



**MIKE DEWINE**  
GOVERNOR  
STATE OF OHIO

**Executive Order 2023-01D**

Anti-Discrimination Policy in State Government

**WHEREAS**, the State of Ohio seeks to attract, maintain, and retain the best, most talented and most dedicated public employees to be the best and most efficient public servants to the citizens of Ohio and for these public employees to stay and raise their families in this State; and

**WHEREAS**, as a matter of basic human decency, persons employed by the State of Ohio should be treated with appropriate respect and civility by their fellow State employees and are entitled to be employed in a workplace that is free of unlawful and inappropriate discrimination; and

**WHEREAS**, Article XV, Section 10 of the Ohio Constitution has long required that appointments and promotions in the civil service of this State be made according to merit and fitness; and

**WHEREAS**, it shall be the policy of my Administration to prohibit unlawful and inappropriate discriminatory employment practices in State government and to ensure that all State government employees have employment opportunities based upon their talent, skill, dedication, merit and fitness for the job.

**NOW THEREFORE**, I, Mike DeWine, Governor of the State of Ohio, by virtue of the authority vested in me by the Constitution and laws of this State, do hereby order and direct that:

1. No person employed by any State Cabinet agency or by a State board or commission shall discriminate against any other State employee or candidate for State employment on the basis of race, color, religion, gender, gender identity or expression, national origin (ancestry), military status (past, present or future), disability, age (40 years or older), status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a nursing mother, status as a foster parent, genetic information, or sexual orientation, as those terms are defined in Ohio law, federal law, and previous Executive Orders, in making any of the following State government employment-related decisions:
  - a. Hiring
  - b. Layoff
  - c. Termination

- d. Transfer
  - e. Promotion
  - f. Demotion
  - g. Rate of Compensation
  - h. Eligibility for In-Service Training Programs
2. Any State employee or candidate for State employment who believes that any State agency, board, or commission or any officer or employee thereof has discriminated against him or her in violation of this Order may file a complaint with: (a) their own supervisor; (b) the particular agency's Equal Opportunity Office; (c) the Equal Opportunity Division of the Ohio Department of Administrative Services; (d) the Ohio Civil Rights Commission; or (e) the U.S. Equal Employment Opportunity Commission. All such complaints will be investigated and resolved within the time frame allowed for claims of discrimination that are recognized by Ohio and federal law. Persons determined to have engaged in unlawful or improper discrimination in violation of this Executive Order may be subject to discipline up to and including termination of State employment, as well as other sanctions that would be applied to illegal discriminatory conduct under Ohio law.
3. Executive Order 2019-05D is rescinded and replaced by this Executive Order.

I signed this Executive Order on January 8, 2023, in Cedarville, Ohio, and it will expire ten (10) calendar days after my last day as Governor of Ohio unless rescinded before then.

  
Mike DeWine, Governor

ATTEST:

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Frank LaRose, Secretary of State

