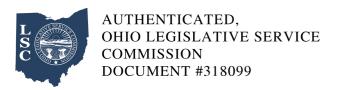


Ohio Administrative Code

Rule 4112-3-15 Application for bona fide occupational qualification.

Effective: September 2, 2024

- (A) Application. Any person seeking a bona fide occupational qualification (BFOQ) pursuant to division (E) of section 4112.02 of the Revised Code must submit a written application to the commission. The application must contain the following:
- (1) A list of the specific job classifications which are the subject of the application;
- (2) A full statement of the facts giving rise to the application;
- (3) A legal memorandum in support of the application containing appropriate citations; and
- (4) Supporting evidence, including affidavits and other documentation, which the applicant believes justifies the approval of the application.
- (B) Consideration of application. After an application has been submitted in compliance with this rule, the commission may consider the application at a regularly scheduled meeting and either:
- (1) Grant or deny the application; or
- (2) Refer the application to the commission staff for further investigation; or
- (3) Refer the matter to an administrative law judge to conduct a public hearing on the application.
- (C) Disposition. Any application that is referred to the commission staff for further investigation or to an administrative law judge for a public hearing shall be considered by the commission at a regularly scheduled meeting as soon as practical after receipt of an investigative report or the administrative law judge's report. The commission may grant or deny the application for a BFOQ after the hearing or further investigation.



- (D) Denial of a BFOQ. In the event the commission denies the applicant's application for a BFOQ, a denial shall not preclude the applicant from asserting a BFOQ as a defense to a charge of discrimination at any subsequent public hearing concerning the issues regarding which the application for a BFOQ was sought.
- (E) Denial of a BFOQ is not appealable. The commission's denial of a request for a BFOQ, pursuant to this rule, shall not be deemed to be a final appealable order of the commission.
- (F) Expiration of a BFOQ. Any BFOQ granted pursuant to this rule shall expire after two years, unless the person previously granted a BFOQ has applied for and been granted an extension by the commission.