Index

ADVERTISING—Cont'd

ABSENTEEISM

Just cause for termination, unexcused ADA, **6:1** absences as, 20:17 Preference, indicating, **6:5** Leaves of absence. See LEAVES OF Affirmative Action Employer designa-**ABSENCE** tion, **6:4** Policies concerning Age preference, indicating, 6:5 Employment agencies, 6:9 No-fault, 16:2 Equal Opportunity Employer designa-Workers' compensation claimants, tion, **6:4** effect on, 3:40 Indication of preference prohibited, 3:13 Pregnancy, 14:8 Job security, fraud claims based on ABUSIVE DISCHARGE representations of, 6:8 Generally, 4:11 Minimizing wrongful discharge liability, Exception to employment at will, 1:8 6:8 Preference, indicating, 6:5 ACCOMMODATION Promissory estoppel, 6:8 Disabilities, 19:16, 19:19, 19:20 Recordkeeping requirements, 6:7 ADA. See AMERICANS WITH DIS-ABILITIES ACT (ADA) AFFIRMATIVE ACTION Federal requirements, 19:19 Advertising practices, 6:4 Ohio requirements, 19:20 Executive Order 11246, **6:3**, **6:4** Rehabilitation Act, 2:63, 19:19 Recruiting practices, 6:3 Religion, 19:16 to 19:18 Rehabilitation Act. 2:60 ACKNOWLEDGMENTS AFFIRMATIVE DEFENSES See DISCLAIMERS; RELEASE AND ADEA. See AGE DISCRIMINATION WAIVER IN EMPLOYMENT ACT (ADEA) ADA Bona fide employee benefit plans. See EMPLOYEE BENEFIT PLANS See AMERICANS WITH DIS-Bona fide occupational qualification. ABILITIES ACT (ADA) See BONA FIDE ADDICTION OCCUPATIONAL QUALIFICA-See ALCOHOL OR DRUG ADDIC-TION (BFOQ) **TION** Bona fide seniority system. See SENIORITY OR MERIT **ADEA** SYSTEM STANDARDS See AGE DISCRIMINATION IN Defenses not specifically listed in civil EMPLOYMENT ACT (ADEA) rules, 21:5 ADMINISTRATIVE EMPLOYEES Denials, distinguished from, 21:2 See FAIR LABOR STANDARDS ACT Equal Pay Act, **11:23** (FLSA) Just cause for termination. See JUST At Exempt employees CAUSE FOR TERMINATION, generally ADMINISTRATIVE LAW JUDGES Limitation of actions, 21:3, 21:6 to NLRB proceedings, 18:3 21:19 See also LIMITATION OF ACTIONS **ADMINISTRATIVE REMEDIES** Ohio Civil Rights Act. See OHIO CIVIL Exhaustion, See EXHAUSTION OF **RIGHTS ACT** ADMINISTRATIVE REMEDIES Preemption, 21:5 **ADVERTISING** See also FEDERAL PREEMPTION, Generally, 6:4, 6:5 generally

AFFIRMATIVE DEFENSES—Cont'd AGE DISCRIMINATION IN Procedural rules, 21:4 **EMPLOYMENT ACT (ADEA)** Statute of frauds, 21:20 —Cont'd Bona fide seniority system defense, Title VII. See TITLE VII 2:21, 19:24 AGE OWBPA, 19:25 ADEA. See AGE DISCRIMINATION Charges of discrimination IN EMPLOYMENT ACT (ADEA) Deferral to state agency, 21:12 Advertising preference, **6:5** Forms, 23:12 to 23:28 Defined EEOC, filing with, 2:21, 18:11 Ohio Civil Rights Act, 3:5 Timeliness, 2:21, 21:12 Civil Rights Act of 1991, 2:21 Discipline and discharge of older workers. See DISCIPLINE AND DIS-Compensation discrimination, 11:20 CHARGE, at Older workers Concurrent jurisdiction of state and Discrimination based on prohibited federal courts, 18:14 Damages, 2:21, 22:25 Federal law, 2:19 to 2:21 Liquidated damages, 22:25 See also AGE DISCRIMINATION Setoff and mitigation, 2:27 IN EMPLOYMENT ACT (ADEA) Tax consequences of awards or settlements, 22:43 Ohio Age Discrimination in Employ-Willful violations, double damages, ment Act. See OHIO AGE DISCRIMINATION IN 2:21 **EMPLOYMENT ACT** Disparate impact, applicability, 19:5 Double damages available for willful Ohio Civil Rights Act, 3:8 to 3:14 violations, 2:21 OWBPA. See OLDER WORKERS BENEFIT PROTECTION ACT Enforcement procedures, 2:21 (OWBPA) EEOC jurisdiction, 18:11 ERISA, 14:7, 14:9 Protected class extended beyond age seventy, 2:19 Fringe benefits State law relation to ADEA, 14:13 AGE DISCRIMINATION IN Front pay, 2:21, 22:26 EMPLOYMENT ACT (ADEA) Jury trials, 2:21 See also AGE Layoffs, 2:20 Generally, 2:19 to 2:21 Legislative erosion of employment-at-Affirmative defenses, 2:21 will doctrine, 1:3 Bona fide employee benefit plan, Limitation of actions, 2:21, 18:11, 21:12 2:21, 14:9, 19:28 Accrual, 21:13 OWBPA, 19:28 Charge of discrimination, 18:11 Bona fide occupational qualification, Continuing violations, 21:13 2:21, 19:21 Court action, filing complaint to com-Bona fide seniority system, 2:21, mence, 18:11 19:24 Tolling, 21:13 OWBPA, 19:25 Notice of right to sue, 2:21, 18:11, Reasonable factor other than age, 21:14 19:29 Timeliness of suit-filing, 21:14 Arbitration, election of remedies, 21:24 Reasonable factor other than age, defense, 19:29 Attorney fees, 2:21, 22:25 Reinstatement, 2:21, 22:25 Back pay, 2:21 Remedies, 2:21, 22:25 to 22:27 Tax consequences of awards or settlements, 22:43 Attorney fees, 22:25 Bona fide employee benefit plan Election, 21:24 defense, 2:21, 14:9, 19:28 Front pay, 22:26 OWBPA, 19:28 Reinstatement, 22:25 Setoff and mitigation of damages, Bona fide occupational qualification

22:27

defense, 2:21, 19:21

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)	ALCOHOL OR DRUG ABUSE —Cont'd
—Cont'd	Testing, 8:9 to 8:17 —Cont'd
Res judicata not arising from OCRC decisions, 3:30	Assault and battery claim based on, 5:17
Retaliation prohibited, 2:21	Competent laboratory, 8:15
Retirement, mandatory, 2:21	Confidentiality
Scope of ADEA, 2:19	Limited external disclosure, 8:17
Title VII compared	Limited internal disclosure, 8:16
Enforcement procedures, 2:21 Substantive law, 2:20	Consent and release form, 5:17, 7:5, 8:14, 23:1, 23:3, 23:4
Waivers, 21:31	Constitutionality, 8:9
OWBPA requirements, 23:11	Contract liability, 8:11
AGENCY RELATIONSHIP	Disabled employees, 16:24
See VICARIOUS LIABILITY	Discrimination issues, 8:10
See VICARIOUS LIABILIT I	Impaired performance, 16:24
AIDS Handicap, as	Legal background, 8:9 Policies, 16:24
Ohio Civil Rights Act, 3:4 Ohio Comprehensive AIDS Act. See	Acknowledgement by employees, 23:4
OHIO COMPREHENSIVE AIDS ACT	Notice to job applicants, 7:5, 8:13, 23:1, 23:3
Pre to employment testing, 8:18 to 8:25	Pre-employment testing
Ohio Comprehensive AIDS Act, 8:19	ADA, 2:34, 8:8, 8:10
to 8:25	Competent laboratory, 8:15
Pre-employment testing	Tort liability, 8:12 to 8:17
Mandatory testing, OCRC policy,	ALCOHOL OR DRUG ADDICTION
8:18	See also ALCOHOL OR DRUG
ALCOHOL OD DDIJC ADIJCE	ABUSE
ALCOHOL OR DRUG ABUSE	Disability, as
ADA	ADA, 2:40, 8:10
Disability, as, 2:40, 8:10	Rehabilitation Act, 2:62
Pre-employment testing, 2:34, 8:8, 8:10	Handicap, as
Psychoactive substance use disorder,	Ohio Civil Rights Act, 3:4
exclusion, 2:38	ALIENS
Disability, as	IRCA. See IMMIGRATION REFORM
ADA, 2:40, 8:10	AND CONTROL ACT OF 1986
Rehabilitation Act, 2:62	(IRCA)
Handicap, as	National origin. See NATIONAL
Ohio Civil Rights Act, 3:4	ORIGIN
Pre-employment testing	AMERICAN RECOVERY AND
ADA, 2:34, 8:8, 8:10	REINVESTMENT ACT OF 2009
Competent laboratory, 8:15	Whistleblower protections, 2:84
Psychoactive substance use disorders	•
Exclusions	AMERICANS WITH DISABILITIES
ADA, 2:38	ACT (ADA)
Ohio Civil Rights Act, 3:4	Generally, 2:32 to 2:44
Substance abuse policies, 16:24	Accommodation, reasonable, 2:42 to 2:44, 16:34
Acknowledgement by employees, 23:4	Definition, 2:42, 19:19
Notice to job applicants, 7:5, 8:13,	Determination, 2:43, 19:19
23:1, 23:3	Undue hardship defense, 2:44
Testing, 8:9 to 8:17	Advertising practices, 6:1
ADA, 2:34, 8:8, 8:10	Preference, indicating, 6:5

AMERICANS WITH DISABILITIES	AMERICANS WITH DISABILITIES
ACT (ADA)—Cont'd	ACT (ADA)—Cont'd
Alcohol or drug abuse. See ALCOHOL OR DRUG ABUSE	EEOC regulations—Cont'd investigation with EEOC, 18:15
Application procedures, 6:1	Employee, defined, 2:33
See also Recruiting practices, and	Enforcement, 18:12
Advertising practices, this head-	ERISA, 14:7
ing	Exclusions, 2:38
Accessibility, 7:2	Fringe benefits, 14:10
Interviewing, 2:34 , 7:9	General prohibition, 2:32
Permissible questions, 7:4	Health care benefits, 14:10
Prohibited questions, 2:34, 7:3	Individuals with disabilities
Arbitration, election of remedies, 21:24	Determination of status, 2:38
Charges of discrimination, 18:12	Individuals with disabilities. See also
Deferral to state agency, 21:12	Qualified individuals with dis-
EEOC, filing with, 21:12	abilities, this heading
Civil Rights Act of 1991, 22:24, 22:30	Insurance, 2:37
Compensation discrimination, 11:20	Interviewing applicants, 2:34, 7:9
Concurrent jurisdiction of state and	Job functions, essential
federal courts, 18:14	Establishing, 2:41, 6:3, 23:9, 23:10
Coverage, who is subject to the Act,	Performance evaluations, focusing on
2:33	in, 16:34
Damages	Jury trials
Civil Rights Act of 1991, under, 22:24, 22:30	Civil Rights Act of 1991, under, 22:24
Defenses	Leaves of absence, medical, 14:10
Undue hardship, 2:44	Legislative erosion of employment-at-
Definitions, 2:38	will doctrine, 1:3
Discrimination, 2:32	Limitation of actions
Employee, 2:33	Accrual, 21:13
Major life activities, 2:38	Charge of discrimination, 18:12,
Physical or mental impairment, 2:38	21:12
Qualified individual with disability,	Continuing violations, 21:13
2:38, 6:3	Notice of right to sue, 18:12, 21:14
Reasonable accommodation, 2:42,	Tolling, 21:13
19:19	Master-servant relationship, 2:33
Substantially limited in major life	Medical examinations
activities, 2:38	Current employees, of, 2:35, 8:8
Undue hardship defense, 2:44	Pre-employment, 2:34
Discipline and discharge of disabled	Medical leaves of absence, 14:10
employees, 16:33 , 16:34	Notice of right to sue, 18:12, 21:14
See also DISCIPLINE AND DIS-	Office of Federal Contract Compliance
CHARGE, at Disabled employ-	Programs, coordination of
ees	investigation with EEOC, 18:15
Disparate impact, applicability, 19:6	Physical or mental impairment
Drug or alcohol abuse. See ALCOHOL OR DRUG ABUSE	Definition, 2:38
EEOC regulations	Determination of existence, 2:38
See also particular subject concerned,	Pre-employment testing
this heading	Alcohol or drug testing, 2:34, 8:8,
Coverage, who is subject to the Act,	8:10
2:33	Medical testing, 2:34, 8:8
Job functions, essential; establishing,	Nonmedical testing, 8:7
2:41, 6:3	Qualified individuals with disabilities
Office of Federal Contract Compli-	Alcohol or drug addiction, 2:40, 8:10
ance Programs, coordination of	Defined, 2:38, 6:3

AMERICANS WITH DISABILITIES	APPLICATIONS—Cont'd
ACT (ADA)—Cont'd	Criminal records, authorization to exam-
Qualified individuals with disabilities	ine, 23:2
—Cont'd	Hiring decisions, 9:1
Determination of status, 2:39	OCRC Guide, 7:10
Illegal use of alcohol or drugs, 2:40, 8:10	Pool of applicants, identifying, 6:2, 6:3
Reasonable accommodation. See	Questions permitted
Accommodation, reasonable, this	ADA, 7:4
heading	Questions prohibited
Recruiting practices, 6:1	ADA, 2:34, 7:3 FCRA, 7:3
Essential job functions, establishing,	IRCA, 7:3
6:3, 23:9, 23:10	Ohio Civil Rights Act, 3:13
Remedies	OCRC Guide, 7:10
Civil Rights Act of 1991, under,	Recordkeeping, 6:7
22:24, 22:30	Active file, 9:6
Election, 21:24	,
Retaliation, 2:36	References, authorization to obtain, 7:5, 23:2
Undue hardship defense, 2:44	Releases
ANCESTRY	Alcohol or drug testing, 7:5, 8:14,
See NATIONAL ORIGIN	23:1, 23:3
APPARENT AUTHORITY	Criminal records, authorization to examine, 23:2
See VICARIOUS LIABILITY	References, authorization to obtain, 7:5, 23:2
APPEALS	Resumes, unsolicited, 7:6
Disciplinary decisions, internal appeals,	Retention of applications for future
16:9, 17:2 ERISA, internal appeals, 21:30	consideration, 9:5, 9:6
Grievance arbitration, internal appeals,	Returning unsolicited resumes, 7:6
17:2	Screening to select interviewees, 7:7
NLRB final orders, 18:4	APPRENTICESHIP PROGRAMS
OCRC	Prohibited discrimination under Ohio
Conciliation agreements between	Civil Rights Act, 3:12
OCRC and employer, appeals	Exception for observing age terms of
from, 3:23	registered and approved
Determinations, appeals from, 3:28	program, 3:21
Standard of judicial review, 18:17	A DDITTO ATLON
Unemployment compensation	ARBITRATION
Benefits determination, 17:5	Collective bargaining agreements
Contribution rate determination, 17:4 Workers' compensation	Handbook provisions concerning, 4:7, 23:6 to 23:8
Claim determinations, 15:16	NLRB deferral of unfair labor
Violation of specific safety rule	practice charge, 18:5
determinations, 15:19	Election of remedies, 21:24
determinations, 13.17	Employment discrimination claims,
APPLICATIONS	21:24
Generally, 7:2 to 7:5	Federal Arbitration Act
Accessibility, 7:2	Employment discrimination claims,
ADA. See AMERICANS WITH DIS-	21:24
ABILITIES ACT (ADA)	Tort claims, 21:26
Alcohol or drug testing policies, 7:5,	Grievance. See GRIEVANCE
8:13, 8:14, 23:1, 23:3	ARBITRATION
Arbitration clauses, 23:6 to 23:8	Handbook provisions concerning, 4:7 , 23:6 to 23:8
Consumer reports, FCRA standards, 7:3, 23:31 to 23:36	Binding dispute resolution, 10:8
MOIOI TO MOIOU	Dittaing dispute resolution, 10.0

ARBITRATION—Cont'd

NLRA

De novo judicial review unavailable, 21:25

Deferral by NLRB of unfair labor practice, **18:5**

Finality of grievance arbitration, 2:7

Ohio Age Discrimination in Employment Act, effect on claims under, 3:34

Ohio Arbitration Act

Contract claims, 21:25

Employment discrimination claims, 21:24

Tort claims, **21:27**

Tort claims, 21:26 to 21:29

ARRA

Whistleblower protections, 2:84

ASSAULT AND BATTERY

Generally, 5:14 to 5:18

Drug testing, 5:17

Elements, 5:14

Limitation of actions, 21:19

Polygraph testing, **5:16**

Sexual, 5:18

Scope of authority, 5:3

Supervisors, by, **5:15**

Testing, claims arising from, 5:16, 5:17

Vicarious liability, 5:15

ATTORNEY FEES

ADEA, 2:21, 22:25

Breach of contract, 22:8

Civil Rights Act of 1991

Title VII, 2:12, 22:24

Equal Pay Act, 22:28

ERISA, 22:35

Ohio Age Discrimination in Employment Act, **3:34, 22:40**

Ohio Comprehensive AIDS Act, 8:22

Reconstruction Era Civil Rights Acts, 2:31

Rehabilitation Act, 2:65

Title VII, 2:12, 22:23

Civil Rights Act of 1991, under, **2:12**, **22:24**

Tort actions, 22:19

Whistleblower actions, 3:45

Workers' compensation retaliation, 3:41

AT-WILL EMPLOYMENT

See EMPLOYMENT-AT-WILL DOC-TRINE

BACK PAY

ADEA. 2:21

Tax consequences of awards or settlements, 22:43

Equal Pay Act, 22:28

NLRB awarding, 18:3

OCRC awarding, 3:27, 18:17, 22:37

Ohio Age Discrimination in Employment Act, **22:40**

Reconstruction Era Civil Rights Acts, 2:30, 22:31

Rehabilitation Act, 2:65, 22:29

Section 1981, 2:30, 22:31

Tax consequences of awards or settlements, 22:43

Title VII. See TITLE VII

BAD FAITH DISCHARGE

See ABUSIVE DISCHARGE

BASIS OF SEX

Ohio Civil Rights Act, 3:6

BATTERY

See ASSAULT AND BATTERY

BENEFIT PLANS

See EMPLOYEE BENEFIT PLANS; EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA); FRINGE BENEFITS; OLDER WORKERS BENEFIT PROTECTION ACT (OWBPA)

BENEFITS

Workers' compensation. See WORK-ERS' COMPENSATION ACT

BFOQ

See BONA FIDE OCCUPATIONAL QUALIFICATION (BFOQ)

BISEXUALITY

See also HOMOSEXUALITY

Exclusions

ADA, 2:38

Ohio Civil Rights Act, 3:4

BONA FIDE EMPLOYEE BENEFIT PLANS

See EMPLOYEE BENEFIT PLANS; EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA); OLDER WORKERS BENEFIT PROTECTION ACT (OWBPA)

BONA FIDE OCCUPATIONAL QUALIFICATION (BFOQ)

ADEA charges, affirmative defense to, 2:21, 19:21

BONA FIDE OCCUPATIONAL QUALIFICATION (BFOQ)

—Cont'd

Certification by OCRC, 3:13

Ohio Civil Rights Act charges, affirmative defense to, **3:18, 19:21**

Title VII charges, affirmative defense to, 2:17, 19:21

BONA FIDE SENIORITY SYSTEM

See SENIORITY OR MERIT SYSTEM STANDARDS

BONUS PAYMENTS

See also COMPENSATION, generally Generally, 11:37

BREACH OF CONTRACT

Limitation of actions. See LIMITATION OF ACTIONS

Remedies, 22:2 to 22:9

Attorney fees, 22:8

Compensatory damages, 22:2

Election of remedies, 21:25

Front pay, 22:3

Liquidated damages, 22:4

Mitigation of damages, 22:6

Prejudgment interest, 22:9

Punitive damages, 22:5

Reinstatement, 22:7

BREAKS

Inclusion in hours worked, 11:7, 11:8

BURDEN OF PROOF

See also PRIMA FACIE CASES

At-will presumption, overcoming, 20:4

Claims, 21:1

Contracts

Implied contracts, 20:13

Reciprocity of obligations, 20:14, 20:16

Discrimination claims, 19:2 to 19:15

Disparate impact, 2:16, 19:13

Civil Rights Act of 1991, effect, 19:14

Mixed motive cases, 19:12

Ohio Civil Rights Act, 19:15

Uniform Guidelines, impact on, 8:6

Disparate treatment, 2:13, 2:15, 19:9

Title VII, 2:15, 2:16

Just cause for termination, 20:12 to 20:16

Uniformed Services Employment and Reemployment Rights Act of 1994, 2:48, 2:49

BUREAU OF EMPLOYMENT SERVICES

Duties, 17:3

BUREAU OF WORKERS' COMPENSATION

See WORKERS' COMPENSATION ACT

BUSINESS NECESSITY

Disparate impact cases, 19:13

Burden of proof, **2:16**, **19:13**

Recruiting practices, 6:1

Permissible pre-employment inquiries, **7:4**

CAREER PATH DEVELOPMENT PROGRAMS

Generally, 13:5

Alleviation of employee attitude problems, **16:26**

CEASE AND DESIST ORDERS

NLRB, 18:3

OCRC, 3:27, 18:17, 22:37

CHARGES OF DISCRIMINATION

See DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC); OHIO CIVIL RIGHTS COMMISSION (OCRC); particular legislation concerned

CHECKLISTS

Disciplinary checklist for supervisors, **16:11**

Exit interview checklist, **16:16**Management representatives, **16:18**

CITIZENSHIP

Discrimination in employment on account of. See IMMIGRATION REFORM AND CONTROL ACT OF 1986 (IRCA)

Diversity of citizenship as federal jurisdictional basis, **18:20**

CIVIL RIGHTS ACT OF 1964

Title VII. See TITLE VII

CIVIL RIGHTS ACT OF 1991

ADA, 22:24, 22:30

ADEA, 2:21

Arbitration, election of remedies, 21:24

Burden of proof

Disparate impact cases, 2:16, 19:14

Uniform Guidelines, impact on, 8:6

Disparate treatment cases, 2:15

CIVIL RIGHTS ACT OF 1991—Cont'd

Damages

ADA, 22:24, 22:30

Title VII, 2:12, 22:18, 22:24

Remedies

ADA, 22:24, 22:30

Title VII, 2:12, 22:18, 22:24

Section 1981

Right to make and enforce contracts, 2:23

Title VII

Attorney fees, 2:12, 22:24

Burden of proof

Disparate impact cases, 2:16, 19:14

Disparate treatment cases, 2:15

Damages, 2:12, 22:18, 22:24

Jury trials, 2:12, 22:24

Remedies, 2:12, 22:24

Undocumented workers, 21:20

CIVIL RIGHTS ACTS

Federal. See CIVIL RIGHTS ACT OF 1991; RECONSTRUCTION ERA CIVIL RIGHTS ACTS; TITLE VII

Ohio Civil Rights Act. See OHIO CIVIL RIGHTS ACT

CLASS ACTIONS

Jurisdiction, federal courts, 18:21

CLASSIFICATION OF POSITIONS

See JOB DESCRIPTIONS

COBRA

See also HEALTH CARE BENEFITS, at COBRA requirements

Generally, 17:12 to 17:18

COLLATERAL ESTOPPEL

See RES JUDICATA

COLLECTIVE BARGAINING AGREEMENTS

See also NATIONAL LABOR RELA-TIONS ACT (NLRA)

Arbitration

Clauses, 4:7, 23:6 to 23:8

NLRB deferral of unfair labor

practice, 18:5

Arbitration. See also ARBITRATION, generally

Discharge in violation of terms of agreement as unfair labor practice, 2:3

Section 301 actions

Statute of limitations, 21:7

Whistleblower Protection Act not impairing rights under, **3:45**

COLLEGES AND UNIVERSITIES

Faculty members, tenure, **4:9**

Tenure, 4:9

COLOR

Discrimination based on prohibited Ohio Civil Rights Act, **3:8 to 3:14** Section 1981, **2:23, 2:26**

Title VII, **2:10**

COLOR OF STATE LAW

Section 1983, **2:24**

Section 1985(3), 2:25

COMMISSION PAYMENTS

See also COMPENSATION, generally Generally, 11:37

COMMON PLEAS COURTS

Jurisdiction, 18:24

OCRC determinations

Appeals from, 3:28

Final orders, review, 18:17

COMP TIME

Overtime requirements, 11:10

COMPARABLE WORTH

See also EQUAL PAY ACT, generally Generally, **11:25**

COMPENSATION

Generally, 11:1

Administering compensation programs, 11:33 to 11:31

Age discrimination

ADEA, 11:20

Ohio Civil Rights Act, 11:22

Agricultural employees, 11:14

Back pay. See BACK PAY

Bonus payments, 11:37

Commission payments, 11:37

Computer systems analysts and related positions, **11:16**

Contract principles, 11:26

Coverage, 11:2

Deduction from or retention of final wages, 17:35

Deferred. See FRINGE BENEFITS

Developing compensation programs,

11:27 to 11:26

Designing pay structure, 11:32

Job analysis, 11:28

Job descriptions, 11:29

Job evaluation, 11:30

Salary surveys, 11:31

Disability discrimination, 11:20

COMPENSATION—Cont'd COMPENSATION—Cont'd Discrimination, 11:19 to 11:19 Wage and hour laws—Cont'd Prior salary determining starting sal-FLSA. See FAIR LABOR STANarv. 11:34 DARDS ACT (FLSA) Due on termination, 17:34 Minimum wage law. See MINIMUM WAGE LAWS Equal Pay Act. See EQUAL PAY ACT Evaluations, pay equity, or marketplace Overtime. See OVERTIME influence, 12:8 Workers' compensation. See WORK-ERS' COMPENSATION ACT Exempt employees, 11:11 to 11:18 Agricultural employees, 11:14 COMPENSATORY DAMAGES Bona fide executive, administrative, See DAMAGES or similar professional capacity, 11:15 **COMPLAINTS** Computer systems analysts and Charges of discrimination. See related positions, 11:16 DISCRIMINATION; EQUAL Job duties tests, 11:13 EMPLOYMENT OPPORTUNITY Learned professionals, 11:15 COMMISSION (EEOC); OHIO CIVIL RIGHTS COMMISSION Pay deductions destroying exempt (OCRC); particular legislation status, 11:18 concerned Salary basis, 11:12 FLSA, 2:67 Training, 11:17 Minimum wage or overtime complaints, Final wages retaliation for, 1:4, 3:1 Deduction from or retention of, 17:35 OCRC filing. See OHIO CIVIL Due on termination, 17:34 RIGHTS COMMISSION (OCRC) Severance pay. See SEVERANCE OSHA complaints, retaliation for, 2:68 PAY Rehabilitation Act FLSA. See FAIR LABOR STAN-Section 503, 2:64 DARDS ACT (FLSA) Tort damages, pleading, 22:14, 22:15 FLSA, "employer" under, 11:3 Uniformed Services Employment and Garnishment. See GARNISHMENT OF Reemployment Rights Act of 1994, WAGES 2:49 Job duties tests, exempt employees, 11:13 CONCERTED ACTIVITY Learned professionals, 11:15 Retaliatory discharge for exercising Lilly Ledbetter Fair Pay Act of 2009, right to engage in, unfair labor 11:21 practice, 2:4 Merit increases, 11:36 CONCILIATION Minimum wage. See MINIMUM EEOC, Equal Pay Act, conciliation WAGE LAWS efforts not prerequisite to suit by Overtime. See OVERTIME EEOC, 18:13 Prior salary as factor in starting salaries, OCRC 11:34 Appeal by employee from agreement Quasi-contract principles, 11:26 between OCRC and employer, Raises. See RAISES 3:23 Recordkeeping, 11:38 Efforts, 3:23, 18:17 Red circle rates, 11:35 Remedy, 22:37 Severance pay. See SEVERANCE PAY Title VII, 11:19 **CONFIDENTIALITY** Equal Pay Act affirmative defenses Alcohol or drug testing results

incorporated, 11:19

tions, 11:17

Vacation pay as, 11:26

Generally, 11:2 to 11:18

Wage and hour laws

Training, wage and hour law exemp-

Index-9

Limited external disclosure, 8:17

Limited internal disclosure, 8:16

Employment contract clauses, 23:39

Employee Polygraph Protection Act of

1988, confidential information,

CONFIDENTIALITY—Cont'd

Invasion of privacy. See INVASION OF PRIVACY

Investigations, disciplinary

Sexual harassment, 16:21

Theft, 16:23

Medical examination information, ADA requirement

Applicants, 2:34

Current employees, 2:35

Public disclosure of private matters as invasion of privacy, **5:13**

CONSENT FORMS

See RELEASE AND WAIVER

CONSIDERATION

Covenants not to compete, 17:28
Detrimental reliance distinguished,
20:21

Enforcement of disclaimers, 20:10

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT OF 1985 (COBRA)

See also HEALTH CARE BENEFITS, at COBRA requirements
Generally, 17:12 to 17:18

CONSPIRACY TO DENY EQUAL PROTECTION

Section 1985(3), 2:25

CONSTITUTIONALITY

Restrictions on employment at will, 1:1 Retaliation cases, First Amendment claims, 16:32

Testing for drugs

State action versus private action, 8:9

CONTAGIOUS DISEASES

AIDS. See AIDS

CONTRACEPTION

Pregnancy Discrimination Act, **14:8** Title VII implications, **14:8**

CONTRACTS

Arbitration clauses, **23:6 to 23:8**Bad faith discharge as cause of action,

4:11

Breach. See BREACH OF CONTRACT

Burden of proof

Reciprocity of obligations, 20:14, 20:16

Compensation, 11:26

Consideration

Covenants not to compete, 17:28
Detrimental reliance distinguished,
20:21

CONTRACTS—Cont'd

Consideration—Cont'd

Enforcement of disclaimer, 20:10

Covenants not to compete. See COVE-NANTS NOT TO COMPETE

Damages. See DAMAGES

Defense of contract claims, 20:3 to 20:7

Definite term contracts, 20:3

Facts and circumstances establishing, **20:4**

Indefinite term versus definite term, **20:15**

Just cause for termination

Actions constituting, 20:17

Burden of proof, 20:14

Reciprocity of obligations, burden of proof to reflect, **20:14**, **20:16**

Satisfaction contract distinguished

Burden of proof, 20:12

Specification of annual rate of pay not constituting, **6:8**, **20:4**

Disclaimers

Consideration, 20:10

Effect. 20:9

Election of remedies, 21:25

Employment-at-will doctrine, 4:3

Exception to employment at will, 1:6,

4:4 to 4:9

Existence, 20:3

Forms. See FORMS

Implied. See IMPLIED CONTRACTS Indefinite term

Definite term versus indefinite term, 20:15

Lack or reciprocity, burden of proof to reflect, 20:14

Interference with, 5:6

Jurisdiction, 18:24

Limitation of actions

Collective bargaining agreement, Section 301 actions, **21:7**

ERISA. 21:8

Oral contract, 21:6

Written contract, 21:6

Offers of hire, specificity in offer letters, **9:4**

Remedies

See also DAMAGES

Covenants not to compete, 17:24

Definite term versus indefinite term, 20:15

Right to make and enforce, 2:23, 2:26

Satisfaction contracts, 4:8, 20:3

Specified term, **4:4, 4:5**

See also Definite term contracts, this heading

CONTRACTS—Cont'd	DAMAGES—Cont'd
Specified term, 4:4, 4:5—Cont'd	Contract claims—Cont'd
Compensation rate provision not	Definite term versus indefinite term,
creating, 4:5	20:15
Statute of frauds, 21:20	Liquidated damages, 22:4
COURT OF CLAIMS	Mitigation of damages, 22:6
Jurisdiction, 18:24	Prejudgment interest, 22:9
COURTS OF COMMON PLEAS	Punitive damages, 22:5
See COMMON PLEAS COURTS	ERISA, 22:34
	FMLA, 2:58, 18:16
COVENANTS NOT TO COMPETE	Future damages
Generally, 17:24 to 17:29	Tort claims, 22:13
Enforceability 17.20	Invasion of privacy, 5:13
Consideration, 17:28	Liquidated damages ADEA, 22:25
Limitations of time and geography, 17:26	Breach of contract claims, 22:4
Public interest, 17:27	Equal Pay Act, 22:28
Reasonableness, 17:25	Tax consequences of awards or settle-
Remedies, 17:24	ments, 22:43
,	Mitigation of damages
CREDIT	ADEA, 22:27
See FAIR CREDIT REPORTING ACT (FCRA)	Breach of contract, 22:6
	Ohio Age Discrimination in Employ-
CRIMINAL RECORDS	ment Act, 22:40
Job applicant's authorization for pro-	Ohio Civil Rights Act
spective employer to examine, 23:2	Civil actions, private, 22:37
Personnel decisions based on, 16:25	Prejudgment interest
DAMAGES	Breach of contract, 22:9
ADA, Civil Rights Act of 1991, under,	Tort claims, 22:16
22:24, 22:30	Promissory estoppel claims, unavail-
ADEA, 2:21, 22:25	ability in, 20:21
Liquidated damages, 22:25 Setoff and mitigation of damages,	Punitive damages, 22:1
22:27	Breach of contract, 22:5
Tax consequences of awards or settle-	Civil Rights Act of 1991
ments, 22:43	ADA, 22:24, 22:30
Willful violations, double damages,	Title VII, 2:12, 22:24
2:21	Fraud aggravated by malice, 5:4
Civil Rights Act of 1991	Insurer liability, 22:46
ADA, 22:24, 22:30	Ohio Civil Rights Act, 22:37
Title VII, 2:12, 22:18, 22:24	Section 1981, 22:31
Compensatory damages, 22:1	Tort claims, 22:15
Breach of contract claims, 22:2	Reform legislation, 22:1, 22:15
Civil Rights Act of 1991	Reconstruction Era Civil Rights Acts,
ADA, 22:24, 22:30	2:30, 22:31
Title VII, 2:12, 22:24 Section 1981, 22:31	Setoff of damages
Tort claims, 22:10 to 22:14	ADEA, 22:27
Fair measure of actual loss, 22:11	Tax consequences of awards or settle-
Future damages, 22:13	ments, 22:43
Mental injury, 22:12	Title VII
Reform legislation, 22:1, 22:11	Civil Rights Act of 1991, under, 2:12 , 22:18 , 22:24
Contract claims	Tax consequences of awards or settle-
Compensatory damages, 22:2	ments, 22:43

DAMAGES—Cont'd	DEFENSES—Cont'd
Tort claims	Limitation of actions. See LIMITATION
Compensatory damages, 22:10 to	OF ACTIONS, generally
22:14	Pleading, 21:2
Fair measure of actual loss, 22:11 Mental injury, 22:12	Promissory estoppel claims, 20:20 , 20:21
Reform legislation, 22:1, 22:11	Qualified privilege, 17:21
Future damages, 22:13	DEFERRAL AGENCIES
Non-economic damages, 22:1, 22:11	See also OHIO CIVIL RIGHTS COM-
Pleading damages, 22:14	MISSION (OCRC)
Prejudgment interest, 22:16	ADA charges, 21:12
Punitive damages, 22:15	ADEA charges, 21:12
Reform legislation, 22:1, 22:15	Forms, 23:12 to 23:28
Whistleblower Protection Act, 3:45	Title VII charges, 2:12, 21:12
DEFAMATION	Forms, 23:12 to 23:28
Generally, 5:8 to 5:12	DEFINITIONS
Criminal convictions as basis for	ADA. See AMERICANS WITH DIS-
personnel decisions, 16:25	ABILITIES ACT (ADA)
Elements, 5:8	Affirmative defense, 21:2, 21:4
Publication, 5:12	Age
Invasion of privacy distinguished, 5:13	Ohio Civil Rights Act, 3:5
Investigative interviews, unnecessary	Disability
communication of disciplinary	ADA, 2:38
information, 16:5	Rehabilitation Act, 2:62
Job performance information provided to prospective employers, qualified	Discrimination
privilege, 5:8 , 17:21	ADA, 2:32
Libel compared with slander, 5:8	Employee
Limitation of actions, 21:19	NLRA, 18:2
Privilege, 5:9 to 5:11	Ohio Civil Rights Act, 3:3
Absolute privilege, 5:11	Employer
Qualified privilege, 5:8 , 5:9 , 17:21	Intentional tort by, 15:17
Actual malice exception, 5:10	NLRA, 18:2
Disclosure of alcohol or drug test	Ohio Civil Rights Act, 3:3 Unemployment Compensation Act,
results, 8:17	17:4
Publication, 5:12	Workers' Compensation Act, 15:5
References, 17:21 to 17:23	Employment
Theft investigations, disciplinary, 16:23 Truth as defense, 5:9	Unemployment compensation, 17:6
Truti as defense, 3.9	Workers' Compensation Act, 15:5
DEFENSES	Employment agency, 6:9
ADA accommodation, undue hardship,	Handicap
2:44	Ohio Civil Rights Act, 3:4
Affirmative. See AFFIRMATIVE DEFENSES	Injury, 5:7, 15:6
Age discrimination claims, reasonable	Intentional tort by employer, 15:17
factor other than age, 19:29	Interstate commerce
Business necessity. See BUSINESS	NLRA, 18:2
NECESSITY, generally	Just cause
Contract claims, 20:3 to 20:7	Unemployment compensation, 17:7
Defamation, 5:9 to 5:11	Labor dispute
Equal Pay Act. See EQUAL PAY ACT	NLRA, 18:2
False imprisonment, shopkeeper's privi-	Lie detector, 2:72
lege, 5:19	Occupational disease, 15:8
Invasion of privacy, absence of malice, 5:13	Physical or mental impairment ADA, 2:38

DEFINITIONS—Cont'd

Physical or mental impairment—Cont'd Injury, **5:7**Ohio Civil Rights Act, **3:4**

Sex discrimination, on basis of, **3:6**

Undue hardship, 2:44

Workers' Compensation Act. See WORKERS' COMPENSATION ACT

DETRIMENTAL RELIANCE

See PROMISSORY ESTOPPEL

DISABILITIES

See also REHABILITATION ACT OF 1973; AMERICANS WITH DIS-ABILITIES ACT (ADA)

Accommodation. See ACCOMMODA-TION

Alcohol or drug testing, 16:24

Definitions

ADA, 2:38

Rehabilitation Act, 2:62

Discipline and discharge of disabled employees, **16:33**, **16:34**

See also DISCIPLINE AND DIS-CHARGE, at Disabled employees

Discrimination based on prohibited, 3:32

Remedies, 22:29, 22:30

Federal Rehabilitation Act, **2:59 to 2:65**Minimum job qualifications, identifying, **6:3**

Occupational hazards increased due to, 3:16

Performance of job substantially impaired by, **3:16**

Pre-employment testing, **8:7**, **8:8**Medical testing, **2:34**, **8:8**Nonmedical testing, **8:7**

Reasonable accommodation. See ACCOMMODATION

Workers' compensation claims
Permanent partial disability, **15:12**Permanent total disability, **15:14**Temporary total disability, **15:10**

DISABILITY INSURANCE

See EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)

DISCHARGE

See DISCIPLINE AND DISCHARGE

DISCIPLINE AND DISCHARGE

Abusive discharge. See ABUSIVE DIS-CHARGE

DISCIPLINE AND DISCHARGE

-Cont'd

Alcohol or drug abuse. See ALCOHOL OR DRUG ABUSE

Consistency of application of policies, **16:7 to 16:9**

Contract clause, form, 23:42

Criminal convictions as basis for personnel decisions, **16:25**

Defamation, 16:25

Invasion of privacy, 16:25

Disabled employees, 16:33, 16:34

Minimizing liability, 16:34

Problems, **16:33**

Discharge. See Termination, this heading

Disciplinary checklist, 16:11

Discipline logs, 16:9

Discovery implications of consistency reviews, **16:8**

Dismissal. See Termination, this heading

Documentation, 16:6

Employees with attitude problems, **16:26**

Firing. See Termination, this heading

Grounds for discharge, list

Evidence of implied contract, as, **20:5** Exclusive grounds, interpretation as,

20:18

Handbook containing, 10:6

Integrity cases, 16:20 to 16:26

Investigations, 16:5

Suspension pending, 16:5

Just cause, termination for. See JUST CAUSE FOR TERMINATION

Morality cases, 16:20 to 16:26

Nonfraternization policy violations, **16:22**

Notice of policies

Employees, to, 16:3

Supervisors, to, 16:4

Older workers, **16:27**, **16:28**

Minimizing liability, **16:28**

Problems, 16:27, 16:28

Progressive

Evidence of implied contract, as, 20:5

Retaliation cases

See also RETALIATION, generally

Generally, 16:29

First Amendment claims, 16:32

FLSA, cases brought under, 16:30

FMLA, cases brought under, 16:31

Scope of judicial review, 20:18, 20:19

DISCIPLINE AND DISCHARGE -Cont'd

Second level reviews of disciplinary decisions, 16:7

Discovery implications, 16:8

Sexual harassment, 16:21

See also SEXUAL HARASSMENT, at Disciplinary investigations

Suspension investigation, 16:5

Termination

Abusive discharge. See ABUSIVE **DISCHARGE**

Discriminatory. See DISCRIMINA-TION, generally

Exit interview, 16:13, 16:15

Checklist, 16:16

Management representatives, 16:17, 16:18

Grounds for, listing in handbook, 10:6 Guidelines. 16:12 to 16:18

Just cause, for. See JUST CAUSE

FOR TERMINATION

Management representatives present, 16:17, 16:18

Retaliatory. See RETALIATION

Unequivocal communication of decision, 16:14

Withdrawal of vested rights, analytical distinction, 20:11

Theft. See THEFT, generally

Troublesome cases, 16:19 to 16:34

Unemployment compensation. See UNEMPLOYMENT COMPENSA-TION, generally

Variation in approaches, 16:2

Wrongful discharge. See WRONGFUL **DISCHARGE**

DISCIPLINE LOGS

Generally, 16:9

DISCLAIMERS

Application forms containing, 7:5, 20:8,

Effect of at-will disclaimers, 20:9

Handbooks. See HANDBOOKS

Implied-in-fact contracts, effect on, 4:7

Promissory estoppel liability, effect on, 4:7

Unilateral, enforcement, 20:10, 20:11

Consideration requirement, 20:10

Prospective versus retroactive change, 20:11

Retroactive versus prospective change, 20:11

DISCOVERY

Disciplinary decisions Consistency reviews, 16:8 Logs, 16:9

DISCRIMINATION

See also particular legislation concerned Age. See AGE, generally Alcohol or drug testing, 8:10

Charges of discrimination

Deferral agencies, filing with, 2:12, 21:12

OCRC, 3:22, 21:18, 23:12 to 23:28 EEOC, filing with, 2:12, 18:7 to 18:14

Claims

Burden of proof. See BURDEN OF PROOF, at Discrimination claims

Disparate impact. See DISPARATE **IMPACT**

Disparate treatment. See DISPARATE **TREATMENT**

Election of remedies. See REME-DIES, at Election

Elements, 19:2 to 19:15

Federal civil rights and employment discrimination laws, 2:8 to 2:65

Statute of limitations, 21:12 to 21:14, 21:15 to 21:17

Notice of right to sue. See NOTICE OF RIGHT TO SUE

Ohio Age Discrimination in Employment Act. See OHIO AGE DISCRIMINATION IN EMPLOYMENT ACT

Pleading and practice. See PLEAD-ING AND PRACTICE

State law claims, statute of limitations, 21:18

Color. See COLOR

Disability. See DISABILITIES, generally

EEOC. See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

Genetic Information Nondiscrimination Act of 2008, 2:45

Grievance arbitration, use, 17:2

Handicap. See HANDICAPS, generally National origin. See NATIONAL **ORIGIN**

Notice of right to sue. See NOTICE OF RIGHT TO SUE

OCRC. See OHIO CIVIL RIGHTS COMMISSION (OCRC)

Older workers. See AGE, generally

DISCRIMINATION—Cont'd

Pre-employment testing
See also PRE-EMPLOYMENT
TESTING, generally

Race. See RACE

Retaliation. See RETALIATION

Reverse

Employment agencies, **6:9** Section 1981, **2:26**

Sex. See SEX; SEXUAL HARASS-MENT

State employees, jurisdiction over claims brought by, **18:24**

DISMISSAL

See DISCIPLINE AND DISCHARGE

DISPARATE IMPACT

ADA, applicability to, **19:6**ADEA, applicability to, **19:5**Burden of proof, **2:16, 19:13**Civil Rights Act of 1991, effect, **19:14**

Uniform Guidelines, impact on, 8:6

Business necessity

Proof of, 2:16, 19:13

Recruiting practices, 6:1

Cognizable claims, 19:3 to 19:7

Job qualifications, 13:2

Ohio Civil Rights Act, 19:7

Burden of proof, 19:15

Pre-employment testing, 8:2

Documentation of impact and validity evidence, **8:5**

Four-fifths rule, 8:4

Prima facie cases, **2:16**

Proof, 2:16, 19:13 to 19:15

Recruiting practices, 6:1

Rehabilitation Act, 19:6

Section 1981 claims, 19:4

Testing. See Pre-employment testing, this heading

Title VII, cognizable cases, 19:3

Treatment, distinguished from, 2:14, 19:2

Uniform Guidelines, 19:13

DISPARATE TREATMENT

Burden of proof, 2:15, 19:9

Impact, distinguished from, 2:14, 19:2

Intentional discrimination, 19:8

Mixed motive cases, 19:12

Prima facie cases

Generally, 2:13, 2:15, 19:9

McDonnell Douglas, 9:2

Rebuttable presumption, 19:10

Rebuttal, 19:11

DISPARATE TREATMENT—Cont'd

Prima facie cases—Cont'd

Title VII of the Civil Rights Act of 1964, 2:13

Proof, 2:15, 19:8 to 19:12

Recruiting practices, 6:1

DISPUTE RESOLUTION

See ARBITRATION

DISTRICT COURTS, UNITED STATES

See FEDERAL COURTS

DOCUMENTATION

See RECORDKEEPING

DODD-FRANK WALL STREET REFORM AND CONSUMER PROTECTION ACT

Whistleblowers, 2:85

DRUG-FREE WORKPLACE ACT OF 1988

Generally, 16:24

DRUGS

See ALCOHOL OR DRUG ABUSE; ALCOHOL OR DRUG ADDIC-TION

ECONOMIC STIMULUS BILL

American Recovery and Reinvestment Act of 2009, **2:84**

EEOC

See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

EMOTIONAL DISTRESS, INFLICTION OF

Generally, 5:7

EMPLOYEE BENEFIT PLANS

ADEA charges, affirmative defense to, **2:21, 14:9, 19:28**

OWBPA, 19:28

ERISA. See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT (ERISA), generally

Ohio Civil Rights Act charges, affirmative defense to, **3:19**, **19:28**

EMPLOYEE POLYGRAPH PROTECTION ACT OF 1988

See also POLYGRAPH TESTING

Civil penalties, 2:81

Coverage, 2:71 to 2:81

Exemptions, 2:73

EMPLOYEE POLYGRAPH PROTECTION ACT OF 1988	EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)—Cont'd
—Cont'd	Remedies, 14:2, 22:32 to 22:36
Disclosure of information	—Cont'd
Confidential information, nondisclosure, 2:79	Equitable relief, 22:33 Exhaustion of administrative reme-
Notice, posting required, 2:80	dies, 21:30
Examiners Duties, 2:78	Prejudgment interest, 22:36 Secretary of Labor, civil actions by,
Qualifications, 2:78	22:32
Lie detectors defined, 2:72	Reporting, disclosure, and fiduciary
Limits on number and duration of tests,	duties, 14:2
2:78	Retaliation, 2:69, 14:2
Penalties for violation, 2:81	Legislative erosion of employment-at-
Prohibitions, 2:71	will doctrine, 1:3
Remedies, 2:81	Limitation of actions, 21:17
Rights of examinees, 2:74 to 2:77	Severance pay plans, 17:30
Post-test phase, 2:77	Disclosure and fiduciary duties, 17:31
Pretest phase, 2:75	Reservation of company's unilateral
Testing phase, 2:76	right to modify, 17:33
EMDI OVEE DETIDEMENT INCOME	Standard of review, 17:32
EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)	Title VII, 14:8
	Sex discrimination, 14:8
ADA, 14:7	Welfare benefit plans, regulation, 14:2
ADEA, 14:7, 14:9	
Arbitrary and capricious review, 14:5 , 14:6	EMPLOYEES
Attorney fees, 22:35	See also particular subject concerned
Benefits, denial of	Definitions
Remedies, 14:2	Americans with Disabilities Act (ada),
Bonus payments, 11:37	2:33
Breach of fiduciary duty, 14:4	NLRA, 18:2
Damages, 22:34	Ohio Civil Rights Act, 3:3
Disclosure duties, 14:3	State
Exhaustion of administrative remedies,	Jurisdiction over discrimination
21:30	claims brought by, 18:24
Federal preemption. See Preemption,	EMPLOYERS
this heading	See also particular subject concerned
Fiduciary duty, breach, 14:4	Definitions
Internal appeals, 21:30	Americans with Disabilities Act (ada),
Limitation of actions, 21:8	2:33
Retaliation, 21:17	Intentional torts by employers, 15:17
Postretirement employment, 14:9	NLRA, 18:2
Preemption, 14:2, 14:11 to 14:9, 21:36,	Ohio Civil Rights Act, 3:3
21:37 Deemer clause, 14:12	Unemployment Compensation Act, 17:4
State employment discrimination laws, 14:7 , 14:13	Workers' Compensation Act, 15:5
Pregnancy	Intentional torts by. See
Federal law relation to state law,	INTENTIONAL TORTS BY
14:13	EMPLOYERS Parasta to Human Sarvinas Danastmant
Remedies, 14:2 , 22:32 to 22:36	Reports to Human Services Department, 9:7
Attorney fees, 22:35	
Daily penalty for failure to respond to	Supervisors. See SUPERVISORS
information request, 22:33	Unemployment compensation. See UNEMPLOYMENT COMPENSA-
Damages, 22:34	TION

Index	
EMPLOYERS—Cont'd Vicarious liability of. See VICARIOUS LIABILITY, generally	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)—Cont'd
EMPLOYMENT AGENCIES Ohio Civil Rights Act, prohibited discrimination under, 3:10 Recruiting and advertising practices, 6:9	ADA—Cont'd (ADA), at EEOC regulations ADEA Charge of discrimination, 2:21, 18:11 Timeliness, 2:21, 21:12
EMPLOYMENT CONTRACTS See CONTRACTS	Notice of right to sue, 2:21, 18:11, 21:14
EMPLOYMENT DISCRIMINATION Generally, See DISCRIMINATION and also See particular subject concerned	Timeliness of suit, 21:14 Alternative dispute resolution fact sheets, 23:29 Charges of discrimination ADA, 21:12
EMPLOYMENT TO AT TO WILL DOCTRINE Exceptions	ADEA, 2:21, 18:11 Timeliness, 2:21, 21:12
Contract theory, 4:4 to 4:9 Promissory estoppel theory, 4:4 to 4:9 Judicial erosion, 1:5 to 1:9	Title VII, 2:12, 18:8 Timeliness, 2:12, 21:12 Equal Pay Act Enforcement jurisdiction, 18:13
EMPLOYMENT-AT-WILL DOCTRINE	Filing with EEOC optional, 18:13 Forms
At-will presumption, proof necessary to overcome, 20:4 Constitutionality of restrictions on, 1:1 Contractual in nature, 4:3 Exceptions, 1:5	Alternative dispute resolution fact sheet, 23:29 Mediation agreement, 23:30 Jurisdiction, 18:7 to 18:14 Title VII charge, 2:12, 18:8 to 18:10
Abusive discharge, 1:8 Contract theory, 1:6 See also CONTRACTS, generally Promissory estoppel theory, 1:6	Mediation agreements, 23:30 Pre-employment inquiries, 7:1 Seniority systems, interpretation, 19:27 Title VII
See also PROMISSORY ESTOP- PEL, generally Public policy, 1:7 See also PUBLIC POLICY, gener-	Charge of discrimination, 2:12, 18:8 Timeliness, 2:12, 21:12 Investigation, 18:9 Notice of right to sue, 2:12, 18:10
ally History Judicial analysis, of, 4:1 Legislative erosion Federal, 1:3	Timeliness of suit, 21:14 Uniform Guidelines on Employee Selection Procedures, 8:3 to 8:5 See also UNIFORM GUIDELINES, generally
State, 1:4 Mers doctrine, 4:2 Origins, 1:2	Civil Rights Act of 1991, impact, 8:6 EQUAL PAY ACT Generally, 11:23
Overview, 1:1 Retaliatory discharge, 4:10 EQUAL EMPLOYMENT	Affirmative defenses, 11:23 Title VII incorporation, 11:19 Attorney fees, 22:28
OPPORTUNITY COMMISSION (EEOC) ADA Charge of discrimination, 21:12 Enforcement jurisdiction, 18:12	Back pay, 22:28 Comparable worth claims, 11:25 Concurrent jurisdiction of state and federal courts, 18:14 Coverage, 11:23
Notice of right to sue, 18:12, 21:14 Regulations. See AMERICANS WITH DISABILITIES ACT	Defenses Affirmative, 11:23 Title VII incorporation, 11:19

EQUAL PAY ACT—Cont'd EXEMPT EMPLOYEES Defenses—Cont'd See FAIR LABOR STANDARDS ACT Factor other than sex, 11:23 (FLSA) **EEOC** EXHAUSTION OF Enforcement jurisdiction, 18:13 **ADMINISTRATIVE REMEDIES** Filing with EEOC optional, 18:13 ERISA, internal plan remedies, 21:30 Equal pay for equal work, 11:23 Ohio Civil Rights Act, 18:17, 22:37 Liquidated damages, 22:28 Title VII, 18:10 Ohio Equal Pay Act, 11:24 FAIR CREDIT REPORTING ACT Remedies, 22:42 (FCRA) Remedies, 22:28 Attorney fees, 22:28 **Applications** Investigative consumer credit reports. Back pay, 22:28 use of, 7:3, 23:31 to 23:36 Liquidated damages, 22:28 Prohibited questions, 7:3 Ohio Equal Pay Act, 22:42 Forms, 23:31 to 23:36 Title VII incorporation of affirmative defenses, 11:19 FAIR LABOR STANDARDS ACT (FLSA) **ERISA** See EMPLOYEE RETIREMENT ADEA incorporating remedial standards, INCOME SECURITY ACT 22:25 Legislative erosion of employment-at-(ERISA) will doctrine, 1:3 **ESTOPPEL** Retaliation, 2:67, 16:30 See PROMISSORY ESTOPPEL FAIR REPRESENTATION **EVALUATIONS** Union duties to grievants Defects in design, 12:2 to 12:12 Finality of grievance arbitration, See also Implementation defects, this exception where union breaches heading duty, 2:7 Inherently flawed, 12:3 FALSE ARREST Subjective categories, 12:3 Generally, 5:19 Unsuitability to specific job, 12:4 Detection of flaws, 12:12 FALSE IMPRISONMENT Employee opportunity to review, 12:13 Generally, 5:19 Halo effect, 12:6 FAMILY AND MEDICAL LEAVE ACT Implementation defects, 12:5 (FMLA) Central tendency phenomenon, 12:7 Generally, 2:50 to 2:58, 18:16 Coded evaluations, 12:10 Benefits Halo effect, 12:6 Basic. 2:52 Pay increases, linkage to evaluations, Foreseeable leave, 2:54 Fringe benefits, effect on, 14:14 Rating inflation, 12:8 Medical insurance coverage, 2:56, Supervisory bias, 12:11 14:14 Management review, 12:13 Paid leave, relationship to, 2:53 Market influences, 12:8 Return from leave, 2:57 Preparing defensible evaluations, 12:13 Serious health condition, certification, Prospective employers, information 2:55 provided to Coverage, 2:51 Defamation, qualified privilege, 5:8, Damages, 2:58, 18:16 17:21 Enforcement, 2:58, 18:16 Subjective categories, 12:3 Fringe benefits Task-specificity, 12:13 Effect on, 14:14 Notice requirement, 14:15 **EXECUTIVE EMPLOYEES** Limitation of actions, 2:58 See FAIR LABOR STANDARDS ACT Retaliation, 2:58, 16:31 (FLSA)

FAVORITISM

Family members. See NEPOTISM Sexual harassment, as, **2:11**

FCRA

See FAIR CREDIT REPORTING ACT (FCRA)

FEDERAL ARBITRATION ACT

Employment discrimination claims, 21:24

Tort claims, 21:26

FEDERAL CONTRACT COMPLIANCE PROGRAMS, OFFICE OF

ADA, coordination of investigation with EEOC, **18:15**

Rehabilitation Act, 18:15

Section 503, 2:64

FEDERAL CONTRACTORS

Advertising practices, **6:4** Affirmative action plans, **6:3**, **6:4**

FEDERAL COURTS

Jurisdiction, 18:18 to 18:22

Class actions, 18:21

Concurrent with state courts, 18:14

Defect, waiver of, 18:23

Diversity, 18:20

Federal question, 18:19

Mass action, 18:21

Removal jurisdiction, 18:25

Section 301 action, 2:6

Supplemental, 18:22

Waiver of defect, 18:23

FEDERAL PREEMPTION

Generally, 21:32 to 21:37

Affirmative defense, as, 21:5

Constitutional, 21:32

Discrimination laws, 21:33

ERISA, 14:2, 14:11 to 14:9, 21:36, 21:37

NLRA, 21:34

Section 301, 21:35

FEDERAL STATUTES

See also particular statute concerned

FIRING

See DISCIPLINE AND DISCHARGE

FOREIGN PERSONS

Generally. See IMMIGRATION REFORM AND CONTROL ACT OF 1986 (IRCA)

FORMS

ADEA claims, OWBPA requirements for waiver. **23:11**

Application releases, 23:1

Alcohol or drug testing, 23:1, 23:3

Criminal records, authorization to examine, 23:2

References, authorization to obtain, 23:2

Arbitration clauses, 23:6 to 23:8

Confidentiality, 23:39

Contracts, 23:38 to 23:42

Duty of loyalty, 23:41

Legal compliance, 23:41

No-compete clauses, 23:40

Nonsolicitation clauses, 23:40

Protection of employer's interests,

23:39

Term of employment, 23:38

Termination of employment, 23:42

Criminal records, authorization to examine. 23:2

Disclaimers, 23:1

See also Releases, this heading

EEOC

Alternative dispute resolution fact sheet. **23:29**

Mediation agreement, 23:30

FCRA standards for consumer reports, 23:31 to 23:36

Genetic Information Nondiscrimination Act, safe harbor under, **23:37**

Handbooks, acknowledgement of receipt, 23:5

Job description statements, 23:9, 23:10

OCRC charges of discrimination, 23:12 to 23:28

References, authorization to obtain, 23:2

Releases, 23:1

Alcohol or drug testing, **23:1**, **23:3**, **23:4**

Criminal records, authorization to examine, 23:2

References, authorization to obtain, 23:2

Safe harbor under Genetic Information Nondiscrimination Act, **23:37**

FRATERNIZATION

Discipline and discharge, 16:22

FRAUD

Generally, 5:4

Job security, representations in advertising or recruiting, **6:8**

Promissory estoppel distinguished, 5:4

FRAUDS, STATUTE OF

See STATUTE OF FRAUDS

FREEDOM OF CONTRACT

Vitality of doctrine post-Mers, 20:18

FRINGE BENEFITS

See also particular benefit concerned Generally, **14:1**

ADA, 14:10

ERISA. See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT (ERISA), generally

FMLA leave, effect, 2:56, 14:14

Implied contracts, policies evidencing, **20:6**

Severance pay. See SEVERANCE PAY

FRONT PAY

ADEA, 2:21, 22:26

Breach of contract, 22:3

Ohio Civil Rights Act, 22:37

Title VII, 2:12, 22:21

FULL FAITH AND CREDIT

Administrative determinations, 21:22

GAMBLING

Exclusions

ADA, 2:38

Ohio Civil Rights Act, 3:4

GARNISHMENT OF WAGES

Retaliation against employees for garnishment of wages, prohibition, 1:4, 3:1, 20:22

GAY PERSONS

See BISEXUALITY; HOMOSEXUALITY

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

Generally, **2:45**Safe harbor language, **23:37**

GREELEY DOCTRINE

Generally, 1:7, 4:3, 4:10, 20:2, 20:22

Limitation of actions, 21:10

Piggy-backing wrongful discharge tort claims, **4:10**

Ohio Age Discrimination in Employment Act claim, to, 3:34, 22:40

Whistleblower Protection Act claim, to, **3:45**

Workers' compensation retaliation claim, to, **3:41**

GRIEVANCE ARBITRATION

See also ARBITRATION

GRIEVANCE ARBITRATION—Cont'd

Discrimination claims, 17:2

Exhaustion of remedies

Administrative exhaustion. See EXHAUSTION OF ADMINISTRATIVE REME-DIES

Internal grievance procedure, 21:29

Finality under NLRA, 2:7

Internal appeals, 17:2

Preclusion of court litigation, 17:2

Unconscionable provisions, 17:2

HANDBOOKS

Generally, 10:3 to 10:9

Acknowledgement of receipt, 23:5

Arbitration provisions, **10:8, 23:6 to 23:8**

Assurances of job security or benefits, false

Cause of action for fraud, 5:4

Contract theory of enforceability, **4:2**, **4:3**, **4:6**, **4:7**

Discipline policies

Evidence of implied contract, as, 20:5

Notice to employees, 16:3

Disclaimers, 4:7, 7:5, 10:5

Acknowledgement of receipt, 23:5

Content, 20:8

Defeating claim of promise to job applicant, 7:5, 20:8

Disclaimers. See also DISCLAIMERS, generally

Evidence of employment contracts, as, **20:4, 20:5**

Grounds for discharge, listing, 10:6

Harassment complaint procedures, 10:9

Historical background, 10:3

Intentional misrepresentation cause of action for false assurance of job security or benefits, **5:4**

Meeting of minds, not binding as contract without, **20:5**

Mers doctrine, 4:2

Post-Mers considerations, 10:4

National Labor Relations Act issue regarding policies, **10:10**

Negligent misrepresentation, 5:5

Probationary status, danger in designating, 10:7

Promissory estoppel theory of enforceability, **4:2**, **4:3**, **4:6**, **4:7**

HANDICAPS

See also DISABILITIES

AIDS as

Ohio Civil Rights Act, 3:4

HANDICAPS—Cont'd

AIDS as—Cont'd

Testing, OCRC policy, 8:18

Defined

Ohio Civil Rights Act, 3:4

Discrimination based on prohibited

Ohio Civil Rights Act, 3:8 to 3:14

Physical or mental impairment defined Ohio Civil Rights Act, **3:4**

HARASSMENT

See SEXUAL HARASSMENT

HEALTH CARE BENEFITS

See also EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)

ADA, 2:37

COBRA requirements, 17:12 to 17:18

Continuation coverage period, **17:16**Gross misconduct as disqualification,

17:13

Notice requirements, 17:15

Premium payment, 17:17

Qualified beneficiaries, 17:14

Qualifying events, 17:12

Sanctions for violations, 17:18

Disabled employees, 14:10

ERISA. See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT

(ERISA)

FMLA leave, effect, 2:56, 14:14

Mandatory benefits, 14:12

Ohio coverage continuation law

COBRA compared, 17:19

Conversion options, 17:20

Wellness programs, 14:10

Workers' compensation claims

Health Partnership Program, 15:9

HEARINGS

Administrative law judges

Unfair labor practice charge, 18:3

Internal procedures for employee appeals of disciplinary decisions,

16:10, 17:2

OCRC complaints, on

Notice, 3:24

Procedure, 3:25

Workers' compensation claims, 15:16

HELP WANTED ADS

See RECRUITING

HIRING

Communicating hiring decisions, **9:3 to 9:6**

Family. See NEPOTISM

HIRING-Cont'd

Interviewing. See INTERVIEWING

Job-related criteria for hiring decisions,

necessity for, 9:1

McDonnell Douglas prima facie hiring

discrimination cases, 9:2

Negligent, 5:20

Offer letters, 9:4

Recruitment. See RECRUITING

Rejection letters, 9:5

Reports to Human Services Department,

9:7

HIV INFECTION

See AIDS

HMO OPTION

See HEALTH CARE BENEFITS

HOLIDAYS

Religion, reasonable accommodation, 19:16 to 19:18

HOMOSEXUALITY

Exclusions

ADA, 2:38

Ohio Civil Rights Act, 3:4

Sexual harassment

Nonfraternization policies, 16:22

Same-sex hostile environment harassment, 2:11

HOSPITALIZATION INSURANCE

See EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA); FRINGE BENEFITS; HEALTH CARE BENEFITS

HOSTILE ENVIRONMENT HARASSMENT

See also SEXUAL HARASSMENT, generally

Generally, 2:11

HUMAN RESOURCES

Career path development programs, 13:8

Employee orientation, 10:2

Evaluation systems, 12:12, 12:13

Promotion programs, monitoring, 13:8

IMMIGRATION REFORM AND CONTROL ACT OF 1986 (IRCA)

Generally, 7:3

Application verification, 7:3

Retaliation, 2:70

IMPLIED CONTRACTS

Burden of proof, 20:13

Disclaimers, 4:7

IMPLIED CONTRACTS—Cont'd

Evidence, 20:5 to 20:7

Fringe benefit policies evidencing, **20:6** Handbooks. See HANDBOOKS, generally

Oral representations giving rise to, **4:2**, **4:3**, **20:7**

Theory, **4:6**

INCOMPETENCE

Just cause for termination, as, 20:17

INDUSTRIAL COMMISSION

See WORKERS' COMPENSATION ACT

INFERTILITY

Pregnancy Discrimination Act, **14:8** Title VII implications, **14:8**

INFLICTION OF EMOTIONAL DISTRESS

Generally, 5:7

INJUNCTIVE RELIEF

Ohio Civil Rights Act, **22:37** Title VII, **2:12**, **22:22**

INSUBORDINATION

Just cause for termination, as, **20:17**Protected activities under NLRA, test for distinguishing from, **2:4**

INSURANCE

ADA, 2:37

Awards or settlements, insurance implications, 22:44 to 22:49

Discrimination actions, insurability, 22:49

Duty of insurers to defend, 22:45

ERISA deemer clause, 14:12

Health insurance plans. See HEALTH CARE BENEFITS

Intentional torts by employers. See INTENTIONAL TORTS

Saving clause exception to ERISA preemption, 14:12

State insurance laws, 14:12

INTENTIONAL MISREPRESENTATION

See FRAUD

INTENTIONAL TORTS BY EMPLOYERS

Generally, 15:17

Definition, 15:17

Elements, 15:17

Emotional distress claims, 5:7

INTENTIONAL TORTS BY EMPLOYERS—Cont'd

Insurability, 22:46 to 22:48

Deliberate intent to injure, **22:47**Rebuttable presumption of intent to injure, **22:48**

Limitation of actions, 15:17

Statutory remedies, 21:28, 22:44

Workers' compensation immunity from tort actions, as exception to, 5:7, 15:2, 15:17, 21:28, 22:44

INTERNAL GRIEVANCE PROCEDURES

See also ARBITRATION; GRIEVANCE ARBITRATION

Tort claims, 21:29

INTERVIEWING

Guidelines, 7:8

Hiring decisions, 9:1

OCRC Guide, 7:10

Prohibited questions, 3:13

Promotion, screening of candidates, 13:7

Screening applicants before, 7:7

INTOXICATION

See ALCOHOL OR DRUG ABUSE

INVASION OF PRIVACY

Generally, 5:13

Criminal convictions as basis for personnel decisions, **16:25**

Theft investigations, disciplinary, 16:23

INVESTIGATIONS

Alcohol or drug testing. See ALCOHOL OR DRUG ABUSE, at Testing

Confidentiality. See CONFIDENTIAL-ITY

Disciplinary, 16:5

Older workers, disciplinary problems, **16:28**

Searches

Theft investigations, risk of liability, **16:23**

Sexual harassment investigation. See SEXUAL HARASSMENT, at Disciplinary investigations

JOB APPLICATIONS

See APPLICATIONS

JOB DESCRIPTIONS

Compensation policies, 11:29

Criteria for screening applicants before interviewing, 7:7

Essential job functions, establishing, 6:3, 23:9, 23:10

JOB DESCRIPTIONS—Cont'd

Minimum qualifications, identifying, **6:2** Promotion decisions, **13:2**

JOB POSTING

See also PROMOTION POLICIES Generally, 13:3

JURISDICTION

Class actions, federal courts, **18:21**Concurrent state and federal jurisdiction, **18:14**

Defect not waivable, **18:23**Diversity of citizenship, **18:20**

EEOC, 18:7 to 18:14

Title VII charges, 2:12

Federal courts. See FEDERAL COURTS

Federal question, 18:19

Industrial Commission, 15:16

NLRB. See NATIONAL LABOR RELATIONS BOARD (NLRB)

Nonwaiver of defect, 18:23

OCRC, 18:17

Parties, 18:1

Rehabilitation Act of 1973

Labor Department, Office of Federal Contract Compliance Programs, 18:15

State courts, 18:24

Subject matter, 18:1

Supplemental, 18:22

Uniformed Services Employment and Reemployment Rights Act of 1994, 2:49

JURY DUTY

Retaliation against employees for serving on juries, prohibition, **1:4**, **3:1**

JURY TRIALS

ADA, Civil Rights Act of 1991, under, 22:24

Age discrimination cases

ADEA. 2:21

Ohio Age Discrimination in Employment Act, **3:34, 22:40**

Civil Rights Act of 1991

ADA, **22:24**

Title VII, 2:12, 22:24

Employer business judgment, jury finding as substitute for, **20:19**

Ohio Age Discrimination in Employment Act, **3:34, 22:40**

Ohio Civil Rights Act, private civil actions, 22:37

Pretext issue, jury consideration, 20:19

JURY TRIALS—Cont'd

Promissory estoppel claims, unavailability in, 20:21

Title VII, **2:12**

Civil Rights Act of 1991, under, **2:12**, **22:24**

Tort actions, availability, 1:9

Whistleblower Protection Act, 3:45

Workers' compensation retaliation claims, **3:41**

JUST CAUSE FOR TERMINATION

Absenteeism, 20:17

Actions constituting, 20:17 to 20:19

At-will employees, 1:4

Burden of proof, 20:12 to 20:16

Uniformed Services Employment and Reemployment Rights Act of 1994, **2:49**

Collateral estoppel inapplicable to Bureau of Employment Services findings, **17:11**

Definite term contracts

Actions constituting just cause, 20:17

Burden of proof, 20:14

Incompetence, 20:17

Insubordination, 20:17

Military personnel

Uniformed Services Employment and Reemployment Rights Act of 1994, **2:48**

Burden of proof, 2:49

Ohio Age Discrimination in Employment Act, **3:34**

Scope of judicial review, **20:18**, **20:19**Unemployment compensation, **1:4**, **17:7**Collateral estoppel inapplicable, **17:11**

KLEPTOMANIA

See THEFT

LABOR DEPARTMENT, UNITED STATES

Comp time policy, 11:10

ERISA violations, authority to pursue, **22:32**

FLSA retaliation, complaints, 2:67

FMLA, enforcement, 2:58, 18:16

National Labor Relations Board. See NATIONAL LABOR RELATIONS BOARD (NLRB)

Office of Federal Contract Compliance Programs, jurisdiction, **18:15**

OSHA retaliation, complaints, 2:68

Uniformed Services Employment and Reemployment Rights Act of 1994, complaints, 2:49

LABOR ORGANIZATIONS

See UNIONS

LABOR-MANAGEMENT RELATIONS ACT (LMRA)

Concurrent state and federal court jurisdiction, 2:6

Section 301 actions

Federal preemption, 21:35

Jurisdiction, 2:6, 18:6

Limitation of actions, 21:7

LAYOFFS

See also DISCIPLINE AND DIS-CHARGE

ADEA violations, 2:20

Mass layoffs, sixty-day WARN notice, 17:29

LEAVES OF ABSENCE

See also ABSENTEEISM

FMLA. See FAMILY AND MEDICAL LEAVE ACT (FMLA)

Medical

ADA, 14:10

Pregnancy, 14:8

Workers' compensation, 3:40

LIBEL

See DEFAMATION

LIE DETECTOR TESTS

See POLYGRAPH TESTING

LIFE INSURANCE

See EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA); INSURANCE

LILLY LEDBETTER FAIR PAY ACT OF 2009

Generally, 11:21

LIMITATION OF ACTIONS

ADA. See AMERICANS WITH DIS-ABILITIES ACT (ADA)

ADEA. See AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

Affirmative defense, as, 21:3, 21:6 to 21:19

Application records, length of retention affected by tolling, **6:7**

Contract, breach of

Collective bargaining agreement, Section 301 action, 21:7

ERISA. 21:8

Oral contract, 21:6

Written contract, 21:6

ERISA, 21:8

Discrimination or retaliation, 21:17

LIMITATION OF ACTIONS—Cont'd

FMLA. 2:58

Intentional torts by employers, 15:17

Ohio Age Discrimination in Employment Act, **3:34**

Ohio Civil Rights Act, 21:18

Ohio Comprehensive AIDS Act

Disclosure, 8:21

Promissory estoppel claims, 21:9

Public policy violation torts, 21:10

Reconstruction Era Civil Rights Acts, 2:30, 21:15

Rehabilitation Act, 21:16

Section 301 actions, 21:7

Title VII. See TITLE VII

Torts, miscellaneous, 21:19

Unfair labor practice charges, filing with NLRB, 18:2

Uniformed Services Employment and Reemployment Rights Act of 1994,

Whistleblower actions, 3:45

Workers' compensation retaliation actions, 3:37

LUNCH PERIODS

Exclusion from hours worked, 11:7, 11:8

MALICE

Cause of action for malicious discharge,

Damages, punitive, 22:1

Defamation, exception to qualified privilege, **5:10**

Invasion of privacy claims, absence of malice as defense, **5:13**

MANDAMUS

OCRC determinations, compelling, 18:17

MASS ACTION

Jurisdiction, federal courts, 18:21

MCDONNELL DOUGLAS

See DISPARATE TREATMENT; PRIMA FACIE CASES

MEDIATION

See also ARBITRATION

EEOC forms

Agreement to mediate, 23:30
Alternative dispute resolution fact sheet, 23:29

MEDICAL EXAMINATIONS

ADA

Current employees, of, 2:35, 8:8

MEDICAL EXAMINATIONS—Cont'd

ADA—Cont'd

Pre-employment, 2:34, 8:8

MENTAL DISTRESS, INFLICTION OF

Generally, 5:7

MERS DOCTRINE

Generally, 4:2

Freedom of contract, post-Mers validity, **20:18**

Handbooks, post-Mers considerations, **10:4**

Recruiting and advertising policies, effect on, **6:8**

MILITARY SERVICE

Discrimination based on military status, 2:46 to 2:49

See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994

MINIMUM WAGE LAWS

Generally, 11:4

"Employer" defined

Federal. See FAIR LABOR STAN-DARDS ACT (FLSA)

Fiar Labor Standards Act and Ohio Minimum Fair Wage Standards Act, 11:3

Prevailing wage rate, 11:4

Retaliation provisions as exception to at-will doctrine, **1:4**, **3:1**

MISREPRESENTATION

Intentional. See FRAUD, generally Negligent, **5:5**

MITIGATION OF DAMAGES

ADEA, 22:27

Breach of contract, 22:6

NATIONAL LABOR RELATIONS ACT (NLRA)

Generally, 2:2 to 2:7

Arbitration. See ARBITRATION, generally

Board. See NATIONAL LABOR RELATIONS BOARD (NLRB)

Federal preemption, 21:34

Handbooks, 10:10

Legislative erosion of employment-atwill doctrine, 1:3

Scope of NLRA, 2:2

Unfair labor practices, 2:3

Anti-union animus, 2:5

NATIONAL LABOR RELATIONS ACT (NLRA)—Cont'd

Unfair labor practices, 2:3—Cont'd Concerted activities, retaliation against, 2:4

Retaliation for filing charge or testifying, 2:3

NATIONAL LABOR RELATIONS BOARD (NLRB)

Back pay awards, 18:3

Cease and desist orders, 18:3

Investigations, 18:3

Jurisdiction, 18:2 to 18:6

Discretion in exercising, 18:5

Exclusive, 2:6

NATIONAL ORIGIN

Discrimination based on prohibited Ohio Civil Rights Act, **3:8 to 3:14** Section 1981 not covering, **2:26** Title VII, **2:10**

NEGLIGENCE

Infliction of serious emotional distress, 5:7

Misrepresentation, 5:5

Personal injuries to employees in course of employment, 21:28, 22:44

Workers' compensation. See WORK-ERS' COMPENSATION ACT, generally

NEGLIGENT MISREPRESENTATION

Generally, 5:5

NEPOTISM

Recruiting practice, as, 6:3

NONCOMPETITION AGREEMENTS

See COVENANTS NOT TO COMPETE

NOTICE

Alcohol or drug testing policies, **7:5**, **8:13**, **23:1**, **23:3**

Disciplinary policies

Employees, notice to, 16:3

Supervisors, notice to, 16:4

Employee Polygraph Protection Act of 1988, summary of, **2:80**

Family and Medical Leave Act (FMLA), 14:15

Right to sue. See NOTICE OF RIGHT TO SUE

Unemployment compensation benefits determination, appeals, 17:5

NOTICE OF RIGHT TO SUE

ADA, 18:12, 21:14

NOTICE OF RIGHT TO SUE—Cont'd ADEA, 2:21, 18:11, 21:14

Timeliness of suit-filing, 21:14

Title VII, 2:12, 18:10

Timeliness of suit-filing, 21:14

OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970 (OSHA)

Nonretaliation provisions, 2:68

Legislative erosion of employment-atwill doctrine, as, **1:3**

OFFER LETTERS

Generally, 9:4

OHIO AGE DISCRIMINATION IN EMPLOYMENT ACT

Arbitration, 3:34

Attorney fees, 3:34, 22:40

Back pay, 22:40

Civil suits, private, 3:34, 22:40

Damages, 22:40

Election of remedies, 3:34, 22:41

Enforcement procedures, 3:34

Jury trials, 3:34, 22:40

Just cause for termination, 3:34

Limitation of actions, 3:34

Prima facie cases, establishing, 3:34

Reinstatement, 22:40

Remedies, 3:34, 22:40

Election, 22:41

Wrongful discharge tort claim, piggybacking to age discrimination claim, **3:34**, **22:40**

Wrongful discharge tort claims, piggy-backing to age discrimination claims, **3:34**, **22:40**

OHIO ARBITRATION ACT

Contract claims, 21:25

Employment discrimination claims, 21:24

Tort claims, 21:27

OHIO CIVIL RIGHTS ACT

Generally, 3:2 to 3:33

Affirmative defenses

Bona fide employee benefit plan, 3:19, 19:28

Bona fide occupational qualification, 3:18, 19:21

Bona fide seniority system, 3:19, 19:22

Age discrimination

See also OHIO AGE DISCRIMINA-TION IN EMPLOYMENT ACT, generally

Election of remedies, 3:34, 22:41

OHIO CIVIL RIGHTS ACT—Cont'd

Based on sex, discrimination, 3:6

Bona fide employee benefit plan defense, **3:19**, **19:28**

Bona fide occupational qualification defense, **3:18**, **19:21**

Bona fide seniority system defense, 3:19, 19:22

Civil actions, private, **3:31**, **3:32**, **18:17**, **22:37**

Compensation discrimination, 11:22

Complaints filed by OCRC. See OHIO CIVIL RIGHTS COMMISSION (OCRC)

Damages

Civil actions, private, 22:37

Definitions

Age, 3:5

Borrowing of federal definitions, **3:7**

Employees, 3:3

Employers, 3:3

Handicap, 3:4

Physical or mental impairment, 3:4

Sex, discrimination on basis of, 3:6

Disability accommodation, 19:20

Disability discrimination, 3:32

Disparate impact cases, 19:7

Burden of proof, 19:15

Enforcement, 3:22 to 3:30

See also OHIO CIVIL RIGHTS COMMISSION (OCRC), generally

Exceptions to coverage, 3:15 to 3:21

Age discrimination, 3:17 to 3:21

Apprenticeship programs, 3:21

Bona fide employment qualifications, **3:18**

Executives or high policy-makers, **3:20**

Seniority system or benefit plan, 3:19

Alcohol or drug abuse, 3:4

Bisexuality, 3:4

Gambling, 3:4

Homosexuality, 3:4

Kleptomania, 3:4

Occupational hazards increased due to disabled employee, **3:16**

Performance of job substantially impaired by disabled employee, 3:16

Pyromania, 3:4

Sexual behavior disorders, 3:4

Exhaustion of administrative remedies, **18:17**, **22:37**

Jury trials, private civil actions, 22:37

OHIO CIVIL RIGHTS ACT—Cont'd	OHIO CIVIL RIGHTS COMMISSION
Legislative erosion of employment-at-	(OCRC)—Cont'd
will doctrine, 1:4	Determinations, 3:26 to 3:28—Cont'd
Limitation of actions, 21:18	Remedies, 3:27, 18:17, 22:37
OCRC. See OHIO CIVIL RIGHTS	Res judicata effect, 3:30
COMMISSION (OCRC)	Forms, 23:12 to 23:28
Prohibitions, 3:8 to 3:14	Guide for applications and interviews,
Remedies, 3:27, 22:37 to 22:41 Age discrimination	7:10
Election, 3:34, 22:41	Hearings on complaints
Civil actions, private, 18:17 , 22:37	Notice, 3:24
Damages, 22:37	Procedure, 3:25
Election	Interviews and applications, 7:3, 7:10
Age discrimination, 3:34, 22:41	Jurisdiction, 18:17
Ohio Equal Pay Act, 22:42	Notice of hearing, 3:24
Exhaustion of administrative reme-	Pregnancy discrimination in fringe benefits, 14:13
dies, 18:17, 22:37	Preliminary investigations, 3:22
Front pay, 22:37	Questioning job applicants, OCRC
Injunctive relief, 22:37	Guide, 7:10
Sexual harassment, protections against,	Remedies, 3:27, 18:17, 22:37
3:6	Remedies, 3.21, 10.11, 22.51
Title VII analysis borrowed, 3:29	OHIO COMPREHENSIVE AIDS ACT
OHIO CIVIL RIGHTS COMMISSION	Generally, 8:19 to 8:25
(OCRC)	Attorney fees, 8:22
See also OHIO CIVIL RIGHTS ACT	Disclosure, 8:21
AIDS as handicap, policy, 8:18	Emergency care workers, 8:23
Applications and interviews, 7:3, 7:10	Informed consent, 8:20
BFOQ certification, 3:13	Limitation of actions, 8:22
Charges of discrimination	Remedies, 8:22
Filing, 2:12, 3:22, 21:12, 21:18	
Forms, 23:12 to 23:28	OHIO EQUAL PAY ACT
Timeliness, 3:22, 21:18 Collateral estoppel effect of OCRC deci-	Generally, 11:24
sions, 21:23	Remedies, 22:42
Complaints filed by, 3:24	OHIO WHISTLEBLOWER LAW
Dismissal, 3:26	See WHISTLEBLOWER PROTEC-
Hearings on	TION ACT
Notice, 3:24	OLDER WORKERS BENEFIT
Procedure, 3:25 Conciliation	PROTECTION ACT (OWBPA)
Appeal by employee from agreement	ADEA
between OCRC and employer,	Bona fide employee benefit plan,
3:23	14:9, 19:28
Efforts, 3:23, 18:17	Bona fide seniority system, 19:25
Remedy, 22:37	Equal cost or benefit rule, 14:9, 19:28
Deferral agency, 18:8, 18:17	Waiver of claims, requirements, 23:11
Determinations, 3:26 to 3:28	Ohio Civil Rights Act, 14:13
Appeal from, 3:28	
Standard of judicial review, 18:17	ORAL REPRESENTATIONS
Back pay, 3:27, 22:37	Assurances of job security or benefits,
Cease and desist order, 18:17 , 22:37	false
Collateral estoppel, 21:23	Cause of action for fraud, 5:4
Dismissal of complaint, 3:26	Burden of proof, 20:13
Notice of right to sue, 3:27	Implied contracts based on, 4:2, 4:3 ,
Reinstatement, 3:27, 18:17, 22:37	20:7

ORAL REPRESENTATIONS—Cont'd

Promissory estoppel distinguished from fraud, **5:4**

See also PROMISSORY ESTOPPEL, generally

ORDERS

Cease and desist

NLRB, 18:3

OCRC, 3:27, 18:17, 22:37

NLRB

Cease and desist orders, 18:3

Final orders, appeals, 18:4

OCRC

Cease and desist orders, 3:27, 18:17, 22:37

Final orders, review by common pleas courts, **18:17**

ORIENTATION PROGRAMS

Company philosophy, communicating, **10:2**

Uniformity and consistency in explaining company policies, **10:2**

OVERTIME

See also COMPENSATION, generally Generally, 11:5 to 11:8

Breaks, inclusion in hours worked, 11:7, 11:8

Comp time, **11:10**

Determination of hours worked, 11:6,

Lunch, exclusion from hours worked, 11:7, 11:8

Retaliation against employee for complaining about violations prohibited, **3:1**

Time-and-one-half rate, 11:5

OWBPA

See OLDER WORKERS BENEFIT PROTECTION ACT (OWBPA)

PAY PERIODS

See COMPENSATION; WORK-WEEKS

PAY PRACTICES

See COMPENSATION

PAYROLL RECORDS

Generally, 11:38

PENSION PLANS

Generally, See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT (ERISA)

Sex discrimination in design or administration, **14:8**

PERFORMANCE APPRAISALS

See also EVALUATIONS

Prospective employers, information provided to

Defamation, qualified privilege, **5:8**, **17:21**

PERSONNEL DEPARTMENTS

See HUMAN RESOURCES

PERSONNEL POLICIES

See particular subject concerned

PHYSICAL EXAMINATIONS

Alcohol or drug testing. See ALCOHOL OR DRUG ABUSE, at Testing Medical exams. See MEDICAL EXAMINATIONS

PLANT CLOSING NOTICE

Generally, 17:29

PLEADING AND PRACTICE

Affirmative defenses, 21:4

Alternative theories, 5:1

Claims, 21:1

Complaints, pleading tort damages, 22:14. 22:15

Defenses, 21:2

Multiple causes of action, 5:1

Tort damages, complaints, 22:14, 22:15

POLICE

Drug policy enforcement, involvement, 16:24

Employee theft investigations, involvement, **16:23**

POLICY MANUALS

See HANDBOOKS

POLYGRAPH TESTING

See also EMPLOYEE POLYGRAPH PROTECTION ACT OF 1988

Assault and battery claims based on, **5:16**

Invasion of privacy claims based on, 5:13

Pre-employment testing, 8:8, 8:26

POSTING OF JOBS

See PROMOTION POLICIES; RECRUITING

PRE TO EMPLOYMENT TESTING

AIDS testing, **8:18 to 8:25**

Ohio Comprehensive AIDS Act, 8:19 to 8:25

Validation of tests, 8:3 to 8:5

PRE-EMPLOYMENT INQUIRIES

Application forms. See APPLICATIONS

EEOC policy statement, 7:1

Interviewing. See INTERVIEWING Testing. See PRE-EMPLOYMENT

TESTING; TESTING

PRE-EMPLOYMENT TESTING

See also TESTING

ADA

Alcohol or drug testing, 2:34, 8:8,

Medical testing, 2:34, 8:8

Nonmedical testing, 8:7

AIDS testing

Mandatory testing, OCRC policy, 8:18

Alcohol or drug testing. See ALCOHOL OR DRUG ABUSE, at Testing

Claims by testing experts and companies selling tests, **8:1**

Disability discrimination, 8:7, 8:8

Medical testing, 2:34, 8:8

Nonmedical testing, 8:7

Disparate impact, 8:2

Documentation of impact and validity evidence, 8:5

Four-fifths rule, 8:4

Drug testing. See ALCOHOL OR DRUG ABUSE, at Testing

Medical examinations

ADA, 2:34, 8:8

Polygraph testing, 8:8, 8:26

Psychological testing, 8:8

Validation of tests

Borrowed validation studies, 8:5

Civil Rights Act of 1991, impact, 8:6

Construct validity, 8:5

Content validity, 8:5

Criterion-related validity, 8:5

Documentation, 8:5

PREEMPTION

ERISA. See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT (ERISA)

Federal. See FEDERAL PREEMPTION

PREGNANCY

Contraception, Title VII implications, 14:8

ERISA, Federal law relation to state law, 14:13

Leaves of absence, 14:8

Ohio Civil Rights Act, 3:6

PREGNANCY—Cont'd

Pregnancy Discrimination Amendments of 1978, **2:10**

Title VII implications

Contraception, 14:8

Fringe benefit issues, 14:8

PRETEXT

Disparate treatment cases, 19:11

Jury as trier of fact, 20:19

Rebuttal of employer's articulated legitimate reason for disparate treatment, 2:15

PRIMA FACIE CASES

See also BURDEN OF PROOF

Disparate impact, 2:16

Disparate treatment

For detailed treatment, see DISPARATE TREATMENT

Title VII of the Civil Rights Act of 1964, 2:13

Hiring discrimination

McDonnell Douglas, 9:2

Ohio Age Discrimination in Employment Act, **3:34**

Title VII of the Civil Rights Act of 1964, disparate treatment, **2:13**

PRIVACY

Invasion of. See CONFIDENTIALITY; INVASION OF PRIVACY

PROBATIONARY STATUS

Handbooks, danger in designating in, **10:7**

PROFESSIONAL EMPLOYEES

See FAIR LABOR STANDARDS ACT (FLSA)

PROMISSORY ESTOPPEL

Conceptual distinctions between promissory and implied contracts, **20:21**

Damages, unavailability, 20:21

Defense of claims, 20:20, 20:21

Doctrine recognized, **4:2**, **4:3**, **20:20**

Elements, 20:20

Equitable remedies, 20:21, 22:10

Exception to employment at will, 1:6, 4:4 to 4:9

Fraud distinguished, 5:4

Jury trials, unavailability, 20:21

Limitation of actions, 21:9

Mers doctrine, 4:2

Recruiting and advertising policies, effect on, **6:8**

Misrepresentation distinguished, 5:4

PROMISSORY ESTOPPEL—Cont'd

Practical differences between promissory estoppel and implied contracts, **20:21**

Reasonable expectation standard, **4:6**Recruiting and advertising policies, effect on, **6:8**

Remedies, 22:10

Statute of frauds, applicability, 21:20

PROMOTION POLICIES

Candidates, identification, **13:3 to 13:5**Career path development programs, **13:5**

Compliance, ensuring, 13:8

Data collection, promotability, 13:6

Identifying candidates, 13:3 to 13:5

Job descriptions, 13:2

Job posting, 13:3

Performance in current job, reliability to predict performance in new job, 13:4

Screening candidates, 13:7

Theory and practice, 13:1

PSYCHOLOGICAL TESTING

Pre-employment testing, 8:8

PUBLIC POLICY

Compliance with statutory prerequisites, **3:46**

Greeley exception to employment at will, **1:7**, **4:3**, **4:10**, **20:2**, **20:22**

Limitation of actions, 21:10

Piggy-backing wrongful discharge tort claim, **4:10**

Ohio Age Discrimination in Employment Act claim, to, 3:34, 22:40

Whistleblower Protection Act claim, to, 3:45

Workers' compensation retaliation claim, to, **3:41**

PUNITIVE DAMAGES

See DAMAGES

PYROMANIA

Exclusions

ADA, 2:38

Ohio Civil Rights Act, 3:4

QUID PRO QUO HARASSMENT

See also SEXUAL HARASSMENT, generally

Generally, 2:11

RACE

Discrimination based on prohibited Ohio Civil Rights Act, **3:8 to 3:14** Reverse discrimination Employment agencies, **6:9** Section 1981, **2:26** Section 1981, **2:23**, **2:26** Title VII, **2:10**

RAISES

Compensation programs, developing, 11:27 to 11:26

Granting pay increases, 11:36
Linkage to performance evaluations, 12:8

Merit systems, 11:36

REASONABLE ACCOMMODATION

See ACCOMMODATION

RECONSTRUCTION ERA CIVIL RIGHTS ACTS

Attorney fees to prevailing party, 2:31

Back pay, 2:30, 22:31

Collateral estoppel effect of state administrative agency decisions, 21:22

Damages, 2:30, 22:31

Employment discrimination claims under, 2:22 to 2:31

Liability

Intent required, 2:29

Respondent superior not sufficient for municipal liability, **2:29**

Limitation of actions, 2:30, 21:15

Procedures and remedies, 2:30

Section 1981

Civil Rights Act of 1991

Right to make and enforce contracts, 2:23

Coverage, 2:23

Disparate impact, 19:4

Remedies, 2:30, 22:31

Back pay, 2:30, 22:31

Scope of protection, 2:26

Section 1983

Color of state law, 2:24

Scope of protection, 2:27

Section 1985(3) conspiracies, 2:25

Color of state law. 2:25

Scope of protection, 2:28

RECORDKEEPING

Applicants, information concerning, 3:13

Applications, 6:7, 9:6

Compensation records, 11:38

RECORDKEEPING—Cont'd	REHABILITATION ACT OF 1973
Confidentiality. See CONFIDENTIAL- ITY	—Cont'd Affirmative action plans, 2:60
Disciplinary actions, documentation,	Attorney fees, 2:65
16:6	Back pay, 2:65, 22:29
Discipline logs, 16:9	Compensation discrimination, 11:20
Employee performance data, 12:1	Complaints
Evaluations, data to support, 12:4	Section 503, 2:64
Hiring reports to Human Services	Disability defined, 2:62
Department, 9:7	Disparate impact, 19:6
Impact and validity evidence regarding	Enforcement
selection procedure, 8:5 Recruiting and advertising records, 6:7	Office of Federal Contract Compli-
Time reports, 11:38	ance Programs, 18:15 Section 503, 2:64
RECRUITING	Section 503, 2:04 Section 504, 2:65
	Federally funded programs, 2:61
See also APPLICATIONS; HIRING; INTERVIEWING	Jurisdiction of Labor Department, 18:15
ADA, 6:1	Legislative erosion of employment-at-
Essential job functions, establishing,	will doctrine, 1:3
6:3, 23:9, 23:10	Limitation of actions, 21:16
Advertising. See ADVERTISING	Minimum job qualifications, identifying,
Applicant pools, identifying, 6:2 , 6:3	6:3
Discrimination charges, avoiding, 6:1	Reasonable, accommodation, 2:63,
Employment agencies, 6:9	19:19
Job security, fraud claims based on	Remedies, 22:29
representations of, 6:8	Section 503, 2:64
Minimum job qualifications, identifying, 6:2	Section 504, 2:65
Nepotism, 6:3	REINSTATEMENT
Promissory estoppel, 6:8	ADEA, 2:21, 22:25
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7	ADEA, 2:21 , 22:25 Breach of contract claims, 22:7
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY,
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimiz-	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts,
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts,
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER Generally, 21:31
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21 Theft, employees terminated for, 16:23 REHABILITATION ACT OF 1973 See also AMERICANS WITH DIS-	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER Generally, 21:31 ADEA, 21:31
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21 Theft, employees terminated for, 16:23 REHABILITATION ACT OF 1973 See also AMERICANS WITH DISABILITIES ACT (ADA);	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER Generally, 21:31 ADEA, 21:31 OWBPA requirements, 23:11
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21 Theft, employees terminated for, 16:23 REHABILITATION ACT OF 1973 See also AMERICANS WITH DISABILITIES ACT (ADA); HANDICAPS	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER Generally, 21:31 ADEA, 21:31 OWBPA requirements, 23:11 Alcohol or drug testing consent forms,
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21 Theft, employees terminated for, 16:23 REHABILITATION ACT OF 1973 See also AMERICANS WITH DISABILITIES ACT (ADA); HANDICAPS Generally, 2:59 to 2:65	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER Generally, 21:31 ADEA, 21:31 OWBPA requirements, 23:11 Alcohol or drug testing consent forms, 5:17, 7:5, 8:14, 23:1, 23:3, 23:4
Promissory estoppel, 6:8 Recordkeeping requirements, 6:7 Referral sources Identifying, 6:3 Prohibited acts, 3:13 Word-of-mouth referrals, 6:3 Wrongful discharge liability, minimizing, 6:8 REDUCTIONS IN FORCE See LAYOFFS REFERENCES Generally, 17:21 to 17:23 Consent to disclosure Employees, by, 17:23 Job applicants, by, 7:5, 23:2 Limited disclosure, 17:22 Qualified privilege defense, 17:21 Theft, employees terminated for, 16:23 REHABILITATION ACT OF 1973 See also AMERICANS WITH DISABILITIES ACT (ADA); HANDICAPS	ADEA, 2:21, 22:25 Breach of contract claims, 22:7 Front pay in lieu of. See FRONT PAY, generally Military personnel, 2:46 to 2:49 See also UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994, generally OCRC, 3:27, 18:17, 22:37 Ohio Age Discrimination in Employment Act, 22:40 Reconstruction Era Civil Rights Acts, 2:30 Title VII, 2:12 REJECTION LETTERS Generally, 9:5 RELEASE AND WAIVER Generally, 21:31 ADEA, 21:31 OWBPA requirements, 23:11 Alcohol or drug testing consent forms,

REMEDIES—Cont'd RELEASE AND WAIVER—Cont'd At-will disclaimers—Cont'd Election-Cont'd Enforcement, consideration require-Title VII, 21:24 ment, 20:10 Employee Polygraph Protection Act of Handbook, acknowledgement of 1988, **2:81** receipt, 23:5 Equal Pay Act, 22:28 Criminal records, authorization to exam-ERISA. See EMPLOYEE RETIREine, 23:2 MENT INCOME SECURITY ACT Drug or alcohol testing consent forms, (ERISA) 5:17, 7:5, 8:14, 23:1, 23:3, 23:4 Federal employment discrimination Older employees, 16:28 laws, 22:18 to 22:37 ADEA claims, OWBPA requirements, See also particular legislation concerned References, authorization to obtain, 7:5, **NLRB** 23:2 Back pay, **18:3** Revision of company policies, acquies-Cease and desist order, 18:3 cence by employees, 20:11 Ohio Age Discrimination in Employ-Truth or consequences clauses, 7:5, 23:1 ment Act, 3:34, 22:40 Workers' compensation, 15:2, 21:28 Election, 22:41 RELIGION Wrongful discharge tort claim, piggy-Accommodation, 19:16 to 19:18 backing to age discrimination claim, 3:34, 22:40 Discrimination based on prohibited Ohio Civil Rights Act. See OHIO CIVIL Ohio Civil Rights Act, 3:8 to 3:14 RIGHTS ACT Section 1981 not covering, 2:26 Ohio employment discrimination laws, Title VII, 2:10 22:37 to 22:41 Polygraph examinations as to beliefs See also particular legislation prohibited, 2:74 concerned Reasonable accommodation, 19:16 to 19:18 OCRC remedies, 22:37 Private civil actions, 22:37 to 22:40 REMEDIES Ohio Equal Pay Act, 22:42 ADA, 22:24, 22:30 Promissory estoppel, 22:10 Election, 21:24 Reconstruction Era Civil Rights Acts, ADEA. See AGE DISCRIMINATION 2:30, 22:31 IN EMPLOYMENT ACT (ADEA) Rehabilitation Act, 22:29 Breach of contract. See BREACH OF Section 503, **2:64 CONTRACT** Section 504, 2:65 Civil Rights Act of 1991 ADA, 22:24, 22:30 Title VII. See TITLE VII Title VII, 2:12, 22:18, 22:24 Tort claims. See TORT CLAIMS Contracts Uniformed Services Employment and Covenants not to compete, 17:24 Reemployment Rights Act of 1994, Definite term versus indefinite term, 2:49 20:15 Whistleblower Protection Act. 3:45 Covenants not to compete, 17:24 Wrongful discharge tort claim, piggy-Damages. See DAMAGES backing, 3:45 Election Workers' compensation retaliation ADA, 21:24 claims, 3:41 Age discrimination Wrongful discharge tort claim, piggy-ADA, 21:24 backing, 3:41 Ohio Age Discrimination in Wrongful discharge tort claims, piggy-Employment Act, 3:34, 22:41 backing, **4:10** Ohio Civil Rights Act, 3:34, 22:41 Ohio Age Discrimination in Employ-Civil Rights Act of 1991, 21:24 ment Act claim, to, 3:34, 22:40 Contract claims, 21:25 Whistleblower Protection Act claim, Ohio Equal Pay Act, 22:42 to, 3:45

REMEDIES—Cont'd

Wrongful discharge tort claims, piggybacking, **4:10**—Cont'd Workers' compensation retaliation claim, to, **3:41**

REMOVAL TO FEDERAL COURT

Generally, 18:25

RES JUDICATA

Generally, 21:21 to 21:23

Collateral estoppel

Ohio law, administrative determinations, **21:23**

Unemployment compensation decisions, **17:11**

Full faith and credit, 21:22

OCRC decisions, 3:30

Unemployment compensation decisions, 21:23

Collateral estoppel inapplicable, **17:11**

RESPONDEAT SUPERIOR

See VICARIOUS LIABILITY

RESUMES

Unsolicited, 7:6

RETALIATION

ADA, 2:36

ADEA, 2:21

Concerted activity, participation in, **2:4** Discipline and discharge. See index heading DISCIPLINE AND DISCHARGE

ERISA. See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT (ERISA)

Federal statutory prohibitions, **2:66 to 2:70**

See also particular legislation concerned

FLSA, 2:67

FMLA, 2:58

Garnishment of wages, for, **1:4, 3:1, 20:22**

IRCA, 2:70

Jury duty, for serving, 1:4, 3:1

Minimum wage or overtime complaints, for, **1:4**, **3:1**

NLRA, 2:3

Opposition to discriminatory practice or participation in proceedings

Ohio Civil Rights Act, 3:14

Title VII, 2:18

OSHA, 2:68

Overtime or minimum wage complaints, for, **1:4**, **3:1**

RETALIATION—Cont'd

Participation in proceedings or opposition to discriminatory practice
Ohio Civil Rights Act, **3:14**Title VII, **2:18**

Title VII

Opposition clause, 2:18

Participation clause, 2:18

Voting time taken, for, 1:4, 3:1

Wage garnishment, for, 1:4, 3:1, 20:22

Whistleblower Protection Act. See WHISTLEBLOWER PROTEC-TION ACT

Workers' compensation act protections, **3:36**

RETIREMENT

Retirement plans. See EMPLOYEE RETIREMENT INCOME SECU-RITY ACT (ERISA); FRINGE BENEFITS

REVERSE DISCRIMINATION

Employment agencies, **6:9** Section 1981, **2:26**

RIGHT TO SUE NOTICE

See NOTICE OF RIGHT TO SUE

SAFE HARBOR

Genetic Information Nondiscrimination Act, 23:37

SALARY

See COMPENSATION

SARBANES-OXLEY ACT

Whistleblower protections, 2:82, 2:83

SCOPE OF EMPLOYMENT

Generally, 5:3

Assault and battery, **5:15** Sexual assault, **5:3**

SEARCH POLICIES

Theft investigations, risk of liability, 16:23

SECTION 301

See LABOR-MANAGEMENT RELA-TIONS ACT (LMRA)

SECTION 1981

See RECONSTRUCTION ERA CIVIL RIGHTS ACTS

SECTION 1983

See RECONSTRUCTION ERA CIVIL RIGHTS ACTS

SENIOR CITIZENS

See AGE

SENIORITY OR MERIT SYSTEM STANDARDS

ADEA charges, affirmative defense to, 2:21, 19:24

OWBPA, 19:25

Ohio Civil Rights Act charges, affirmative defense to, **3:19**, **19:22**

Title VII charges, affirmative defense to, 2:17, 19:23

SETTLEMENTS

Tax consequences, 22:43

SEVERANCE PAY

Generally, 17:29 to 17:34

ERISA. See EMPLOYEE RETIRE-MENT INCOME SECURITY ACT (ERISA)

Wage payments due on termination, 17:34

WARN, 17:29

SEX

Discrimination based on prohibited, **3:6**Ohio Civil Rights Act, **3:8 to 3:14**Title VII, **2:10**

EEOC. See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

Harassment. See SEXUAL HARASS-MENT

Pregnancy discrimination prohibited, 2:10, 3:6

See also PREGNANCY, generally

SEXUAL BEHAVIOR DISORDERS

Exclusions

ADA, 2:38

Ohio Civil Rights Act, 3:4

SEXUAL HARASSMENT

Assault and battery claims based on, **5:18**

Scope of authority, 5:3

Creative solutions, 16:21

Disciplinary investigations, 16:21

Confidentiality, 16:21

Favoritism as, 2:11

Handbook provisions detailing complaint procedures, **10:9**

Hostile environment

Quid pro quo distinguished, 2:11 Same-sex harassment, 2:11

Jame-sex narassment, 2

Ohio Civil Rights Act, 3:6

Psychological harm not required, 2:11

Quid pro quo distinguished from hostile environment, 2:11

SEXUAL HARASSMENT—Cont'd

Same-sex hostile environment harassment, **2:11**

Scope of employment, 5:3

Supervisors, by, 2:11

Tangible employment action, 2:11

Title VII prohibition, 2:11

SHOPKEEPER'S PRIVILEGE

False imprisonment claims, defense to, **5:19**

SLANDER

See DEFAMATION

SLOWDOWNS

Protected activities not including, 2:4

STATE STATUTES

See also particular statute concerned

STATUTE OF FRAUDS

Generally, 21:20

Promissory estoppel exception, applicability to, 21:20

STATUTE OF LIMITATIONS

See LIMITATION OF ACTIONS

SUBROGATION

Workers' Compensation Act, 15:18

SUPERVISORS

Assault and battery by, 5:15

Career path development programs, compliance, **13:8**

Disciplinary checklist, 16:11

Maintaining accurate records of performance data, 12:1

Negligent supervision, 5:20

Notice of disciplinary policies to, 16:4

Orientation of new employees, 10:1

Sexual harassment by prohibited under Title VII, 2:11

Training in evaluation process, 12:13

Vicarious liability for acts of. See

VICARIOUS LIABILITY, generally

SUSPENSION

See DISCIPLINE AND DISCHARGE

TAX CONSEQUENCES OF AWARDS OR SETTLEMENTS

Generally, 22:43

TERM OF EMPLOYMENT

Forms, 23:38

TERMINATION

See DISCIPLINE AND DISCHARGE; SEVERANCE PAY

TESTING	TITLE VII—Cont'd
Alcohol or drug testing. See ALCOHOL OR DRUG ABUSE, at Testing	Charges of discrimination—Cont'd EEOC, filing with, 2:12 , 18:8
Lie detector testing. See EMPLOYEE	Timeliness, 2:12, 21:12
POLYGRAPH PROTECTION ACT OF 1988	Civil Rights Act of 1991. See CIVIL RIGHTS ACT OF 1991
Medical examinations. See MEDICAL EXAMINATIONS	Compensation practices, 11:19 Equal Pay Act affirmative defenses
Pre-employment testing. See PRE- EMPLOYMENT TESTING	incorporated, 11:19 Concurrent jurisdiction of state and
Reliance on results as affirmative defense in Title VII case, 2:17	federal courts, 18:14 Coverage, 2:9
THEFT	Damages
Discipline and discharge, 16:23 Investigations	Civil Rights Act of 1991, under, 2:12 , 22:18 , 22:24
Confidentiality, 16:23	Tax consequences of awards or settlements, 22:43
Police involvement, 16:23 Search policy, implementation, 16:23	Disparate impact. See DISPARATE IMPACT, generally
Kleptomania Exclusions	Disparate treatment. See DISPARATE TREATMENT, generally
ADA, 2:38	EEOC
Ohio Civil Rights Act, 3:4 Search policies, implementation, 16:23	See also EQUAL EMPLOYMENT OPPORTUNITY COMMIS-
TIME REPORTING	SION (EEOC)
Generally, 11:38	EEOC, Jurisdiction, 2:12, 18:8 to 18:10 Enforcement procedures, 2:12, 18:8 to
TITLE VII	18:10
Generally, 2:10 to 2:18	Equitable relief, 2:12
ADEA compared	ERISA, 14:8
Enforcement, 2:21	Contraception, 14:8
Substantive law, 2:20	Infertility, 14:8
Affirmative defenses	Sex discrimination, 14:8
Bona fide occupational qualification, 2:17, 19:21	Exhaustion of administrative remedies, 18:10
Bona fide seniority system, 2:17, 19:23	Front pay, 2:12 , 22:21 Injunctive relief, 2:12 , 22:22
Test results, 2:17	Jury trials, 2:12
Arbitration, election of remedies, 21:24 Attorney fees, 2:12, 22:23	Civil Rights Act of 1991, under, 2:12 , 22:24
Civil Rights Act of 1991, under, 2:12 , 22:24	Legislative erosion of employment-at- will doctrine, 1:3
Back pay, 22:20	Limitation of actions, 21:12
Tax consequences of awards or settle-	Accrual, 21:13
ments, 22:43	Charge of discrimination
Two-year limit, 2:12	180 days to file with EEOC, 18:8
Bona fide occupational qualification defense, 2:17 , 19:21	OCRC as deferral agency, 18:8 Continuing violations, 21:13
Bona fide seniority system defense, 2:17, 19:23	Coverage, 2:9 Notice of right to sue, 2:12, 18:10,
Burden of proof	21:14
Disparate impact, 2:16, 19:13, 19:14	Tolling, 21:13
Disparate treatment, 2:15, 19:9	Notice of right to sue, 2:12, 18:10
Charges of discrimination	Timeliness of suit-filing, 21:14
Deferral to state agency, 2:12, 21:12	Ohio Civil Rights Act, substantive law
Forms, 23:12 to 23:28	borrowed by, 3:29

ITTLE VII—Cont'd	TORT CLAIMS—Cont'd
Prohibitions, 2:10	Malicious discharge as cause of action,
Remedies, 2:12, 22:18 to 22:24	4:11
Attorney fees, 22:23	Reform legislation
Civil Rights Act of 1991, under, 2:12, 22:24	Compensatory damages, 22:1, 22:11 Non-economic damages, 22:1, 22:11
Back pay, 22:20	Punitive damages, 22:1, 22:15
Tax consequences of awards or	Remedies, 22:10 to 22:17
settlements, 22:43	Attorney fees, 22:17
Civil Rights Act of 1991, under, 2:12 , 22:18 , 22:24	Compensatory damages, 22:10 to 22:14
Damages	Fair measure of actual loss, 22:11
Civil Rights Act of 1991, under, 2:12, 22:18, 22:24	Future damages, 22:13
Tax consequences of awards or	Mental injury, 22:12
settlements, 22:43	Reform legislation, 22:1, 22:11
Election of, arbitration, 21:24	Non-economic damages, 22:1, 22:11
Equitable relief, 2:12	Prejudgment interest, 22:16
Exhaustion of administrative reme-	Punitive damages, 22:15
dies, 18:10	Reform legislation, 22:1, 22:15
Front pay, 2:12, 22:21	Tort remedies more expansive than
Injunctive relief, 2:12, 22:22	contract or statutory theories,
Res judicata not arising from OCRC	1:9, 15:2
decisions, 3:30	Workers' compensation barring, 5:7, 21:28, 22:44
Retaliation prohibited, 2:18	See also WORKERS' COMPENSA-
Same-sex hostile environment harass-	TION ACT
ment, 2:11	TRAINING
Seniority or merit system defense, 19:23	Career path development programs,
Sexual harassment, 2:11	13:5
See also SEXUAL HARASSMENT, generally	Compensation, wage and hour law exemptions, 11:17
State administrative agency decisions, effect, 21:22	Evaluations, training of supervisors to
TORT CLAIMS	conduct, 12:13 Red circle rates, 11:35
AIDS testing, employer liability, 8:25	Retraining older workers as alternative
Immunity for nonreckless transmis-	to discharge, 16:28
sion of HIV, 8:24	TRANSFER
Alcohol or drug testing, 8:12 to 8:17	Alternative to discharge of older work-
Employer liability, 1:9	ers, 16:28
See also WORKERS' COMPENSA- TION ACT	TRANSVESTISM
Greeley public policy actions, 1:7, 4:3,	
4:10, 20:2, 20:22	Exclusions ADA, 2:38
Limitation of actions, 21:10	Ohio Civil Rights Act, 3:4
Piggy-backing wrongful discharge tort claim, 4:10	UNDOCUMENTED WORKERS
Ohio Age Discrimination in	Civil Rights Act of 1991, 21:20
Employment Act claim, to, 3:34, 22:40	UNDUE HARDSHIP
Whistleblower Protection Act	ADA accommodation, defense to, 2:44
claim, to, 3:45	UNEMPLOYMENT COMPENSATION
Workers' compensation retaliation	Generally, 17:3 to 17:11
claim, to, 3:41	Appeals
Interference with contracts, 5:6	Benefits determination, 17:5
Internal grievance procedures, 21:29	Contribution rate determination, 17:
Limitation of actions, 21:19	Application for benefits, 17:5
-,	11

UNEMPLOYMENT COMPENSATION	UNIFORMED SERVICES
—Cont'd	EMPLOYMENT AND
Bureau of employment services, duties, 17:3	REEMPLOYMENT RIGHTS ACT OF 1994
Collateral estoppel effect of administra-	Generally, 2:46 to 2:49
tive decisions, 17:11, 21:23	Burden of proof, discharge for cause,
Contribution rates, 17:4	2:48
Definitions	Complaints, 2:49
Employers, 17:4	Covered persons, 2:46
Employment, 17:6	Discharge for cause, 2:48
Just cause, 17:7	Enforcement, 2:49
Eligibility requirements	Jurisdiction, 2:49
Discharge for just cause, 17:7	Just cause for termination, 2:48
Employment loss, 17:6	Burden of proof, 2:49
Labor disputes, effect, 17:9	Limitation of actions, 2:49
Quitting without just cause, 17:8	Reinstatement rights, 2:47
Refusal of suitable work, 17:10	Remedies, 2:49
	Scope of statute, 2:47
Employers	Secretary of Labor, complaints filed
Contributions, 17:4	with, 2:49
Defined, 17:4	Time frame for reporting to work, 2:47
Just cause	Failure to report, effect, 2:48
Discharge for, 1:4, 17:7	•
Collateral estoppel inapplicable,	UNIONS
17:11	Anti-union animus, discharge because
Quitting without, 17:8	of; unfair labor practice, 2:5
Labor disputes, effect, 17:9	Contracts. See COLLECTIVE
Notice of appeal, benefits determination,	BARGAINING AGREEMENTS
17:5	Duty of fair representation, 2:7
Quitting without just cause, 17:8	Breach of duty, 21:25
Reconsideration	Handbooks, considerations in revising
Benefits determination, 17:5	or revoking, 10:4
Contribution rate determination, 17:4	Ohio Civil Rights Act, prohibited
Refusal of suitable work, effect, 17:10	discrimination under, 3:11
Unpaid contributions, 17:4	Polygraph examinations as to beliefs prohibited, 2:74
UNFAIR LABOR PRACTICES	UNIVERSITIES
See also NATIONAL LABOR RELA-	
TIONS ACT (NLRA)	See COLLEGES AND UNIVERSITIES
Arbitration, NLRB deferral to, 18:5	VALIDATION STUDIES
NLRB jurisdiction, 18:2 to 18:6	See PRE-EMPLOYMENT TESTING
Protected concerted activity. See CONCERTED ACTIVITY	VESTED BENEFITS
Retaliatory discharge of employee for	See EMPLOYEE RETIREMENT
filing unfair labor practices charge	INCOME SECURITY ACT
as unfair labor practice, 2:3	(ERISA); FRINGE BENEFITS
UNIFORM GUIDELINES	VETERANS
Generally, 8:3 to 8:5	Discrimination against, 2:46 to 2:49
	See also UNIFORMED SERVICES
Application, 8:5	EMPLOYMENT AND
Burden of proof	REEMPLOYMENT RIGHTS
Civil Rights Act of 1991, impact, 8:6	ACT OF 1994, generally
Business necessity, proof of, 19:13	
Civil Rights Act of 1991, impact, 8:6	VICARIOUS LIABILITY
Test validation requirements, 8:3 to 8:5	Generally, 5:2
Civil Rights Act of 1991, impact, 8:6	Assault and battery, 5:15

VICARIOUS LIABILITY—Cont'd

Municipal liability, respondeat superior insufficient basis for under Reconstruction Era Civil Rights Acts. 2:29

Respondeat superior

Scope of employment, 5:3

Sexual assault or harassment, **5:3**

VIETNAM ERA VETERANS READJUSTMENT ACT OF 1964

Minimum job qualifications, identifying, **6:3**

VIOLENCE

Protected activities not including, 2:4

VOTING

Retaliation against employees for taking time to vote, 1:4, 3:1

WAGES

See COMPENSATION

WAIVER

See RELEASE AND WAIVER

WARN

See WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT (WARN)

WELLNESS PROGRAMS

Health care benefits, 14:10

WHISTLEBLOWER PROTECTION ACT

Generally, 3:42 to 3:44

Attorney fees, 3:45

Collective bargaining agreements, effect on, **3:45**

Damages, 3:45

Duty to notify employers before reporting violations, **3:43**

Jury trials, availability, 3:45

Limitations period, 3:45

Remedies, 3:45

Wrongful discharge tort claim, piggybacking to whistleblower claim, 3:45

Reports to public authorities, **3:44** Retaliation

Cause of action created, 3:42

Erosion of employment-at-will doctrine, prohibition as, **1:4**

Public policy exception for statutory violation, 20:22

Public policy exception for statutory violation. See also PUBLIC POLICY, generally

WHISTLEBLOWER PROTECTION ACT—Cont'd

Wrongful discharge tort claims, piggybacking to whistleblower claims, 3:45

WHISTLEBLOWERS

American Recovery and Reinvestment Act of 2009, **2:84**

Dodd-Frank Wall Street Reform and Consumer Protection Act, 2:85

Sarbanes-Oxley Act, 2:82, 2:83

WOMEN

See SEX; TITLE VII

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT (WARN)

Generally, 17:29

WORKERS' COMPENSATION ACT

Generally, 21:28

Absenteeism policies, effect, 3:40

Appeals

Claim determinations, 15:16

Violation of specific safety rule determinations, **15:19**

Benefits

Death, 15:15

Medical, 15:9

Benefits. See also Compensation, this heading

Bureau of Workers' Compensation, 15:1

Administrator's duties

Claim processing, 15:16

Health Partnership Program, implementation, **15:9**

Claims

Appeals, 15:16

Elements. See Elements of compensable claims, this heading

Processing, 15:16

Common law tort actions, barring, **5:7**, **15:2**, **21:28**, **22:44**

Intentional tort by employer as exception to immunity, **15:17**

See also INTENTIONAL TORTS BY EMPLOYERS, generally

Compensation

Permanent partial disability, 15:12

Permanent total disability, 15:14

Scheduled losses, 15:13

Temporary total disability, 15:10

Wage loss, 15:11

Compensation. See also Benefits, this heading

Death benefits, 15:15

WORKERS' COMPENSATION ACT	WORKERS' COMPENSATION ACT
—Cont'd	—Cont'd
Definitions	Nonretaliation provisions—Cont'd
Employer, 15:5	Jury trial, availability, 3:41
Employment, 15:5	Limitations period, 3:37
Injury, 15:6	Piggy-backing wrongful discharge
Occupational disease, 15:8	tort claim to retaliation claim,
District hearing officers, 15:16	3:41 Dunitive estion muchibited 2:25
Dual capacity doctrine, 15:2	Punitive action prohibited, 3:35
Elements of compensable claims, 15:4	Remedies, 3:41 Scope of protection, 3:36
to 15:8	Occupational diseases, 15:8
Employment relationship, 15:5 Injury, 15:6	Permanent partial disability compensa-
In course of and arising out of	tion, 15:12
employment, 15:7	Permanent total disability compensation,
Occupational diseases, 15:8	15:14
Relationship of injury to employment, 15:7	Retaliation. Nonretaliation provisions, above
Health Partnership Program, 15:9	Scheduled losses compensation, 15:13
Hearings, 15:16	Staff hearing officers, 15:16
Immunity of employers from tort	Subrogation, 15:18
actions, 5:7 , 15:2 , 21:28 , 22:44 Intentional tort by employer as excep-	Temporary total disability compensation, 15:10
tion to immunity, 15:17	Voluntary abandonment doctrine,
See also INTENTIONAL TORTS	exceptions, 15:10 Violations of specific safety rules, 15:19
BY EMPLOYERS, generally	Voluntary abandonment doctrine, excep-
Loss of immunity as effect of noncompliance, 15:3	tions, 15:10
Waiver, 15:2	Wage loss compensation, 15:11
In course of and arising out of employment, 15:7	Waiver of employers' immunity from tort actions, 15:2, 21:28
Industrial Commission, 15:1	Wrongful discharge tort claims, piggy-
District hearing officers, 15:16	backing to retaliation claims, 3:41
Jurisdiction, continuing, 15:16 Staff hearing officers, 15:16	Wrongful termination of benefits, actions for, 3:38
Violation of specific safety rule	Zone of employment, 15:7
determinations, 15:19	WORKWEEKS
Injuries, 15:6	Determination of hours worked and reg-
In course of and arising out of	ular rate for overtime calculation,
employment, 15:7	11:9
Intentional torts by employers. See INTENTIONAL TORTS BY	
EMPLOYERS	WRONGFUL DISCHARGE
Liens against employers' property as	Advertising practices, claims based on,
effect of noncompliance, 15:3	6:8
Medical benefits, 15:9	Affirmative defenses
Noncompliance by employers, effect,	See also AFFIRMATIVE
15:3	DEFENSES, generally Affirmative defenses, limitations on,
Nonretaliation provisions	21:11
Generally, 3:35 to 3:40	Bad faith discharge as cause of action,
Absentee control policies, 3:40	4:11
Attorney fees, 3:41	Contract actions. See CONTRACTS,
Equitable relief, 3:41	generally
Erosion of employment-at-will doc-	Employment-at-will doctrine, 4:10
trine, as, 1:4	Garnishment of wages, retaliation
Evidentiary model, 3:39	against employees for, 20:22

WRONGFUL DISCHARGE—Cont'd

Greeley actions, 1:7, 4:3, 4:10, 20:2, 20:22

Limitation of actions, 21:10

Piggy-backing claims, 4:10

Ohio Age Discrimination in Employment Act claim, to, 3:34, 22:40

Whistleblower Protection Act claim, to, **3:45**

Workers' compensation retaliation claim, to, **3:41**

Implied contract actions. See IMPLIED CONTRACTS, generally

Malicious discharge as cause of action, 4:11

WRONGFUL DISCHARGE—Cont'd

Piggy-backing tort claims, 4:10

Ohio Age Discrimination in Employment Act claim, to, **3:34, 22:40**

Whistleblower Protection Act claim, to, **3:45**

Workers' compensation retaliation claim, to, **3:41**

Promissory estoppel actions. See PROMISSORY ESTOPPEL, generally

Public policy exception. See Greeley actions, this heading

Recruiting practices, claims based on, **6:8**

Whistleblowing, retaliation against employees for, **20:22**