

As Introduced

135th General Assembly

Regular Session

2023-2024

S. B. No. 204

Senators Hicks-Hudson, Ingram

Cosponsors: Senators Craig, DeMora, Smith, Sykes

A BILL

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

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

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

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

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

(1) That the school shall be established as either of the following:	19 20
(a) A nonprofit corporation established under Chapter 1702. of the Revised Code, if established prior to April 8, 2003;	21 22 23
(b) A public benefit corporation established under Chapter 1702. of the Revised Code, if established after April 8, 2003.	24 25
(2) The education program of the school, including the school's mission, the characteristics of the students the school is expected to attract, the ages and grades of students, and the focus of the curriculum;	26 27 28 29
(3) The academic goals to be achieved and the method of measurement that will be used to determine progress toward those goals, which shall include the statewide achievement assessments;	30 31 32 33
(4) Performance standards, including but not limited to all applicable report card measures set forth in section 3302.03 or 3314.017 of the Revised Code, by which the success of the school will be evaluated by the sponsor;	34 35 36 37
(5) The admission standards of section 3314.06 of the Revised Code and, if applicable, section 3314.061 of the Revised Code;	38 39 40
(6) (a) Dismissal procedures;	41
(b) A requirement that the governing authority adopt an attendance policy that includes a procedure for automatically withdrawing a student from the school if the student without a legitimate excuse fails to participate in seventy-two consecutive hours of the learning opportunities offered to the	42 43 44 45 46

student. 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 minimum of twenty-five students for a minimum of nine hundred twenty hours per school year.

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

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

(d) The school will comply with sections 9.90, 9.91, 109.65, 121.22, 149.43, 2151.357, 2151.421, 2313.19, 3301.0710, 3301.0711, 3301.0712, 3301.0715, 3301.0729, 3301.948, 3302.037, 3313.472, 3313.50, 3313.539, 3313.5310, 3313.608, 3313.609, 3313.6012, 3313.6013, 3313.6014, 3313.6015, 3313.6020, 3313.6024, 3313.6025, 3313.6026, 3313.643, 3313.648, 3313.6411, 3313.66, 3313.661, 3313.662, 3313.666, 3313.667, 3313.668, 3313.669, 3313.6610, 3313.67, 3313.671, 3313.672, 3313.673, 3313.69, 3313.71, 3313.716, 3313.718, 3313.719, 3313.7112, 3313.721, 3313.80, 3313.814, 3313.816, 3313.817, 3313.818, 3313.86, 3313.89, 3313.96, 3319.073, 3319.077, 3319.078, 3319.238, 3319.318, 3319.321, 3319.39, 3319.391, 3319.393, 3319.41, 3319.46, 3319.48, 3320.01, 3320.02, 3320.03, 3321.01, 3321.041, 3321.13, 3321.14, 3321.141, 3321.17, 3321.18, 3321.19, 3323.251, 3327.10, 4111.17, 4113.52, 5502.262, 5502.703, and 5705.391 and Chapters 117., 1347., 2744., 3365., 3742., 4112., 4123., 4141., and 4167. of the Revised Code as if it were a school district and will comply with section 3301.0714 of the Revised Code in the manner specified in section 3314.17 of the Revised Code.

(e) The school shall comply with Chapter 102. and section 105
2921.42 of the Revised Code. 106

(f) The school will comply with sections 3313.61, 107
3313.611, 3313.614, 3313.617, 3313.618, and 3313.6114 of the 108
Revised Code, except that for students who enter ninth grade for 109
the first time before July 1, 2010, the requirement in sections 110
3313.61 and 3313.611 of the Revised Code that a person must 111
successfully complete the curriculum in any high school prior to 112
receiving a high school diploma may be met by completing the 113
curriculum adopted by the governing authority of the community 114
school rather than the curriculum specified in Title XXXVIII of 115
the Revised Code or any rules of the state board of education. 116
Beginning with students who enter ninth grade for the first time 117
on or after July 1, 2010, the requirement in sections 3313.61 118
and 3313.611 of the Revised Code that a person must successfully 119
complete the curriculum of a high school prior to receiving a 120
high school diploma shall be met by completing the requirements 121
prescribed in section 3313.6027 and division (C) of section 122
3313.603 of the Revised Code, unless the person qualifies under 123
division (D) or (F) of that section. Each school shall comply 124
with the plan for awarding high school credit based on 125
demonstration of subject area competency, and beginning with the 126
2017-2018 school year, with the updated plan that permits 127
students enrolled in seventh and eighth grade to meet curriculum 128
requirements based on subject area competency adopted by the 129
state board of education under divisions (J) (1) and (2) of 130
section 3313.603 of the Revised Code. Beginning with the 2018- 131
2019 school year, the school shall comply with the framework for 132
granting units of high school credit to students who demonstrate 133
subject area competency through work-based learning experiences, 134
internships, or cooperative education developed by the 135

department under division (J) (3) of section 3313.603 of the Revised Code. 136
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(g) The school governing authority will submit within four months after the end of each school year a report of its activities and progress in meeting the goals and standards of divisions (A) (3) and (4) of this section and its financial status to the sponsor and the parents of all students enrolled in the school. 138
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(h) The school, unless it is an internet- or computer-based community school, will comply with section 3313.801 of the Revised Code as if it were a school district. 144
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(i) If the school is the recipient of moneys from a grant awarded under the federal race to the top program, Division (A), Title XIV, Sections 14005 and 14006 of the "American Recovery and Reinvestment Act of 2009," Pub. L. No. 111-5, 123 Stat. 115, the school will pay teachers based upon performance in accordance with section 3317.141 and will comply with section 3319.111 of the Revised Code as if it were a school district. 147
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(j) If the school operates a preschool program that is licensed by the department of education under sections 3301.52 to 3301.59 of the Revised Code, the school shall comply with sections 3301.50 to 3301.59 of the Revised Code and the minimum standards for preschool programs prescribed in rules adopted by the state board under section 3301.53 of the Revised Code. 154
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(k) The school will comply with sections 3313.6021 and 3313.6023 of the Revised Code as if it were a school district unless it is either of the following: 160
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(i) An internet- or computer-based community school; 163

(ii) A community school in which a majority of the 164

enrolled students are children with disabilities as described in	165
division (A) (4) (b) of section 3314.35 of the Revised Code.	166
(1) The school will comply with section 3321.191 of the	167
Revised Code, unless it is an internet- or computer-based	168
community school that is subject to section 3314.261 of the	169
Revised Code.	170
(12) Arrangements for providing health and other benefits	171
to employees;	172
(13) The length of the contract, which shall begin at the	173
beginning of an academic year. No contract shall exceed five	174
years unless such contract has been renewed pursuant to division	175
(E) of this section.	176
(14) The governing authority of the school, which shall be	177
responsible for carrying out the provisions of the contract;	178
(15) A financial plan detailing an estimated school budget	179
for each year of the period of the contract and specifying the	180
total estimated per pupil expenditure amount for each such year.	181
(16) Requirements and procedures regarding the disposition	182
of employees of the school in the event the contract is	183
terminated or not renewed pursuant to section 3314.07 of the	184
Revised Code;	185
(17) Whether the school is to be created by converting all	186
or part of an existing public school or educational service	187
center building or is to be a new start-up school, and if it is	188
a converted public school or service center building,	189
specification of any duties or responsibilities of an employer	190
that the board of education or service center governing board	191
that operated the school or building before conversion is	192
delegating to the governing authority of the community school	193

with respect to all or any specified group of employees provided 194
the delegation is not prohibited by a collective bargaining 195
agreement applicable to such employees; 196

(18) Provisions establishing procedures for resolving 197
disputes or differences of opinion between the sponsor and the 198
governing authority of the community school; 199

(19) A provision requiring the governing authority to 200
adopt a policy regarding the admission of students who reside 201
outside the district in which the school is located. That policy 202
shall comply with the admissions procedures specified in 203
sections 3314.06 and 3314.061 of the Revised Code and, at the 204
sole discretion of the authority, shall do one of the following: 205

(a) Prohibit the enrollment of students who reside outside 206
the district in which the school is located; 207

(b) Permit the enrollment of students who reside in 208
districts adjacent to the district in which the school is 209
located; 210

(c) Permit the enrollment of students who reside in any 211
other district in the state. 212

(20) A provision recognizing the authority of the 213
department of education to take over the sponsorship of the 214
school in accordance with the provisions of division (C) of 215
section 3314.015 of the Revised Code; 216

(21) A provision recognizing the sponsor's authority to 217
assume the operation of a school under the conditions specified 218
in division (B) of section 3314.073 of the Revised Code; 219

(22) A provision recognizing both of the following: 220

(a) The authority of public health and safety officials to 221

inspect the facilities of the school and to order the facilities 222
closed if those officials find that the facilities are not in 223
compliance with health and safety laws and regulations; 224

(b) The authority of the department of education as the 225
community school oversight body to suspend the operation of the 226
school under section 3314.072 of the Revised Code if the 227
department has evidence of conditions or violations of law at 228
the school that pose an imminent danger to the health and safety 229
of the school's students and employees and the sponsor refuses 230
to take such action. 231

(23) A description of the learning opportunities that will 232
be offered to students including both classroom-based and non- 233
classroom-based learning opportunities that is in compliance 234
with criteria for student participation established by the 235
department under division (H) (2) of section 3314.08 of the 236
Revised Code; 237

(24) The school will comply with sections 3302.04 and 238
3302.041 of the Revised Code, except that any action required to 239
be taken by a school district pursuant to those sections shall 240
be taken by the sponsor of the school. However, the sponsor 241
shall not be required to take any action described in division 242
(F) of section 3302.04 of the Revised Code. 243

(25) Beginning in the 2006-2007 school year, the school 244
will open for operation not later than the thirtieth day of 245
September each school year, unless the mission of the school as 246
specified under division (A) (2) of this section is solely to 247
serve dropouts. In its initial year of operation, if the school 248
fails to open by the thirtieth day of September, or within one 249
year after the adoption of the contract pursuant to division (D) 250
of section 3314.02 of the Revised Code if the mission of the 251

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

(f) A statement describing how private student data will be protected;	279 280
(g) A description of the professional development activities that will be offered to teachers.	281 282
(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;	283 284 285 286
(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.	287 288 289 290 291
(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.	292 293 294 295 296
(33) A provision requiring the governing authority to adopt a student residence and address verification policy for students enrolling in or attending the school.	297 298 299
(B) The community school shall also submit to the sponsor a comprehensive plan for the school. The plan shall specify the following:	300 301 302
(1) The process by which the governing authority of the school will be selected in the future;	303 304
(2) The management and administration of the school;	305
(3) If the community school is a currently existing public	306

school or educational service center building, alternative 307
arrangements for current public school students who choose not 308
to attend the converted school and for teachers who choose not 309
to teach in the school or building after conversion; 310

(4) The instructional program and educational philosophy 311
of the school; 312

(5) Internal financial controls. 313

When submitting the plan under this division, the school 314
shall also submit copies of all policies and procedures 315
regarding internal financial controls adopted by the governing 316
authority of the school. 317

(C) A contract entered into under section 3314.02 of the 318
Revised Code between a sponsor and the governing authority of a 319
community school may provide for the community school governing 320
authority to make payments to the sponsor, which is hereby 321
authorized to receive such payments as set forth in the contract 322
between the governing authority and the sponsor. The total 323
amount of such payments for monitoring, oversight, and technical 324
assistance of the school shall not exceed three per cent of the 325
total amount of payments for operating expenses that the school 326
receives from the state. 327

(D) The contract shall specify the duties of the sponsor 328
which shall be in accordance with the written agreement entered 329
into with the department of education under division (B) of 330
section 3314.015 of the Revised Code and shall include the 331
following: 332

(1) Monitor the community school's compliance with all 333
laws applicable to the school and with the terms of the 334
contract; 335

(2) Monitor and evaluate the academic and fiscal	336
performance and the organization and operation of the community	337
school on at least an annual basis;	338
(3) Report on an annual basis the results of the	339
evaluation conducted under division (D)(2) of this section to	340
the department of education and to the parents of students	341
enrolled in the community school;	342
(4) Provide technical assistance to the community school	343
in complying with laws applicable to the school and terms of the	344
contract;	345
(5) Take steps to intervene in the school's operation to	346
correct problems in the school's overall performance, declare	347
the school to be on probationary status pursuant to section	348
3314.073 of the Revised Code, suspend the operation of the	349
school pursuant to section 3314.072 of the Revised Code, or	350
terminate the contract of the school pursuant to section 3314.07	351
of the Revised Code as determined necessary by the sponsor;	352
(6) Have in place a plan of action to be undertaken in the	353
event the community school experiences financial difficulties or	354
closes prior to the end of a school year.	355
(E) Upon the expiration of a contract entered into under	356
this section, the sponsor of a community school may, with the	357
approval of the governing authority of the school, renew that	358
contract for a period of time determined by the sponsor, but not	359
ending earlier than the end of any school year, if the sponsor	360
finds that the school's compliance with applicable laws and	361
terms of the contract and the school's progress in meeting the	362
academic goals prescribed in the contract have been	363
satisfactory. Any contract that is renewed under this division	364

remains subject to the provisions of sections 3314.07, 3314.072,
and 3314.073 of the Revised Code.

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

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

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

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

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

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

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

(B) No public or private primary or secondary school shall

discriminate against any individual with respect to any program 393
or activity on account of an individual's traits that are 394
associated with the individual's race. 395

(C) Any individual alleging that a public or private 396
primary or secondary school has violated this section may bring 397
a civil action in any court of competent jurisdiction. 398

Sec. 3326.11. Each science, technology, engineering, and 399
mathematics school established under this chapter and its 400
governing body shall comply with sections 9.90, 9.91, 109.65, 401
121.22, 149.43, 2151.357, 2151.421, 2313.19, 2921.42, 2921.43, 402
3301.0714, 3301.0715, 3301.0729, 3301.948, 3302.037, 3313.14, 403
3313.15, 3313.16, 3313.18, 3313.201, 3313.26, 3313.472, 3313.48, 404
3313.481, 3313.482, 3313.50, 3313.539, 3313.5310, 3313.608, 405
3313.6012, 3313.6013, 3313.6014, 3313.6015, 3313.6020, 406
3313.6021, 3313.6024, 3313.6025, 3313.6026, 3313.61, 3313.611, 407
3313.614, 3313.615, 3313.617, 3313.618, 3313.6114, 3313.643, 408
3313.648, 3313.6411, 3313.66, 3313.661, 3313.662, 3313.666, 409
3313.667, 3313.668, 3313.669, 3313.6610, 3313.67, 3313.671, 410
3313.672, 3313.673, 3313.69, 3313.71, 3313.716, 3313.718, 411
3313.719, 3313.7112, 3313.721, 3313.80, 3313.801, 3313.814, 412
3313.816, 3313.817, 3313.818, 3313.86, 3313.89, 3313.96, 413
3319.073, 3319.077, 3319.078, 3319.21, 3319.238, 3319.318, 414
3319.32, 3319.321, 3319.35, 3319.39, 3319.391, 3319.393, 415
3319.41, 3319.45, 3319.46, 3319.48, 3320.01, 3320.02, 3320.03, 416
3321.01, 3321.041, 3321.05, 3321.13, 3321.14, 3321.141, 3321.17, 417
3321.18, 3321.19, 3321.191, 3323.251, 3327.10, 4111.17, 4113.52, 418
5502.262, 5502.703, and 5705.391 and Chapters 102., 117., 1347., 419
2744., 3307., 3309., 3365., 3742., 4112., 4123., 4141., and 420
4167. of the Revised Code as if it were a school district. 421

Sec. 3328.24. A college-preparatory boarding school 422

established under this chapter and its board of trustees shall 423
comply with sections 102.02, 3301.0710, 3301.0711, 3301.0712, 424
3301.0714, 3301.0729, 3301.948, 3302.037, 3313.6013, 3313.6021, 425
3313.6024, 3313.6025, 3313.6026, 3313.617, 3313.618, 3313.6114, 426
3313.6411, 3313.668, 3313.669, 3313.6610, 3313.7112, 3313.721, 427
3313.89, 3319.073, 3319.077, 3319.078, 3319.318, 3319.39, 428
3319.391, 3319.393, 3319.46, 3319.48, 3320.01, 3320.02, 3320.03, 429
3323.251, and 5502.262, and Chapter 3365. of the Revised Code as 430
if the school were a school district and the school's board of 431
trustees were a district board of education. 432

Sec. 4112.01. (A) As used in this chapter: 433

(1) "Person" includes one or more individuals, 434
partnerships, associations, organizations, corporations, legal 435
representatives, trustees, trustees in bankruptcy, receivers, 436
and other organized groups of persons. "Person" also includes, 437
but is not limited to, any owner, lessor, assignor, builder, 438
manager, broker, salesperson, appraiser, agent, employee, 439
lending institution, and the state and all political 440
subdivisions, authorities, agencies, boards, and commissions of 441
the state. 442

(2) "Employer" means the state, any political subdivision 443
of the state, or a person employing four or more persons within 444
the state, and any agent of the state, political subdivision, or 445
person. 446

(3) "Employee" means an individual employed by any 447
employer but does not include any individual employed in the 448
domestic service of any person. 449

(4) "Labor organization" includes any organization that 450
exists, in whole or in part, for the purpose of collective 451

bargaining or of dealing with employers concerning grievances, 452
terms or conditions of employment, or other mutual aid or 453
protection in relation to employment. 454

(5) "Employment agency" includes any person regularly 455
undertaking, with or without compensation, to procure 456
opportunities to work or to procure, recruit, refer, or place 457
employees. 458

(6) "Commission" means the Ohio civil rights commission 459
created by section 4112.03 of the Revised Code. 460

(7) "Discriminate" includes segregate or separate. 461

(8) "Unlawful discriminatory practice" means any act 462
prohibited by section 4112.02, 4112.021, or 4112.022 of the 463
Revised Code. 464

(9) "Place of public accommodation" means any inn, 465
restaurant, eating house, barbershop, public conveyance by air, 466
land, or water, theater, store, other place for the sale of 467
merchandise, or any other place of public accommodation or 468
amusement of which the accommodations, advantages, facilities, 469
or privileges are available to the public. 470

(10) "Housing accommodations" includes any building or 471
structure, or portion of a building or structure, that is used 472
or occupied or is intended, arranged, or designed to be used or 473
occupied as the home residence, dwelling, dwelling unit, or 474
sleeping place of one or more individuals, groups, or families 475
whether or not living independently of each other; and any 476
vacant land offered for sale or lease. "Housing accommodations" 477
also includes any housing accommodations held or offered for 478
sale or rent by a real estate broker, salesperson, or agent, by 479
any other person pursuant to authorization of the owner, by the 480

owner, or by the owner's legal representative. 481

(11) "Restrictive covenant" means any specification 482
limiting the transfer, rental, lease, or other use of any 483
housing accommodations because of race, color, religion, sex, 484
military status, familial status, national origin, disability, 485
or ancestry, or any limitation based upon affiliation with or 486
approval by any person, directly or indirectly, employing race, 487
color, religion, sex, military status, familial status, national 488
origin, disability, or ancestry as a condition of affiliation or 489
approval. 490

(12) "Burial lot" means any lot for the burial of deceased 491
persons within any public burial ground or cemetery, including, 492
but not limited to, cemeteries owned and operated by municipal 493
corporations, townships, or companies or associations 494
incorporated for cemetery purposes. 495

(13) "Disability" means a physical or mental impairment 496
that substantially limits one or more major life activities, 497
including the functions of caring for one's self, performing 498
manual tasks, walking, seeing, hearing, speaking, breathing, 499
learning, and working; a record of a physical or mental 500
impairment; or being regarded as having a physical or mental 501
impairment. 502

(14) Except as otherwise provided in section 4112.021 of 503
the Revised Code, "age" means an individual aged forty years or 504
older. 505

(15) "Familial status" means either of the following: 506

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

permission of the parent or guardian having legal custody, with	510
a designee of the parent or guardian;	511
(b) Any person who is pregnant or in the process of	512
securing legal custody of any individual who is under eighteen	513
years of age.	514
(16) (a) Except as provided in division (A) (16) (b) of this	515
section, "physical or mental impairment" includes any of the	516
following:	517
(i) Any physiological disorder or condition, cosmetic	518
disfigurement, or anatomical loss affecting one or more of the	519
following body systems: neurological; musculoskeletal; special	520
sense organs; respiratory, including speech organs;	521
cardiovascular; reproductive; digestive; genito-urinary; hemic	522
and lymphatic; skin; and endocrine;	523
(ii) Any mental or psychological disorder, including, but	524
not limited to, intellectual disability, organic brain syndrome,	525
emotional or mental illness, and specific learning disabilities;	526
(iii) Diseases and conditions, including, but not limited	527
to, orthopedic, visual, speech, and hearing impairments,	528
cerebral palsy, autism, epilepsy, muscular dystrophy, multiple	529
sclerosis, cancer, heart disease, diabetes, human	530
immunodeficiency virus infection, intellectual disability,	531
emotional illness, drug addiction, and alcoholism.	532
(b) "Physical or mental impairment" does not include any	533
of the following:	534
(i) Homosexuality and bisexuality;	535
(ii) Transvestism, transsexualism, pedophilia,	536
exhibitionism, voyeurism, gender identity disorders not	537

resulting from physical impairments, or other sexual behavior disorders;	538 539
(iii) Compulsive gambling, kleptomania, or pyromania;	540
(iv) Psychoactive substance use disorders resulting from the current illegal use of a controlled substance or the current use of alcoholic beverages.	541 542 543
(17) "Dwelling unit" means a single unit of residence for a family of one or more persons.	544 545
(18) "Common use areas" means rooms, spaces, or elements inside or outside a building that are made available for the use of residents of the building or their guests, and includes, but is not limited to, hallways, lounges, lobbies, laundry rooms, refuse rooms, mail rooms, recreational areas, and passageways among and between buildings.	546 547 548 549 550 551
(19) "Public use areas" means interior or exterior rooms or spaces of a privately or publicly owned building that are made available to the general public.	552 553 554
(20) "Controlled substance" has the same meaning as in section 3719.01 of the Revised Code.	555 556
(21) "Disabled tenant" means a tenant or prospective tenant who is a person with a disability.	557 558
(22) "Military status" means a person's status in "service in the uniformed services" as defined in section 5923.05 of the Revised Code.	559 560 561
(23) "Aggrieved person" includes both of the following:	562
(a) Any person who claims to have been injured by any unlawful discriminatory practice described in division (H) of	563 564

section 4112.02 of the Revised Code; 565

(b) Any person who believes that the person will be 566
injured by any unlawful discriminatory practice described in 567
division (H) of section 4112.02 of the Revised Code that is 568
about to occur. 569

(24) "Unlawful discriminatory practice relating to 570
employment" means both of the following: 571

(a) An unlawful discriminatory practice that is prohibited 572
by division (A), (B), (C), (D), (E), or (F) of section 4112.02 573
of the Revised Code; 574

(b) An unlawful discriminatory practice that is prohibited 575
by division (I) or (J) of section 4112.02 of the Revised Code 576
that is related to employment. 577

(25) "Notice of right to sue" means a notice sent by the 578
commission to a person who files a charge under section 4112.051 579
of the Revised Code that states that the person who filed the 580
charge may bring a civil action related to the charge pursuant 581
to section 4112.052 or 4112.14 of the Revised Code, in 582
accordance with section 4112.052 of the Revised Code. 583

(26) "Race" includes traits associated with an 584
individual's race, including hair texture and protective hair 585
styles, such as braids, locks, and twists. 586

(B) For the purposes of divisions (A) to (F) of section 587
4112.02 of the Revised Code, the terms "because of sex" and "on 588
the basis of sex" include, but are not limited to, because of or 589
on the basis of pregnancy, any illness arising out of and 590
occurring during the course of a pregnancy, childbirth, or 591
related medical conditions. Women affected by pregnancy, 592
childbirth, or related medical conditions shall be treated the 593

same for all employment-related purposes, including receipt of 594
benefits under fringe benefit programs, as other persons not so 595
affected but similar in their ability or inability to work, and 596
nothing in division (B) of section 4111.17 of the Revised Code 597
shall be interpreted to permit otherwise. This division shall 598
not be construed to require an employer to pay for health 599
insurance benefits for abortion, except where the life of the 600
mother would be endangered if the fetus were carried to term or 601
except where medical complications have arisen from the 602
abortion, provided that nothing in this division precludes an 603
employer from providing abortion benefits or otherwise affects 604
bargaining agreements in regard to abortion. 605

Section 2. That existing sections 3314.03, 3326.11, 606
3328.24, and 4112.01 of the Revised Code are hereby repealed. 607

Section 3. This act shall be known as the Creating a 608
Respectful and Open World for Natural Hair (CROWN) Act. 609

Section 4. Section 3328.24 of the Revised Code is 610
presented in this act as a composite of the section as amended 611
by both H.B. 82 and H.B. 110 of the 134th General Assembly. The 612
General Assembly, applying the principle stated in division (B) 613
of section 1.52 of the Revised Code that amendments are to be 614
harmonized if reasonably capable of simultaneous operation, 615
finds that the composite is the resulting version of the section 616
in effect prior to the effective date of the section as 617
presented in this act. 618