

As Introduced

133rd General Assembly

Regular Session

2019-2020

H. B. No. 535

Representatives Brent, Hicks-Hudson

**Cosponsors: Representatives Denson, Boyd, Sykes, Galonski, Upchurch, Howse,
Crawley, West, Ingram, Robinson**

A BILL

To amend sections 3314.03, 3326.11, 3328.24, and 1
4112.01 and to enact section 3319.48 of the 2
Revised Code to enact the Creating a Respectful 3
and Open World for Natural Hair (CROWN) Act to 4
prohibit discrimination against an individual 5
based on hair texture and protective hair 6
styles. 7

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That sections 3314.03, 3326.11, 3328.24, and 8
4112.01 be amended and section 3319.48 of the Revised Code be 9
enacted to read as follows: 10

Sec. 3314.03. A copy of every contract entered into under 11
this section shall be filed with the superintendent of public 12
instruction. The department of education shall make available on 13
its web site a copy of every approved, executed contract filed 14
with the superintendent under this section. 15

(A) Each contract entered into between a sponsor and the 16
governing authority of a community school shall specify the 17

following: 18

(1) That the school shall be established as either of the 19
following: 20

(a) A nonprofit corporation established under Chapter 21
1702. of the Revised Code, if established prior to April 8, 22
2003; 23

(b) A public benefit corporation established under Chapter 24
1702. of the Revised Code, if established after April 8, 2003. 25

(2) The education program of the school, including the 26
school's mission, the characteristics of the students the school 27
is expected to attract, the ages and grades of students, and the 28
focus of the curriculum; 29

(3) The academic goals to be achieved and the method of 30
measurement that will be used to determine progress toward those 31
goals, which shall include the statewide achievement 32
assessments; 33

(4) Performance standards, including but not limited to 34
all applicable report card measures set forth in section 3302.03 35
or 3314.017 of the Revised Code, by which the success of the 36
school will be evaluated by the sponsor; 37

(5) The admission standards of section 3314.06 of the 38
Revised Code and, if applicable, section 3314.061 of the Revised 39
Code; 40

(6) (a) Dismissal procedures; 41

(b) A requirement that the governing authority adopt an 42
attendance policy that includes a procedure for automatically 43
withdrawing a student from the school if the student without a 44
legitimate excuse fails to participate in seventy-two 45

consecutive hours of the learning opportunities offered to the student. 46
47

(7) The ways by which the school will achieve racial and 48
ethnic balance reflective of the community it serves; 49

(8) Requirements for financial audits by the auditor of 50
state. The contract shall require financial records of the 51
school to be maintained in the same manner as are financial 52
records of school districts, pursuant to rules of the auditor of 53
state. Audits shall be conducted in accordance with section 54
117.10 of the Revised Code. 55

(9) An addendum to the contract outlining the facilities 56
to be used that contains at least the following information: 57

(a) A detailed description of each facility used for 58
instructional purposes; 59

(b) The annual costs associated with leasing each facility 60
that are paid by or on behalf of the school; 61

(c) The annual mortgage principal and interest payments 62
that are paid by the school; 63

(d) The name of the lender or landlord, identified as 64
such, and the lender's or landlord's relationship to the 65
operator, if any. 66

(10) Qualifications of teachers, including a requirement 67
that the school's classroom teachers be licensed in accordance 68
with sections 3319.22 to 3319.31 of the Revised Code, except 69
that a community school may engage noncertificated persons to 70
teach up to twelve hours per week pursuant to section 3319.301 71
of the Revised Code. 72

(11) That the school will comply with the following 73

requirements: 74

(a) The school will provide learning opportunities to a 75
minimum of twenty-five students for a minimum of nine hundred 76
twenty hours per school year. 77

(b) The governing authority will purchase liability 78
insurance, or otherwise provide for the potential liability of 79
the school. 80

(c) The school will be nonsectarian in its programs, 81
admission policies, employment practices, and all other 82
operations, and will not be operated by a sectarian school or 83
religious institution. 84

(d) The school will comply with sections 9.90, 9.91, 85
109.65, 121.22, 149.43, 2151.357, 2151.421, 2313.19, 3301.0710, 86
3301.0711, 3301.0712, 3301.0715, 3301.0729, 3301.948, 3313.472, 87
3313.50, 3313.536, 3313.539, 3313.5310, 3313.608, 3313.609, 88
3313.6012, 3313.6013, 3313.6014, 3313.6015, 3313.6020, 89
3313.6024, 3313.643, 3313.648, 3313.6411, 3313.66, 3313.661, 90
3313.662, 3313.666, 3313.667, 3313.668, 3313.67, 3313.671, 91
3313.672, 3313.673, 3313.69, 3313.71, 3313.716, 3313.718, 92
3313.719, 3313.7112, 3313.721, 3313.80, 3313.814, 3313.816, 93
3313.817, 3313.818, 3313.86, 3313.89, 3313.96, 3319.073, 94
3319.321, 3319.39, 3319.391, 3319.41, 3319.46, 3319.48, 3321.01, 95
3321.041, 3321.13, 3321.14, 3321.141, 3321.17, 3321.18, 3321.19, 96
3321.191, 3327.10, 4111.17, 4113.52, and 5705.391 and Chapters 97
117., 1347., 2744., 3365., 3742., 4112., 4123., 4141., and 4167. 98
of the Revised Code as if it were a school district and will 99
comply with section 3301.0714 of the Revised Code in the manner 100
specified in section 3314.17 of the Revised Code. 101

(e) The school shall comply with Chapter 102. and section 102

2921.42 of the Revised Code. 103

(f) The school will comply with sections 3313.61, 104
3313.611, 3313.614, 3313.617, 3313.618, and 3313.6114 of the 105
Revised Code, except that for students who enter ninth grade for 106
the first time before July 1, 2010, the requirement in sections 107
3313.61 and 3313.611 of the Revised Code that a person must 108
successfully complete the curriculum in any high school prior to 109
receiving a high school diploma may be met by completing the 110
curriculum adopted by the governing authority of the community 111
school rather than the curriculum specified in Title XXXIII of 112
the Revised Code or any rules of the state board of education. 113
Beginning with students who enter ninth grade for the first time 114
on or after July 1, 2010, the requirement in sections 3313.61 115
and 3313.611 of the Revised Code that a person must successfully 116
complete the curriculum of a high school prior to receiving a 117
high school diploma shall be met by completing the requirements 118
prescribed in division (C) of section 3313.603 of the Revised 119
Code, unless the person qualifies under division (D) or (F) of 120
that section. Each school shall comply with the plan for 121
awarding high school credit based on demonstration of subject 122
area competency, and beginning with the 2017-2018 school year, 123
with the updated plan that permits students enrolled in seventh 124
and eighth grade to meet curriculum requirements based on 125
subject area competency adopted by the state board of education 126
under divisions (J)(1) and (2) of section 3313.603 of the 127
Revised Code. Beginning with the 2018-2019 school year, the 128
school shall comply with the framework for granting units of 129
high school credit to students who demonstrate subject area 130
competency through work-based learning experiences, internships, 131
or cooperative education developed by the department under 132
division (J)(3) of section 3313.603 of the Revised Code. 133

(g) The school governing authority will submit within four 134
months after the end of each school year a report of its 135
activities and progress in meeting the goals and standards of 136
divisions (A) (3) and (4) of this section and its financial 137
status to the sponsor and the parents of all students enrolled 138
in the school. 139

(h) The school, unless it is an internet- or computer- 140
based community school, will comply with section 3313.801 of the 141
Revised Code as if it were a school district. 142

(i) If the school is the recipient of moneys from a grant 143
awarded under the federal race to the top program, Division (A), 144
Title XIV, Sections 14005 and 14006 of the "American Recovery 145
and Reinvestment Act of 2009," Pub. L. No. 111-5, 123 Stat. 115, 146
the school will pay teachers based upon performance in 147
accordance with section 3317.141 and will comply with section 148
3319.111 of the Revised Code as if it were a school district. 149

(j) If the school operates a preschool program that is 150
licensed by the department of education under sections 3301.52 151
to 3301.59 of the Revised Code, the school shall comply with 152
sections 3301.50 to 3301.59 of the Revised Code and the minimum 153
standards for preschool programs prescribed in rules adopted by 154
the state board under section 3301.53 of the Revised Code. 155

(k) The school will comply with sections 3313.6021 and 156
3313.6023 of the Revised Code as if it were a school district 157
unless it is either of the following: 158

(i) An internet- or computer-based community school; 159

(ii) A community school in which a majority of the 160
enrolled students are children with disabilities as described in 161
division (A) (4) (b) of section 3314.35 of the Revised Code. 162

(12) Arrangements for providing health and other benefits 163
to employees; 164

(13) The length of the contract, which shall begin at the 165
beginning of an academic year. No contract shall exceed five 166
years unless such contract has been renewed pursuant to division 167
(E) of this section. 168

(14) The governing authority of the school, which shall be 169
responsible for carrying out the provisions of the contract; 170

(15) A financial plan detailing an estimated school budget 171
for each year of the period of the contract and specifying the 172
total estimated per pupil expenditure amount for each such year. 173

(16) Requirements and procedures regarding the disposition 174
of employees of the school in the event the contract is 175
terminated or not renewed pursuant to section 3314.07 of the 176
Revised Code; 177

(17) Whether the school is to be created by converting all 178
or part of an existing public school or educational service 179
center building or is to be a new start-up school, and if it is 180
a converted public school or service center building, 181
specification of any duties or responsibilities of an employer 182
that the board of education or service center governing board 183
that operated the school or building before conversion is 184
delegating to the governing authority of the community school 185
with respect to all or any specified group of employees provided 186
the delegation is not prohibited by a collective bargaining 187
agreement applicable to such employees; 188

(18) Provisions establishing procedures for resolving 189
disputes or differences of opinion between the sponsor and the 190
governing authority of the community school; 191

(19) A provision requiring the governing authority to 192
adopt a policy regarding the admission of students who reside 193
outside the district in which the school is located. That policy 194
shall comply with the admissions procedures specified in 195
sections 3314.06 and 3314.061 of the Revised Code and, at the 196
sole discretion of the authority, shall do one of the following: 197

(a) Prohibit the enrollment of students who reside outside 198
the district in which the school is located; 199

(b) Permit the enrollment of students who reside in 200
districts adjacent to the district in which the school is 201
located; 202

(c) Permit the enrollment of students who reside in any 203
other district in the state. 204

(20) A provision recognizing the authority of the 205
department of education to take over the sponsorship of the 206
school in accordance with the provisions of division (C) of 207
section 3314.015 of the Revised Code; 208

(21) A provision recognizing the sponsor's authority to 209
assume the operation of a school under the conditions specified 210
in division (B) of section 3314.073 of the Revised Code; 211

(22) A provision recognizing both of the following: 212

(a) The authority of public health and safety officials to 213
inspect the facilities of the school and to order the facilities 214
closed if those officials find that the facilities are not in 215
compliance with health and safety laws and regulations; 216

(b) The authority of the department of education as the 217
community school oversight body to suspend the operation of the 218
school under section 3314.072 of the Revised Code if the 219

department has evidence of conditions or violations of law at 220
the school that pose an imminent danger to the health and safety 221
of the school's students and employees and the sponsor refuses 222
to take such action. 223

(23) A description of the learning opportunities that will 224
be offered to students including both classroom-based and non- 225
classroom-based learning opportunities that is in compliance 226
with criteria for student participation established by the 227
department under division (H) (2) of section 3314.08 of the 228
Revised Code; 229

(24) The school will comply with sections 3302.04 and 230
3302.041 of the Revised Code, except that any action required to 231
be taken by a school district pursuant to those sections shall 232
be taken by the sponsor of the school. However, the sponsor 233
shall not be required to take any action described in division 234
(F) of section 3302.04 of the Revised Code. 235

(25) Beginning in the 2006-2007 school year, the school 236
will open for operation not later than the thirtieth day of 237
September each school year, unless the mission of the school as 238
specified under division (A) (2) of this section is solely to 239
serve dropouts. In its initial year of operation, if the school 240
fails to open by the thirtieth day of September, or within one 241
year after the adoption of the contract pursuant to division (D) 242
of section 3314.02 of the Revised Code if the mission of the 243
school is solely to serve dropouts, the contract shall be void. 244

(26) Whether the school's governing authority is planning 245
to seek designation for the school as a STEM school equivalent 246
under section 3326.032 of the Revised Code; 247

(27) That the school's attendance and participation 248

policies will be available for public inspection; 249

(28) That the school's attendance and participation 250
records shall be made available to the department of education, 251
auditor of state, and school's sponsor to the extent permitted 252
under and in accordance with the "Family Educational Rights and 253
Privacy Act of 1974," 88 Stat. 571, 20 U.S.C. 1232g, as amended, 254
and any regulations promulgated under that act, and section 255
3319.321 of the Revised Code; 256

(29) If a school operates using the blended learning 257
model, as defined in section 3301.079 of the Revised Code, all 258
of the following information: 259

(a) An indication of what blended learning model or models 260
will be used; 261

(b) A description of how student instructional needs will 262
be determined and documented; 263

(c) The method to be used for determining competency, 264
granting credit, and promoting students to a higher grade level; 265

(d) The school's attendance requirements, including how 266
the school will document participation in learning 267
opportunities; 268

(e) A statement describing how student progress will be 269
monitored; 270

(f) A statement describing how private student data will 271
be protected; 272

(g) A description of the professional development 273
activities that will be offered to teachers. 274

(30) A provision requiring that all moneys the school's 275

operator loans to the school, including facilities loans or cash 276
flow assistance, must be accounted for, documented, and bear 277
interest at a fair market rate; 278

(31) A provision requiring that, if the governing 279
authority contracts with an attorney, accountant, or entity 280
specializing in audits, the attorney, accountant, or entity 281
shall be independent from the operator with which the school has 282
contracted. 283

(32) A provision requiring the governing authority to 284
adopt an enrollment and attendance policy that requires a 285
student's parent to notify the community school in which the 286
student is enrolled when there is a change in the location of 287
the parent's or student's primary residence. 288

(33) A provision requiring the governing authority to 289
adopt a student residence and address verification policy for 290
students enrolling in or attending the school. 291

(B) The community school shall also submit to the sponsor 292
a comprehensive plan for the school. The plan shall specify the 293
following: 294

(1) The process by which the governing authority of the 295
school will be selected in the future; 296

(2) The management and administration of the school; 297

(3) If the community school is a currently existing public 298
school or educational service center building, alternative 299
arrangements for current public school students who choose not 300
to attend the converted school and for teachers who choose not 301
to teach in the school or building after conversion; 302

(4) The instructional program and educational philosophy 303

of the school; 304

(5) Internal financial controls. 305

When submitting the plan under this division, the school 306
shall also submit copies of all policies and procedures 307
regarding internal financial controls adopted by the governing 308
authority of the school. 309

(C) A contract entered into under section 3314.02 of the 310
Revised Code between a sponsor and the governing authority of a 311
community school may provide for the community school governing 312
authority to make payments to the sponsor, which is hereby 313
authorized to receive such payments as set forth in the contract 314
between the governing authority and the sponsor. The total 315
amount of such payments for monitoring, oversight, and technical 316
assistance of the school shall not exceed three per cent of the 317
total amount of payments for operating expenses that the school 318
receives from the state. 319

(D) The contract shall specify the duties of the sponsor 320
which shall be in accordance with the written agreement entered 321
into with the department of education under division (B) of 322
section 3314.015 of the Revised Code and shall include the 323
following: 324

(1) Monitor the community school's compliance with all 325
laws applicable to the school and with the terms of the 326
contract; 327

(2) Monitor and evaluate the academic and fiscal 328
performance and the organization and operation of the community 329
school on at least an annual basis; 330

(3) Report on an annual basis the results of the 331
evaluation conducted under division (D) (2) of this section to 332

the department of education and to the parents of students 333
enrolled in the community school; 334

(4) Provide technical assistance to the community school 335
in complying with laws applicable to the school and terms of the 336
contract; 337

(5) Take steps to intervene in the school's operation to 338
correct problems in the school's overall performance, declare 339
the school to be on probationary status pursuant to section 340
3314.073 of the Revised Code, suspend the operation of the 341
school pursuant to section 3314.072 of the Revised Code, or 342
terminate the contract of the school pursuant to section 3314.07 343
of the Revised Code as determined necessary by the sponsor; 344

(6) Have in place a plan of action to be undertaken in the 345
event the community school experiences financial difficulties or 346
closes prior to the end of a school year. 347

(E) Upon the expiration of a contract entered into under 348
this section, the sponsor of a community school may, with the 349
approval of the governing authority of the school, renew that 350
contract for a period of time determined by the sponsor, but not 351
ending earlier than the end of any school year, if the sponsor 352
finds that the school's compliance with applicable laws and 353
terms of the contract and the school's progress in meeting the 354
academic goals prescribed in the contract have been 355
satisfactory. Any contract that is renewed under this division 356
remains subject to the provisions of sections 3314.07, 3314.072, 357
and 3314.073 of the Revised Code. 358

(F) If a community school fails to open for operation 359
within one year after the contract entered into under this 360
section is adopted pursuant to division (D) of section 3314.02 361

of the Revised Code or permanently closes prior to the 362
expiration of the contract, the contract shall be void and the 363
school shall not enter into a contract with any other sponsor. A 364
school shall not be considered permanently closed because the 365
operations of the school have been suspended pursuant to section 366
3314.072 of the Revised Code. 367

Sec. 3319.48. (A) As used in this section: 368

(1) "Public or private primary or secondary school" 369
includes all of the following: 370

(a) A preschool as defined in section 2950.034 of the 371
Revised Code; 372

(b) A school operated by a city, local, or exempted 373
village school district, a joint vocational school district, a 374
community school established under Chapter 3314., a STEM school 375
established under Chapter 3326., or a college-preparatory 376
boarding school established under Chapter 3328. of the Revised 377
Code; 378

(c) A chartered nonpublic school as defined in section 379
3310.01 of the Revised Code. 380

(2) "Race" includes traits associated with an individual's 381
race, including hair texture and protective hair styles, such as 382
braids, locks, and twists. 383

(B) No public or private primary or secondary school shall 384
discriminate against any individual with respect to any program 385
or activity on account of an individual's traits that are 386
associated with the individual's race. 387

(C) Any individual alleging that a public or private 388
primary or secondary school has violated this section may bring 389

a civil action in any court of competent jurisdiction. 390

Sec. 3326.11. Each science, technology, engineering, and 391
mathematics school established under this chapter and its 392
governing body shall comply with sections 9.90, 9.91, 109.65, 393
121.22, 149.43, 2151.357, 2151.421, 2313.19, 2921.42, 2921.43, 394
3301.0714, 3301.0715, 3301.0729, 3301.948, 3313.14, 3313.15, 395
3313.16, 3313.18, 3313.201, 3313.26, 3313.472, 3313.48, 396
3313.481, 3313.482, 3313.50, 3313.536, 3313.539, 3313.5310, 397
3313.608, 3313.6012, 3313.6013, 3313.6014, 3313.6015, 3313.6020, 398
3313.6021, 3313.6024, 3313.61, 3313.611, 3313.614, 3313.615, 399
3313.617, 3313.618, 3313.6114, 3313.643, 3313.648, 3313.6411, 400
3313.66, 3313.661, 3313.662, 3313.666, 3313.667, 3313.668, 401
3313.67, 3313.671, 3313.672, 3313.673, 3313.69, 3313.71, 402
3313.716, 3313.718, 3313.719, 3313.7112, 3313.721, 3313.80, 403
3313.801, 3313.814, 3313.816, 3313.817, 3313.818, 3313.86, 404
3313.89, 3313.96, 3319.073, 3319.21, 3319.32, 3319.321, 3319.35, 405
3319.39, 3319.391, 3319.41, 3319.45, 3319.46, 3319.48, 3321.01, 406
3321.041, 3321.05, 3321.13, 3321.14, 3321.141, 3321.17, 3321.18, 407
3321.19, 3321.191, 3327.10, 4111.17, 4113.52, and 5705.391 and 408
Chapters 102., 117., 1347., 2744., 3307., 3309., 3365., 3742., 409
4112., 4123., 4141., and 4167. of the Revised Code as if it were 410
a school district. 411

Sec. 3328.24. A college-preparatory boarding school 412
established under this chapter and its board of trustees shall 413
comply with sections 102.02, 3301.0710, 3301.0711, 3301.0712, 414
3301.0714, 3301.0729, 3301.948, 3313.536, 3313.6013, 3313.6021, 415
3313.6024, 3313.617, 3313.618, 3313.6114, 3313.6411, 3313.668, 416
3313.7112, 3313.721, 3313.89, 3319.39, 3319.391, and 3319.46, 417
3319.48 and Chapter 3365. of the Revised Code as if the school 418
were a school district and the school's board of trustees were a 419
district board of education. 420

Sec. 4112.01. (A) As used in this chapter: 421

(1) "Person" includes one or more individuals, 422
partnerships, associations, organizations, corporations, legal 423
representatives, trustees, trustees in bankruptcy, receivers, 424
and other organized groups of persons. "Person" also includes, 425
but is not limited to, any owner, lessor, assignor, builder, 426
manager, broker, salesperson, appraiser, agent, employee, 427
lending institution, and the state and all political 428
subdivisions, authorities, agencies, boards, and commissions of 429
the state. 430

(2) "Employer" includes the state, any political 431
subdivision of the state, any person employing four or more 432
persons within the state, and any person acting directly or 433
indirectly in the interest of an employer. 434

(3) "Employee" means an individual employed by any 435
employer but does not include any individual employed in the 436
domestic service of any person. 437

(4) "Labor organization" includes any organization that 438
exists, in whole or in part, for the purpose of collective 439
bargaining or of dealing with employers concerning grievances, 440
terms or conditions of employment, or other mutual aid or 441
protection in relation to employment. 442

(5) "Employment agency" includes any person regularly 443
undertaking, with or without compensation, to procure 444
opportunities to work or to procure, recruit, refer, or place 445
employees. 446

(6) "Commission" means the Ohio civil rights commission 447
created by section 4112.03 of the Revised Code. 448

(7) "Discriminate" includes segregate or separate. 449

(8) "Unlawful discriminatory practice" means any act 450
prohibited by section 4112.02, 4112.021, or 4112.022 of the 451
Revised Code. 452

(9) "Place of public accommodation" means any inn, 453
restaurant, eating house, barbershop, public conveyance by air, 454
land, or water, theater, store, other place for the sale of 455
merchandise, or any other place of public accommodation or 456
amusement of which the accommodations, advantages, facilities, 457
or privileges are available to the public. 458

(10) "Housing accommodations" includes any building or 459
structure, or portion of a building or structure, that is used 460
or occupied or is intended, arranged, or designed to be used or 461
occupied as the home residence, dwelling, dwelling unit, or 462
sleeping place of one or more individuals, groups, or families 463
whether or not living independently of each other; and any 464
vacant land offered for sale or lease. "Housing accommodations" 465
also includes any housing accommodations held or offered for 466
sale or rent by a real estate broker, salesperson, or agent, by 467
any other person pursuant to authorization of the owner, by the 468
owner, or by the owner's legal representative. 469

(11) "Restrictive covenant" means any specification 470
limiting the transfer, rental, lease, or other use of any 471
housing accommodations because of race, color, religion, sex, 472
military status, familial status, national origin, disability, 473
or ancestry, or any limitation based upon affiliation with or 474
approval by any person, directly or indirectly, employing race, 475
color, religion, sex, military status, familial status, national 476
origin, disability, or ancestry as a condition of affiliation or 477
approval. 478

(12) "Burial lot" means any lot for the burial of deceased 479

persons within any public burial ground or cemetery, including, 480
but not limited to, cemeteries owned and operated by municipal 481
corporations, townships, or companies or associations 482
incorporated for cemetery purposes. 483

(13) "Disability" means a physical or mental impairment 484
that substantially limits one or more major life activities, 485
including the functions of caring for one's self, performing 486
manual tasks, walking, seeing, hearing, speaking, breathing, 487
learning, and working; a record of a physical or mental 488
impairment; or being regarded as having a physical or mental 489
impairment. 490

(14) Except as otherwise provided in section 4112.021 of 491
the Revised Code, "age" means at least forty years old. 492

(15) "Familial status" means either of the following: 493

(a) One or more individuals who are under eighteen years 494
of age and who are domiciled with a parent or guardian having 495
legal custody of the individual or domiciled, with the written 496
permission of the parent or guardian having legal custody, with 497
a designee of the parent or guardian; 498

(b) Any person who is pregnant or in the process of 499
securing legal custody of any individual who is under eighteen 500
years of age. 501

(16) (a) Except as provided in division (A) (16) (b) of this 502
section, "physical or mental impairment" includes any of the 503
following: 504

(i) Any physiological disorder or condition, cosmetic 505
disfigurement, or anatomical loss affecting one or more of the 506
following body systems: neurological; musculoskeletal; special 507
sense organs; respiratory, including speech organs; 508

cardiovascular; reproductive; digestive; genito-urinary; hemic	509
and lymphatic; skin; and endocrine;	510
(ii) Any mental or psychological disorder, including, but	511
not limited to, intellectual disability, organic brain syndrome,	512
emotional or mental illness, and specific learning disabilities;	513
(iii) Diseases and conditions, including, but not limited	514
to, orthopedic, visual, speech, and hearing impairments,	515
cerebral palsy, autism, epilepsy, muscular dystrophy, multiple	516
sclerosis, cancer, heart disease, diabetes, human	517
immunodeficiency virus infection, intellectual disability,	518
emotional illness, drug addiction, and alcoholism.	519
(b) "Physical or mental impairment" does not include any	520
of the following:	521
(i) Homosexuality and bisexuality;	522
(ii) Transvestism, transsexualism, pedophilia,	523
exhibitionism, voyeurism, gender identity disorders not	524
resulting from physical impairments, or other sexual behavior	525
disorders;	526
(iii) Compulsive gambling, kleptomania, or pyromania;	527
(iv) Psychoactive substance use disorders resulting from	528
the current illegal use of a controlled substance or the current	529
use of alcoholic beverages.	530
(17) "Dwelling unit" means a single unit of residence for	531
a family of one or more persons.	532
(18) "Common use areas" means rooms, spaces, or elements	533
inside or outside a building that are made available for the use	534
of residents of the building or their guests, and includes, but	535
is not limited to, hallways, lounges, lobbies, laundry rooms,	536

refuse rooms, mail rooms, recreational areas, and passageways 537
among and between buildings. 538

(19) "Public use areas" means interior or exterior rooms 539
or spaces of a privately or publicly owned building that are 540
made available to the general public. 541

(20) "Controlled substance" has the same meaning as in 542
section 3719.01 of the Revised Code. 543

(21) "Disabled tenant" means a tenant or prospective 544
tenant who is a person with a disability. 545

(22) "Military status" means a person's status in "service 546
in the uniformed services" as defined in section 5923.05 of the 547
Revised Code. 548

(23) "Aggrieved person" includes both of the following: 549

(a) Any person who claims to have been injured by any 550
unlawful discriminatory practice described in division (H) of 551
section 4112.02 of the Revised Code; 552

(b) Any person who believes that the person will be 553
injured by, any unlawful discriminatory practice described in 554
division (H) of section 4112.02 of the Revised Code that is 555
about to occur. 556

(24) "Race" includes traits associated with an 557
individual's race, including hair texture and protective hair 558
styles, such as braids, locks, and twists. 559

(B) For the purposes of divisions (A) to (F) of section 560
4112.02 of the Revised Code, the terms "because of sex" and "on 561
the basis of sex" include, but are not limited to, because of or 562
on the basis of pregnancy, any illness arising out of and 563
occurring during the course of a pregnancy, childbirth, or 564

related medical conditions. Women affected by pregnancy, 565
childbirth, or related medical conditions shall be treated the 566
same for all employment-related purposes, including receipt of 567
benefits under fringe benefit programs, as other persons not so 568
affected but similar in their ability or inability to work, and 569
nothing in division (B) of section 4111.17 of the Revised Code 570
shall be interpreted to permit otherwise. This division shall 571
not be construed to require an employer to pay for health 572
insurance benefits for abortion, except where the life of the 573
mother would be endangered if the fetus were carried to term or 574
except where medical complications have arisen from the 575
abortion, provided that nothing in this division precludes an 576
employer from providing abortion benefits or otherwise affects 577
bargaining agreements in regard to abortion. 578

Section 2. That existing sections 3314.03, 3326.11, 579
3328.24, and 4112.01 of the Revised Code are hereby repealed. 580

Section 3. This act shall be known as the "Creating a 581
Respectful and Open World for Natural Hair (CROWN) Act." 582