

EQUAL EMPLOYMENT OPPORTUNITY

OHIO FAIR EMPLOYMENT PRACTICES LAW

Secs. 4112.01 to 4112.08 and 4112.99

Ohio Revised Code

Employers of four or more persons, including the State or any political or civil subdivision thereof; Labor organizations;

Employment agencies operating with or without compensation for services;

All employers, labor organizations or joint labor-management committees controlling apprentice training programs;

Any person who obstructs or hinders compliance with this act.

Principal Unlawful Employment Practices

It is unlawful because of race, color, religion, national or ethnic origin, age, handicap, or Vietnam military service, or ancestry:

For employers to deny equal opportunity with respect to hire tenure, terms, conditions or privileges of employment.

For labor organizations to deny admission, limit, or classify their membership.

For employment agencies to refuse or fail to accept, register, classify properly, or refer for employment.

Prior to employment or admission to union membership, to request any information or keep records, print or publish notices or advertisements which indicate a person's race, color, religion, national or ethnic origin, age, handicap, or Vietnam military service, or ancestry.

Any person who is aggrieved or who has knowledge of a violation of this policy should contact: The Ohio Civil Rights Commission

220 Parsons Avenue
Columbus, Ohio 43215

CITY OF CINCINNATI PREVAILING WAGE POLICY

Sections 4115.03 to 4115.99

Employers are hereby notified that payment of prevailing wages on City of Cincinnati construction type projects is governed by the U.S. Department of Labor – Labor Standard Provisions of the Davis-Bacon Act and State of Ohio Chapter 4115 of the Ohio Revised Code.

Any person who is aggrieved or who has knowledge of a violation of this policy should contact:

**City of Cincinnati
Department of Economic Inclusion
Two Centennial Plaza
805 Central Avenue, Suite 610
Cincinnati, Ohio 45202
513-352-3144**

AS IMPLEMENTED BY STATE OF OHIO AND CITY OF CINCINNATI

CITY OF CINCINNATI CONTRACT COMPLIANCE POLICY

The contractors and subcontractors will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national or ethnic origin, age, handicap or Vietnam military service. The contractors and subcontractors will take affirmative action to insure that applicants are employed and that employees are treated during employment without regard to their race, religion, sex, color, national or ethnic origin, age, handicap, or Vietnam military service. Such action will include, but not be limited to the following: employment; upgrading; demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The contractors and subcontractors will comply with all provisions of Executive Order No. 11246 of September 24, 1965, as amended, Secretary of Labor or other Federal agency responsible for enforcement of the equal opportunity provisions where applicable and will likewise comply with the provisions of Sections 4112.02, 4112.07 and 152.59 of the Ohio Revised Code, Minority & Women Business Enterprise Program (ORD. 308-2015), Small Business Enterprise Program (ORD. 335-1999), Equal Employment Opportunity Program (ORD. 331-1999), Resolution 21-1998 and any other applicable laws or regulatory orders of the State of Ohio and the City of Cincinnati.

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