

PUBLIC  
INFORMATION  
PRESENTATION



**AKRON**  
**CIVIL RIGHTS**  
COMMISSION

# History of the Akron Civil Rights Commission

- Created by legislative act of Akron City Council, on March 27, 2017, sponsored by Mayor Dan Horrigan and Councilpersons Rich Swirsky (former Ward 1) and Veronica Sims (former at-large representative)
- Established to administer the Akron Civil Rights Act, and to advance the interests of fairness and equality, in Akron's diverse, open and inclusive community



# The Akron Civil Rights Act (“ACRA”): Title 3, Chapter 38, Code of Ordinances of the City of Akron

- Prohibits discrimination in employment, housing, and in places of public accommodation
- Establishes the Akron Civil Rights Commission (“ACRC”) to administer the ACRA
- Provides a free, user-friendly forum for bringing complaints of discrimination within the City of Akron.



# The ACRA and Employment Discrimination

- Prohibits discrimination on the basis of age (over 40), sex (including gender identity or expression, and sexual orientation), race, religion, national origin, disability or military status, as well as retaliation for engaging in activity protected under the Act, in the **terms and conditions of employment**
  - Covers employers of 4 or more individuals within the City of Akron, except government employers
  - City/county/state/federal employers excluded from coverage
  - Includes unions, placement agencies, and city contractors; covers job advertisements
  - Prohibits unequal treatment in hiring, firing, promotions, pay, discipline and other aspects of work life, including in the form of harassment and hostile work environment

# The ACRA and Housing Discrimination

- Prohibits discrimination on the basis of age (over 40), sex (including gender identity or expression, and sexual orientation), race, religion, national origin, disability or military status, marital or familial status, as well as retaliation for engaging in activity protected under the Act, in the **sale, rental and financing of housing**, in the City of Akron
  - Covers sales and rental transactions and terms/conditions, mortgage lending, advertising
  - Prohibits selective property restrictions, unequal terms/enforcement in housing-related agreements, harassment, and any other disparate treatment in terms and conditions of housing/financing, based on illegal factors
  - Realtors, Lenders, Sellers, Landlords and Neighbors: duty of equal treatment
  - Marital/Familial Status: protects single parents/ “non traditional” families, families with children
  - “Senior Living ” communities (for occupants over 55) are exempt from familial status/age coverage, but still subject to other prohibitions (e.g, race, gender)

# The ACRA and Public Accommodations

- Prohibits discrimination on the basis of age (over 40), sex (including gender identity or expression, and sexual orientation), race, religion, national origin, disability or military status, marital or familial status, as well as retaliation for engaging in activity protected under the Act, with regard to **places of public accommodations, as well as business entities and educational institutions, in the City of Akron**
  - Covers Hotels/Motels, as well as restaurants, salons, stores, golf/swim/tennis/ other public recreational facilities, service providers (example: dry cleaners), charter schools
  - Prohibits discrimination including: different service/admission standards or fees for different individuals or groups, without legitimate/ nondiscriminatory basis
  - City/County/State/Federal entities not covered

# The Akron Civil Rights Commission

- Composed of 7 community members, appointed in staggered terms by the Mayor; and confirmed by City Council
- Holds monthly public meeting and conducts investigations of complaints filed
- Conducts conciliation conferences to informally resolve charges where it is more likely than not that discrimination has occurred
- Conducts/adjudicates evidentiary hearings on contested complaints
- Provides informational/educational resources to the community and other City of Akron departments
- Promotes fairness, equal opportunity, and economic prosperity for all City residents and stakeholders



# ACRC Charge Process

- Complaint form completed and signed under penalty of perjury (form, Ordinance and rules available online at [www.akronohio.gov/ACRC](http://www.akronohio.gov/ACRC) )
- Completed complaint form filed with the City Law Department
- Complaint assigned for investigation
- Report and recommendation of Investigator
- Conciliation > Hearing > Determination
- Right of Appeal (Summit County Court of Common Pleas or Akron Municipal Court)



# ACRC Remedies

- Reinstatement/ back pay
- Damages for humiliation and embarrassment
- Reasonable Attorneys' fees and costs
- Civil penalty payable to ACRC: not to exceed \$1,000.00/day, per violation
- “Such other remedies as shall be necessary and proper to eliminate and correct all discrimination identified...”

# Questions?

- ACRC Rules and Complaint Form: [www.akronohio.gov/ACRC](http://www.akronohio.gov/ACRC) or by calling (330) 375-2030.

