OHIO

YOUR RIGHTS UNDER OHIOA 1852, THE OHIO ANTI-DISCRIMINATION AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHT TO COMPLAIN

You have the right to file a complaint with the Ohio Civil Rights Commission (OCRC) if you believe you have been discriminated against in the workplace because of race, color, national origin, religion, age, sex, marital status, sexual orientation, disability, or because an individual has made a charge, testified, assisted, or participated in any manner in the enforcement of any state or federal civil rights law.

WHAT YOU MUST DO

If you believe you have been discriminated against, you must file your complaint with the OCRC within two years of the last act of discrimination.

WHAT THE OCRC CAN DO

The OCRC can investigate your complaint and may issue a cease and desist order if it finds evidence of discrimination. If the OCRC is unable to resolve your complaint, you may have the right to file a lawsuit in court.

WHAT ARE THE PENALTIES

The OCRC may impose penalties on employers who violate the laws and may require the employer to compensate the affected employee for damages.

WHEN CAN YOU FILE A COMPLAINT

You can file a complaint if you have experienced discrimination in the workplace, even if you have not filed a charge or participated in any enforcement activities.

WHAT IF YOU WANT TO FILE A COMPLAINT

To file a complaint, you can call the OCRC at 1-888-682-2360 or visit their website at www.ohrcc.com.

Your rights under the Ohio anti-discrimination and reemployment rights act.