

16 KEY POINTS FOR BUSINESS OWNERS AND CUSTOMERS

1. There is no basis to legally justify the declaration of an emergency, so all of these orders are unconstitutional and are null and void.
2. The violations that are often cited can only apply to areas under a governor's authority. They cannot be extended to business or individual customers (private matters/private business).
3. There are NO lawful ordinances regarding masks, distancing, limiting the number of patrons, operating outside, etc. These are GUIDELINES, not laws; and therefore, not enforceable by law.
4. Even if the state, county, and city ordinances were lawful, there are exemptions and you cannot force anyone to restrict their breathing.
5. It is unlawful for any government to deprive you of your ability to work, run a business, or earn a living; thus, you never have to shut down your business or change its operations.
6. You do not have to adhere to mask mandates, distancing, operating outdoors, limiting capacity, etc.
7. If a business chooses to enforce these mandates, then the business would be at risk of violating over 20 federal and state laws.
8. If a business chooses to require employees to wear masks, then the business could be in violation of the OSHA general rule (see attached).
9. Businesses are not licensed doctors and cannot give medical advice, such as requiring a patron to cover his/her mouth and nose with a medical device.
10. Businesses are not law enforcement and have no authority to enforce laws.
11. Any business policy (i.e., to require masks) cannot supersede federal and state civil rights laws, which allow patrons to enter a business without masks due to medical and/or religious reasons. In Ohio, see Chapter R.C. 4112.
12. Citizens reporting a business can be dealt with by reporting them (and the county or city that encourages the civilian reporting) to the county Sheriff, the FBI, and Homeland Security for harassment and intimidation. Consider placing a sign on your door saying "Anyone caught harassing the business will be reported to local law enforcement, the FBI, and Homeland Security."

13. Consider placing a sign on the door and/or other visible entryway(s) that states, “This establishment is a place of public accommodation and as such is bound by federal and state laws to offer equal access and enjoyment to all facilities, services, and privileges to all patrons regardless of medical condition, religious beliefs, and other protected characteristics.” [You can point to the sign when any code enforcer comes snooping around.]
14. Consider having 3-4 boxes or containers of different masks with labels that say: “These masks don't protect against infectious disease.” If code enforcement comes around (or if you go to court), you can ask which box of the ineffective masks you're supposed to enforce.
15. You may choose to write a “presumptive letter” to the county counsel, city council members, township trustees, health officers, and mayor. Go to the Constitutional Law Group and click the tab entitled “Resources.”
https://www.constitutionallawgroup.us/resources_1.php
16. You may choose to educate law enforcement by sharing the information regarding laws they WOULD be asking you to violate by enforcing the unlawful.

FACT SHEET

OSHA REGULATIONS, HEALTH ORDERS, AND YOUR BUSINESS

OSHA can only issue a citation for a violation that is "on the books". That means a rule or regulation that has been passed through a lawmaking procedure.

FACT 1: There is no OSHA regulation "on the books" regarding masks, distancing or operating a business outdoors, or suspending the operation of a business. That means you as a business owner, employee or patron do not have to wear a mask or distance. Business owners do not have to abide by guidelines that are not enforceable by law.

FACT 2: Guidelines are not laws. Playbooks are not laws. Blueprints are not laws. The only thing that is a law, is a law, that is codified (it has a number associated with it and it is compiled into the state statutes and codes), and that was passed lawfully in a lawmaking procedure.

FACT 3: Emergency health orders are not statutory law. They are intended for emergencies only. There is no emergency by the legal definition of an event that is "imminent" "proximate" "sudden" "unexpected" and has the "potential for great harm." Nothing in the current health situation falls under that definition.

FACT 4: Emergency health orders may only be issued during an emergency. Health orders are very limited in their scope and duration. There is no emergency, and therefore, these emergency orders are invalid and unlawful and will not stand up in a court of law.

FACT 5: Because there is no OSHA rule or regulation requiring the wearing of masks or practicing physical distancing for your employees, you cannot require your employees to wear masks, nor can you be cited for not doing so.

FACT 6: You cannot be cited by OSHA for not requiring masks or distancing because:

- (a) There are no OSHA regulations you are violating.
- (b) You are not a medical doctor, and therefore, cannot dispense medical advice such as wearing a mask, which is defined as a medical device by the FDA.
- (c) You are not law enforcement and have no legal authority to enforce law or guidelines (and guidelines are not enforceable by law).

FACT 7: There is no OSHA rule or regulation requiring you to serve your patrons outside and not inside. Therefore, you are not violating any regulation and you cannot be cited or fined for doing so.

FACT 8: OSHA regulations only apply to your workplace and employees, not your patrons.

FACT 9: If you were to require masks of your employees or patrons at the risk of denying them employment or entry to your business establishment, you would be violating several established laws:

- (a) Local, State, and Federal anti-discrimination laws that require “free and equal access” to any business establishment of any kind (including private clubs)
- (b) Impersonating a law enforcement officer
- (c) Practicing medicine without a license
- (d) False imprisonment (by blocking access to a place of public accommodation)
- (e) Irrevocable license to enter your place of business during open hours

(Federal Law 18 USC §1038) This law is enforced by the FBI and Department of Homeland Security.

- (f) Kidnapping (by moving patrons from one place to another under duress and without their consent) which is a felony and carries a prison sentence

FACT 10: Committing any of the above crimes while wearing a mask, which conceals your identity, elevates the severity of the crime and its punishment from misdemeanor to felony and may increase prison time and fines.

- (a) Providing false information or misleading information relating to biological hazards and to conduct hoaxes https://www.youtube.com/watch?v=80VB53-zsxA&feature=emb_logo

FACT 11: MASK-WEARING VIOLATES THE OSHA "GENERAL RULE"

The OSHA General Rule states that an employer must maintain a workplace that is free of known safety hazards.

Mask wearing by employees violates the OSHA General Rule for these reasons:

(A) Wearing a mask reduces the oxygen in the immediate atmosphere (around the nose and mouth of the person wearing the mask) below 19.5%, putting the person at IDLH -- immediate danger to life and health -- with irreversible adverse effects.

(B) Wearing a mask interferes with communication. This is why the CA State Department of Health states that those with hearing loss are exempt from wearing a mask, and those who communicate with the hard of hearing should also remove the mask.

- (i) Miscommunication could be deadly between employees. An employee wearing a mask might not be clearly understood by another employee. For example, the mask-wearing employee might be shouting an alert or warning, but the other employee may not hear it

because of the muffled voice. If there is a safety hazard and an employee could not be warned, the result could be fatal.

(ii) Miscommunication could be deadly between an employee and a patron. An employee wearing a mask might not be clearly understood by a patron. For example, the mask-wearing employee might be explaining the spices in a certain dish and the patron could be allergic, but not hear the ingredients clearly because of the muffled voice. If there is a communication barrier between the masked server and the patron, the result could be fatal.

(C) Wearing a mask prevents a safety hazard to the employee if the mask is caught in machinery or equipment.

https://ohioconstitution.org/ohio-court-health-departments-cannot-suspend-licenses-over-masks/?fbclid=IwAR1UDZdQNh-G_F6R6hithdRmbkEDFSGuSy6Ct7AJif-KjuEXBRZFdVElwHc

(D) Wearing a face shield creates a safety hazard for all of the same reasons listed in points 1-5, plus the following additional safety hazards. Wearing a mask presents a safety and fire hazard to the face. An employee working over an open flame or where candles are present or other chemicals that could cause combustion are at an elevated risk for having their face catch on fire.

(i) Face shields are not in compliance with OSHA Standard number 1926.102 for Eye and Face Protection.

(ii) Face shields create glare and blurriness for the wearer. Glare is one of the leading causes of cataracts, and cataracts are the leading cause of blindness.

(E) OSHA guidelines state that cloth face coverings are not considered “PPE” (personal protective equipment) and therefore they do not protect the wearer against any infectious disease, including COVID- 19. <https://bit.ly/36duhU1>

(F) OSHA guidelines state: Face coverings do not protect the wearer and are not personal protective equipment (PPE). <https://bit.ly/36duhU1>

(G) OSHA guidelines state: Persons for whom wearing a face covering would create a risk to the person related to their work are exempt. <https://www.osha.gov/Publications/OSHA3990.pdf>

THUS, requiring a mask of employees or patrons VIOLATES THE OSHA GENERAL RULE.

FACT 12: If you receive a visit from a health inspector or code enforcement officer, you have the right to ask for a warrant for that person to enter your premises.

FACT 13: If you are served with a violation, it is considered an administrative infraction and you have the right to go before an administrative judge or jury to have your case heard.

FACT 14: If you refuse to answer the violation, you may be at risk of having your license revoked– not because of not enforcing masks – but because you did not respond or appear to answer this claim.

FACT 15: Getting an administrative hearing or court date is a GOOD thing because you will be able to go before the officials and have this mask nonsense thrown out once for all.

FACT 16: You can protect the lawful integrity of your business AND avoid harassment from OSHA or Environmental health enforcers by preparing your own business notices and POST THESE IN A VISIBLE PLACE: there is no lawful law, regulation, order or ordinance you are violating.

(A) **NOTICE TO GOVERNMENT AGENTS:** “Be advised that this is a private establishment. You need a warrant to lawfully enter this establishment. Any attempt to violate this will result in law enforcement being summoned.”

(B) **POLICY OF CONSTITUTIONAL COMPLIANCE:** “As a place of public accommodation, this establishment is in compliance with the United States Constitution and the Bill of Rights and therefore upholds the inalienable rights of the people for free and equal access to all facilities, privileges, accommodations and services without discrimination of any kind, whatsoever.”

(C) **NOTICE TO PATRONS:** Any person who harasses, intimidates, threatens or makes false accusations against this business, its owners, managers, employees and patrons, or who files a false claim or unfounded charges with a state or local agency regarding the lawful functioning of this business, as protected by local, state and federal laws, will be deemed a “direct threat” to the health and safety of this business and its owners, managers, employees and patrons, and as such, will be banned from doing business with this establishment, and may be subject to a \$1,000,000 charge for violation of our store policies, and will be reported to local law enforcement, the FBI, and Homeland Security for investigation, as fully allowed by law.

FACT 17: You can protect your business by preparing a written ILLNESS AND INJURY PREVENTION PLAN as required by OSHA.

You can also post the following signs outside of your door that will prevent them from entering the building.

PUBLIC NOTICES (You can modify as desired for your business)

NOTICE TO GOVERNMENT AGENTS: “Be advised that this is a private establishment. You need a warrant to lawfully enter this establishment, as required by law. No permission is granted to your entry to this business without written permission from a court of law to legally search this property.”

The Fourth Amendment of the U.S. Constitution states, “The right of the people to be secure in their persons, houses, papers and effects, against unreasonable searches and seizures, shall not be violated, and no Warrant shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.” Any violation of this law will result in law enforcement being summoned. Any evidence obtained through illegal searches is not admissible in a court of law.

POLICY OF CONSTITUTIONAL CIVIL RIGHTS COMPLIANCE: “As a place of public accommodation, this establishment is in compliance with the United States Constitution, the Bill of Rights, and all state and federal civil rights laws and therefore upholds the inalienable rights of the people for free and equal access to all facilities, privileges, accommodations and services without discrimination of any kind, whatsoever. The governor of this state has issued executive orders that apply to the executive branch of government, not private businesses or individuals living in this state. No governor may make a law, no mayor may make a law, and no health officer may make a law or issue orders that are in conflict with the U.S. Constitution and the Constitution of this state. Therefore, any emergency orders, county or city ordinances or department regulations related to masks, distancing or any infringements on the right to free assembly or free speech are null and void as they are in conflict with federal and state established laws. Section 242 of 18 U.S. Code provides the right of an individual to sue government employees and agents, including law enforcement, for civil rights violations. The offense is punishable by a range of imprisonment up to a life term, or the death penalty, depending upon the circumstances of the crime, and the resulting injury, if any.

NOTICE TO PATRONS: Title VII of the U.S. Civil Rights Act protects against harassment in the workplace. Any person who harasses, intimidates, threatens or makes false accusations against this business, its owners, managers, employees and patrons, or who files a false claim or unfounded charges with a state or local agency regarding the lawful functioning of this business, as protected by local, state and federal laws, will be deemed a “direct threat” to the health and safety of this business and its owners, managers, employees and patrons, and as such will be banned from doing business with this establishment, and may be subject to a \$1,000,000 service charge from this business establishment for violation of our business policies, and will be reported to local law enforcement, the FBI and Homeland Security for investigation, as fully allowed by law.

An agent of the Bureau of Workman Compensation would need to have a Warrant (signed the correct way), a Complaint and an Affidavit signed under the penalty of perjury to enter or inspect the facility. They cannot shut down a business without following due process of law and even if they tried, that business could then request an administrative

hearing with the Ohio Department of Health, before they could even think about shutting down.

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Ohio Rev. Code § 4112.051

Section 4112.051 - Filing civil action

(A)

(1) Aggrieved persons may enforce the rights granted by division (H) of section 4112.02 of the Revised Code by filing a civil action in the court of common pleas of the county in which the alleged unlawful discriminatory practice occurred within one year after it allegedly occurred. Upon application by an aggrieved person, upon a proper showing, and under circumstances that it considers just, a court of common pleas may appoint an attorney for the aggrieved person and authorize the commencement of a civil action under this division without the payment of costs.

Each party to a civil action under this division has the right to a jury trial of the action. To assert the right, a party shall demand a jury trial in the manner prescribed in the Rules of Civil Procedure. If a party demands a jury trial in that manner, the civil action shall be tried to a jury.

(2)

(a) If a complaint is issued by the commission under division (B)(5) of section 4112.05 of the Revised Code for one or more alleged unlawful discriminatory practices described in division (H) of section 4112.02 of the Revised Code, the complainant, any aggrieved person on whose behalf the complaint is issued, or the respondent may elect, following receipt of the relevant notice described in division (B)(5) of section 4112.05 of the Revised Code, to proceed with the administrative hearing process under that section or to have the alleged unlawful discriminatory practices covered by the complaint addressed in a civil action commenced in accordance with divisions (A)(1) and (2)(b) of this section. An election to have the alleged unlawful discriminatory practices so addressed shall be made in a writing that is sent by certified mail, return receipt requested, to the commission, to the civil rights section of the office of the attorney general, and to the other parties to the pending administrative process within thirty days after the electing complainant, aggrieved person, or respondent received the relevant notice described in division (B)(5) of section 4112.05 of the Revised Code.

(b) Upon receipt of a timely mailed election to have the alleged unlawful discriminatory practices addressed in a civil action, the commission shall authorize the office of the attorney general to commence and maintain the civil action in the court of common pleas of the county in which the alleged unlawful discriminatory practices occurred. Notwithstanding the period of limitations specified in division (A)(1) of this section, the office of the attorney general shall commence the civil action within thirty days after the receipt of the commission's authorization to commence the civil action.

(c) Upon commencement of the civil action in accordance with division (A)(2)(b) of this section, the commission shall prepare an order dismissing the complaint in the pending administrative matter and serve a copy of the order upon the complainant, each aggrieved person on whose behalf the complaint was issued, and the respondent.

(d) If an election to have the alleged unlawful discriminatory practices addressed in a civil action is not filed in accordance with division (A)(2)(a) of this section, the commission shall continue with the administrative hearing process described in section 4112.05 of the Revised Code.

(e) With respect to the issues to be determined in a civil action commenced in accordance with division (A)(2)(b) of this section, any aggrieved person may intervene as a matter of right in that civil action.

(B) If the court or the jury in a civil action under this section finds that a violation of division (H) of section 4112.02 of the Revised Code is about to occur, the court may order any affirmative action it considers appropriate, including a permanent or temporary injunction or temporary restraining order.

(C) Any sale, encumbrance, or rental consummated prior to the issuance of any court order under the authority of this section and involving a bona fide purchaser, encumbrancer, or tenant without actual notice of the existence of a charge under division (H) of section 4112.02 of the Revised Code or a civil action under this section is not affected by the court order.

(D) If the court or the jury in a civil action under this section finds that a violation of division (H) of section 4112.02 of the Revised Code has occurred, the court shall award to the plaintiff or to the complainant or aggrieved person on whose behalf the office of the attorney general commenced or maintained the civil action, whichever is applicable, actual damages, reasonable attorney's fees, court costs incurred in the prosecution of the action, expert witness fees, and other litigation expenses, and may grant other relief that it considers appropriate, including a permanent or temporary injunction, a temporary restraining order, or other order and punitive damages.

(E) Any civil action brought under this section shall be heard and determined as expeditiously as possible.

(F) The court in a civil action under this section shall notify the commission of any finding pertaining to discriminatory housing practices within fifteen days after the entry of the finding.

R.C. §4112.051

Amended by 128th General Assembly File No.9, HB 1, §101.01, eff. 10/16/2009.
Effective Date: 12-22-1992 .

Ohio Rev. Code § 4112.02

Section 4112.02 - Unlawful discriminatory practices

It shall be an unlawful discriminatory practice:

(A) For any employer, because of the race, color, religion, sex, military status, national origin, disability, age, or ancestry of any person, to discharge without just cause, to refuse to hire, or otherwise to discriminate against that person with respect to hire, tenure, terms, conditions, or privileges of employment, or any matter directly or indirectly related to employment.

(B) For an employment agency or personnel placement service, because of race, color, religion, sex, military status, national origin, disability, age, or ancestry, to do any of the following:

(1) Refuse or fail to accept, register, classify properly, or refer for employment, or otherwise discriminate against any person;

(2) Comply with a request from an employer for referral of applicants for employment if the request directly or indirectly indicates that the employer fails to comply with the provisions of sections 4112.01 to 4112.07 of the Revised Code.

(C) For any labor organization to do any of the following:

(1) Limit or classify its membership on the basis of race, color, religion, sex, military status, national origin, disability, age, or ancestry;

(2) Discriminate against, limit the employment opportunities of, or otherwise adversely affect the employment status, wages, hours, or employment conditions of any person as an employee because of race, color, religion, sex, military status, national origin, disability, age, or ancestry.

(D) For any employer, labor organization, or joint labor-management committee controlling apprentice training programs to discriminate against any person because of race, color, religion, sex, military status, national origin, disability, or ancestry in admission to, or employment in, any program established to provide apprentice training.

(E) Except where based on a bona fide occupational qualification certified in advance by the commission, for any employer, employment agency, personnel placement service, or labor organization, prior to employment or admission to membership, to do any of the following:

(1) Elicit or attempt to elicit any information concerning the race, color, religion, sex, military status, national origin, disability, age, or ancestry of an applicant for employment or membership;

(2) Make or keep a record of the race, color, religion, sex, military status, national origin, disability, age, or ancestry of any applicant for employment or membership;



(3) Use any form of application for employment, or personnel or membership blank, seeking to elicit information regarding race, color, religion, sex, military status, national origin, disability, age, or ancestry; but an employer holding a contract containing a nondiscrimination clause with the government of the United States, or any department or agency of that government, may require an employee or applicant for employment to furnish documentary proof of United States citizenship and may retain that proof in the employer's personnel records and may use photographic or fingerprint identification for security purposes;

(4) Print or publish or cause to be printed or published any notice or advertisement relating to employment or membership indicating any preference, limitation, specification, or discrimination, based upon race, color, religion, sex, military status, national origin, disability, age, or ancestry;

(5) Announce or follow a policy of denying or limiting, through a quota system or otherwise, employment or membership opportunities of any group because of the race, color, religion, sex, military status, national origin, disability, age, or ancestry of that group;

(6) Utilize in the recruitment or hiring of persons any employment agency, personnel placement service, training school or center, labor organization, or any other employee-referring source known to discriminate against persons because of their race, color, religion, sex, military status, national origin, disability, age, or ancestry.

(F) For any person seeking employment to publish or cause to be published any advertisement that specifies or in any manner indicates that person's race, color, religion, sex, military status, national origin, disability, age, or ancestry, or expresses a limitation or preference as to the race, color, religion, sex, military status, national origin, disability, age, or ancestry of any prospective employer.

(G) For any proprietor or any employee, keeper, or manager of a place of public accommodation to deny to any person, except for reasons applicable alike to all persons regardless of race, color, religion, sex, military status, national origin, disability, age, or ancestry, the full enjoyment of the accommodations, advantages, facilities, or privileges of the place of public accommodation.

(H) Subject to section 4112.024 of the Revised Code, for any person to do any of the following:

(1) Refuse to sell, transfer, assign, rent, lease, sublease, or finance housing accommodations, refuse to negotiate for the sale or rental of housing accommodations, or otherwise deny or make unavailable housing accommodations because of race, color, religion, sex, military status, familial status, ancestry, disability, or national origin;

(2) Represent to any person that housing accommodations are not available for inspection, sale, or rental, when in fact they are available, because of race, color, religion, sex, military status, familial status, ancestry, disability, or national origin;

(3) Discriminate against any person in the making or purchasing of loans or the provision of other financial assistance for the acquisition, construction, rehabilitation, repair, or



maintenance of housing accommodations, or any person in the making or purchasing of loans or the provision of other financial assistance that is secured by residential real estate, because of race, color, religion, sex, military status, familial status, ancestry, disability, or national origin or because of the racial composition of the neighborhood in which the housing accommodations are located, provided that the person, whether an individual, corporation, or association of any type, lends money as one of the principal aspects or incident to the person's principal business and not only as a part of the purchase price of an owner-occupied residence the person is selling nor merely casually or occasionally to a relative or friend;

(4) Discriminate against any person in the terms or conditions of selling, transferring, assigning, renting, leasing, or subleasing any housing accommodations or in furnishing facilities, services, or privileges in connection with the ownership, occupancy, or use of any housing accommodations, including the sale of fire, extended coverage, or homeowners insurance, because of race, color, religion, sex, military status, familial status, ancestry, disability, or national origin or because of the racial composition of the neighborhood in which the housing accommodations are located;

(5) Discriminate against any person in the terms or conditions of any loan of money, whether or not secured by mortgage or otherwise, for the acquisition, construction, rehabilitation, repair, or maintenance of housing accommodations because of race, color, religion, sex, military status, familial status, ancestry, disability, or national origin or because of the racial composition of the neighborhood in which the housing accommodations are located;

(6) Refuse to consider without prejudice the combined income of both husband and wife for the purpose of extending mortgage credit to a married couple or either member of a married couple;

(7) Print, publish, or circulate any statement or advertisement, or make or cause to be made any statement or advertisement, relating to the sale, transfer, assignment, rental, lease, sublease, or acquisition of any housing accommodations, or relating to the loan of money, whether or not secured by mortgage or otherwise, for the acquisition, construction, rehabilitation, repair, or maintenance of housing accommodations, that indicates any preference, limitation, specification, or discrimination based upon race, color, religion, sex, military status, familial status, ancestry, disability, or national origin, or an intention to make any such preference, limitation, specification, or discrimination;

(8) Except as otherwise provided in division (H)(8) or (17) of this section, make any inquiry, elicit any information, make or keep any record, or use any form of application containing questions or entries concerning race, color, religion, sex, military status, familial status, ancestry, disability, or national origin in connection with the sale or lease of any housing accommodations or the loan of any money, whether or not secured by mortgage or otherwise, for the acquisition, construction, rehabilitation, repair, or maintenance of housing accommodations. Any person may make inquiries, and make and keep records, concerning race, color, religion, sex, military status, familial status,



ancestry, disability, or national origin for the purpose of monitoring compliance with this chapter.

(9) Include in any transfer, rental, or lease of housing accommodations any restrictive covenant, or honor or exercise, or attempt to honor or exercise, any restrictive covenant;

(10) Induce or solicit, or attempt to induce or solicit, a housing accommodations listing, sale, or transaction by representing that a change has occurred or may occur with respect to the racial, religious, sexual, military status, familial status, or ethnic composition of the block, neighborhood, or other area in which the housing accommodations are located, or induce or solicit, or attempt to induce or solicit, a housing accommodations listing, sale, or transaction by representing that the presence or anticipated presence of persons of any race, color, religion, sex, military status, familial status, ancestry, disability, or national origin, in the block, neighborhood, or other area will or may have results including, but not limited to, the following:

(a) The lowering of property values;

(b) A change in the racial, religious, sexual, military status, familial status, or ethnic composition of the block, neighborhood, or other area;

(c) An increase in criminal or antisocial behavior in the block, neighborhood, or other area;

(d) A decline in the quality of the schools serving the block, neighborhood, or other area.

(11) Deny any person access to or membership or participation in any multiple-listing service, real estate brokers' organization, or other service, organization, or facility relating to the business of selling or renting housing accommodations, or discriminate against any person in the terms or conditions of that access, membership, or participation, on account of race, color, religion, sex, military status, familial status, national origin, disability, or ancestry;

(12) Coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of, or on account of that person's having exercised or enjoyed or having aided or encouraged any other person in the exercise or enjoyment of, any right granted or protected by division (H) of this section;

(13) Discourage or attempt to discourage the purchase by a prospective purchaser of housing accommodations, by representing that any block, neighborhood, or other area has undergone or might undergo a change with respect to its religious, racial, sexual, military status, familial status, or ethnic composition;

(14) Refuse to sell, transfer, assign, rent, lease, sublease, or finance, or otherwise deny or withhold, a burial lot from any person because of the race, color, sex, military status, familial status, age, ancestry, disability, or national origin of any prospective owner or user of the lot;





(15) Discriminate in the sale or rental of, or otherwise make unavailable or deny, housing accommodations to any buyer or renter because of a disability of any of the following:

- (a)** The buyer or renter;
- (b)** A person residing in or intending to reside in the housing accommodations after they are sold, rented, or made available;
- (c)** Any individual associated with the person described in division (H)(15)(b) of this section.

(16) Discriminate in the terms, conditions, or privileges of the sale or rental of housing accommodations to any person or in the provision of services or facilities to any person in connection with the housing accommodations because of a disability of any of the following:

- (a)** That person;
- (b)** A person residing in or intending to reside in the housing accommodations after they are sold, rented, or made available;
- (c)** Any individual associated with the person described in division (H)(16)(b) of this section.

(17) Except as otherwise provided in division (H)(17) of this section, make an inquiry to determine whether an applicant for the sale or rental of housing accommodations, a person residing in or intending to reside in the housing accommodations after they are sold, rented, or made available, or any individual associated with that person has a disability, or make an inquiry to determine the nature or severity of a disability of the applicant or such a person or individual. The following inquiries may be made of all applicants for the sale or rental of housing accommodations, regardless of whether they have disabilities:

- (a)** An inquiry into an applicant's ability to meet the requirements of ownership or tenancy;
- (b)** An inquiry to determine whether an applicant is qualified for housing accommodations available only to persons with disabilities or persons with a particular type of disability;
- (c)** An inquiry to determine whether an applicant is qualified for a priority available to persons with disabilities or persons with a particular type of disability;
- (d)** An inquiry to determine whether an applicant currently uses a controlled substance in violation of section 2925.11 of the Revised Code or a substantively comparable municipal ordinance;
- (e)** An inquiry to determine whether an applicant at any time has been convicted of or pleaded guilty to any offense, an element of which is the illegal sale, offer to sell, cultivation, manufacture, other production, shipment, transportation, delivery, or other distribution of a controlled substance.



(18)

(a) Refuse to permit, at the expense of a person with a disability, reasonable modifications of existing housing accommodations that are occupied or to be occupied by the person with a disability, if the modifications may be necessary to afford the person with a disability full enjoyment of the housing accommodations. This division does not preclude a landlord of housing accommodations that are rented or to be rented to a disabled tenant from conditioning permission for a proposed modification upon the disabled tenant's doing one or more of the following:

(i) Providing a reasonable description of the proposed modification and reasonable assurances that the proposed modification will be made in a workerlike manner and that any required building permits will be obtained prior to the commencement of the proposed modification;

(ii) Agreeing to restore at the end of the tenancy the interior of the housing accommodations to the condition they were in prior to the proposed modification, but subject to reasonable wear and tear during the period of occupancy, if it is reasonable for the landlord to condition permission for the proposed modification upon the agreement;

(iii) Paying into an interest-bearing escrow account that is in the landlord's name, over a reasonable period of time, a reasonable amount of money not to exceed the projected costs at the end of the tenancy of the restoration of the interior of the housing accommodations to the condition they were in prior to the proposed modification, but subject to reasonable wear and tear during the period of occupancy, if the landlord finds the account reasonably necessary to ensure the availability of funds for the restoration work. The interest earned in connection with an escrow account described in this division shall accrue to the benefit of the disabled tenant who makes payments into the account.

(b) A landlord shall not condition permission for a proposed modification upon a disabled tenant's payment of a security deposit that exceeds the customarily required security deposit of all tenants of the particular housing accommodations.

(19) Refuse to make reasonable accommodations in rules, policies, practices, or services when necessary to afford a person with a disability equal opportunity to use and enjoy a dwelling unit, including associated public and common use areas;

(20) Fail to comply with the standards and rules adopted under division (A) of section 3781.111 of the Revised Code;

(21) Discriminate against any person in the selling, brokering, or appraising of real property because of race, color, religion, sex, military status, familial status, ancestry, disability, or national origin;

(22) Fail to design and construct covered multifamily dwellings for first occupancy on or after June 30, 1992, in accordance with the following conditions:





(a) The dwellings shall have at least one building entrance on an accessible route, unless it is impractical to do so because of the terrain or unusual characteristics of the site.

(b) With respect to dwellings that have a building entrance on an accessible route, all of the following apply:

(i) The public use areas and common use areas of the dwellings shall be readily accessible to and usable by persons with a disability.

(ii) All the doors designed to allow passage into and within all premises shall be sufficiently wide to allow passage by persons with a disability who are in wheelchairs.

(iii) All premises within covered multifamily dwelling units shall contain an accessible route into and through the dwelling; all light switches, electrical outlets, thermostats, and other environmental controls within such units shall be in accessible locations; the bathroom walls within such units shall contain reinforcements to allow later installation of grab bars; and the kitchens and bathrooms within such units shall be designed and constructed in a manner that enables an individual in a wheelchair to maneuver about such rooms.

For purposes of division (H)(22) of this section, "covered multifamily dwellings" means buildings consisting of four or more units if such buildings have one or more elevators and ground floor units in other buildings consisting of four or more units.

(I) For any person to discriminate in any manner against any other person because that person has opposed any unlawful discriminatory practice defined in this section or because that person has made a charge, testified, assisted, or participated in any manner in any investigation, proceeding, or hearing under sections 4112.01 to 4112.07 of the Revised Code.

(J) For any person to aid, abet, incite, compel, or coerce the doing of any act declared by this section to be an unlawful discriminatory practice, to obstruct or prevent any person from complying with this chapter or any order issued under it, or to attempt directly or indirectly to commit any act declared by this section to be an unlawful discriminatory practice.

(K)

Nothing in divisions (A) to (E) of this section shall be construed to require a person with a disability to be employed or trained under circumstances that would significantly increase the occupational hazards affecting either the person with a disability, other employees, the general public, or the facilities in which the work is to be performed, or to require the employment or training of a person with a disability in a job that requires the person with a disability routinely to undertake any task, the performance of which is substantially and inherently impaired by the person's disability.

(L) An aggrieved individual may enforce the individual's rights relative to discrimination on the basis of age as provided for in this section by instituting a civil action, within one hundred eighty days after the alleged unlawful discriminatory practice occurred, in any court with jurisdiction for any legal or equitable relief that will effectuate the individual's rights.





A person who files a civil action under this division is barred, with respect to the practices complained of, from instituting a civil action under section 4112.14 of the Revised Code and from filing a charge with the commission under section 4112.05 of the Revised Code.

(M) With regard to age, it shall not be an unlawful discriminatory practice and it shall not constitute a violation of division (A) of section 4112.14 of the Revised Code for any employer, employment agency, joint labor-management committee controlling apprenticeship training programs, or labor organization to do any of the following:

(1) Establish bona fide employment qualifications reasonably related to the particular business or occupation that may include standards for skill, aptitude, physical capability, intelligence, education, maturation, and experience;

(2) Observe the terms of a bona fide seniority system or any bona fide employee benefit plan, including, but not limited to, a retirement, pension, or insurance plan, that is not a subterfuge to evade the purposes of this section. However, no such employee benefit plan shall excuse the failure to hire any individual, and no such seniority system or employee benefit plan shall require or permit the involuntary retirement of any individual, because of the individual's age except as provided for in the "Age Discrimination in Employment Act Amendment of 1978," 92 Stat. 189, 29 U.S.C.A. 623, as amended by the "Age Discrimination in Employment Act Amendments of 1986," 100 Stat. 3342, 29 U.S.C.A. 623, as amended.

(3) Retire an employee who has attained sixty-five years of age who, for the two-year period immediately before retirement, is employed in a bona fide executive or a high policymaking position, if the employee is entitled to an immediate nonforfeitable annual retirement benefit from a pension, profit-sharing, savings, or deferred compensation plan, or any combination of those plans, of the employer of the employee, which equals, in the aggregate, at least forty-four thousand dollars, in accordance with the conditions of the "Age Discrimination in Employment Act Amendment of 1978," 92 Stat. 189, 29 U.S.C.A. 631, as amended by the "Age Discrimination in Employment Act Amendments of 1986," 100 Stat. 3342, 29 U.S.C.A. 631, as amended;

(4) Observe the terms of any bona fide apprenticeship program if the program is registered with the Ohio apprenticeship council pursuant to sections 4139.01 to 4139.06 of the Revised Code and is approved by the federal committee on apprenticeship of the United States department of labor.

(N) Nothing in this chapter prohibiting age discrimination and nothing in division (A) of section 4112.14 of the Revised Code shall be construed to prohibit the following:

(1) The designation of uniform age the attainment of which is necessary for public employees to receive pension or other retirement benefits pursuant to Chapter 145., 742., 3307., 3309., or 5505. of the Revised Code;

(2) The mandatory retirement of uniformed patrol officers of the state highway patrol as provided in section 5505.16 of the Revised Code;





- (3) The maximum age requirements for appointment as a patrol officer in the state highway patrol established by section 5503.01 of the Revised Code;
- (4) The maximum age requirements established for original appointment to a police department or fire department in sections 124.41 and 124.42 of the Revised Code;
- (5) Any maximum age not in conflict with federal law that may be established by a municipal charter, municipal ordinance, or resolution of a board of township trustees for original appointment as a police officer or firefighter;
- (6) Any mandatory retirement provision not in conflict with federal law of a municipal charter, municipal ordinance, or resolution of a board of township trustees pertaining to police officers and firefighters;
- (7) Until January 1, 1994, the mandatory retirement of any employee who has attained seventy years of age and who is serving under a contract of unlimited tenure, or similar arrangement providing for unlimited tenure, at an institution of higher education as defined in the "Education Amendments of 1980," 94 Stat. 1503, 20 U.S.C.A. 1141(a).

(O)

(1)

(a) Except as provided in division (O)(1)(b) of this section, for purposes of divisions (A) to (E) of this section, a disability does not include any physiological disorder or condition, mental or psychological disorder, or disease or condition caused by an illegal use of any controlled substance by an employee, applicant, or other person, if an employer, employment agency, personnel placement service, labor organization, or joint labor-management committee acts on the basis of that illegal use.

(b) Division (O)(1)(a) of this section does not apply to an employee, applicant, or other person who satisfies any of the following:

(i) The employee, applicant, or other person has successfully completed a supervised drug rehabilitation program and no longer is engaging in the illegal use of any controlled substance, or the employee, applicant, or other person otherwise successfully has been rehabilitated and no longer is engaging in that illegal use.

(ii) The employee, applicant, or other person is participating in a supervised drug rehabilitation program and no longer is engaging in the illegal use of any controlled substance.

(iii) The employee, applicant, or other person is erroneously regarded as engaging in the illegal use of any controlled substance, but the employee, applicant, or other person is not engaging in that illegal use.

(2) Divisions (A) to (E) of this section do not prohibit an employer, employment agency, personnel placement service, labor organization, or joint labor-management committee from doing any of the following:

(a) Adopting or administering reasonable policies or procedures, including, but not limited to, testing for the illegal use of any controlled substance, that are designed to





ensure that an individual described in division (O)(1)(b)(i) or (ii) of this section no longer is engaging in the illegal use of any controlled substance;

(b) Prohibiting the illegal use of controlled substances and the use of alcohol at the workplace by all employees;

(c) Requiring that employees not be under the influence of alcohol or not be engaged in the illegal use of any controlled substance at the workplace;

(d) Requiring that employees behave in conformance with the requirements established under "The Drug-Free Workplace Act of 1988," 102 Stat. 4304, 41 U.S.C.A. 701, as amended;

(e) Holding an employee who engages in the illegal use of any controlled substance or who is an alcoholic to the same qualification standards for employment or job performance, and the same behavior, to which the employer, employment agency, personnel placement service, labor organization, or joint labor-management committee holds other employees, even if any unsatisfactory performance or behavior is related to an employee's illegal use of a controlled substance or alcoholism;

(f) Exercising other authority recognized in the "Americans with Disabilities Act of 1990," 104 Stat. 327, 42 U.S.C.A. 12101, as amended, including, but not limited to, requiring employees to comply with any applicable federal standards.

(3) For purposes of this chapter, a test to determine the illegal use of any controlled substance does not include a medical examination.

(4) Division (O) of this section does not encourage, prohibit, or authorize, and shall not be construed as encouraging, prohibiting, or authorizing, the conduct of testing for the illegal use of any controlled substance by employees, applicants, or other persons, or the making of employment decisions based on the results of that type of testing.

(P) This section does not apply to a religious corporation, association, educational institution, or society with respect to the employment of an individual of a particular religion to perform work connected with the carrying on by that religious corporation, association, educational institution, or society of its activities.

The unlawful discriminatory practices defined in this section do not make it unlawful for a person or an appointing authority administering an examination under section 124.23 of the Revised Code to obtain information about an applicant's military status for the purpose of determining if the applicant is eligible for the additional credit that is available under that section.

R.C. §4112.02

Amended by 131st General Assembly File No. TBD, HB 463, §1, eff. 4/6/2017.

Amended by 130th General Assembly File No. 25, HB 59, §101.01, eff. 9/29/2013.

Effective Date: 07-06-2001; 2007 HB372 03-24-2008

LEGAL NOTICE

State of Ohio

To the Person Currently in Charge of this establishment:

As the person responsible for the operation and management of this establishment, YOU are criminally and civilly liable for the activities that you allow or prohibit on these premises – regardless of whether you own this establishment or not.

YOU ARE HEREBY NOTIFIED THAT:

(1) It is ILLEGAL for you or another employee to require someone to wear a mask.

Even if you are a licensed medical doctor who has examined the patron and you have determined that person to be physically fit enough to restrict their breathing while on your premises, the person still has the right to choose whether to wear a mask or not. Even just recommending that someone wear a mask is the unlicensed practice of medicine. You will be reported to the State Medical Board of Ohio for violating Ohio Revised Code (ORC) 4731.41 and 4731.34, which carries the penalty of felony of the 5th degree. INITIAL HERE: _____.

(2) It is ILLEGAL for you or another employee to take someone's temperature.

Gathering vital statistics is a violation of the 4th Amendment, which protects a person's right to privacy. Violation of this protection will result in your actions being report to the U.S. Department of Justice, which is required by law to investigate Civil Rights Violations. INITIAL HERE: _____.

(3) It is ILLEGAL for you or another employee to attempt to enforce local ordinances.

You are not a law enforcement officer and impersonating a law enforcement officer is a crime in this state under ORC 2921.51 which carries the penalty of misdemeanor of the 4th degree. You will be reported to authorities if you violate this law. INITIAL HERE: _____.

(4) It is ILLEGAL for you or another employee to prohibit someone to enter this establishment, which is a place of public accommodation.

U.S. Federal Civil Rights Law, Title II requires **free and equal access to all services and facilities** WITHOUT DISCRIMINATION. Having someone else shop for them is not equal. Further, the non-discrimination laws in this State, under ORC 4112.02 further prohibit you from preventing entry to the full enjoyment of this business establishment. Violation of these laws will result in you being served a NOTICE OF DISCRIMINATION, which can serve as the basis of a formal complaint against you personally with the U.S. Department of Justice, which is required by law to investigate civil rights violations.

INITIAL HERE: _____.

(5) It is ILLEGAL for you or another employee to block someone's entry to your establishment.

This is a place of public accommodation and as such, no person may be prevented entry when this establishment is open to the public.

Attempting to prevent someone's entry to this establishment or to restrict, detain or confine their movement constitutes **UNLAWFUL RESTRAINT**, under this state code: ORC 2905.03, 2917.11, 2927.12. INITIAL HERE: _____.

(6) Any claim of "store policy" or "no mask, no service" is NULL, VOID and UNLAWFUL as no business may enforce policy that violates established law. This

LEGAL NOTICE sets forth the previous five laws (and there may be more) which SUPERCEDE any claim to a "store policy". Any attempt to prohibit the "free and equal access to all services and facilities" of this business establishment will:

- a. Be reported to law enforcement as criminal charges of false imprisonment
- b. Be reported to the U.S. Department of Justice as a violation of civil rights
- c. Be reported to the LEGAL COUNSEL of this establishment
- d. Be reported to the DISTRICT ATTORNEY of this jurisdiction for possible criminal charges. INITIAL HERE: _____.

(7) Neither you nor an employee may prevent the lawful entry of a patron – regardless of whether they are wearing a mask or not.

Attempting to prevent the entry of a patron to your business establishment, which is a place of public accommodation is a violation of an IMPLIED, IRREVOCABLE LICENSE that this business has granted to the public. INITIAL HERE: _____.

(8) Any attempt by you or an employee to summon law enforcement with a claim of "trespassing" will be reported as ASSAULT by you or your employee. You or your employee can be charged with and convicted of assault in this state under code 2903.13 even if no one is physically hurt by your behavior. There is **NO VALID CLAIM of TRESPASS** because:

- a. your business establishment is open to the public
- b. this business has extended an irrevocable license to the public for entry
- c. the patron has entered legally and has not interfered with the business
- d. there has been no evidence of violation INITIAL HERE: _____.

(9) If you are wearing a mask while engaged in any of the above violations, this aggravates your crime. You or your employee can be charged with and convicted of assault in this state under code 3761.12 even if no one is physically hurt by your behavior. INITIAL HERE: _____.

THEREFORE, you and your employees have hereby been PUT ON NOTICE of potential civil and criminal violations of unlawfully preventing the legal entry of any member of the public – wearing a mask or not, for any reason whatsoever. INITIAL HERE: _____.

BUSINESSES: KNOW THE LAW WHEN THE GOVERNMENT COMES KNOCKING

When a government official shows up to fine or close your business because you will not force your employees or customers to comply with unlawful orders (mask wearing, social distancing, etc.), you have the following Constitutionally protected rights:

- A. **1st Amendment:** Protects freedom of Religion for you and your customers.
- B. **4th Amendment:** Protects your Property. 1) Your rights are your property. 2) Your physical business is also your property. The government cannot take your property without due process of law, and they cannot deny you the right to protect your property.

US Supreme Court Marbury v. Madison 1803: "A law repugnant to the Constitution is void." It has no force of law, and *can be ignored*.

Mack Printz v. United States 1997: Justice Scalia wrote, "The Constitution protects us from our own best intentions." Any code the government claims to pass "for our safety" cannot be upheld or enforced since it is outside the rule of law and governmental authority.

Therefore, inform the government official that you will sue them personally; their government status does not protect them if they fine, close your business, or arrest you. Under Title 18, U.S.C. Section 242, Deprivation of Rights Under Color of Law, it is a crime for a person acting under color of any law to willfully deprive a person of a right or privilege protected by the Constitution of the United States.

IN GOD WE TRUST



CONSTITUTIONAL
LAW GROUP

888-983-4616

<https://www.constitutionallawgroup.us>

BUSINESSES: KNOW THE LAW PERTAINING TO YOUR EMPLOYEES AND CUSTOMERS NOTICE OF LIABILITY

Because your business is open to the public, you will be held liable for any discrimination or negative health outcomes to your employees or customers should you require them to follow the unlawful edicts of the Governor or public health departments who are violating YOUR business rights by acting under color of law (Title 18, U.S.C. Sec 242).

Employee and/or customer rights you will be violating:

- A. **1st Amendment:** Protects freedom of Religion.
- B. **4th Amendment:** Protects their Property, which is their rights and bodies.
- C. **Americans with Disabilities Act:** Protects the health of anyone who has a medical condition that contraindicates the wearing of a mask.

You shall NOT discriminate against an employee or customer or force unlawful terms of employment or patronage. Your employees' and customers' health is their responsibility. Should an employee or customer suffer a) infringements on their rights, or b) adverse health effects due to mask wearing, you may be held criminally liable and will be subject to lawsuits that may bankrupt you.

US Supreme Court Marbury v. Madison 1803: "A law repugnant to the Constitution is void." It has no force of law, and *can be ignored*.

John Locke, 1683 memorialized our God given, fundamental natural rights of "life, liberty, and property," which became, "life, liberty, and the pursuit of happiness," in the Declaration of Independence.



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LAW GROUP**

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**URGENT - BUSINESS OWNERS MEMORIZE & PRINT
THIS OUT!**

FLEX YOUR RIGHTS!

Stay open fully without any of their unlawful orders such as inside/outside dining nonsense, limited capacity and only take out orders, THEY HAVE NO AUTHORITY. Without due process of law they cannot take your livelihood away from you. Stand firm. Ask them this:

1. Is it your intention to violate your oath of office and to knowingly and willingly coerce and intimidate me into surrendering my rights under duress?
2. By what authority do you have to trespass on my rights without due process of law? Under the U.S.C. 4th amendment I have the right to be secure in my person, house, papers and effects against unreasonable searches and seizures, and this shall not be violated.
3. I am not answering any questions or statements because under the U.S.C. 6th amendment I have a right to have my assistance of counsel present in my defense.

NEXT: call Rick Martin at 888-983-4616

NEXT: DO NOT SAY A WORD. If they persist, tell them that The Constitutional Law Group will prosecute them to the fullest extent of the law in their official and private capacity.

IF SUMMONED TO COURT: DO NOT GO WITHOUT YOUR ASSISTANCE OF COUNSEL PRESENT AND DO NOT ANSWER ANY QUESTIONS WITHOUT YOUR ASSISTANCE OF COUNSEL PRESENT. YOU HAVE THE RIGHT TO REMAIN SILENT. IF FOR SOME YOU DO SPEAK OUT: **ONLY ANSWER QUESTIONS WITH QUESTIONS. NEVER MAKE STATEMENTS.**

Contact your Sheriff and print the Sheriff Handbook found on our Resources page and Schedule a meeting and ask him/her if they will uphold the oath that they took to defend We the People from intrusive government.

Post CLG flyers on your front window found on our resources tab.

File Discrimination charges against anyone violating your unalienable rights then take it to the Sheriff's office to file with the Sheriff.
(discrimination form found under Resources at constitutionallawgroup.us.)

Civil rights act of 1964 - They cannot discriminate against you based on race, color, religion, sex or national origin. Mask wearing is against my religion and is satanic. It causes a slow suicide which is also against my religious conviction. Look up: Hypoxia, Hypoxemia and Hypercapnia.

Make copies of your business license & liquor License in case they take it from you so you can repost it. If they post a notice on your door call them and **demand** that they immediately remove the material or face consequences. What they are doing is criminal and a violation of well established law and the Constitutional Law Group will prosecute them in their official and private capacity. Remind them that they are our PUBLIC SERVANT.

If you receive anything in the mail from The Health Department, Liquor board or Dept. of licensing - write **RETURN TO SENDER** and send it back to them. What they are doing is unlawful and an act of terrorism. **Marbury v. Madison: Anything repugnant to the Constitution is no law, has no force of law and can be ignored. So.....Ignore it.**

BE BRAVE, BE COURAGEOUS. IF YOU DO NOT TAKE A STAND YOU WILL LOSE EVERYTHING YOU HAVE WORKED FOR. WE THE PEOPLE MUST UNITE AND STAND UP AGAINST THIS TYRANNY.

REMEMBER: THEY HAVE NO AUTHORITY!

Share this in your groups. Print it off.

constitutionallawgroup.us



CONSTITUTIONAL
LAW GROUP
888-983-4616



ConstitutionalLawGroup.US

NOTICE

To all government officials

You are in violation of your oath of office by trespassing unlawfully on the property of this business establishment and committing an act of domestic terrorism under Section 802 of the Patriot Act.

You are knowingly and willingly violating the rights of a business owner. You are no longer protected under judicial immunity and are now subject to being arrested and also sued in your private capacity.

Rick Martin

ConstitutionalLawGroup.US

Businesses & Civil Resistance:

- 1) Buffalo, New York Business Owners Stand Up to Cuomo Lockdown Orders; Chase Out Sheriff & Health Dept.
https://www.youtube.com/watch?v=Al_pkvlp2q4&fbclid=IwAR2fkDDAL0nqK4RloekcuDaCNJA5jBuU-amd2mKQmeoY4pxwLHRgu5rvrRk
- 2) Gym Owner Rips up \$15,000 fine Live on Fox News
https://www.radio.com/wben/news/gym-owner-rips-up-usd15k-fine-live-on-fox-news?fbclid=IwAR2ko80_OvXFswHmR8ssYrujwZVGgw76KhJzVsmxim-EuRRogkxrqDD8M2k

OHIO Court Rulings:

- 1) Ohio Court Rules Health Departments cannot suspend Business Licenses over masks.
https://ohioconstitution.org/ohio-court-health-departments-cannot-suspend-license-over-masks/?fbclid=IwAR1UDZdQNh-G_F6R6hithdRmbkEDFSGuSy6Ct7AJif-KjuEXBRZFdVEIwHc
- 2) Ohio Court Slams Forced Closures as Unconstitutional
<https://ohioconstitution.org/another-ohio-court-slams-forced-closures-as-unconstitutional/>
- 3) Ohio Court: Forced Closures of Gyms is Unconstitutional
<https://ohioconstitution.org/ohio-court-forced-closure-of-gyms-unconstitutional/>

1851 Center for Constitutional Law explains Constitutional Rights During Quarantine: <https://ohioconstitution.org/constitutional-rights-during-the-quarantine/>

John Jay Singleton Explains how important it is to REFUSE to comply with these illegal policies as a business owner and the general strategy of how to respond to agencies and which important principles to use.

<https://www.youtube.com/watch?v=kd5fKx8p8iA&t=2982s>

PMA & Marketing Risk Management: John Jay singleton describes how a business can avoid insane state illegal policy and tortuous interference and harassment and also develop a very effective marketing plan.

<https://www.youtube.com/watch?v=cUMUN92X-sA>

Ohio Stands Up! Small Business Webinar with Jon Jay Singleton:

<https://docs.google.com/document/d/1rwZxsLzaZKU0f33KeyWaxzOTs7W3or8P2QyVCKgQkj8/edit?usp=sharing>



**YOU ARE WELCOME HERE
REGARDLESS OF THE FOLLOWING:**

- ABILITY OR INABILITY TO WEAR A FACIAL COVERING
- RELIGIOUS BELIEFS
- POLITICAL AFFILIATION
- SOCIOECONOMIC STATUS

REQUIRED TO ENTER:

- KINDNESS & CONSIDERATION FOR OTHERS
WHILE INSIDE...DESPITE THE ABOVE

*PLEASE REMEMBER, YOU HAVE NEVER WALKED A DAY
IN SOMEONE ELSE'S SHOES.*

Ohio