

Chair Hambley, Vice Chair Patton, Ranking Minority Member Brown, and the members of the House Civil Justice Committee, my name is Martha Grevatt and I am submitting this testimony in support of House Bill 369, the Ohio Fairness Act.

I support the Ohio Fairness Act for several reasons. From a personal standpoint, I have experienced horrific harassment and discrimination on the job, partly for being a woman in a skilled trade (a "man's job") but partly for speaking out against the lesbian-baiting that accompanied the sexism and for coming out and demanding protection from anti-LGBTQ harassment and sexism that I experienced regularly in the workplace.

I experienced about 100 separate instances of harassment such as verbal abuse, pornography on my toolbox, and hateful notes in my toolbox that included the message, "Martha had a little lamb, she licked its little slit, she said I'm only half a man, I wish I had a dick..." On one occasion, a block of wood with a half-circle cut out to resemble a guillotine was placed along with a hateful note on my workstation. This I considered a death threat.

This harassment and discrimination began in 1989 and continued, at first constantly and then intermittently, for about ten years. I can't go back and retrieve these painful years, but I can help to make sure it doesn't happen to the next generation.

Beyond my personal experience, I believe all discrimination is unacceptable. And as a union activist, I know it hurts the labor movement by keeping us divided.

I urge you to pass House Bill 369, the Ohio Fairness Act.

Thank you for your time and consideration.