

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

I could easily give favorable testimony for passing the Ohio Fairness Act from my past business experience as a senior manager at The Lubrizol Corporation. I was quite involved with the subject of fairness in business and fairness in the workplace, and a good example was my responsibility as advisor to Lubrizol's worldwide LGBT+ employee resource group. But since I retired from Lubrizol in May 2018, I will instead speak from more recent experience.

What I found from my recent volunteer work for Equality Ohio, where I researched Ohio's public school district policies to assess their fairness to LGBT students and employees, should be broadcast to all. The vast majority (89%) of the 71 school district policy books I researched in detail ALREADY HAVE LGBT fairness policies in place. So, if this many of our public school administrators, teachers and students are already protected, we are long overdue for the Ohio State Legislature to do the same with HB369. Life presents enough surprises upon graduation from high school; students should not have to find out that the rules they learned in school do not apply when it comes to Ohio's laws.

Please pass the Ohio Fairness Act!

Thank you for your time and consideration.