

Health, Education, Welfare Committee

Minutes from 9/11/2017 5:30 PM

Attending: Natalie Wolf (chair), Elida Kamine (committee member), Ray Warren (committee member), Tom Muething, Peg Conway, Ed Hattenbach, Kevin Frank, Scot Lahrmer, Alana Jochum, exec. Director Equality Ohio, Bill Doering, Merrie Stillpass, Rick Kay, Kathy Wise, Bruce Lazarus, Valencia Brown

The minutes from June 20, 2017 were accepted unanimously, with no changes.

Alana Jochum, executive director of Equality Ohio gave a short introduction. She states that currently there are no fully inclusive protections at the state or federal level for LGBT-Q individuals in commerce, housing, or public accommodation.

Equality Ohio was founded in 2005 when marriage inequality was passed into law. As the law currently stands since Obergefell v. Hodges was decided, marriage equality exists throughout the country even though state and federal protections are not in place.

19 municipalities in Ohio have passed non-discrimination legislation to date, which protect approximately 21% of the Ohio population.

Amberley's code currently provides protections for ethnic intimidation and housing (although it does not include LGBT-Q protections). Penalties are in the criminal code. The new ordinance would encompass all employment, including employment by Amberley Village, housing protections are expanded, and public accommodation is included. The new ordinance would provide an avenue and procedure for filing complaints. This is accomplished by establishing a Human Rights Commission comprised of three Amberley citizens. It would be a quasi-judicial board that has the power to hear complaints and issue sanctions.

A draft ordinance was presented to the committee and the floor was opened for comment.

Concerns were raised over various aspects and questions were answered.

Ms. Jochum explained that the EEOC only pursues complaints in employment where there are 15 employees or more and sex discrimination complaints only apply in certain circumstances;

The confines of current Ohio law limit the Ohio Civil Rights Commission, and cannot provide a means of recourse for LGBT-Q until Ohio law is expanded to include those classifications.

Questions were raised regarding religious institutions and whether "School Law" and Title 9 would apply.

Kevin Frank agreed to research the questions raised and incorporate them into a new draft.

Respectfully submitted,

Natalie Wolf, chair