



WHO WE ARE

The Michigan Department of Civil Rights (MDCR) has one of the most important roles in state government – so important that it is enshrined in the Michigan Constitution: to investigate alleged discrimination and to secure the equal protection of civil rights.

MDCR is also home to the Division on Deaf, DeafBlind and Hard of Hearing, the Michigan Women's Commission, the Michigan Indian Tuition Waiver Program, the Americans with Disabilities Act (ADA) Compliance Office for the State of Michigan and a number of strategic civil rights initiatives.



GET TO KNOW US

MICHIGAN DEPARTMENT
OF CIVIL RIGHTS



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Like us - MIDCR



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Did you know?

In 1964, Michigan became the first state in the nation to include civil rights protections in its constitution. Article 5, Section 29 calls on the Michigan Civil Rights Commission to “...investigate alleged discrimination against any person because of race, religion, color or national origin in the enjoyment of the civil rights guaranteed by law...” The Michigan Department of Civil Rights was created in 1965 to carry out the work of the Commission. Passage of the Elliott-Larsen Civil Rights Act and the Persons with Disabilities Civil Rights Act in 1976 further clarified the specific protections guaranteed under Michigan law.



WHAT WE DO

ENFORCE CIVIL RIGHTS LAWS

MDCR's primary purpose is to investigate complaints of discrimination in employment, education, housing, public accommodation, law enforcement and public service.

The alleged discrimination must have taken place in the last 180 days and must be based on religion, race, color, national origin, arrest record, genetic information, sex, age, height, weight, marital status or disability.

When conducting an investigation, MDCR is neutral. If the investigation shows that discrimination has occurred, we will attempt to reach a resolution between the parties. If they cannot agree on a resolution, MDCR will enforce civil rights law and may bring a charge before the Michigan Civil Rights Commission.

PREVENT DISCRIMINATION

MDCR is committed to preventing discrimination and working to bridge gaps in understanding and trust. We engage with community and faith-based organizations, advocates and law enforcement agencies to address civil rights issues and build partnerships to promote voluntary compliance with civil rights laws.



MDCR offers training on a range of topics including cultural competency, disability, sexual harassment, housing discrimination, hate crimes and civil rights law. We also partner with communities to examine racial and ethnic disparities and the role they play in Michigan's economic and social environment.

MDCR-led initiatives:

- **Advocates & Leaders for Police and Community Trust (ALPACT)** brings together law enforcement and community leaders to build trust and facilitate communication and cooperation.
- **The Michigan Alliance Against Hate Crimes (MIAAHC)** works to eliminate hate crimes and bias incidents in Michigan.
- **The Farmworker Policy, Advocacy, & Civil Rights Committee** promotes, tracks and reports on recommendations to improve conditions for Michigan's migrant and seasonal farmworkers and their families.
- **West Michigan Leadership Collaborative** brings organizations, education and government agencies together to address racial and ethnic disparities, advocate for equal opportunity and develop community resources.
- **Michigan Service Animal Registry** offers individuals with disabilities who use trained service animals the opportunity to register with the

state and obtain an official identification card and patch. Registration is voluntary and designed to ensure your legal right to access businesses, schools and other public accommodations.

SERVE COMMUNITIES

MDCR works to support diversity and inclusion, and to serve the needs of specific residents.

- **The Division on Deaf, DeafBlind and Hard of Hearing** serves Michigan residents who are deaf, deafblind or hard of hearing. The Division enforces the Deaf Persons Interpreters Act and the Michigan Interpreter (Administrative) Rules, and provides sign language interpreter testing and certification. It also offers information and technical assistance to entities required to provide interpreters or other communication-related accommodations.
- **The Michigan Women's Commission (MWC)** addresses issues of concern to Michigan's women. Current MWC priorities are women in business, women veterans and human trafficking. MWC also acts as a referral agency to help women access federal, state and local resources.
- **The Relentless Tour with Anthony Ianni** reaches students and adults throughout Michigan and beyond to fight bullying, to inspire individuals to overcome disabilities, and to empower everyone to "Live Your Dream."



- **The State of Michigan Office of ADA Compliance** works to ensure all aspects of Michigan government are in compliance with the Americans with Disabilities Act and other state and federal disability-related laws.
- **The Michigan Indian Tuition Waiver** program waives tuition costs for eligible Native Americans in Michigan's public colleges and universities.

TURN TO US

If you believe you have been the victim of discrimination, contact the Michigan Department of Civil Rights online or by calling or visiting our offices. If your contact is within 180 days and the incident falls within our jurisdiction, we will investigate.

800-482-3604
www.michigan.gov/mdcr

