

CIVIL RIGHTS

2014 Resolutions

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RESOLUTION IN SUPPORT OF A U.S. HOUSE FLOOR VOTE ON THE EMPLOYMENT NON-DISCRIMINATION ACT (ENDA)

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4 **WHEREAS** it is legal to fire or refuse to hire someone based on his or her sexual
5 orientation in 29 states while those who are transgender can be fired or denied
6 employment solely based on their gender identity in 33 states, and
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8 **WHEREAS** the Employment Non-Discrimination Act (ENDA) would provide basic
9 protections against workplace discrimination on the basis of sexual orientation and
10 gender identity, and
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12 **WHEREAS** the bill is closely modeled on existing civil rights laws, including Title VII of
13 the Civil Rights Act of 1964 and the Americans with Disabilities Act, and
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15 **WHEREAS** the bill explicitly prohibits preferential treatment and quotas and does not
16 permit disparate impact suits, and
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18 **WHEREAS** it exempts small businesses with fewer than 15 employees, religious
19 organizations and the military, and
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21 **WHEREAS** the United States Senate voted 64 to 32 to pass ENDA on November 7,
22 2013, and
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24 WHEREAS Speaker of the House and Ohio's 8th Congressional District
25 Representative, John Boehner, opposes a law that would prohibit discrimination against
26 gay and lesbian employees in the workplace, citing the possibility that it would put a
27 financial burden on businesses, and

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29 WHEREAS a July 2013 U.S. Government Accountability Office report looking at
30 employment complaints in states with sexual orientation and gender identity non-
31 discrimination policies in place found no major increase in complaints filed, therefore

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33 BE IT RESOLVED that the Ohio Federation of Teachers urges Speaker of the House
34 and Ohio's 8th Congressional District Representative, John Boehner, to bring the
35 Employee Non-Discrimination Act to the floor of the United States House of
36 Representatives for a vote.

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40 **RESOLUTION OPPOSING THE OHIO GENERAL ASSEMBLY'S EFFORTS TO**
41 **IMPLEMENT LAWS THAT DISENFRANCHISE VOTERS**

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43 WHEREAS Senate Bill 238 (SB 238) would reduce the number of absentee voting days
44 by six (35 days to 29 days) and does not change registration from a minimum of 30
45 days before an election, thus, newly registered voters would no longer be able to vote
46 the day they register, also known as "Golden Week", and

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48 WHEREAS Ohio Secretary of State, Jon Husted, stated in a 2013 news conference that
49 there were only 135 cases of voting irregularities turned over to law enforcement for
50 further investigation from the November 2012 election, and

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52 WHEREAS the Ohio Secretary of State stated, "Voter fraud exists, but is not an
53 epidemic", and

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55 WHEREAS SB 238 would adversely affect voters with disabilities, seniors, the
56 homeless, new Ohio residents, people with a lack of transportation, and others such as
57 parents and/or low-income individuals, who have utilized "Golden Week" as a flexible
58 way to register and vote simultaneously, and

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60 WHEREAS House Bill 269 (HB 269) requires voters to present one of four legal forms
61 of identification – an Ohio driver's license, military or state identification card or a U.S.
62 passport – or be forced to vote provisionally in which these ballots do not count unless a
63 voter provides the Board of Elections one of the required identification forms within 10
64 days, and

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66 WHEREAS voters would no longer be able to prove residence with a utility bill, bank
67 statement, paycheck or other government document, and

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69 WHEREAS an estimated 940,000 voters, especially African-Americans, seniors and
70 low-income Ohioans, would be adversely affected, and

71 WHEREAS college students, including those without drivers licenses or state
72 identification cards or those who attend an Ohio college or university whose official
73 identification was issued by another state but are eligible to vote are also affected, and
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75 WHEREAS a 2012 Policy Matters Ohio report estimated that the cost to implement a
76 mandatory photo identification requirement in Ohio could be as high as \$27 million, and
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78 WHEREAS this constraint could be considered a poll tax that violates the 14th
79 Amendment, therefore

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81 BE IT RESOLVED that the Ohio Federation of Teachers opposes Ohio Senate Bill 238
82 and Ohio House Bill 269 and any further attempts to curtail the voting rights of Ohio's
83 citizens.

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85 **RESOLUTION SUPPORTING**
86 **OHIO CIVIL RIGHTS LAW EXPANSION**
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88 WHEREAS the Ohio Federation of Teachers passed a resolution entitled "Resolution in
89 Support of Non-Discriminatory Employment Practices" at the 2013 Convention in
90 Columbus, Ohio, and

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92 WHEREAS the Ohio General Assembly has since introduced companion bills House Bill
93 163 (HB 163) and Senate Bill 125 (SB 125) in 2013, and

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95 WHEREAS both bills prohibit discrimination based on sexual orientation and gender
96 identity, create an exception for unlawful discriminatory practices for religious
97 organizations, and adds mediation to the list of informal methods the Ohio Civil Rights
98 Commission must attempt when enforcing compliance with Ohio's Civil Rights Law
99 before holding public hearings, and

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101 WHEREAS HB 163 remains pending in the House Commerce, Labor and Technology
102 Committee despite a January 1, 2014, effective date on the legislation, and

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104 WHEREAS SB 125 remains pending in the Senate Civil Justice Committee despite a
105 January 1, 2014, effective date on the legislation, therefore

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107 BE IT RESOLVED that the Ohio Federation of Teachers supports expedition of Ohio
108 House Bill 163 and Ohio Senate Bill 125 through committee for a full floor vote of both
109 chambers of the Ohio General Assembly.

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113 **RESOLUTION IN SUPPORT OF TRAINING OHIO SCHOOL PERSONNEL ON THE**
114 **PREVENTION OF HUMAN TRAFFICKING**
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116 WHEREAS the Ohio Budget for fiscal years 2014 and 2015, House Bill 59 mandates
117 that content regarding human trafficking prevention be included in every public school's

118 in-service training program in school safety and violence prevention, and

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120 WHEREAS the amended Ohio Revised Code § 3319.073 became effective beginning
121 with the 2013-2014 school year and requires school districts to provide this training to
122 all teachers, school nurses, counselors, psychologists and administrators for four hours
123 every five years, and

124
125 WHEREAS the Ohio Department of Education has training materials relevant to Ohio on
126 Human Trafficking Prevention which are downloadable from their website
127 [https://education.ohio.gov/Topics/Other-Resources/School-Safety/Safe-and-Supportive-](https://education.ohio.gov/Topics/Other-Resources/School-Safety/Safe-and-Supportive-Learning/Human-Trafficking-Prevention)
128 [Learning/Human-Trafficking-Prevention](https://education.ohio.gov/Topics/Other-Resources/School-Safety/Safe-and-Supportive-Learning/Human-Trafficking-Prevention), therefore

129
130 BE IT RESOLVED that the Ohio Federation of Teachers, in support of the American
131 Federation of Teachers vision to Reclaim The Promise of safe schools for all children,
132 supports Ohio public school districts, per House Bill 59 and the amended Ohio Revised
133 Code § 3319.073, in training school personnel on the prevention of human trafficking.

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137 **RESOLUTION IN SUPPORT OF "WHY MARRIAGE MATTERS OHIO" IN ITS**
138 **PUBLIC EDUCATION CAMPAIGN TO ACHIEVE MARRIAGE EQUALITY IN OHIO**

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140 WHEREAS since the November 2004 election, Ohio Constitution Section 15.11 states,
141 "Only a union between one man and one woman may be a marriage valid in or
142 recognized by this state and its political subdivisions. This state and its political
143 subdivisions shall not create or recognize a legal status for relationships of unmarried
144 individuals that intends to approximate the design, qualities, significance or effect of
145 marriage," and

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147 WHEREAS the Ohio Federation of Teachers believes in fairness and equality for all
148 Ohioans and has long supported equality for the Lesbian, Gay, Bisexual and
149 Transgender (LGBT) community, and

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151 WHEREAS marriage has value for society, regardless of a couple's sexual orientation,
152 and allowing same-sex marriage is a matter of fairness and equality, and

153
154 WHEREAS civil unions, domestic partnerships and other alternative systems don't
155 provide the same security and protections for partners and children that marriage
156 provides, and

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158 WHEREAS 17 states and the District of Columbia now recognize same-sex marriages,
159 and

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161 WHEREAS "Why Marriage Matters Ohio" is partnering with a strong and respected
162 coalition of local, state and national LGBT organizations to engage in a coordinated and
163 focused campaign to educate Ohioans about why same-sex couples should be allowed
164 to marry in Ohio, therefore

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166 BE IT RESOLVED that the Ohio Federation of Teachers supports the efforts of “Why
167 Marriage Matters Ohio” and its coalition of allied organizations to build support for
168 constitutional change in an effort to gain marriage equality for all Ohioans.
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172 **RESOLUTION ADDRESSING STUDENT NEEDS FOR STUDENT SUCCESS**
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174 WHEREAS in today’s global economy, countries need high-quality education systems
175 that will teach their citizens the skills necessary to meet the challenges of tomorrow, and
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177 WHEREAS high-level skills are critical for innovation and are key to economic growth
178 and social development, and
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180 WHEREAS in 2013, the Organization for Economic Co-operation and Development
181 (OECD) released a study that confirms countries of similar prosperity can produce very
182 different educational results, and the best systems deliver strong and equitable learning
183 outcomes across widely varying cultural and economic contexts by providing high-
184 quality education to all students, and
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186 WHEREAS home background influences educational success, and schooling often
187 appears to reinforce its effects, and
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189 WHEREAS the low socio-economic background of students and schools does appear to
190 have a powerful influence on performance, and
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192 WHEREAS a socio-economic disadvantage has many facets and cannot be
193 ameliorated by education policy alone, and
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195 WHEREAS school is where most learning occurs and is influenced by the resources,
196 policies, and practices approved at higher administrative levels in a state’s and/or
197 country’s education system, therefore
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199 BE IT RESOLVED that the Ohio Federation of Teachers recognizes that systems
200 showing high performance and an equitable distribution of learning outcomes tend to be
201 comprehensive, requiring teachers and schools to embrace diverse student populations
202 through personalized educational pathways.