



# JOHN R. KASICH

GOVERNOR • STATE OF OHIO

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## Communication Department

JANUARY 21, 2011

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### **Kasich Signs Executive Orders Establishing Anti-Discrimination, Domestic Violence, and Ethics Policies**

COLUMBUS – Today Gov. John Kasich signed three Executive Orders establishing policies for state officials and employees.

Executive Order 2011-03K requires all public officials and employees of the executive branch agencies, including members of boards and commissions, to adhere to Ohio's ethics laws applicable to public officials and employees. The Policy requires the Chief Legal Counsel of each agency to provide annual ethics law training for all employees of the agency with such training tailored to the particular duties and responsibilities of the agency. The Order also directs all employees to seek guidance on the ethics laws from their agency's Chief Legal Counsel or the Ohio Ethics Commission before undertaking any action about which they may have questions. All allegations concerning violations of the ethics laws are to be reported to the Inspector General or the Ohio Ethics Commission. The complete text of this Executive Order can be found at: <http://governor.ohio.gov/LinkClick.aspx?fileticket=K0jRVYQJQys%3d&tabid=69>

Executive Order 2011-04K continues the "Barbara Warner Workplace Domestic Violence Policy" established in 2008. The Executive Order requires each agency to provide resources for victims of domestic violence and directs supervisors to accommodate the special needs of such victims by, among other things, allowing them to take leave or modifying their work assignments, if necessary. Discrimination or discipline against a state employee solely for acts resulting from being a victim or survivor of domestic violence is prohibited under the Order. The Order also calls for referring perpetrators of domestic violence who are state employees to the Ohio Employee Assistance Program for services and/or short-term counseling. The complete text of this Executive Order can be found at: <http://governor.ohio.gov/portals/0/pdf/EO%202011-04K.pdf>

Executive Order 2011-05K establishes an anti-discrimination policy promoting equal employment opportunities in state employment by protecting state employees or candidates for state employment from discrimination based on race, color, religion, gender, national origin, military status, disability, age, genetic information, or sexual orientation. Suspected violations of this Executive Order will be investigated, and state employees determined to have violated this Executive Order may be subject to discipline up to and possibly including termination. The complete text of this Executive Order can be found at: <http://governor.ohio.gov/LinkClick.aspx?fileticket=hxw7g71LELs%3d&tabid=69>

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