

4112-5-04

**Record keeping.**

~~The making and maintenance of records of the race, religion, sex or national origin of applicants for employment, union membership, housing or loans relating to housing shall not violate sections 4112.02(E) and 4112.02(H)(7) of the Revised Code where such records are made in conformance with instructions from, or the requirements of, an agency or court of the local, state, or federal government in connection with the administration of a program which serves to promote the elimination of discrimination. Such records shall be gathered and maintained in such a fashion as to preclude their inadvertent or deliberate use for discriminatory purposes and to avoid possible misinterpretation by applicants of the purpose for which such data will be used.~~

(A) The making and maintenance of records of the race, color, religion, sex, military status, national origin, disability, age, or ancestry of an applicant for employment or union membership shall not violate section 4112.02(E) of the Revised Code where such records are made in conformance with instructions from, or the requirements of an agency or court of the local, state, or federal government in connection with the administration of a program which serves to promote the elimination of discrimination.

(1) Such records shall be gathered and maintained in such a fashion as to preclude their inadvertent or deliberate use for discriminatory purposes and to avoid possible misinterpretation by applicants of the purpose for which such data will be used.

(B) The making and maintenance of records of the race, color, religion, sex, military status, familial status, ancestry, disability, national origin, of an applicant for housing or loans relating to housing shall not violate section 4112.02(H)(7) of the Revised Code where such records are made in conformance with instructions from, or the requirements of, an agency or court of the local, state, or federal government in connection with the administration of a program which serves to promote the elimination of discrimination.

(1) Such records shall be gathered and maintained in such a fashion as to preclude their inadvertent or deliberate use for discriminatory purposes and to avoid possible misinterpretation by applicants of the purpose for which such data will be used.

Effective:

Five Year Review (FYR) Dates: 1/23/2023

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Certification

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Date

Promulgated Under: 119.03  
Statutory Authority: 4112.04  
Rule Amplifies: 4112.02, 4112.04, 4112.05, 4112.051  
Prior Effective Dates: 11/15/1977