

4112-1-01 **Definitions.**

When used in Chapter 4112. of the Revised Code and Chapters 4112-1 to 4112-3 of the Administrative Code:

- (A) "Chair" or "chairperson" means the ~~commissioner~~Commissioner designated "chairman" by the governor pursuant to section 4112.03 of the Revised Code.
- (B) "Charge" means a written statement made under oath or affirmation alleging that any person has engaged in or is engaging in unlawful discriminatory practices which is filed pursuant to rule 4112-3-01 of the Administrative Code and Chapter 4112. of the Revised Code.
- (C) "Commission" means the Ohio ~~civil rights commission~~Civil Rights Commission and any of its designated representatives.
- (D) "Commission attorney" means the attorney or attorneys directed by the ~~attorney general~~Attorney General of Ohio to represent the ~~commission~~Commission, pursuant to division (B) of section 4112.05 and section 4112.10 of the Revised Code.
- (E) "Commissioner" includes any one of the members of the ~~commission~~Commission duly appointed, pursuant to section 4112.03 of the Revised Code.
- (F) "Complainant" or "charging party" means any person filing a charge.
- (G) "Complaint" means a formal complaint issued by the ~~commission~~Commission pursuant to Chapter 4112. of the Revised Code and rule 4112-3-05 of the Administrative Code.
- (H) "Conciliation" means a process to achieve a just resolution which assures that any unlawful discriminatory practice of respondent will be eliminated by requiring appropriate affirmative relief or other action.
- (I) "Continuing violation" means a violation of Chapter 4112. of the Revised Code that has no definite ending date. Whether or not a particular violation is continuing depends upon the circumstances of the case.
- (J) "Director" means the duly appointed executive director of the ~~commission~~Commission.
- (K) "Discriminate" includes, but is not limited to, segregating or separating, according different treatment, or taking actions fair in form but which have a disparate impact,

on the basis of membership in a protected class.

- (L) "Hearing examiner" or "~~administrative law judge~~" Administrative Law Judge" means a person or persons appointed by the ~~commission~~ Commission pursuant to division (A)(3) of section 4112.04 of the Revised Code, to process complaints, conduct public hearings, and issue hearing examiner reports.
- (M) "Party or parties" include the ~~commission~~ Commission, the complainant or complainants, the respondent or respondents and other persons joined pursuant to rule 4112-3-05 of the Administrative Code.
- (N) "Respondent" means a person against whom a charge has been filed, or with respect to whom an investigation has been initiated by the ~~commission~~ Commission without a charge, or against whom a complaint has been issued.
- (O) "Unlawful discriminatory practice" means any act or acts prohibited by sections 4112.02, 4112.021, 4112.022, and 4112.14 of the Revised Code.
- (P) Other terms used in Chapters 4112-1 to 4112-3 shall have the same meaning as set forth in Chapter 4112. of the Revised Code, unless the context requires another construction.

Effective:

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Certification

Date

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