



**OHIO ADDS MILITARY STATUS
AS A PROTECTED CLASS**

Pursuant to the “Ohio Veterans Package,” which Governor Strickland signed into law last month, “military status” will now be a protected class under the Ohio Civil Rights Act.

Effective March 23, 2008, it will be illegal for employers in Ohio to discriminate against an employee based on the employee’s military status. In other words, military status will be added to the long list of classes protected from employment discrimination, which include race, color, religion, sex, familial status, disability, national origin, age, or ancestry.

“Military status” is defined as a person’s status in “service in the uniformed services,” which includes active duty, active duty for training, initial active duty for training, inactive duty for training, full-time National Guard duty, and performance of duty or training by a member of the Ohio organized militia.

Employers should prepare to update their EEO policies accordingly.

For More Information

Please contact a member of our Labor & Employment Law Practice Group at (419) 249-7100.

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About Marshall & Melhorn, LLC

Marshall & Melhorn, LLC is a full-service law firm. In addition to our Labor & Employment group, our firm has the following specialized practice areas:

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