

As Introduced

134th General Assembly

Regular Session

2021-2022

H. B. No. 668

Representatives Brent, Hicks-Hudson

**Cosponsors: Representatives Callender, Upchurch, Denson, Sykes, Humphrey,
Davis, Galonski, Ingram, Jarrells, Blackshear, Robinson, West**

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 or forty hours per week pursuant to 71
section 3319.301 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, 3313.539, 3313.5310, 3313.608, 3313.609, 3313.6012, 88
3313.6013, 3313.6014, 3313.6015, 3313.6020, 3313.6024, 89
3313.6025, 3313.643, 3313.648, 3313.6411, 3313.66, 3313.661, 90
3313.662, 3313.666, 3313.667, 3313.668, 3313.669, 3313.6610, 91
3313.67, 3313.671, 3313.672, 3313.673, 3313.69, 3313.71, 92
3313.716, 3313.718, 3313.719, 3313.7112, 3313.721, 3313.80, 93
3313.814, 3313.816, 3313.817, 3313.818, 3313.86, 3313.89, 94
3313.96, 3319.073, 3319.077, 3319.078, 3319.321, 3319.39, 95
3319.391, 3319.41, 3319.46, 3319.48, 3320.01, 3320.02, 3320.03, 96
3321.01, 3321.041, 3321.13, 3321.14, 3321.141, 3321.17, 3321.18, 97
3321.19, 3323.251, 3327.10, 4111.17, 4113.52, 5502.262, and 98
5705.391 and Chapters 117., 1347., 2744., 3365., 3742., 4112., 99
4123., 4141., and 4167. of the Revised Code as if it were a 100
school district and will comply with section 3301.0714 of the 101
Revised Code in the manner specified in section 3314.17 of the 102
Revised Code. 103

(e) The school shall comply with Chapter 102. and section 104
2921.42 of the Revised Code. 105

(f) The school will comply with sections 3313.61, 106
3313.611, 3313.614, 3313.617, 3313.618, and 3313.6114 of the 107
Revised Code, except that for students who enter ninth grade for 108
the first time before July 1, 2010, the requirement in sections 109
3313.61 and 3313.611 of the Revised Code that a person must 110
successfully complete the curriculum in any high school prior to 111
receiving a high school diploma may be met by completing the 112
curriculum adopted by the governing authority of the community 113
school rather than the curriculum specified in Title XXXIII of 114
the Revised Code or any rules of the state board of education. 115
Beginning with students who enter ninth grade for the first time 116
on or after July 1, 2010, the requirement in sections 3313.61 117
and 3313.611 of the Revised Code that a person must successfully 118
complete the curriculum of a high school prior to receiving a 119
high school diploma shall be met by completing the requirements 120
prescribed in division (C) of section 3313.603 of the Revised 121
Code, unless the person qualifies under division (D) or (F) of 122
that section. Each school shall comply with the plan for 123
awarding high school credit based on demonstration of subject 124
area competency, and beginning with the 2017-2018 school year, 125
with the updated plan that permits students enrolled in seventh 126
and eighth grade to meet curriculum requirements based on 127
subject area competency adopted by the state board of education 128
under divisions (J)(1) and (2) of section 3313.603 of the 129
Revised Code. Beginning with the 2018-2019 school year, the 130
school shall comply with the framework for granting units of 131
high school credit to students who demonstrate subject area 132
competency through work-based learning experiences, internships, 133
or cooperative education developed by the department under 134

division (J) (3) of section 3313.603 of the Revised Code. 135

(g) The school governing authority will submit within four 136
months after the end of each school year a report of its 137
activities and progress in meeting the goals and standards of 138
divisions (A) (3) and (4) of this section and its financial 139
status to the sponsor and the parents of all students enrolled 140
in the school. 141

(h) The school, unless it is an internet- or computer- 142
based community school, will comply with section 3313.801 of the 143
Revised Code as if it were a school district. 144

(i) If the school is the recipient of moneys from a grant 145
awarded under the federal race to the top program, Division (A), 146
Title XIV, Sections 14005 and 14006 of the "American Recovery 147
and Reinvestment Act of 2009," Pub. L. No. 111-5, 123 Stat. 115, 148
the school will pay teachers based upon performance in 149
accordance with section 3317.141 and will comply with section 150
3319.111 of the Revised Code as if it were a school district. 151

(j) If the school operates a preschool program that is 152
licensed by the department of education under sections 3301.52 153
to 3301.59 of the Revised Code, the school shall comply with 154
sections 3301.50 to 3301.59 of the Revised Code and the minimum 155
standards for preschool programs prescribed in rules adopted by 156
the state board under section 3301.53 of the Revised Code. 157

(k) The school will comply with sections 3313.6021 and 158
3313.6023 of the Revised Code as if it were a school district 159
unless it is either of the following: 160

(i) An internet- or computer-based community school; 161

(ii) A community school in which a majority of the 162
enrolled students are children with disabilities as described in 163

division (A) (4) (b) of section 3314.35 of the Revised Code. 164

(1) The school will comply with section 3321.191 of the 165
Revised Code, unless it is an internet- or computer-based 166
community school that is subject to section 3314.261 of the 167
Revised Code. 168

(12) Arrangements for providing health and other benefits 169
to employees; 170

(13) The length of the contract, which shall begin at the 171
beginning of an academic year. No contract shall exceed five 172
years unless such contract has been renewed pursuant to division 173
(E) of this section. 174

(14) The governing authority of the school, which shall be 175
responsible for carrying out the provisions of the contract; 176

(15) A financial plan detailing an estimated school budget 177
for each year of the period of the contract and specifying the 178
total estimated per pupil expenditure amount for each such year. 179

(16) Requirements and procedures regarding the disposition 180
of employees of the school in the event the contract is 181
terminated or not renewed pursuant to section 3314.07 of the 182
Revised Code; 183

(17) Whether the school is to be created by converting all 184
or part of an existing public school or educational service 185
center building or is to be a new start-up school, and if it is 186
a converted public school or service center building, 187
specification of any duties or responsibilities of an employer 188
that the board of education or service center governing board 189
that operated the school or building before conversion is 190
delegating to the governing authority of the community school 191
with respect to all or any specified group of employees provided 192

the delegation is not prohibited by a collective bargaining 193
agreement applicable to such employees; 194

(18) Provisions establishing procedures for resolving 195
disputes or differences of opinion between the sponsor and the 196
governing authority of the community school; 197

(19) A provision requiring the governing authority to 198
adopt a policy regarding the admission of students who reside 199
outside the district in which the school is located. That policy 200
shall comply with the admissions procedures specified in 201
sections 3314.06 and 3314.061 of the Revised Code and, at the 202
sole discretion of the authority, shall do one of the following: 203

(a) Prohibit the enrollment of students who reside outside 204
the district in which the school is located; 205

(b) Permit the enrollment of students who reside in 206
districts adjacent to the district in which the school is 207
located; 208

(c) Permit the enrollment of students who reside in any 209
other district in the state. 210

(20) A provision recognizing the authority of the 211
department of education to take over the sponsorship of the 212
school in accordance with the provisions of division (C) of 213
section 3314.015 of the Revised Code; 214

(21) A provision recognizing the sponsor's authority to 215
assume the operation of a school under the conditions specified 216
in division (B) of section 3314.073 of the Revised Code; 217

(22) A provision recognizing both of the following: 218

(a) The authority of public health and safety officials to 219
inspect the facilities of the school and to order the facilities 220

closed if those officials find that the facilities are not in 221
compliance with health and safety laws and regulations; 222

(b) The authority of the department of education as the 223
community school oversight body to suspend the operation of the 224
school under section 3314.072 of the Revised Code if the 225
department has evidence of conditions or violations of law at 226
the school that pose an imminent danger to the health and safety 227
of the school's students and employees and the sponsor refuses 228
to take such action. 229

(23) A description of the learning opportunities that will 230
be offered to students including both classroom-based and non- 231
classroom-based learning opportunities that is in compliance 232
with criteria for student participation established by the 233
department under division (H) (2) of section 3314.08 of the 234
Revised Code; 235

(24) The school will comply with sections 3302.04 and 236
3302.041 of the Revised Code, except that any action required to 237
be taken by a school district pursuant to those sections shall 238
be taken by the sponsor of the school. However, the sponsor 239
shall not be required to take any action described in division 240
(F) of section 3302.04 of the Revised Code. 241

(25) Beginning in the 2006-2007 school year, the school 242
will open for operation not later than the thirtieth day of 243
September each school year, unless the mission of the school as 244
specified under division (A) (2) of this section is solely to 245
serve dropouts. In its initial year of operation, if the school 246
fails to open by the thirtieth day of September, or within one 247
year after the adoption of the contract pursuant to division (D) 248
of section 3314.02 of the Revised Code if the mission of the 249
school is solely to serve dropouts, the contract shall be void. 250

(26) Whether the school's governing authority is planning 251
to seek designation for the school as a STEM school equivalent 252
under section 3326.032 of the Revised Code; 253

(27) That the school's attendance and participation 254
policies will be available for public inspection; 255

(28) That the school's attendance and participation 256
records shall be made available to the department of education, 257
auditor of state, and school's sponsor to the extent permitted 258
under and in accordance with the "Family Educational Rights and 259
Privacy Act of 1974," 88 Stat. 571, 20 U.S.C. 1232g, as amended, 260
and any regulations promulgated under that act, and section 261
3319.321 of the Revised Code; 262

(29) If a school operates using the blended learning 263
model, as defined in section 3301.079 of the Revised Code, all 264
of the following information: 265

(a) An indication of what blended learning model or models 266
will be used; 267

(b) A description of how student instructional needs will 268
be determined and documented; 269

(c) The method to be used for determining competency, 270
granting credit, and promoting students to a higher grade level; 271

(d) The school's attendance requirements, including how 272
the school will document participation in learning 273
opportunities; 274

(e) A statement describing how student progress will be 275
monitored; 276

(f) A statement describing how private student data will 277
be protected; 278

(g) A description of the professional development	279
activities that will be offered to teachers.	280
(30) A provision requiring that all moneys the school's	281
operator loans to the school, including facilities loans or cash	282
flow assistance, must be accounted for, documented, and bear	283
interest at a fair market rate;	284
(31) A provision requiring that, if the governing	285
authority contracts with an attorney, accountant, or entity	286
specializing in audits, the attorney, accountant, or entity	287
shall be independent from the operator with which the school has	288
contracted.	289
(32) A provision requiring the governing authority to	290
adopt an enrollment and attendance policy that requires a	291
student's parent to notify the community school in which the	292
student is enrolled when there is a change in the location of	293
the parent's or student's primary residence.	294
(33) A provision requiring the governing authority to	295
adopt a student residence and address verification policy for	296
students enrolling in or attending the school.	297
(B) The community school shall also submit to the sponsor	298
a comprehensive plan for the school. The plan shall specify the	299
following:	300
(1) The process by which the governing authority of the	301
school will be selected in the future;	302
(2) The management and administration of the school;	303
(3) If the community school is a currently existing public	304
school or educational service center building, alternative	305
arrangements for current public school students who choose not	306

to attend the converted school and for teachers who choose not 307
to teach in the school or building after conversion; 308

(4) The instructional program and educational philosophy 309
of the school; 310

(5) Internal financial controls. 311

When submitting the plan under this division, the school 312
shall also submit copies of all policies and procedures 313
regarding internal financial controls adopted by the governing 314
authority of the school. 315

(C) A contract entered into under section 3314.02 of the 316
Revised Code between a sponsor and the governing authority of a 317
community school may provide for the community school governing 318
authority to make payments to the sponsor, which is hereby 319
authorized to receive such payments as set forth in the contract 320
between the governing authority and the sponsor. The total 321
amount of such payments for monitoring, oversight, and technical 322
assistance of the school shall not exceed three per cent of the 323
total amount of payments for operating expenses that the school 324
receives from the state. 325

(D) The contract shall specify the duties of the sponsor 326
which shall be in accordance with the written agreement entered 327
into with the department of education under division (B) of 328
section 3314.015 of the Revised Code and shall include the 329
following: 330

(1) Monitor the community school's compliance with all 331
laws applicable to the school and with the terms of the 332
contract; 333

(2) Monitor and evaluate the academic and fiscal 334
performance and the organization and operation of the community 335

school on at least an annual basis; 336

(3) Report on an annual basis the results of the 337
evaluation conducted under division (D) (2) of this section to 338
the department of education and to the parents of students 339
enrolled in the community school; 340

(4) Provide technical assistance to the community school 341
in complying with laws applicable to the school and terms of the 342
contract; 343

(5) Take steps to intervene in the school's operation to 344
correct problems in the school's overall performance, declare 345
the school to be on probationary status pursuant to section 346
3314.073 of the Revised Code, suspend the operation of the 347
school pursuant to section 3314.072 of the Revised Code, or 348
terminate the contract of the school pursuant to section 3314.07 349
of the Revised Code as determined necessary by the sponsor; 350

(6) Have in place a plan of action to be undertaken in the 351
event the community school experiences financial difficulties or 352
closes prior to the end of a school year. 353

(E) Upon the expiration of a contract entered into under 354
this section, the sponsor of a community school may, with the 355
approval of the governing authority of the school, renew that 356
contract for a period of time determined by the sponsor, but not 357
ending earlier than the end of any school year, if the sponsor 358
finds that the school's compliance with applicable laws and 359
terms of the contract and the school's progress in meeting the 360
academic goals prescribed in the contract have been 361
satisfactory. Any contract that is renewed under this division 362
remains subject to the provisions of sections 3314.07, 3314.072, 363
and 3314.073 of the Revised Code. 364

(F) If a community school fails to open for operation 365
within one year after the contract entered into under this 366
section is adopted pursuant to division (D) of section 3314.02 367
of the Revised Code or permanently closes prior to the 368
expiration of the contract, the contract shall be void and the 369
school shall not enter into a contract with any other sponsor. A 370
school shall not be considered permanently closed because the 371
operations of the school have been suspended pursuant to section 372
3314.072 of the Revised Code. 373

Sec. 3319.48. (A) As used in this section: 374

(1) "Public or private primary or secondary school" 375
includes all of the following: 376

(a) A preschool as defined in section 2950.034 of the 377
Revised Code; 378

(b) A school operated by a city, local, or exempted 379
village school district, a joint vocational school district, a 380
community school established under Chapter 3314., a STEM school 381
established under Chapter 3326., or a college-preparatory 382
boarding school established under Chapter 3328. of the Revised 383
Code; 384

(c) A chartered nonpublic school as defined in section 385
3310.01 of the Revised Code. 386

(2) "Race" includes traits associated with an individual's 387
race, including hair texture and protective hair styles, such as 388
braids, locks, and twists. 389

(B) No public or private primary or secondary school shall 390
discriminate against any individual with respect to any program 391
or activity on account of an individual's traits that are 392
associated with the individual's race. 393

(C) Any individual alleging that a public or private 394
primary or secondary school has violated this section may bring 395
a civil action in any court of competent jurisdiction. 396

Sec. 3326.11. Each science, technology, engineering, and 397
mathematics school established under this chapter and its 398
governing body shall comply with sections 9.90, 9.91, 109.65, 399
121.22, 149.43, 2151.357, 2151.421, 2313.19, 2921.42, 2921.43, 400
3301.0714, 3301.0715, 3301.0729, 3301.948, 3313.14, 3313.15, 401
3313.16, 3313.18, 3313.201, 3313.26, 3313.472, 3313.48, 402
3313.481, 3313.482, 3313.50, 3313.539, 3313.5310, 3313.608, 403
3313.6012, 3313.6013, 3313.6014, 3313.6015, 3313.6020, 404
3313.6021, 3313.6024, 3313.6025, 3313.61, 3313.611, 3313.614, 405
3313.615, 3313.617, 3313.618, 3313.6114, 3313.643, 3313.648, 406
3313.6411, 3313.66, 3313.661, 3313.662, 3313.666, 3313.667, 407
3313.668, 3313.669, 3313.6610, 3313.67, 3313.671, 3313.672, 408
3313.673, 3313.69, 3313.71, 3313.716, 3313.718, 3313.719, 409
3313.7112, 3313.721, 3313.80, 3313.801, 3313.814, 3313.816, 410
3313.817, 3313.818, 3313.86, 3313.89, 3313.96, 3319.073, 411
3319.077, 3319.078, 3319.21, 3319.32, 3319.321, 3319.35, 412
3319.39, 3319.391, 3319.41, 3319.45, 3319.46, 3319.48, 3320.01, 413
3320.02, 3320.03, 3321.01, 3321.041, 3321.05, 3321.13, 3321.14, 414
3321.141, 3321.17, 3321.18, 3321.19, 3321.191, 3323.251, 415
3327.10, 4111.17, 4113.52, 5502.262, and 5705.391 and Chapters 416
102., 117., 1347., 2744., 3307., 3309., 3365., 3742., 4112., 417
4123., 4141., and 4167. of the Revised Code as if it were a 418
school district. 419

Sec. 3328.24. A college-preparatory boarding school 420
established under this chapter and its board of trustees shall 421
comply with sections 102.02, 3301.0710, 3301.0711, 3301.0712, 422
3301.0714, 3301.0729, 3301.948, 3313.6013, 3313.6021, 423
3313.6024, 3313.6025, 3313.617, 3313.618, 3313.6114, 3313.6411, 424

3313.668, 3313.669, 3313.6610, 3313.7112, 3313.721, 3313.89, 425
3319.073, 3319.077, 3319.078, 3319.39, 3319.391, 3319.46, 426
3319.48, 3320.01, 3320.02, 3320.03, 3323.251, and 5502.262, and 427
Chapter 3365. of the Revised Code as if the school were a 428
school district and the school's board of trustees were a 429
district board of education. 430

Sec. 4112.01. (A) As used in this chapter: 431

(1) "Person" includes one or more individuals, 432
partnerships, associations, organizations, corporations, legal 433
representatives, trustees, trustees in bankruptcy, receivers, 434
and other organized groups of persons. "Person" also includes, 435
but is not limited to, any owner, lessor, assignor, builder, 436
manager, broker, salesperson, appraiser, agent, employee, 437
lending institution, and the state and all political 438
subdivisions, authorities, agencies, boards, and commissions of 439
the state. 440

(2) "Employer" means the state, any political subdivision 441
of the state, or a person employing four or more persons within 442
the state, and any agent of the state, political subdivision, or 443
person. 444

(3) "Employee" means an individual employed by any 445
employer but does not include any individual employed in the 446
domestic service of any person. 447

(4) "Labor organization" includes any organization that 448
exists, in whole or in part, for the purpose of collective 449
bargaining or of dealing with employers concerning grievances, 450
terms or conditions of employment, or other mutual aid or 451
protection in relation to employment. 452

(5) "Employment agency" includes any person regularly 453

undertaking, with or without compensation, to procure 454
opportunities to work or to procure, recruit, refer, or place 455
employees. 456

(6) "Commission" means the Ohio civil rights commission 457
created by section 4112.03 of the Revised Code. 458

(7) "Discriminate" includes segregate or separate. 459

(8) "Unlawful discriminatory practice" means any act 460
prohibited by section 4112.02, 4112.021, or 4112.022 of the 461
Revised Code. 462

(9) "Place of public accommodation" means any inn, 463
restaurant, eating house, barbershop, public conveyance by air, 464
land, or water, theater, store, other place for the sale of 465
merchandise, or any other place of public accommodation or 466
amusement of which the accommodations, advantages, facilities, 467
or privileges are available to the public. 468

(10) "Housing accommodations" includes any building or 469
structure, or portion of a building or structure, that is used 470
or occupied or is intended, arranged, or designed to be used or 471
occupied as the home residence, dwelling, dwelling unit, or 472
sleeping place of one or more individuals, groups, or families 473
whether or not living independently of each other; and any 474
vacant land offered for sale or lease. "Housing accommodations" 475
also includes any housing accommodations held or offered for 476
sale or rent by a real estate broker, salesperson, or agent, by 477
any other person pursuant to authorization of the owner, by the 478
owner, or by the owner's legal representative. 479

(11) "Restrictive covenant" means any specification 480
limiting the transfer, rental, lease, or other use of any 481
housing accommodations because of race, color, religion, sex, 482

military status, familial status, national origin, disability, 483
or ancestry, or any limitation based upon affiliation with or 484
approval by any person, directly or indirectly, employing race, 485
color, religion, sex, military status, familial status, national 486
origin, disability, or ancestry as a condition of affiliation or 487
approval. 488

(12) "Burial lot" means any lot for the burial of deceased 489
persons within any public burial ground or cemetery, including, 490
but not limited to, cemeteries owned and operated by municipal 491
corporations, townships, or companies or associations 492
incorporated for cemetery purposes. 493

(13) "Disability" means a physical or mental impairment 494
that substantially limits one or more major life activities, 495
including the functions of caring for one's self, performing 496
manual tasks, walking, seeing, hearing, speaking, breathing, 497
learning, and working; a record of a physical or mental 498
impairment; or being regarded as having a physical or mental 499
impairment. 500

(14) Except as otherwise provided in section 4112.021 of 501
the Revised Code, "age" means an individual aged forty years or 502
older. 503

(15) "Familial status" means either of the following: 504

(a) One or more individuals who are under eighteen years 505
of age and who are domiciled with a parent or guardian having 506
legal custody of the individual or domiciled, with the written 507
permission of the parent or guardian having legal custody, with 508
a designee of the parent or guardian; 509

(b) Any person who is pregnant or in the process of 510
securing legal custody of any individual who is under eighteen 511

years of age. 512

(16) (a) Except as provided in division (A) (16) (b) of this 513
section, "physical or mental impairment" includes any of the 514
following: 515

(i) Any physiological disorder or condition, cosmetic 516
disfigurement, or anatomical loss affecting one or more of the 517
following body systems: neurological; musculoskeletal; special 518
sense organs; respiratory, including speech organs; 519
cardiovascular; reproductive; digestive; genito-urinary; hemic 520
and lymphatic; skin; and endocrine; 521

(ii) Any mental or psychological disorder, including, but 522
not limited to, intellectual disability, organic brain syndrome, 523
emotional or mental illness, and specific learning disabilities; 524

(iii) Diseases and conditions, including, but not limited 525
to, orthopedic, visual, speech, and hearing impairments, 526
cerebral palsy, autism, epilepsy, muscular dystrophy, multiple 527
sclerosis, cancer, heart disease, diabetes, human 528
immunodeficiency virus infection, intellectual disability, 529
emotional illness, drug addiction, and alcoholism. 530

(b) "Physical or mental impairment" does not include any 531
of the following: 532

(i) Homosexuality and bisexuality; 533

(ii) Transvestism, transsexualism, pedophilia, 534
exhibitionism, voyeurism, gender identity disorders not 535
resulting from physical impairments, or other sexual behavior 536
disorders; 537

(iii) Compulsive gambling, kleptomania, or pyromania; 538

(iv) Psychoactive substance use disorders resulting from 539

the current illegal use of a controlled substance or the current 540
use of alcoholic beverages. 541

(17) "Dwelling unit" means a single unit of residence for 542
a family of one or more persons. 543

(18) "Common use areas" means rooms, spaces, or elements 544
inside or outside a building that are made available for the use 545
of residents of the building or their guests, and includes, but 546
is not limited to, hallways, lounges, lobbies, laundry rooms, 547
refuse rooms, mail rooms, recreational areas, and passageways 548
among and between buildings. 549

(19) "Public use areas" means interior or exterior rooms 550
or spaces of a privately or publicly owned building that are 551
made available to the general public. 552

(20) "Controlled substance" has the same meaning as in 553
section 3719.01 of the Revised Code. 554

(21) "Disabled tenant" means a tenant or prospective 555
tenant who is a person with a disability. 556

(22) "Military status" means a person's status in "service 557
in the uniformed services" as defined in section 5923.05 of the 558
Revised Code. 559

(23) "Aggrieved person" includes both of the following: 560

(a) Any person who claims to have been injured by any 561
unlawful discriminatory practice described in division (H) of 562
section 4112.02 of the Revised Code; 563

(b) Any person who believes that the person will be 564
injured by any unlawful discriminatory practice described in 565
division (H) of section 4112.02 of the Revised Code that is 566
about to occur. 567

(24) "Unlawful discriminatory practice relating to 568
employment" means both of the following: 569

(a) An unlawful discriminatory practice that is prohibited 570
by division (A), (B), (C), (D), (E), or (F) of section 4112.02 571
of the Revised Code; 572

(b) An unlawful discriminatory practice that is prohibited 573
by division (I) or (J) of section 4112.02 of the Revised Code 574
that is related to employment. 575

(25) "Notice of right to sue" means a notice sent by the 576
commission to a person who files a charge under section 4112.051 577
of the Revised Code that states that the person who filed the 578
charge may bring a civil action related to the charge pursuant 579
to section 4112.052 or 4112.14 of the Revised Code, in 580
accordance with section 4112.052 of the Revised Code. 581

(26) "Race" includes traits associated with an 582
individual's race, including hair texture and protective hair 583
styles, such as braids, locks, and twists. 584

(B) For the purposes of divisions (A) to (F) of section 585
4112.02 of the Revised Code, the terms "because of sex" and "on 586
the basis of sex" include, but are not limited to, because of or 587
on the basis of pregnancy, any illness arising out of and 588
occurring during the course of a pregnancy, childbirth, or 589
related medical conditions. Women affected by pregnancy, 590
childbirth, or related medical conditions shall be treated the 591
same for all employment-related purposes, including receipt of 592
benefits under fringe benefit programs, as other persons not so 593
affected but similar in their ability or inability to work, and 594
nothing in division (B) of section 4111.17 of the Revised Code 595
shall be interpreted to permit otherwise. This division shall 596

not be construed to require an employer to pay for health 597
insurance benefits for abortion, except where the life of the 598
mother would be endangered if the fetus were carried to term or 599
except where medical complications have arisen from the 600
abortion, provided that nothing in this division precludes an 601
employer from providing abortion benefits or otherwise affects 602
bargaining agreements in regard to abortion. 603

Section 2. That existing sections 3314.03, 3326.11, 604
3328.24, and 4112.01 of the Revised Code are hereby repealed. 605

Section 3. This act shall be known as the Creating a 606
Respectful and Open World for Natural Hair (CROWN) Act. 607

Section 4. The General Assembly, applying the principle 608
stated in division (B) of section 1.52 of the Revised Code that 609
amendments are to be harmonized if reasonably capable of 610
simultaneous operation, finds that the following sections, 611
presented in this act as composites of the sections as amended 612
by the acts indicated, are the resulting versions of the 613
sections in effect prior to the effective date of the sections 614
as presented in this act: 615

Section 3314.03 of the Revised Code as amended by H.B. 616
123, H.B. 164, H.B. 166, H.B. 409, H.B. 436, S.B. 68, and S.B. 617
89, all of the 133rd General Assembly. 618

Section 3326.11 of the Revised Code as amended by H.B. 619
123, H.B. 164, H.B. 166, H.B. 436, and S.B. 68, all of the 133rd 620
General Assembly. 621

Section 3328.24 of the Revised Code as amended by H.B. 622
123, H.B. 164, H.B. 166, H.B. 436, and S.B. 68, all of the 133rd 623
General Assembly. 624