

■ CIVIL RIGHTS LAW

TERMS: It is illegal for a farm operator or any other employer with 4 or more employees, because of the race, color, religion, sex, military status, national origin, disability, age or ancestry of any person, to fire the person without just cause, to refuse to hire the person, or to discriminate against the person with respect to wages, the terms and conditions of employment, or any matter directly or indirectly related to employment.

Unless approved in advance by the state enforcement agency, employers of 4 or more workers are not permitted to ask questions concerning a job applicant's race, color, religion, sex, military status, national origin, disability, age or ancestry, or to use any form of job application requesting such information. Employers of 4 or more workers may not publish any advertisement or notice indicating a preference for or discrimination against applicants on any of those same grounds, or make any record of such characteristics prior to employment.

Similar discriminatory acts by employment agencies and labor organizations are also prohibited.

ENFORCEMENT: *Ohio Civil Rights Commission, Columbus, Ohio 43215 (toll-free 888-278-7101).* A worker may file a complaint of a violation of this law with the Commission at any time within 6 months after the violation occurred.

Workers subjected to an unlawful employment practice have a right to sue the employer involved, using a private attorney or public legal service provider. Such a suit must be filed within 180 days after the alleged practice occurred. In the case of age discrimination, however, court action under the civil rights law automatically prevents the worker from filing a charge with the Civil Rights Commission and from filing suit under the state's age discrimination in employment law (*see entry after next*) with respect to the same complaint.

SPECIAL NOTE: An employer may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.