

OHIO CIVIL RIGHTS  
COMMISSION

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Inquiries necessary to determine applicant's ability to substantially perform a specific job without significant hazard.

- A. Any inquiry into past or current medical conditions.
- B. Any inquiry into Workers' Compensation or similar claims.

Inquiry into the job applicant's willingness to work a required schedule.

Any inquiry into the job applicant's willingness to work any particular religious holidays.

General, personal and work references which do not reveal the race, color, religion, sex, national origin, disability, ancestry or age of the applicant.

Request references specifically from clergymen or any other persons that might reflect

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This brochure is not a complete definition of