

4112-1-07

**Incorporation by reference.**

Where these rules incorporate by reference a provision of a statute, a civil rule, a regulation, or any other standard or guideline, ~~such the~~ provision is incorporated ~~as it exists at the effective date of these rules and as it may from time to time be amended~~ on the date of the alleged unlawful discriminatory practice.

Effective:

Five Year Review (FYR) Dates: 9/21/2018

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Certification

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Date

Promulgated Under: 119.03  
Statutory Authority: 4112.04  
Rule Amplifies: 4112.04, 4112.05  
Prior Effective Dates: 11/04/1971, 11/15/1977, 10/17/2002, 03/25/2013