

**Ohio Federation of Teachers Human Rights Committee
2018 Convention Resolutions**

5	Darrell Lausche - CHAIR	Cleveland Heights Teachers Union, Local 795
6	Mona Al-Hayani	Toledo Federation of Teachers Retired - Local 250-R
7	David Beaverson	Owens Support Staff Union, Local 6325
8	Kimmer Cave	Berea Federation of Teachers, Local 1699
9	Angela Couch	Cincinnati Federation of Teachers, Local 1520
10	Shirley Easley	Cincinnati Federation of Teachers, Local 1520
11	Dorothy Fair	Cleveland Teachers Union, Local 279
12	DeAnnFontanella	Cincinnati Federation of Teachers, Local 1520
13	Alexa Fulmer	Cincinnati Federation of Teachers, Local 1520
14	Chandra Gardner	Cincinnati Federation of Teachers, Local 1520
15	Miranda Good	Oregon City Federation of Teachers, Local 1080
16	Stephanie Henderson	Cleveland Teachers Union, Local 279
17	Tomisha Henry	Owens Support Staff Union, Local 6325
18	Hazel Hicks	Cleveland Teachers Union Retired, Local 279-R
19	Morgan Hicks	Van Wert Federation of Teachers, Local 4088
20	Brooke Schlather	Berea Federation of Teachers, Local 1699
21	Jenny Shiplett	New Lexington Education Association, Local 4186
22	Shannon Washburn	Oregon City Federation of Teachers, Local 1080

RESOLUTION SUPPORTING THE OHIO FAIRNESS ACT (HB160 AND SB100)

WHEREAS, Ohio law does not prohibit discrimination in employment, housing, and access to public goods and services based on sexual orientation, gender identity, or gender expression; and

WHEREAS, the United States Supreme Court has heard the case of *Masterpiece Cakeshop vs. Colorado Civil Rights Commission (No. 16-111)* in which a denial of services to same-sex couples is based on deeply held religious beliefs; and

WHEREAS, the case is being argued as a violation of First Amendment rights; and

WHEREAS, Ohio House Bill 160 (HB160) adds sexual orientation, gender identity, and gender expression to existing Ohio discrimination laws; and

WHEREAS, HB160 restates First Amendment principles and case law; and

WHEREAS, HB160 was sent to the Ohio House Government Accountability and Oversight Committee on May 1, 2017, and received a committee hearing on June 7, 2017, with additional proponent testimony at a second hearing on January 31, 2018; and

WHEREAS, Ohio Senate Bill 100 (SB100) includes sexual orientation, gender identity, and gender expression as protected classes, expanding legal protections in housing, employment, and access to public services; and

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WHEREAS, SB100 eliminates several existing religious exemptions to Ohio’s anti-discrimination laws; and

WHEREAS, SB100 was sent to the Ohio Senate Government Oversight and Reform Committee on March 15, 2017, and has not yet received a hearing; and

WHEREAS, on January 17, 2018, Equality Ohio and the Cleveland Plain Dealer reported that the Ohio Chamber of Commerce supports HB160 along with a coalition of about 300 Ohio businesses; and

WHEREAS, Ohio Representative Nickie Antonio (D-Lakewood) addressed the Ohio State Bar Association’s Diversity and Inclusion Conference on June 14, 2017, citing the fallout since March 2016 after North Carolina’s bathroom bill (NC HB2) passed regarding transgender people; and

WHEREAS, NC HB2 required that people at a government-run facility must use bathrooms and locker rooms that correspond to the biological sex recorded on their birth certificate, if the rooms in question are multiple-occupancy; and

WHEREAS, NC HB2 prevented local governments, until December 2020, from passing or amending their own nondiscrimination ordinances relating to private employment and public accommodations; and

WHEREAS, Representative Antonio cited North Carolina as evidence that HB160 could be an economic benefit to Ohio as employers seek welcoming business environments, by discussing the possible \$3 billion loss North Carolina could have faced if the NC HB2 had not been partially repealed; and

WHEREAS, among the American Federation of Teachers (AFT) five core values is the belief that we should “fight against discrimination, hatred, and bigotry, so we can create a fairer and more just society for all”; and

WHEREAS, the Ohio Federation of Teachers (OFT) aligns our core beliefs with those of AFT; and

WHEREAS, the OFT advocates and promotes our mission and vision with collective bargaining, political activism, member engagement and mobilization, community engagement, and organizing; therefore

BE IT RESOLVED, the OFT supports companion bills HB160 and SB100, making Ohio the 21st state to provide nondiscrimination protections to all citizens, regardless of sexual orientation, gender identity, or gender expression; and

BE IT FURTHER RESOLVED, OFT encourages all members to contact Ohio State Representatives and Ohio State Senators via telephone, text messaging, email, written correspondence, or in-person conversations to advocate for action on making the bills become law.