

**State of Ohio**  
**Civil Rights Commission**

**Role and Overview**

The [Ohio Civil Rights Commission](#) (OCRC) receives and investigates charges of discrimination in employment, public accommodations, housing, credit, and higher education on the basis of race, color, religion, sex, national origin, disability, age, ancestry, or familial status. The commission is governed by a five-member board, appointed by the Governor. The commission employs an executive director who heads a staff of approximately 147.

The commission's fiscal year 2005 budget was approximately \$11 million. Approximately 92 percent of the commission's General Revenue Fund budget directly supports the investigation and resolution of discrimination charges. Employment and housing discrimination cases are primarily funded through contracts with the Federal Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development. The commission has statutory authority to initiate investigations of discriminatory practices; formulate policies to effectuate compliance with state and federal laws barring discrimination; make periodic surveys of the existence and effects of discrimination; receive progress reports regarding affirmative action; and prepare an educational program, in conjunction with the Ohio Department of Education, for Ohio's public schools designed to eliminate discrimination.

**Executive Priorities for the Ohio Civil Rights Commission**

- Enforce state laws against discrimination.
- Follow a proactive approach in education, training, and the dissemination of publications to better educate Ohioans about their civil rights.

**Summary of Budget History and Recommendations**

(In thousands) BUDGET FUND GROUP	ACTUAL			ESTIMATE FY 2005	% CHANGE FY 04-05	RECOMMENDED			
	FY 2002	FY 2003	FY 2004			FY 2006	% CHANGE	FY 2007	% CHANGE
General Revenue Fund	9,501	8,370	7,194	7,042	(2.1)	7,253	3.0	7,471	3.0
Fed Special Revenue Fund Group	3,149	4,144	3,588	3,790	5.6	3,760	(.8)	3,560	(5.3)
State Special Revenue Fund Group	0	1	15	21	39.8	51	143.2	51	.0
<b>TOTAL</b>	<b>12,650</b>	<b>12,515</b>	<b>10,796</b>	<b>10,853</b>	<b>.5</b>	<b>11,064</b>	<b>1.9</b>	<b>11,082</b>	<b>.2</b>

(In thousands) OBJECT OF EXPENSE	ACTUAL			ESTIMATE FY 2005	% CHANGE FY 04-05	RECOMMENDED			
	FY 2002	FY 2003	FY 2004			FY 2006	% CHANGE	FY 2007	% CHANGE
Personal Services	10,401	10,539	9,204	9,108	(1.0)	9,271	1.8	9,289	.2
Purchased Services	116	315	132	245	85.8	220	(10.2)	220	.0
Maintenance	1,712	1,553	1,390	1,410	1.4	1,431	1.5	1,431	.0
Equipment	422	103	66	90	37.0	142	57.9	142	.0
Transfer & Other	0	5	5	0	(100.0)	0	.0	0	.0
<b>TOTAL</b>	<b>12,650</b>	<b>12,515</b>	<b>10,796</b>	<b>10,853</b>	<b>.5</b>	<b>11,064</b>	<b>1.9</b>	<b>11,082</b>	<b>.2</b>

# Civil Rights Commission

## PROGRAM SERIES 01: Protection of Civil Rights

This program series enables the Ohio Civil Rights Commission to protect the civil rights of Ohio's citizens as well as take a proactive approach through educating, training, and disseminating publications informing the public of their rights.

### Program 01.01: Investigation and Enforcement

This program receives, investigates, and prosecutes charges of unlawful discriminatory practices in the areas of employment, housing, places of public accommodation, credit, and higher education (disability only). Each year, the agency processes approximately 5,000 discrimination charges, which include charge intake, field investigation, conciliation/settlement, case recommendations, public hearings, compliance reviews, and enforcement.

#### What the Budget Buys:

- Funds 134 employees who process and investigate approximately 5,000 charges of discrimination annually; and
- Funds the mediation of nearly 700 cases with a resolution rate of 78 percent.

FUND GROUP	FUND	ALI	ALI NAME	RECOMMENDED	
				FY 2006	FY 2007
GRF	GRF	876-321	Operating Expenses	7,253,075	7,470,667
FED	334	876-601	Investigations	3,475,000	3,275,000
SSR	217	876-604	Operations Support	50,951	50,951
<b>TOTAL FOR PROGRAM</b>				<b>10,779,026</b>	<b>10,796,618</b>

### Program 01.02: Public Affairs and Community Service

This program provides technical assistance and other community service programs to inform the public about Ohio laws against discrimination. The agency conducts, sponsors, and participates in workshops, seminars, and other types of training in order to educate the public about their rights, as well as to educate the community about their responsibilities to achieve voluntary compliance with anti-discrimination laws. The program also prepares educational materials for use by K-12 schools to eliminate prejudice and foster good will among Ohio's diverse citizenry.

#### What the Budget Buys:

- Funds four employees who give presentations statewide on Ohio's anti-discrimination laws and strategies to prevent harassment and discriminatory practices in the workplace; and
- Supports the development and distribution of *Valuing Diversity: Living and Learning Together*, a comprehensive education program for Ohio's public school system, designed to reduce discrimination and encourage diversity in an academic setting.

FUND GROUP	FUND	ALI	ALI NAME	RECOMMENDED	
				FY 2006	FY 2007
FED	334	876-601	Investigations	285,000	285,000
<b>TOTAL FOR PROGRAM</b>				<b>285,000</b>	<b>285,000</b>

# Civil Rights Commission

## Appropriation Line Item Analysis for FYs 2006 and 2007

### Line Item Restructuring Analysis

The Civil Rights Commission budget has been restructured to increase management flexibility. Line items Personal Services/100, Maintenance/200, and Equipment/300 have been consolidated into Operating Expenses/321.

These line items have been combined in the chart below to illustrate the changes in funding levels due to this restructuring.

			Estimated	Recommended			
Fund	ALI	ALI Title	FY 2005	FY 2006	% Change	FY 2007	% Change
GRF	876-321	Operating Expenses	\$7,041,820	\$7,253,075	3.0%	\$7,470,667	3.0%

## LINE ITEM SUMMARY - Civil Rights Commission

FUND	ALI	ALI TITLE	FY 2002 ACTUAL	FY 2003 ACTUAL	FY 2004 ACTUAL	FY 2005 ESTIMATE	FY 2006 RECOMMENDED	% CHANGE	FY 2007 RECOMMENDED	% CHANGE
GRF	876-100	Personal Services	8,463,470	7,454,000	6,729,931	6,600,000	0	**	0	**
GRF	876-200	Maintenance	928,221	822,092	404,586	400,000	0	**	0	**
GRF	876-300	Equipment	109,432	93,782	59,091	41,820	0	**	0	**
GRF	876-321	Operating Expenses	0	0	0	0	7,253,075	**	7,470,667	**
<b>TOTAL General Revenue Fund</b>			<b>9,501,123</b>	<b>8,369,874</b>	<b>7,193,608</b>	<b>7,041,820</b>	<b>7,253,075</b>	<b>3.0</b>	<b>7,470,667</b>	<b>3.0</b>
334	876-601	Investigations	3,148,961	4,144,123	3,587,740	3,789,999	3,760,000	(.8)	3,560,000	(5.3)
<b>TOTAL Fed Special Revenue Fund Group</b>			<b>3,148,961</b>	<b>4,144,123</b>	<b>3,587,740</b>	<b>3,789,999</b>	<b>3,760,000</b>	<b>(.8)</b>	<b>3,560,000</b>	<b>(5.3)</b>
217	876-604	Operations Support	29	1,027	14,984	20,951	50,951	143.2	50,951	.0
<b>TOTAL State Special Revenue Fund Group</b>			<b>29</b>	<b>1,027</b>	<b>14,984</b>	<b>20,951</b>	<b>50,951</b>	<b>143.2</b>	<b>50,951</b>	<b>.0</b>
<b>TOTAL Civil Rights Commission</b>			<b>12,650,113</b>	<b>12,515,024</b>	<b>10,796,332</b>	<b>10,852,770</b>	<b>11,064,026</b>	<b>1.9</b>	<b>11,081,618</b>	<b>.2</b>

\*\* Please see the Appropriation Line Item analysis for further detail.