

CITY OF COLUMBUS

**COMMUNITY RELATIONS
COMMISSION**

CIVIL RIGHTS SECTION

Definition of Discrimination

Columbus City Code, Title 23, Chapter
2331.01 (6) definition:

“Discriminate and discrimination” includes
segregation or separate and any differences
in treatment based on {protected classes}

AREAS OF DISCRIMINATION

(Columbus Code title 23;
Chapter 2331)

- EMPLOYMENT
- PUBLIC ACCOMODATION
- HOUSING
- ETHNIC INTIMIDATION
- RACIAL PROFILING
- INTERFERING WITH CIVIL RIGHTS
(government officials / workers)

PROTECTED CLASSES

- ACTIVE MILITARY*
- AGE (40 & OVER)*
- ANCESTRY
- COLOR
- DISABILITY*
- FAMILIAL STATUS*
- GENDER IDENTITY OR EXPRESSION*
- NATIONAL ORIGIN
- RACE
- RELIGION
- RETALIATION
- SEX
- SEXUAL ORIENTATION

* New (12/08)

FILING REQUIREMENTS

- Discrimination occurs in Columbus, OH
- If a business, has four (4) or more employees
- Discrimination occurred in last ***six months***
- Must have evidence to prove ***criminal*** charge (strong direct/preponderance of indirect)
- Charged party is not State of Ohio, Franklin County or other non-city political jurisdiction
- You may also file with the State of Ohio (OCRC) and/or U.S. government (EEOC, Dept. of Labor, Justice)