



Ohio Legislative Service Commission

Bill Analysis

David M. Gold

H.B. 82

130th General Assembly
(As Introduced)

Reps. Hayes and Blair, Wachtmann, Derickson, Becker, Terhar, Boose, Thompson, Scherer, Buchy, Conditt

BILL SUMMARY

- Excludes from the Civil Rights Law's definition of "employer" a religious corporation, association, educational institution, or society with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation, association, educational institution, or society.

CONTENT AND OPERATION

Definition of "employer" in the Civil Rights Law

The bill excludes religious corporations, associations, educational institutions, and societies from the definition of "employer" as used in the Ohio Civil Rights Law.

The Civil Rights Law prohibits "employers" from engaging in a variety of discriminatory practices, such as discharging a person without just cause, refusing to hire a person, or otherwise discriminating against a person with respect to hire, tenure, terms, conditions, or privileges of employment, or any matter directly or indirectly related to employment, on the basis of the person's race, color, religion, sex, military status, national origin, disability, age, or ancestry.¹ As used in the Civil Rights Law, "employer" includes the state, any political subdivision of the state, any person employing four or more persons within the state, and any person acting directly or indirectly in the interest of an employer. The bill excludes from this definition of employer "a religious corporation, association, educational institution, or society with respect to the employment of individuals of a particular religion to perform work

¹ R.C. 4112.02.

connected with the carrying on by such corporation, association, educational institution, or society."²

HISTORY

ACTION	DATE
Introduced	02-26-13

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² R.C. 4112.01(A)(2).

