

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
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(7) The ways by which the school will achieve racial and ethnic balance reflective of the community it serves; 48
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(8) Requirements for financial audits by the auditor of state. The contract shall require financial records of the school to be maintained in the same manner as are financial records of school districts, pursuant to rules of the auditor of state. Audits shall be conducted in accordance with section 117.10 of the Revised Code. 50
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(9) An addendum to the contract outlining the facilities to be used that contains at least the following information: 56
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(a) A detailed description of each facility used for instructional purposes; 58
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(b) The annual costs associated with leasing each facility that are paid by or on behalf of the school; 60
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(c) The annual mortgage principal and interest payments that are paid by the school; 62
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(d) The name of the lender or landlord, identified as such, and the lender's or landlord's relationship to the operator, if any. 64
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(10) Qualifications of teachers, including a requirement that the school's classroom teachers be licensed in accordance with sections 3319.22 to 3319.31 of the Revised Code, except that a community school may engage noncertificated persons to teach up to twelve hours or forty hours per week pursuant to section 3319.301 of the Revised Code. 67
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(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 XXXVIII 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 Revised Code, unless it is an internet- or computer-based community school that is subject to section 3314.261 of the Revised Code.	165 166 167 168
(12) Arrangements for providing health and other benefits to employees;	169 170
(13) The length of the contract, which shall begin at the beginning of an academic year. No contract shall exceed five years unless such contract has been renewed pursuant to division (E) of this section.	171 172 173 174
(14) The governing authority of the school, which shall be responsible for carrying out the provisions of the contract;	175 176
(15) A financial plan detailing an estimated school budget for each year of the period of the contract and specifying the total estimated per pupil expenditure amount for each such year.	177 178 179
(16) Requirements and procedures regarding the disposition of employees of the school in the event the contract is terminated or not renewed pursuant to section 3314.07 of the Revised Code;	180 181 182 183
(17) Whether the school is to be created by converting all or part of an existing public school or educational service center building or is to be a new start-up school, and if it is a converted public school or service center building, specification of any duties or responsibilities of an employer that the board of education or service center governing board that operated the school or building before conversion is delegating to the governing authority of the community school with respect to all or any specified group of employees provided	184 185 186 187 188 189 190 191 192

the delegation is not prohibited by a collective bargaining agreement applicable to such employees;	193 194
(18) Provisions establishing procedures for resolving disputes or differences of opinion between the sponsor and the governing authority of the community school;	195 196 197
(19) A provision requiring the governing authority to adopt a policy regarding the admission of students who reside outside the district in which the school is located. That policy shall comply with the admissions procedures specified in sections 3314.06 and 3314.061 of the Revised Code and, at the sole discretion of the authority, shall do one of the following:	198 199 200 201 202 203
(a) Prohibit the enrollment of students who reside outside the district in which the school is located;	204 205
(b) Permit the enrollment of students who reside in districts adjacent to the district in which the school is located;	206 207 208
(c) Permit the enrollment of students who reside in any other district in the state.	209 210
(20) A provision recognizing the authority of the department of education to take over the sponsorship of the school in accordance with the provisions of division (C) of section 3314.015 of the Revised Code;	211 212 213 214
(21) A provision recognizing the sponsor's authority to assume the operation of a school under the conditions specified in division (B) of section 3314.073 of the Revised Code;	215 216 217
(22) A provision recognizing both of the following:	218
(a) The authority of public health and safety officials to inspect the facilities of the school and to order the facilities	219 220

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 to seek designation for the school as a STEM school equivalent under section 3326.032 of the Revised Code;	251 252 253
(27) That the school's attendance and participation policies will be available for public inspection;	254 255
(28) That the school's attendance and participation records shall be made available to the department of education, auditor of state, and school's sponsor to the extent permitted under and in accordance with the "Family Educational Rights and Privacy Act of 1974," 88 Stat. 571, 20 U.S.C. 1232g, as amended, and any regulations promulgated under that act, and section 3319.321 of the Revised Code;	256 257 258 259 260 261 262
(29) If a school operates using the blended learning model, as defined in section 3301.079 of the Revised Code, all of the following information:	263 264 265
(a) An indication of what blended learning model or models will be used;	266 267
(b) A description of how student instructional needs will be determined and documented;	268 269
(c) The method to be used for determining competency, granting credit, and promoting students to a higher grade level;	270 271
(d) The school's attendance requirements, including how the school will document participation in learning opportunities;	272 273 274
(e) A statement describing how student progress will be monitored;	275 276
(f) A statement describing how private student data will be protected;	277 278

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

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
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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 employment" means both of the following:

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

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

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

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

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

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