

**As Introduced**

**135th General Assembly**

**Regular Session**

**2023-2024**

**H. B. No. 178**

**Representatives Brent, Callender**

**Cosponsors: Representatives Grim, Brennan, Upchurch, McNally, Brewer, Hillyer,  
Miller, J., Thomas, C., Miller, A., Abdullahi, Brown, Young, T.**

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**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, 3302.037, 87  
3313.472, 3313.50, 3313.539, 3313.5310, 3313.608, 3313.609, 88  
3313.6012, 3313.6013, 3313.6014, 3313.6015, 3313.6020, 89  
3313.6024, 3313.6025, 3313.6026, 3313.643, 3313.648, 3313.6411, 90  
3313.66, 3313.661, 3313.662, 3313.666, 3313.667, 3313.668, 91  
3313.669, 3313.6610, 3313.67, 3313.671, 3313.672, 3313.673, 92  
3313.69, 3313.71, 3313.716, 3313.718, 3313.719, 3313.7112, 93  
3313.721, 3313.80, 3313.814, 3313.816, 3313.817, 3313.818, 94  
3313.86, 3313.89, 3313.96, 3319.073, 3319.077, 3319.078, 95  
3319.238, 3319.318, 3319.321, 3319.39, 3319.391, 3319.393, 96  
3319.41, 3319.46, 3319.48, 3320.01, 3320.02, 3320.03, 3321.01, 97  
3321.041, 3321.13, 3321.14, 3321.141, 3321.17, 3321.18, 3321.19, 98  
3323.251, 3327.10, 4111.17, 4113.52, 5502.262, 5502.703, and 99  
5705.391 and Chapters 117., 1347., 2744., 3365., 3742., 4112., 100  
4123., 4141., and 4167. of the Revised Code as if it were a 101  
school district and will comply with section 3301.0714 of the 102  
Revised Code in the manner specified in section 3314.17 of the 103

Revised Code.	104
(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 XXXIII 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 136  
Revised Code. 137

(g) The school governing authority will submit within four 138  
months after the end of each school year a report of its 139  
activities and progress in meeting the goals and standards of 140  
divisions (A) (3) and (4) of this section and its financial 141  
status to the sponsor and the parents of all students enrolled 142  
in the school. 143

(h) The school, unless it is an internet- or computer- 144  
based community school, will comply with section 3313.801 of the 145  
Revised Code as if it were a school district. 146

(i) If the school is the recipient of moneys from a grant 147  
awarded under the federal race to the top program, Division (A), 148  
Title XIV, Sections 14005 and 14006 of the "American Recovery 149  
and Reinvestment Act of 2009," Pub. L. No. 111-5, 123 Stat. 115, 150  
the school will pay teachers based upon performance in 151  
accordance with section 3317.141 and will comply with section 152  
3319.111 of the Revised Code as if it were a school district. 153

(j) If the school operates a preschool program that is 154  
licensed by the department of education under sections 3301.52 155  
to 3301.59 of the Revised Code, the school shall comply with 156  
sections 3301.50 to 3301.59 of the Revised Code and the minimum 157  
standards for preschool programs prescribed in rules adopted by 158  
the state board under section 3301.53 of the Revised Code. 159

(k) The school will comply with sections 3313.6021 and 160  
3313.6023 of the Revised Code as if it were a school district 161  
unless it is either of the following: 162

(i) An internet- or computer-based community school; 163

(ii) A community school in which a majority of the enrolled students are children with disabilities as described in division (A) (4) (b) of section 3314.35 of the Revised Code.	164 165 166
(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.	167 168 169 170
(12) Arrangements for providing health and other benefits to employees;	171 172
(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.	173 174 175 176
(14) The governing authority of the school, which shall be responsible for carrying out the provisions of the contract;	177 178
(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.	179 180 181
(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;	182 183 184 185
(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	186 187 188 189 190 191 192

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 school is solely to serve dropouts, the contract shall be void.

(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;

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

(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;

(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:

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

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

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

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

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

(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