



JOHN R. KASICH
GOVERNOR
STATE OF OHIO

Executive Order 2011-05K

Establishing an Anti-Discrimination Policy in State Government Employment

WHEREAS, all persons employed by the State of Ohio should be treated with the utmost respect and civility by their fellow State employees and are entitled to enjoy a workplace free of discrimination; and

WHEREAS, Article XV, Section 10 of the Ohio Constitution requires that appointments and promotions in the civil service of the State be made according to merit and fitness; and

WHEREAS, it is the policy of my Administration to prohibit discriminatory employment practices in State government and to ensure that all State government employees have equal employment opportunities;

NOW THEREFORE, I, John R. Kasich, Governor of the State of Ohio, by virtue of the authority vested in me by the Constitution and the laws of this State do hereby order and direct that:

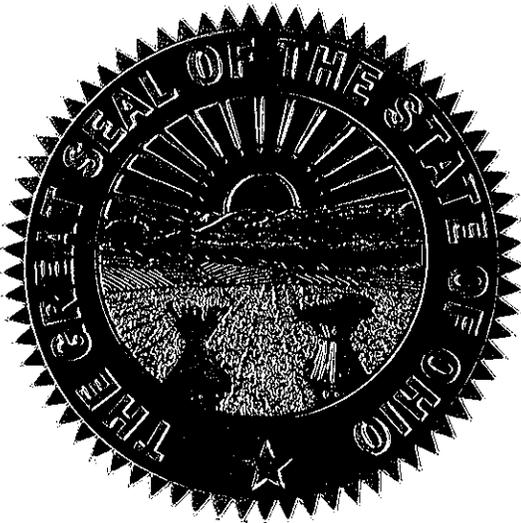
1. No person employed by any State Cabinet agency or by a State board or commission shall discriminate against any other State employee or candidate for State employment on the basis of race, color, religion, gender, national origin (ancestry), military status (past, present or future), disability, age (40 years of age or older), genetic information, or sexual orientation, as those terms are defined in Ohio law, federal law, and previous Executive Orders, in making any of the following State government employment-related decisions:

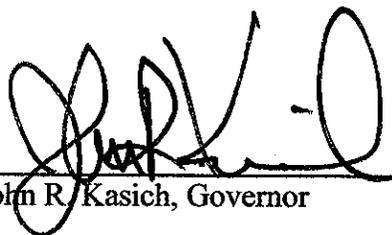
- a. Hiring
- b. Layoff
- c. Termination
- d. Transfer
- e. Promotion
- f. Demotion
- g. Rate of Compensation
- h. Eligibility for In-Service Training Programs

2. Any State employee or candidate for State employment who believes that any State agency, board, or commission or any officer or employee thereof has discriminated

against him or her in violation of this Order may file a complaint with: (a) their own supervisor; (b) the particular agency's Equal Opportunity Office; (c) the Equal Opportunity Division of the Ohio Department of Administrative Services; (d) the Ohio Civil Rights Commission; or (e) the U.S. Equal Employment Opportunity Commission. All such complaints will be investigated and resolved within the time frame allowed for claims of discrimination that are recognized by Ohio and federal law. Persons determined to have engaged in unlawful or improper discrimination in violation of this Executive Order may be subject to discipline up to and possibly including termination of State employment, as well as other sanctions that would be applied to illegal discriminatory conduct under Ohio law.

I signed this Executive Order on January 21, 2011 in Columbus, Ohio and it will expire on my last day as Governor of Ohio unless rescinded before then.





John R. Kasich, Governor

ATTEST:

Jon Husted, Secretary of State