procedures are streamlined and more client-attentive. We learned that each charge must be handled differently. While working with less, the OCRC has not sacrificed the quality of its work or the passion for accomplishing its mission.

This year, the OCRC fervently battled and won many high profile cases, such as a public access case in Southeastern Ohio, where 17 Black families lived in homes without water for over several years. City officials claimed it was too expensive to run the city water lines outside of the city limits, and the county contended that they weren't aware of any problems despite having received complaints for eight years. The Ohio Civil Rights Commission intervened, and now all the residents have running water.

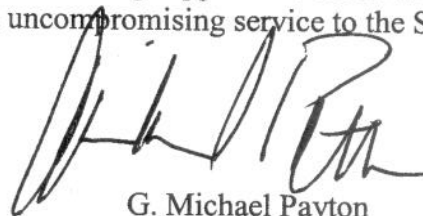
The year ushered in vital additions to OCRC with Commissioner Jeanine Donaldson of Lorain, Ohio, and Ms. Diane Citrino, Director of the Akron Regional Office of the Ohio Civil Rights Commission. We saw staff come and go, but we know that each and every one knew the value of their contributions to our mission. OCRC also unveiled our mascot, "Diversity Bear," for use in schools throughout Ohio.

The OCRC hosted the "Midwest Fair Housing Summit: A Call to Ohio," a two-day national conference with 200 participants from Ohio, Michigan, Kentucky, Illinois, Indiana and Wisconsin on March 31-April 1, 2003. And with our partners, the Columbus Urban League, the Columbus NAACP, and the Columbus Community Relations Commission, we held a series of community forums entitled "Know Your Rights" that focused on discrimination in places of public accommodation and predatory lending.

We thank all the OCRC staff and commissioners for their continuing support and effort in ensuring that the OCRC remains a quality agency providing a vital and uncompromising service to the State of Ohio.



Pastor Aaron Wheeler, Sr.
Chairman



G. Michael Payton
Executive Director

Chairman, Commissioners and Executive Director



Altagracia "Grace" Ramos (Beavercreek) Appointed Commissioner March 1991 and reappointed August 1994 and July 1999. Her current term expires July 2004.



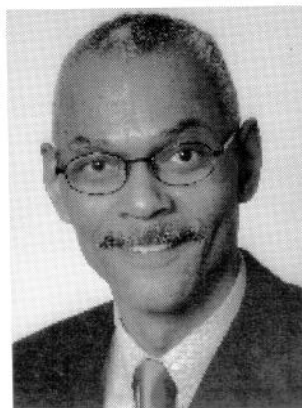
Pastor Aaron Wheeler, Sr., Chairman (Columbus) Appointed Commissioner September 2000 and appointed Commission Chairman February 2001. His current term expires July 2005.



Nirmal K. Sinha (Worthington) Appointed Commissioner April 1991 and reappointed July 1993, July 1998 and August 2003. His current term expires July 2008.



Charlie Winburn (Cincinnati) Appointed Commissioner February 2001 and reappointed July 2001. His current term expires July 2006.



G. Michael Payton was appointed by the Commissioners as Executive Director in July 2001. He has served the agency as Acting Executive Director, Chief Legal Counsel and Director of Regional Operations.



Jeanine P. Donaldson (Lorain) Appointed Commissioner October 2002. Her current term expires July 2007.

The Legislative Mandate

The Ohio Civil Rights Commission was established in July 1959 by the Ohio Legislature to enforce state laws against discrimination as specified in Chapter 4112 of the Ohio Revised Code. The Commission receives and investigates charges of discrimination in employment, public accommodations, housing, credit and disability in higher education on the basis of race, color, religion, sex, national origin, disability, age, ancestry or familial status. It has the authority to demand access to records, premises, documents, evidence or possible sources of evidence, and to record testimony or statements from individuals. The Commission is empowered to issue subpoenas, interrogatories, cease and desist orders, hold public hearings, collect monetary benefits, and has statutory authority to:

- initiate investigations of discriminatory practices;
- formulate policies to effectuate the purposes of Chapter 4112 of the Ohio Revised Code, and make recommendations to agencies and offices of the state or local subdivisions of government to effectuate such policies;
- make periodic surveys of the existence and effect of discrimination because of race, color, religion, sex, national origin, handicap, age, ancestry or familial status on the enjoyment of civil rights by persons within the state;
- receive progress reports from agencies, instrumentalities, institutions, boards, commissions, and other entities of this state or any of its political subdivisions and their agencies, instrumentalities, institutions, boards, commissions, and other entities regarding affirmative action programs for the employment of persons against whom discrimination is prohibited;
- prepare a comprehensive educational program, in cooperation with the Ohio Department of Education, for the students of Ohio's public schools and for all other residents of Ohio, that is designed to: eliminate prejudice on the bases of race, color, religion, sex, national origin, handicap, age, ancestry or familial status, further good will amongst those groups and emphasize the origin of prejudice against those groups and its harmful effects.

The Commission consists of a five-member board of Commissioners and approximately 153 employees. Commissioners are appointed to five-year terms by the Governor with the advice and consent of the Senate. By law, no more than three Commissioners can be of the same political party. The Governor designates one of the Commissioners to serve as the Chairperson. The Commissioners are responsible for selecting the agency's Executive Director, who implements the policies and decisions of the Commission and is responsible for the day-to-day operation of the agency. Commissioners serve as the final arbiter in the investigatory process and meet regularly to rule on recommendations from the Commission's six regional offices regarding charges of discrimination.

Timeline of Ohio Civil Rights Laws

July 29, 1959

Governor Michael V. Disalle signed into law enabling legislation creating the Fair Employment Practices Commission for Ohio. Law passed prohibiting discrimination in employment on bases of race, color, religion, national origin and ancestry. First Executive Director - Frank Baldau

1961

First Regional Office opened in Bellaire, Ohio. First Regional Director - Ellis L. Ross
Name changed to Ohio Civil Rights Commission

October 1961

Enactment of law prohibiting discrimination in places of public accommodation

October 1965

Enactment of law prohibiting discrimination in housing

November 1969

Housing discrimination law amended and broadened
Enactment of law prohibiting discrimination in burial lots

December 1973

Enactment of law prohibiting discrimination by reason of sex

January 1976

Enactment of law prohibiting discrimination in credit

July 1976

Enactment of law prohibiting discrimination by reason of disability

August 1976

Enactment of law prohibiting discrimination by reason of age in credit

November 1979

Law prohibiting discrimination by reason of age broadened

July 1984

Enactment of law prohibiting discrimination by institutions of higher education by reason of disability

September 1987

Housing discrimination law amended and broadened
Commission given authority to award actual damages and permits an award for punitive damages up to \$5,000.00
Commission given authority to seek Temporary Restraining Order

May 1990

Age law amended to cover individuals 40 and over

June 1992

Housing law amended to add familial status as a protected class to bring state into conformity with Title VIII of the Fair Housing Act of 1968
Housing law further amended and broadened
State law amended to bring it into conformity with the Americans With Disabilities Act of 1990

December 1999

Law amended to substitute the term "disability" for the term "handicap" in the Ohio Civil Rights Commission Laws and certain other related laws

Executive Team and Regional Directors

The Executive Management Team provides day-to-day support to the Executive Director. The six Executive staff members meet weekly to establish procedures and assist in the decision-making process. They oversee and manage various divisions at the Commission's Central Office. Those departments include Fiscal, Human Resources, Compliance, Information Technology, Public Affairs, Regional Operations and the Office of Special Investigations.



Pictured l to r: Keith McNeil (Chief Regional Counsel and Director of Regional Operations); Alan Clark, (Director of Information Technology Systems and Task Force Initiative); Josie Taylor-Woods (Director of Fiscal Management); Cheryl Jackson (Director of Human Resources and Compliance); Connie Higgins (Director, Office of Public Affairs); Matthew Miko (Chief Legal Counsel and Director of Enforcement); and OCRC's Executive Director G. Michael Payton.



The Directors of Regional Offices pictured from l to r: Diane Citrino, Akron; Marguerite Walker, Dayton; Iris Choi, Cleveland; Beleta Ebron, Columbus; Darlene Newbern, Toledo; and H. Jean Harris, Cincinnati.

Regional and Satellite Offices

The **Akron Regional Office** serves 14 counties in northeastern Ohio. The attached chart shows the number of charges received by the Akron office from each of these counties during the 2003 Fiscal Year.

Akron Government Building, Suite 205
161 South High Street
Akron, Ohio 44308

Telephone: 330-643-3100
TTY: 330-643-3100
Fax: 330-643-3120

Office hours Monday through Friday 8:00 am to 5:00 pm

Youngstown Satellite Office

(Managed by the Akron Regional Office)

2123 Belmont
Youngstown, Ohio 44504

Telephone: 330-746-3240
Office Hours are Tuesday and Thursday 10:00 am to 3:00pm

Akron	
Carroll	3
Columbiana	10
Coshocton	13
Harrison	0
Holmes	8
Jefferson	11
Knox	9
Mahoning	59
Portage	66
Stark	135
Summit	495
Trumbull	44
Tuscarawas	13
Wayne	21
Akron Total	887

The **Cincinnati Regional Office** serves 16 counties in southwestern and southern Ohio. The attached chart shows the number of charges received by the Cincinnati office from each of these counties during the 2003 Fiscal Year.

Cincinnati	
Adams	1
Brown	0
Butler	73
Clermont	19
Clinton	13
Fayette	12
Gallia	5
Hamilton	468
Highland	2
Jackson	4
Lawrence	3
Meigs	0
Pike	5
Scioto	12
Vinton	1
Warren	33
Cincinnati Total	651

Corporate Tower
7162 Reading Road, Suite 1001
Cincinnati, Ohio 45237

Telephone: 513-852-3344
TTY: 513-852-3344
Fax: 513-852-3357

Office hours Monday through Friday 8:00 am to 5:00 pm

*During State Fiscal Year 2003, the Cincinnati offices were located in the Holiday Office Park on West Eighth Street.

Regional and Satellite Offices

The **Cleveland Regional Office** serves 10 counties in northeastern Ohio. The attached chart reflects the number of charges received by the Cleveland office from each of these counties during the 2003 Fiscal Year.

Cleveland	
Ashland	8
Ashtabula	9
Cuyahoga	433
Erie	19
Geauga	9
Huron	14
Lake	48
Lorain	47
Medina	43
Richland	40
Cleveland Total	670

885 Lausche State Office Building
615 W. Superior Avenue, 8th Floor
Cleveland, Ohio 44113

Telephone: 216-787-3150
TTY: 216-787-3549
Fax: 216-787-4121

Office hours Monday through Friday 8:00 am to 5:00 pm

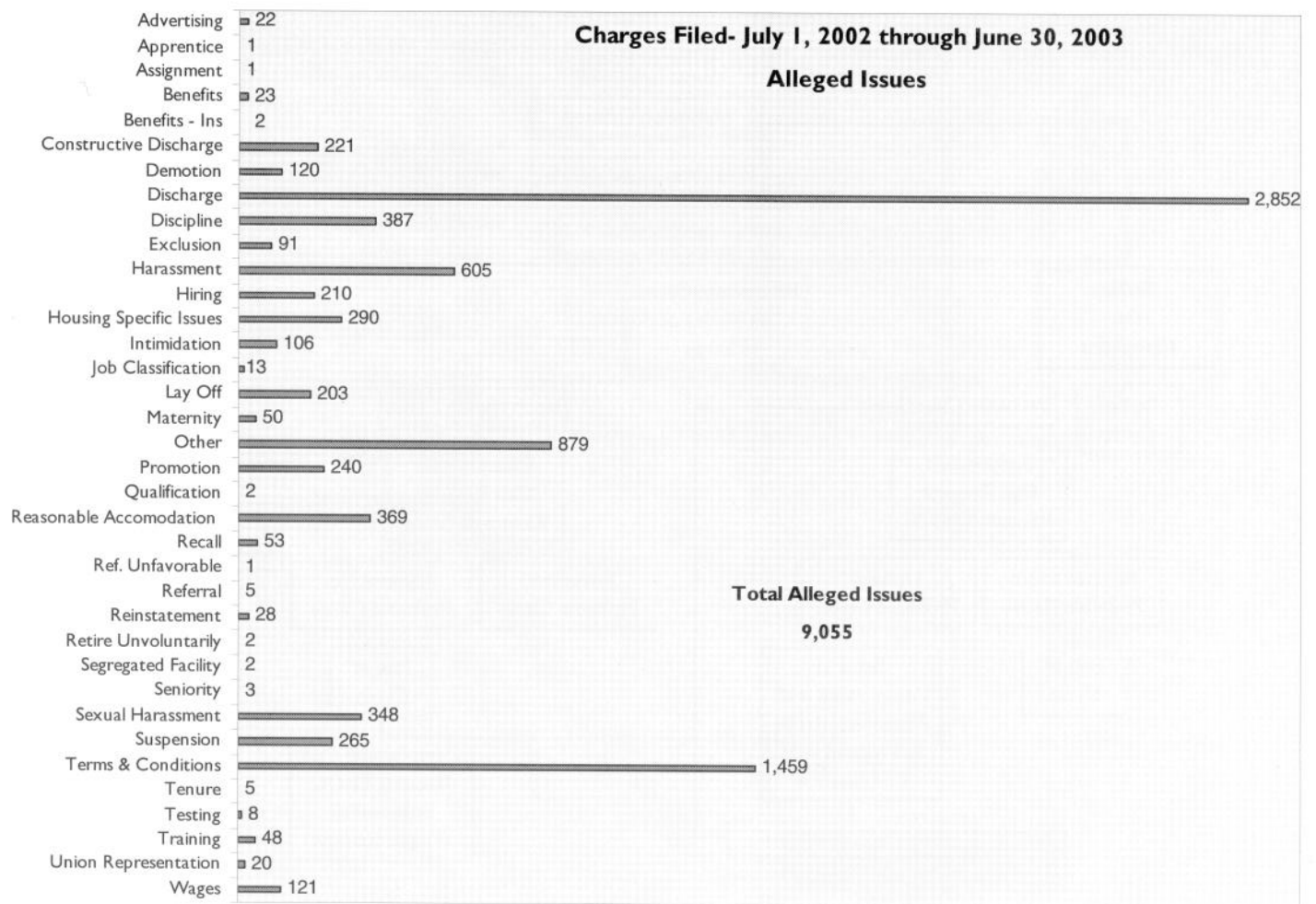
The **Columbus Regional Office** serves 20 counties in central and south eastern Ohio. The attached chart shows the number of charges received by the Columbus office from each of these counties during the 2003 Fiscal Year.

1111 East Broad Street,
Suite 301
Columbus, Ohio 43205-1379
Telephone: 614-466-5928
TTY: 614-752-2391
Fax: 614-466-6250

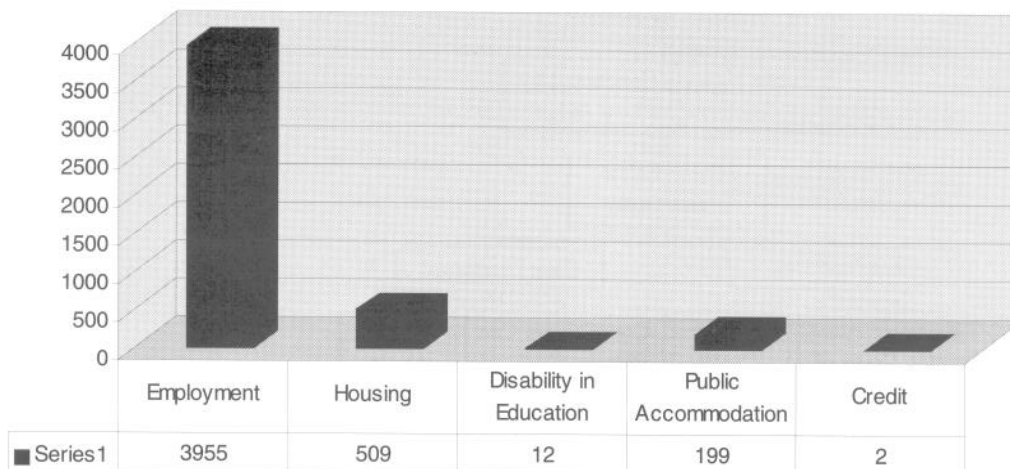
Office hours Monday through Friday 8:00 am to 5:00 pm

Columbus	
Athens	13
Belmont	4
Delaware	44
Fairfield	16
Franklin	806
Guernsey	6
Hocking	1
Licking	45
Madison	13
Marion	9
Monroe	3
Morgan	0
Morrow	6
Muskingum	10
Noble	2
Perry	7
Pickaway	15
Ross	17
Union	12
Washington	1
Columbus Total	1030

Charges Filed July 1, 2002 through June 30, 2003



Types of Charges Filed



Outreach, Public Service and Commitment to Education

Listed below are a few of the organizations included in the Commission's education and outreach activities during Fiscal Year 2002.

4th Annual Refugee Conference (Columbus)

Springfield Heritage Festival (Springfield)

University of Dayton Business School (Dayton)

Kent State University (Kent)

Ohio Association of Chiefs of Police (Columbus)

City of Elyria Annual Martin Luther King Commemorative Program (Elyria)

University of Akron MLK Activities Fair (Akron)

Nineteenth Annual Conference for Aspiring Minority Youth (Toledo)

"Beyond the River: A Celebration of the Underground Railroad in the Ohio River Valley" (Ripley)

State of the State Conference (Cincinnati)

Annual Human Services Conference (Cleveland)

Aiken Senior High School (Cincinnati)

Capital University Law School (Columbus)

Mifflin High School (Columbus)

Muskingum College (New Concord)

Coming Together Akron (Akron)

Oberlin College (Oberlin)

Thomas Jefferson Middle School (Cleveland)

YWCA Women's Conference (Columbus)

Blacks in Government - "Achieving Excellence - Learning Principles That Conditions One for Excellence" (Dayton)

McFarland Middle School (Dayton)

Latin Festivals (Toledo and Columbus)

FBI Hate Crimes Conference (Cleveland)

110th Basic Peace Officer Training Graduation for the Ohio Highway Patrol (Columbus)

Outreach, Public Service and Commitment to Education

OCRC, EEOC & Michigan Host 'Process for Diversity'

The Ohio Civil Rights Commission (OCRC) in partnership with the Michigan Department of Civil Rights, EEOC – Cleveland District Office and EEOC – Detroit District Office hosted a Best Practices Forum in an effort to showcase Ohio businesses who value and promote diversity.

One hundred forty (140) human resource professionals from Ohio and Michigan gathered to hear about creative and workable solutions regarding diversity issues and concerns. Noted CEO's and other executives provided insightful information reflecting the success of their respective diversity programs. Each presenter was invited to participate by one of the forum's four sponsoring partners. Director Payton introduced OCRC's sponsoring company representative James D. Staley, Chief Executive Officer and President of Roadway Corp. Other presenters included Clifford Brown, Director, Employment Relations – General Motors Corporation; Rhonda Cohen, Vice President and General Manager, MotorCity Casino; Mark Butler, Manager of Diversity – Marathon Ashland Petroleum; Richard Gross, Personnel Relations and Equal Employment Planning Management – Ford Motor Company; Lisa Wicker, Human Resources Executive – Daimler Chrysler; Theresa E. Mejia-Johnson, Ph. D., President – Integrity Development.

Commission Visits Wright State University

Approximately 90 University students heard case testimony during the Ohio Civil Rights Commission's public meeting held on the campus of Wright State University in Dayton, Ohio. Students particularly enjoyed the interaction with Commission staff through a question and answer session.

During this meeting, the Commission's legal counsel, Ohio Attorney Jim Petro's Office, received special recognition for its leadership, legal professionalism and dedication to public service.

Commission meetings are held at various locations around the state to increase public awareness of Ohio's discrimination laws and the Commission's administrative process.

OCRC Hosts 'Midwest Fair Housing Summit: A Call to Ohio'

Over 200 participants traveling from the states of Ohio, Michigan, Kentucky, Illinois, Indiana and Wisconsin attended the Commission's two-day conference.

Ms. Carolyn Y. Peoples, Assistant Secretary for Fair Housing & Equal Opportunity with the U.S. Department of Housing and Urban Development (HUD) delivered the keynote address emphasizing HUD's commitment to boost homeownership particularly for minorities and highlighted HUD's fair housing initiatives.

The attendees left the conference with a better understanding of fair housing issues and found the workshops on insurance redlining, accessibility-disability compliance laws, predatory lending and credit scoring very informative.



From l to r: OCRC Chairman, Pastor Aaron Wheeler Sr.; EEOC Detroit District Office Executive Director, James R. Neely Jr.; OCRC Executive Director, G. Michael Payton; Michigan Civil Rights Executive Director, Dr. Nanette Reynolds; Cleveland EEOC District Director, Michael Fetzer



From l to r: OCRC Executive Director G. Michael Payton; Professor Bill Slonaker, JD; Raj Soin College of Business, Berkwood Farmer, PhD, Dean, Raj Soin College of Business; Professor Ann Wendt, PhD, Raj Soin College of Business; OCRC Chairman, Pastor Aaron Wheeler, Sr.; OCRC Dayton Regional Director Marguerite Walker; OCRC Commissioner Charlie Winburn; Dr. Juanita L. Wehrle-Einhorn, Director of Affirmative Action, Wright State University



From l to r: Commissioner Nirmal Sinha; Pasor Aaron Wheeler, Sr., Chairman; Keynote Speaker Carolyn Y. Peoples; Executive Director G. Michael Payton; Carolyn Murphy, Columbus Fair Housing Center (HUD)

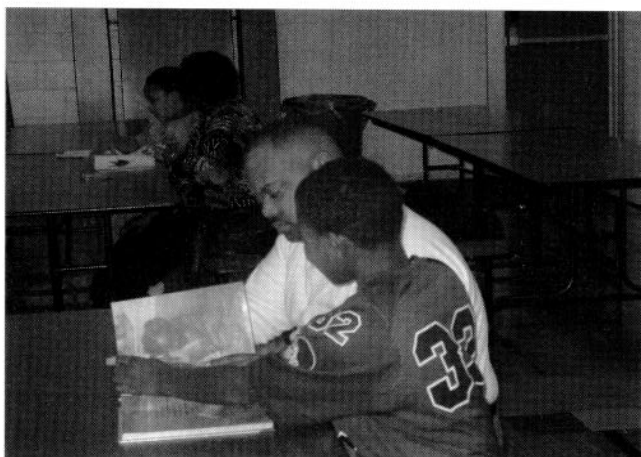
Outreach, Public Service and Commitment to Education



From l to r: OCRC Commissioners Nirmal Sinha, Jeanine Donaldson; OCRC Chairman Pastor Aaron Wheeler, Sr.; Diversity Bear; OCRC Commissioner Charlie Winburn; Ohio Governor Bob Taft; OCRC Commissioner Grace Ramos; Eastgate Elementary students



From l to r: OCRC Executive Director G. Michael Payton; OCRC Commissioners Grace Ramos and Charlie Winburn; OCRC Chairman Pastor Aaron Wheeler, Sr.; OCRC Commissioners Jeanine Donaldson and Nirmal Sinha; MLK Essay and Poster Winners Adrienne Palmer (Dayton), Kyle Dallman (Cincinnati), Gabrielle Carter (Columbus), Eric Kohn (Cincinnati) and Jeffrey Tucker (Columbus)



Brian Coston, an Investigator from the Columbus Regional Office, tutors at the Adopt-A-School Partner, Eastgate Elementary School.

Governor Visits OCRC

The Ohio Civil Rights Commission enjoyed a momentous event when Governor Bob Taft attended a Spring Commission Meeting during which the Commission's mascot 'Diversity Bear' made its debut.

Greeted by students from Eastgate Elementary School (the agency's Partner In Education), the Governor was welcomed to the meeting by Executive Director G. Michael Payton and Chairman Aaron Wheeler, Sr.

After presenting encouraging remarks regarding the great strides the Commission has made and the heightened visibility of the agency throughout the state, the Governor, OCRC Commissioners and Executive Staff officially welcomed 'Diversity Bear'. The bear will assist in promoting OCRC's *Valuing Diversity* education curriculum unit as staff visits elementary schools throughout the state.

OCRC Sponsors Annual Martin Luther King, Jr. Essay and Art Contest

In an effort to fulfill our legislative mission and promote quality education for Ohio's students, the Ohio Civil Rights Commission encourages students to demonstrate their artistic and literary skills through the Commission's Annual Martin Luther King, Jr. Essay and Art Contest.

The Commission received and reviewed approximately 1200+ entries. Winners for each grade level (3rd – 8th) were recognized with certificates and gift bags during an official Commission Meeting.

OCRC School Partnerships

At the Ohio Civil Rights Commission, education is not only a legislative mandate, it's a passion. Each of the six Regional Offices and the agency's Central Office is involved in mentoring, tutoring and/or supporting schools in their neighborhoods.

The OCRC participates in the Adopt-A-School Program, the Governor's initiative, OhioReads and local tutoring opportunities.

In consultation with the Ohio Department of Education, the OCRC developed a comprehensive course of study for Ohio schools (grades K-12) entitled *Valuing Diversity: Learning and Living Together*. With the exercises and aids provided, it is our hope that this course will teach students to live and work in a society inclusive and respectful of differences.

Charge Receipts by Region

Anyone who lives or works in Ohio and feels that he/she has been subjected to unlawful discrimination can file a charge with one of OCRC's regional offices located in Akron, Cincinnati, Cleveland, Columbus, Dayton and Toledo; or with OCRC's Springfield or Youngstown satellite offices. Such complaints must be filed within six (6) months (or one year for housing complaints) of the alleged act of discrimination. OCRC may also self-initiate an investigation in employment and housing cases based on preliminary information indicating that there may be a pattern of discrimination within an entire system, "systemic discrimination". In any event, OCRC must make a finding within one (1) year after a charge is filed.

When a charge is filed, the responsibility for the investigation is assigned to a Civil Rights Field Representative (Investigator). During the investigation, the investigator will discuss allegations in detail with the Charging Party (person filing the charge) and will also contact the Respondent (the person or company responsible for the alleged act of discrimination). Before any determination is made on the merits of a charge, each party may be offered voluntary mediation. If both parties agree, an experienced OCRC mediator will schedule a mediation session within 30 days. During mediation both parties will have the opportunity to explain their position and offer ideas for reaching a resolution.

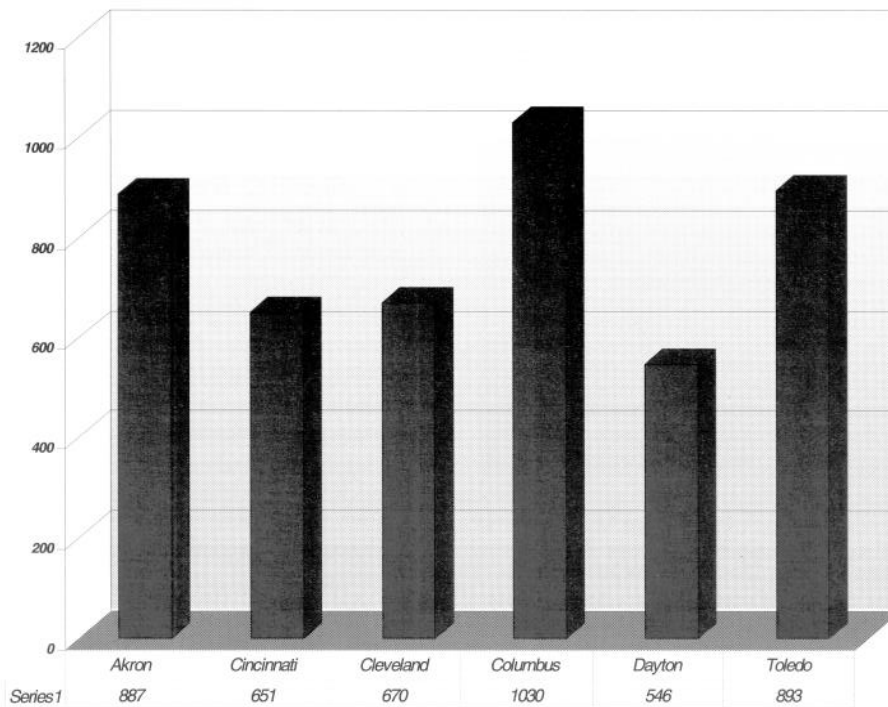
The mediator will work with both parties to reach a mutually satisfactory settlement. Any agreement reached during mediation is binding upon the parties. If a mutually satisfactory settlement is reached, the case is closed. If a settlement is not reached, the mediator will return the case to the region for a full investigation.

After the investigator has accumulated enough evidence to support a recommendation, it is submitted in written form to the investigator's supervisor, then to the Regional Director, and finally to the Commissioners, who must approve the report before it becomes the official finding of the Commission. If the preponderance of evidence obtained during the course of the investigation is insufficient to substantiate the charge of discrimination, the Commission must make a finding that it is **NOT PROBABLE** that a violation of law has

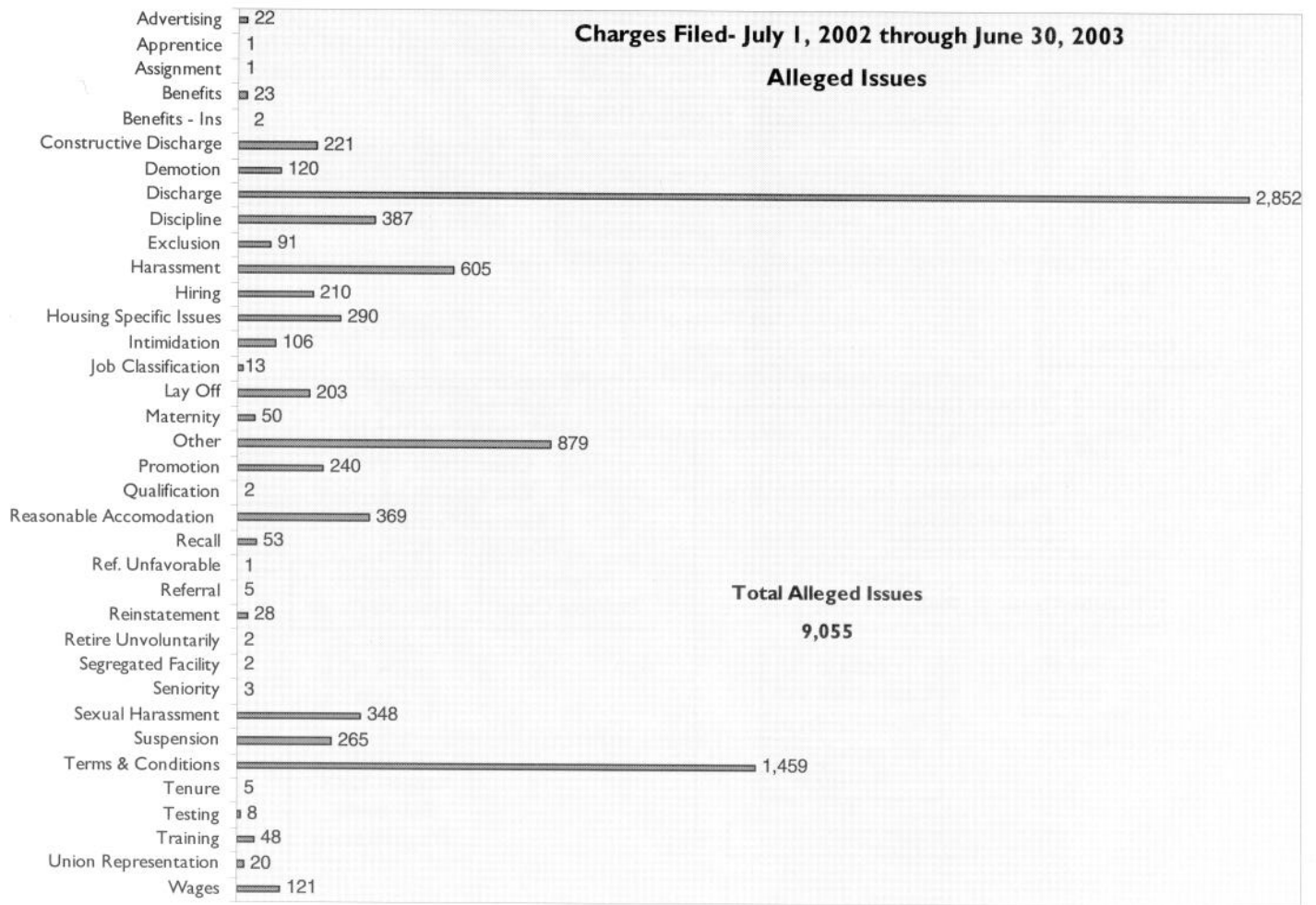
occurred. The Commission will then dismiss the charge with a finding of **NO PROBABLE CAUSE**.

If the preponderance of evidence is sufficient to substantiate that discrimination has occurred, the investigator will recommend that the Commission make a finding that it is **PROBABLE** that a violation of the law has occurred. This constitutes a **PROBABLE CAUSE** finding.

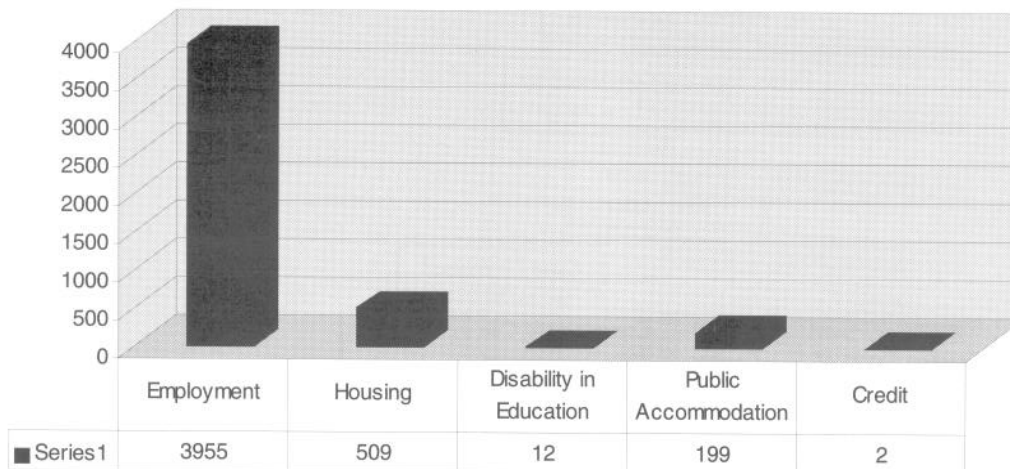
The Civil Rights Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation.



Charges Filed July 1, 2002 through June 30, 2003

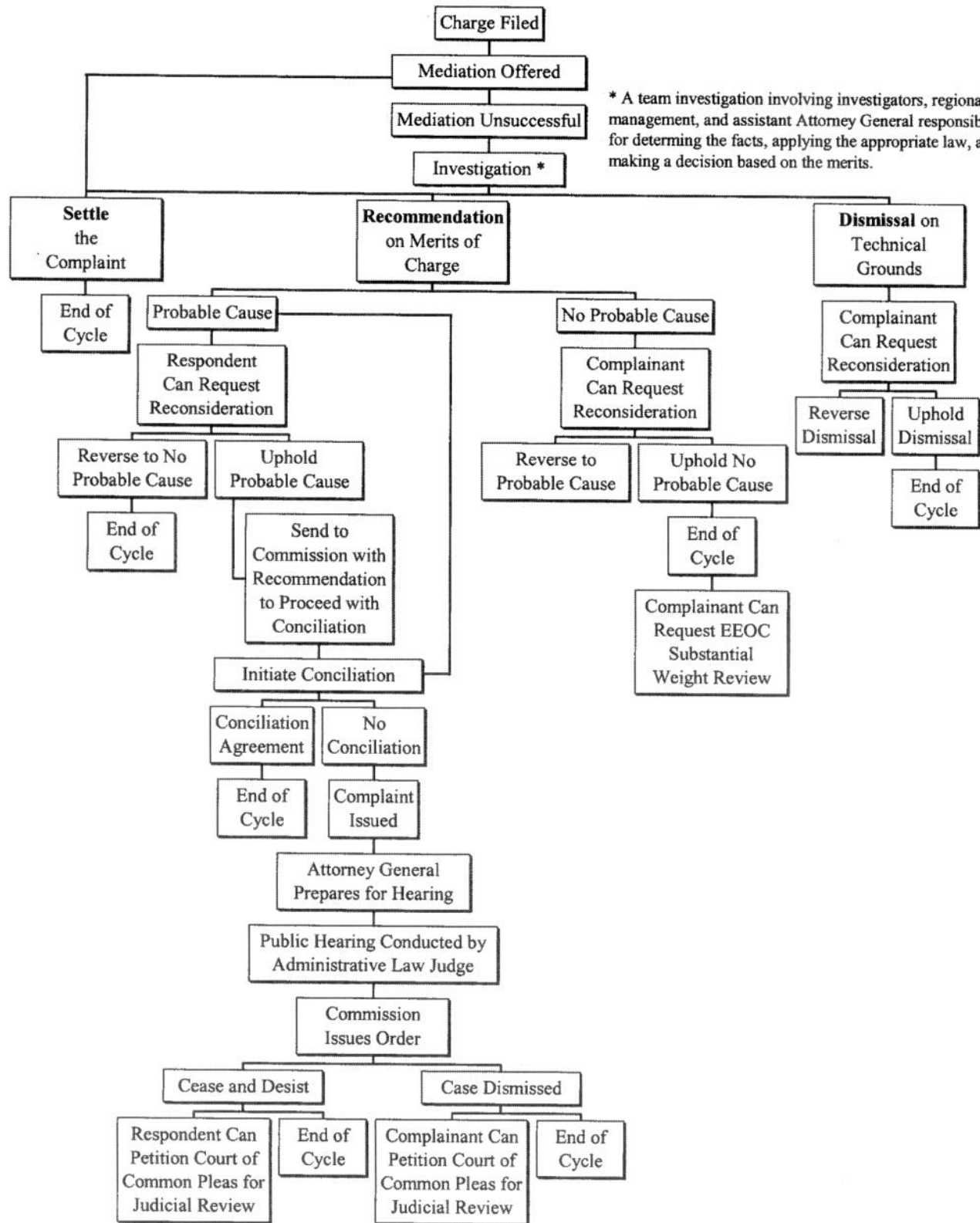


Types of Charges Filed



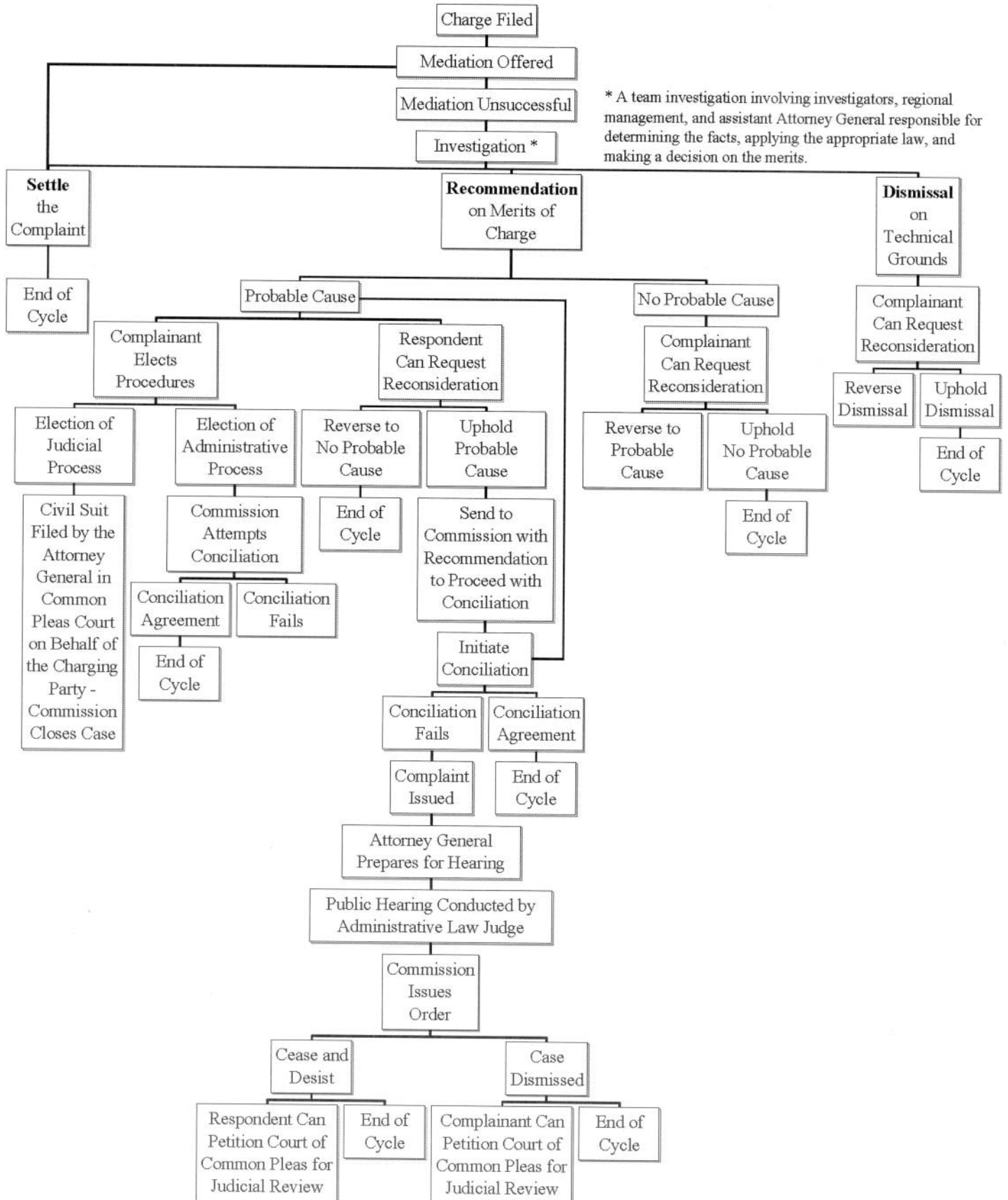
OHIO CIVIL RIGHTS COMMISSION COMPLAINT PROCEDURE

for
Employment, Public Accommodation, Higher Education/Disability, and Credit



OHIO CIVIL RIGHTS COMMISSION COMPLAINT PROCEDURE

for
Housing Charges Only



Charges Closed- July 1, 2002 through June 30, 2003

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 the respondent must agree to the settlement. Approximately 70% of all charges electing mediation are successfully resolved.

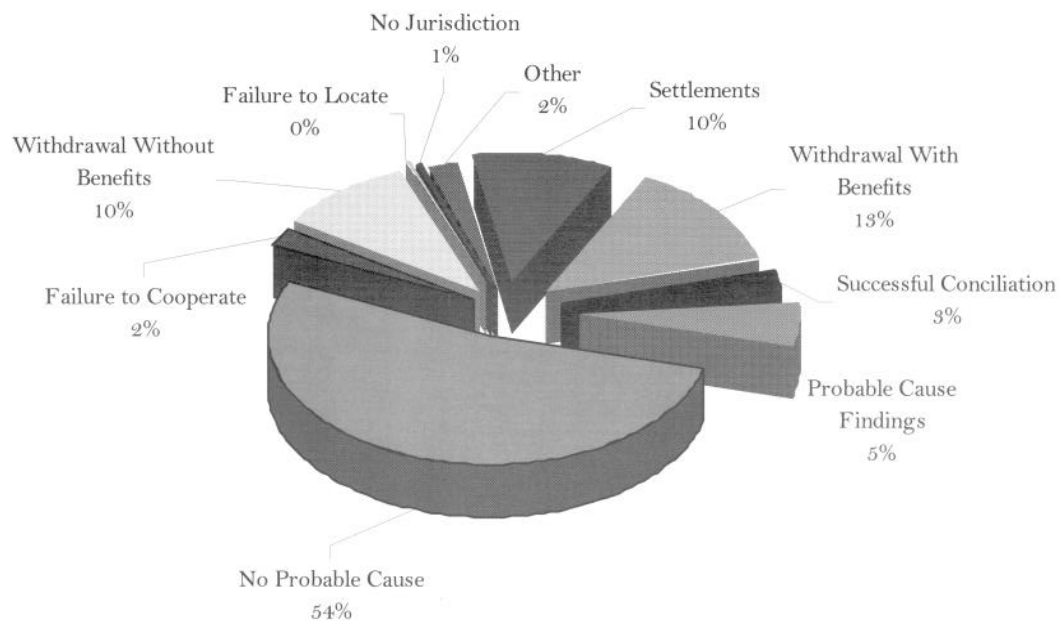
Administrative Resolutions include cases where the charging party elects to withdraw the charge and/or pursue the claim through the court system, cases where the Commission is unable to locate respondent or charging party or if the agency determines the charge to be non-jurisdictional.

Successful Conciliations are settlements reached after a preliminary finding of Probable Cause.

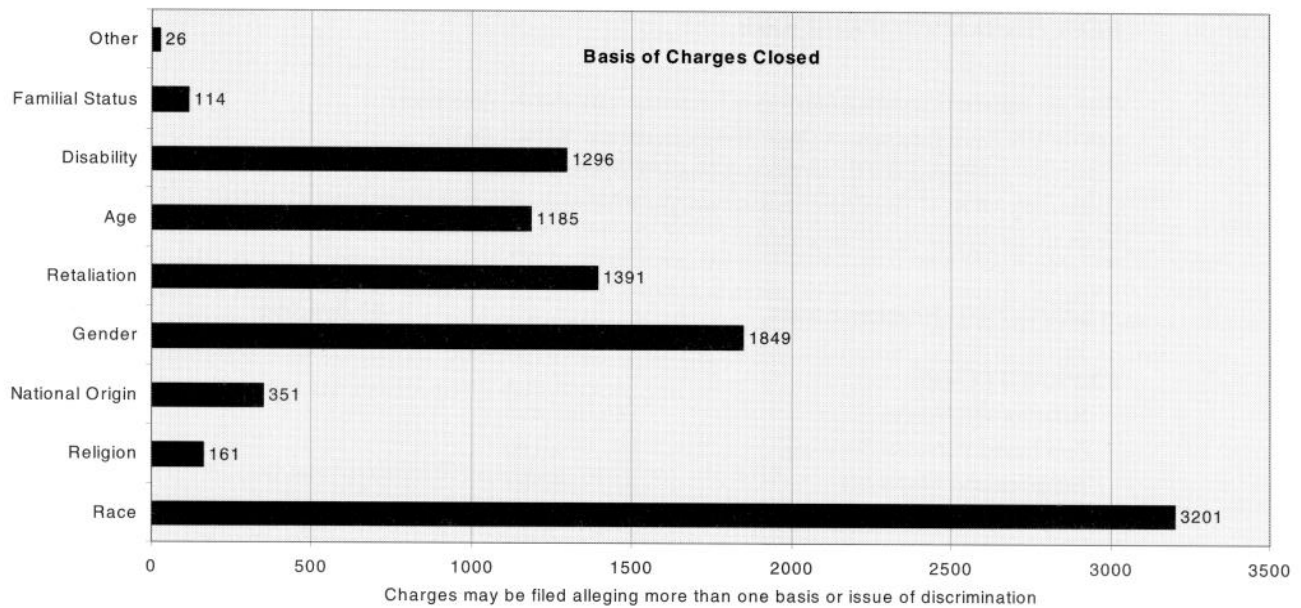
No Probable Cause findings are issued after a full investigation concludes that the evidence failed to show a discriminatory act took place.

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

A **Request for Reconsideration** may be granted after the Commission makes its determination on the charge and one of the parties believes the evidence did not prove the finding. Both the Charging Party and Respondent have the right to appeal that finding and may appear before the Commissioners to personally explain their position.



Charges Closed - July 1, 2002 through June 30, 2003



Case Closures July 1, 2002 Through June 30, 2003

Settlements	574
Withdrawal With Benefits	591
Successful Conciliation	62
Probable Cause Findings	219
No Probable Cause	3436
Failure to Cooperate	88
Withdrawal Without Benefits	377
Failure to Locate	6
No Jurisdiction	50
Other	160
Total Closures	5563
 Total Number of Probable Cause Findings	 219
Charges Resolved after the Probable Cause Finding	55
Still Pending Final Resolution as of June 30, 2002	164

Fiscal Management

FINANCIAL DATA

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.

EEOC/HUD Revenue Funds	\$4,305,064
-------------------------------	--------------------

EXPENDITURES

Salaries and Wages	\$3,055,378	
Purchased Personal Services	244,120	
Supplies and Materials	36,591	
Motor Vehicles	18,436	
Travel	14,189	
Communications	75,456	
Equipment Maintenance	33,798	
Rentals	16,823	
Printing	31,985	
General Expenses	451,390	
Equipment	13,295	
Encumbrances	87,429	
Federal Appropriations	226,174	
TOTAL EXPENDITURES		\$4,305,064

GENERAL REVENUE FUND (GRF)

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

GRF Appropriations	\$8,374,315
---------------------------	--------------------

EXPENDITURES	\$7,451,909	
Salaries and Wages	2,091	
Purchased Personal Services	34,579	
Supplies and Materials	25,665	
Motor Vehicles	9,913	
Travel	66,855	
Communications	16,690	
Equipment Maintenance	595,929	
Rental	5,776	
Printing	66,684	
General Expenses	93,639	
Equipment	4,585	
Encumbrances		
TOTAL EXPENDITURES		\$8,374,315

Core 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 the public.

Mission Statement

We are the Ohio Civil Rights Commission. Our primary duty is to enforce the Ohio Laws Against discrimination and promote positive human relations amongst a diverse citizenry.

We will be professional, competent and fair to our clients and all Ohio citizens as we educate the public and investigate claims of discrimination.

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.



Visit OCRC's website at:
www.crc.ohio.gov
For information, contact 1-888-278-7101