
CIVIL RIGHTS COMMISSION

- Exempts religious corporations, associations, educational institutions, and societies from the Ohio Civil Rights Law's prohibitions relating to the unlawful discriminatory practices in employment, with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by that religious corporation, association, educational institution, or society of its activities.
- Clarifies that it is not an unlawful discriminatory practice for a person or an appointing authority administering a civil service examination to obtain information about an applicant's military status for the purpose of determining whether the applicant is entitled to receive additional credit as a military veteran.

Unlawful discriminatory practices

(R.C. 4112.02)

Religious exemption

The act adds a religious employer exemption to the unlawful discriminatory practices provisions of Ohio's Civil Rights Law. Under continuing law, the following are considered unlawful and discriminatory practices:

- For any employer, because of the race, color, *religion*, sex, military status, national origin, disability, age, or ancestry (protected status) of any person, to discharge without just cause, to refuse to hire, or otherwise to discriminate against that person with respect to hire, tenure, terms, conditions, or privileges of employment, or any matter directly or indirectly related to employment.
- For an employment agency or personnel placement service, because of a protected status, to do either of the following:
 - Refuse or fail to accept, register, classify properly, or refer for employment, or otherwise discriminate against any person;
 - Comply with a request from an employer for referral of applicants for employment if the request directly or indirectly indicates that the employer fails to comply with the provisions of Ohio's Civil Rights Law.



- For any labor organization to do either of the following:
 - Limit or classify its membership on the basis of a protected status;
 - Discriminate against, limit the employment opportunities of, or otherwise adversely affect the employment status, wages, hours, or employment conditions of any person as an employee because of a protected status.
- For any employer, labor organization, or joint labor-management committee controlling apprentice training programs to discriminate against any person because of a protected status in admission to, or employment in, any program established to provide apprentice training.
- Except where based on a bona fide occupational qualification certified in advance by the Civil Rights Commission, for any employer, employment agency, personnel placement service, or labor organization, prior to employment or admission to membership, to elicit or attempt to elicit any information concerning the protected status of an applicant for employment or membership, as well as utilizing such information in other specified circumstances.

Under the act, the unlawful discriminatory practices outlined above do not apply to a religious corporation, association, educational institution, or society with respect to the employment of an individual of a particular religion to perform work connected with the carrying on by that religious corporation, association, educational institution, or society of its activities.

Civil service examinations

The act clarifies that it is not an unlawful discriminatory practice for a person or an appointing authority administering a civil service examination to obtain information about an applicant's military status for the purpose of determining if the applicant is eligible for the additional credit that is available to military veterans under the Civil Service Law.

Under continuing civil rights law, it is an unlawful discriminatory practice for an employer, because of military status, to discriminate against a person with respect to any matter directly or indirectly related to employment. And it is an unlawful discriminatory practice for an employer to elicit or attempt to elicit any information concerning the military status of an applicant. However, certain military veterans, when applying for positions in the classified service, are entitled to have additional credit added to their civil service examination score.

The act resolves this potential discrepancy by expressly stating in the Civil Rights Law the policy described above.

