

**Role and Overview**

The role of the Civil Rights Commission (OCRC) is to investigate complaints and resolve discrimination charges filed by the citizens of Ohio. Specifically, this includes discrimination in employment, housing, public accommodation, credit, and admission to and participation in activities sponsored by institutions of higher learning on the basis of race, color, religion, sex, national origin, disability, age, ancestry, or familial status.

OCRC addresses discrimination cases for 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.

The Governor appoints the commission's five board members to staggered five-year terms. The commission employs an executive director to manage a staff of 139 and an annual budget of approximately \$11.1 million.

Additional information regarding the Ohio Civil Rights Commission is available at <http://crc.ohio.gov/>.



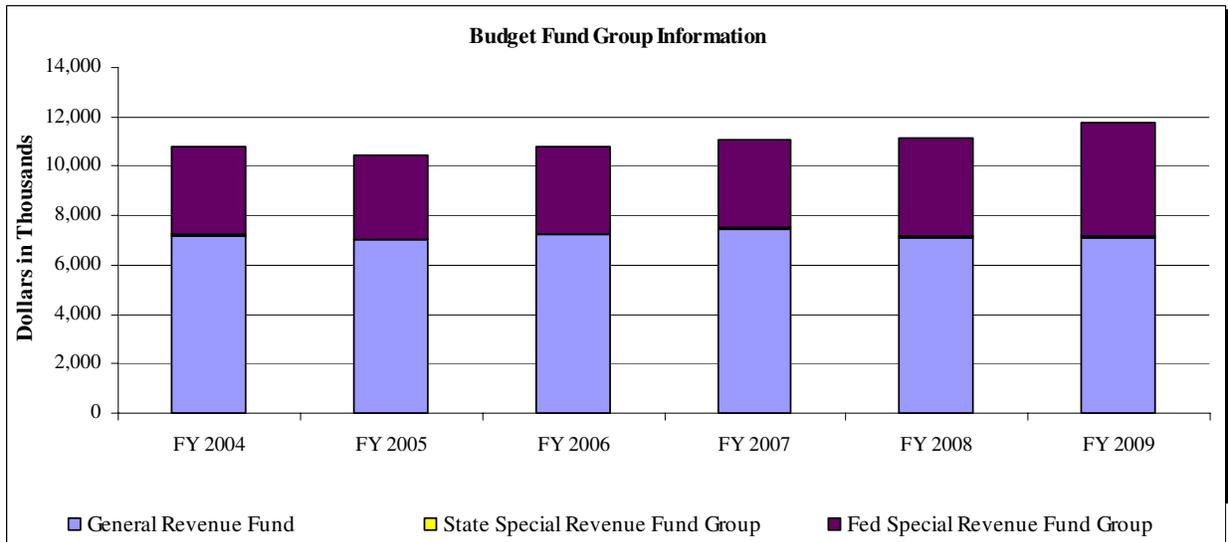
**Turnaround Ohio Initiatives**

- Operate with greater efficiency and continuous improvement in work processes consistent with the Turnaround Ohio strategy of a being a lean, competitive, modern government.
- Continue to further review additional opportunities to make services more effective and accessible (e.g., a paperless processing system for online filing, streaming audio and video, on-line guidance documents, e-newsletter).

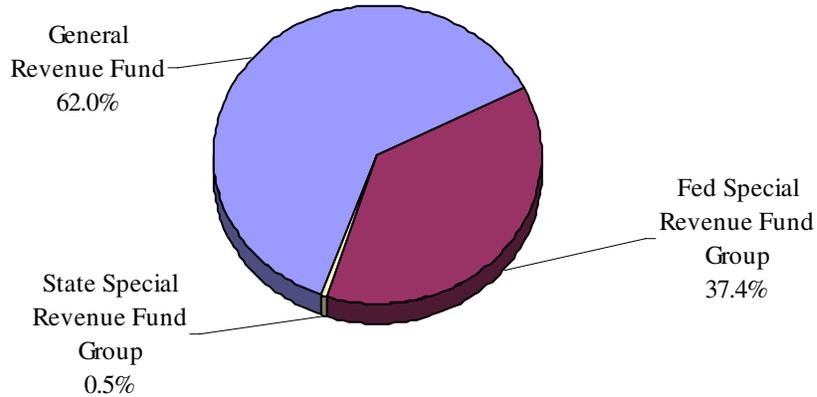
**Agency Priorities**

- Conduct fair and efficient investigations and litigation in the enforcement of the Ohio Civil Rights Act.
- Conduct comprehensive education and outreach programs to improve understanding, awareness, and voluntary compliance with the Ohio Civil Rights Act.

**Summary of Budget History and Recommendations**

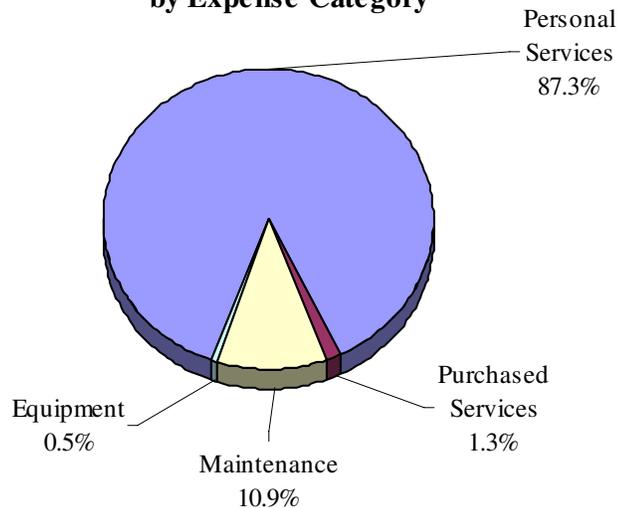


**FY 2008-09 Biennial Appropriation  
by Budget Fund Group**



(In thousands) BUDGET FUND GROUP	ACTUAL			ESTIMATE	%	RECOMMENDED			
	FY 2004	FY 2005	FY 2006	FY 2007	FY 06-07	FY 2008	%	FY 2009	%
General Revenue Fund	7,194	7,044	7,253	7,471	3.0	7,097	(5.0)	7,097	.0
Fed Special Revenue Fund Group	3,588	3,390	3,544	3,560	.5	3,966	11.4	4,602	16.1
State Special Revenue Fund Group	15	22	11	51	379.5	60	17.8	60	.0
<b>TOTAL</b>	<b>10,796</b>	<b>10,456</b>	<b>10,807</b>	<b>11,082</b>	<b>2.5</b>	<b>11,123</b>	<b>.4</b>	<b>11,759</b>	<b>5.7</b>

**FY 2008-09 Biennial Appropriation  
by Expense Category**



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

(In thousands) OBJECT OF EXPENSE	ACTUAL			ESTIMATE	%	RECOMMENDED			
	FY 2004	FY 2005	FY 2006	FY 2007	FY 06-07	FY 2008	%	FY 2009	%
Personal Services	9,204	8,867	9,185	9,266	.9	9,651	4.2	10,323	7.0
Purchased Services	132	138	207	210	1.4	140	(33.3)	160	14.3
Maintenance	1,390	1,348	1,329	1,481	11.4	1,270	(14.2)	1,214	(4.4)
Equipment	66	63	84	125	49.6	62	(50.4)	62	.0
Transfer & Other	5	40	2	0	(100.0)	0	.0	0	.0
<b>TOTAL</b>	<b>10,796</b>	<b>10,456</b>	<b>10,807</b>	<b>11,082</b>	<b>2.5</b>	<b>11,123</b>	<b>.4</b>	<b>11,759</b>	<b>5.7</b>

**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: Investigations 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.

**The Executive Recommendation will:**

- Maintain current staffing levels in six regional offices by spending down existing cash balances in Fund 334, Federal Programs;
- Investigate and resolve the conflict in more than 6,000 discrimination charges;
- Provide alternative dispute resolution services to employers, housing providers, and charging parties with a resolution rate over 75 percent; and
- Fund five staff in the Attorney General's Office responsible for litigating civil rights cases.

FUND				RECOMMENDED	
GROUP	FUND	ALI	ALI NAME	FY 2008	FY 2009
GRF	GRF	876-321	Operating Expenses	7,097,134	7,097,134
FED	334	876-601	Investigations	3,601,844	4,213,680
SSR	217	876-604	Operations Support	60,000	60,000
<b>TOTAL FOR PROGRAM</b>				<b>10,758,978</b>	<b>11,370,814</b>

**Program 01.02: Public Affairs/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.

**The Executive Recommendation will:**

- Fund four staff to conduct comprehensive education and outreach programs to decrease intolerance and prejudice and enhanced voluntary compliance with the state's non-discrimination laws; and
- Provide a best practices forum for businesses, a hate crimes conference, fair housing education conference, youth at work initiatives, and a disability services forum.

FUND				RECOMMENDED	
GROUP	FUND	ALI	ALI NAME	FY 2008	FY 2009
FED	334	876-601	Investigations	363,663	388,505
<b>TOTAL FOR PROGRAM</b>				<b>363,663</b>	<b>388,505</b>

**Appropriation Line Item Analyses for Fiscal Years 2008 and 2009**

**Line Item Notes**

876-601, Investigations: This line item increases in fiscal years 2008 and 2009 to enable the agency to spend down cash balances in Fund 334.

## LINE ITEM SUMMARY - Civil Rights Commission

FUND	ALI	ALI TITLE	FY 2004 ACTUAL	FY 2005 ACTUAL	FY 2006 ACTUAL	FY 2007 ESTIMATE	FY 2008 RECOMMENDED	% CHANGE	FY 2009 RECOMMENDED	% CHANGE
GRF	876-100	Personal Services	6,729,931	6,601,418	0	0	0	.0	0	.0
GRF	876-200	Maintenance	404,586	400,000	0	0	0	.0	0	.0
GRF	876-300	Equipment	59,091	42,441	0	0	0	.0	0	.0
GRF	876-321	Operating Expenses	0	0	7,252,949	7,470,667	7,097,134	(5.0)	7,097,134	.0
<b>TOTAL General Revenue Fund</b>			<b>7,193,608</b>	<b>7,043,859</b>	<b>7,252,949</b>	<b>7,470,667</b>	<b>7,097,134</b>	<b>(5.0)</b>	<b>7,097,134</b>	<b>.0</b>
334	876-601	Investigations	3,587,740	3,389,717	3,543,632	3,560,000	3,965,507	**	4,602,185	**
<b>TOTAL Fed Special Revenue Fund Group</b>			<b>3,587,740</b>	<b>3,389,717</b>	<b>3,543,632</b>	<b>3,560,000</b>	<b>3,965,507</b>	<b>11.4</b>	<b>4,602,185</b>	<b>16.1</b>
217	876-604	Operations Support	14,984	22,495	10,626	50,951	60,000	17.8	60,000	.0
<b>TOTAL State Special Revenue Fund Group</b>			<b>14,984</b>	<b>22,495</b>	<b>10,626</b>	<b>50,951</b>	<b>60,000</b>	<b>17.8</b>	<b>60,000</b>	<b>.0</b>
<b>TOTAL Civil Rights Commission</b>			<b>10,796,332</b>	<b>10,456,071</b>	<b>10,807,207</b>	<b>11,081,618</b>	<b>11,122,641</b>	<b>.4</b>	<b>11,759,319</b>	<b>5.7</b>

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