

[REDACTED]
8/9/2017

I support issuance of an interpretive statement regarding the scope of sex discrimination under ELCRA. Sexual orientation and gender identity are clearly covered under sex discrimination. Though an interpretive statement is no substitute for legislation that amends Elliott-Larsen, it is a healthy and wise step in the right direction for all Michiganders.

S. Kerene Moore

cell: [REDACTED]

Aug 9, 2017

Michigan Civil Rights Commission

Dear Commission,

Numerous federal district and appeals courts have already concluded that the federal prohibition on sex discrimination includes anti-LGBTQ discrimination. Michigan should follow their lead. The First, Sixth, Ninth and Eleventh circuit courts of appeals have all determined that employment discrimination against transgender people is unlawful. The Seventh Circuit recently reached the same determination about discrimination based on sexual orientation. The interpretative statement does not create new law. It simply clarifies current ambiguity about what constitutes sex discrimination.

The Commission has already concluded that anti-LGBTQ discrimination "exists and is significant" in Michigan. Having already reached that conclusion, the Commission has an obligation to act to prevent discrimination. Because our legislature has failed to enact an explicit prohibition on anti-LGBTQ discrimination and the scope of current law is unclear, LGBTQ Michiganders can still be fired for being gay, denied an apartment for being transgender, and refused service almost anywhere for who they are or who they love. In 2017, that's shocking and wrong.

With your help, we can add Michigan to the other 18 states that protect all of its residents from discrimination.

Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mr. Tom Emmott

Traverse City,

- ango25echo@gmail.com

Aug 9, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Nicole Ellefson

[REDACTED]
Williamston [REDACTED]
[REDACTED]
[REDACTED]

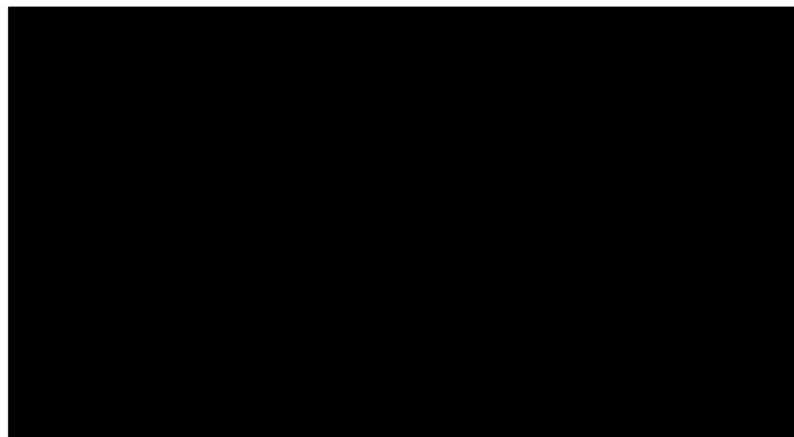
8/9/2017

Dear Members of the Commission:

You have invited public comment on the question of whether ELCRA's prohibition against sex discrimination should or should not apply to gender identity and sexual orientation, and I am writing to say that it absolutely should. I am sure you are going to receive many letters and e-mails from people who believe that it should not. I would remind you all that there were many people who opposed the Civil Rights Act of 1965, and many people who opposed the 19th Amendment allowing women to vote. There have always been people who have opposed the progress this country has made towards greater tolerance and expanded views of equal protection under the laws, and those people are always looked on unfavorably by history.

We know that discrimination takes place in Michigan. Here is just one example:

[Discrimination based on sexual orientation, gender identity happens in Jackson, survey shows](#)



Discrimination based on sexual orientation, gender identity happens in Jack...

Mayor Bill Jors asked for proof before voting for a non-discrimination ordinance. Researcher and statistician St...

We also know that discrimination is wrong. This leads to the conclusion that we must do what we can to put a stop to it. I urge you to do the right thing and move Michigan into the future rather than supporting the tired, harmful prejudices of the past.

Thank you.

Dr. Edward W. Clayton



Mount Pleasant MI 48858

8/9/2017

To Whom It May Concern,

I apologize for my misstatement in my first email in support of an interpretive statement of ELCRA extending that law's protections to the LGBT community. I had mis-remembered President Obama's Executive Order protecting Federal employees from anti-LGBT discrimination as somehow meaning that the federal Employment Non-Discrimination Act had actually passed.

Given that there is no federal protection for LGBT Americans whatsoever, it is even more urgently important that your commission do the right thing and issue an interpretive statement protecting LGBT Michiganders under ELCRA.

Thank you again for your time and attention.

Dawn Weirauch

Ann Arbor, 

To Whom It My Concern,

I can't believe that, in 2017, Michigan law still allows discrimination based on a person's real or perceived sexual orientation, gender identity, or gender expression.

Every time this issue comes up and our state legislature once again fails to protect our LGBT neighbors, I can't help but think that the 1950's called and wants their decade back.

While Federal law is currently with the times on this issue, the problem is that the current Federal administration is filled with people who would like to take us back to the days when men were supposedly men, women women, and gays stayed in the closet or they could expect to get hurt. This makes it the full responsibility of each state to protect LGBT individuals from bigots who would discriminate against them in housing, employment, and public accommodations.

Even in the midst of a state government that is too often cowed by extremist special interests, your commission has generally done the right thing. Please do so once again and issue strongly-worded interpretive statement that the Elliott-Larsen Civil Rights Act quite obviously extends its protections to LGBT Michiganders.

Thank you for your time and consideration.

Sincerely,

Dawn Weirauch



8/9/2017

Hello,

I'm Michigan native and I currently live in Ann Arbor with my husband and two children. I have a child who identifies as part of the LGBTQ+ community.

I'm writing today to urge state legislators to offer an interpretive statement on the 1976 Elliott-Larsen Civil Rights Act. I'm requesting that this statement makes clear that it is an unlawful form of sex discrimination to discriminate in employment, housing or public accommodations based on an individual's gender identity or sexual orientation.

Nobody should be discriminated against in these ways simply because they are part of the LGBTQ+ community. Personal beliefs aside, EQUALITY and JUSTICE are two concepts this country was founded on.

Thank you for your time.

-Carolyn Herrmann

Aug 9, 2017

Michigan Civil Rights Commission

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Ms. Amber Kramer

[REDACTED]

Aug 9, 2017

Michigan Civil Rights Commission

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Sincerely,

Mrs. Wendy Julien

[REDACTED]

Aug 9, 2017

Michigan Civil Rights Commission

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Sincerely,

Mrs. Rosalind Keith

[Redacted signature block]

Aug 9, 2017

Michigan Civil Rights Commission

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Sincerely,

Mr. Jin Lee

[REDACTED]
[REDACTED]
[REDACTED]

8/9/2017

Hello,

I am in support of an interpretive statement of the word "sex" in the 1976 Elliott-Larsen Civil Rights Act to include gender identity and sexual orientation as a protection against discrimination of Michigan residents.

Gabriela Pashturro
Ann Arbor, MI

Aug 8, 2017

Michigan Civil Rights Commission

Dear Commission,

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mrs. Mary DERIDDER

[REDACTED]
[REDACTED]
[REDACTED]

Aug 8, 2017

Michigan Civil Rights Commission

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mrs. Coleen Young

[REDACTED]

Aug 8, 2017

Michigan Civil Rights Commission

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Ms. Allie Ginter

A large black rectangular redaction box covers the signature and contact information of Ms. Allie Ginter.

8/8/2017

[REDACTED]

To the members of the Michigan Civil Rights Commission:

It should go without saying that all Michigan residents deserve equal protection under the law. Please help make this state equal for all by adding an interpretive statement to the Elliott-Larsen Civil Rights Act to allow individuals to file sex discrimination complaints with the MCRC on the basis of gender identity or sexual orientation.

Thank you.

Michael Waynick

[REDACTED]

8/8/2017



Please include LGBT protections also as protected from discrimination.
Thank you,
Noraleen Renauer resident of Saline

Aug 8, 2017

Michigan Civil Rights Commission

Dear Commission,

Numerous federal district and appeals courts have already concluded that the federal prohibition on sex discrimination includes anti-LGBTQ discrimination. Michigan should follow their lead. The First, Sixth, Ninth and Eleventh circuit courts of appeals have all determined that employment discrimination against transgender people is unlawful. The Seventh Circuit recently reached the same determination about discrimination based on sexual orientation. The interpretative statement does not create new law. It simply clarifies current ambiguity about what constitutes sex discrimination.

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My research at the University of Michigan is on LGBTQ people. The overwhelming consensus of data and research in this area show that non-discrimination laws and policies have positive effects on both LGBTQ people and the communities they live and work in. The laws themselves provide comfort and reduce the negative psychological outcomes associated with being LGBTQ. They provide recourse to people who have lost jobs, homes, and opportunities to discrimination. They reduce "bystander stress," which is the well documented phenomenon where straight and cisgender people are psychologically harmed by witnessing LGBTQ discrimination. This vote will help all Michiganders.

Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mr. Jeffrey Lockhart

A large black rectangular redaction box covering the signature and contact information of Mr. Jeffrey Lockhart.

8/8/2017

[REDACTED]

Dear Michigan Department of Civil Rights:

EQMI has requested a review of the Elliott-Larsen Civil Rights Act's protections based on sex against discrimination and asked whether this includes sexual orientation and gender identity. I believe that it does and strongly urge you to provide an interpretation that protects the widest possible group of people under the ELCRA. This is not just my opinion as a resident of Michigan who supports equal protection for all citizens under the law (the 14th amendment to the US Constitution); multiple US Federal Courts have found that protections based on sex also cover gender identity and sexual orientation. A good summary of these rulings can be found at EEOC.gov (https://www.eeoc.gov/eeoc/newsroom/wysk/lgbt_examples_decisions.cfm) and it is an extensive list of court findings -- the first one on that page makes a compelling argument that may help you in your deliberations -- from late Supreme Court Justice Antonin Scalia: "statutory prohibitions often go beyond the principal evil [they were passed to combat] to cover reasonably comparable evils, and it is ultimately the provisions of our laws rather than the principal concerns of our legislators by which we are governed." As a small-business employer (I am a Pharmacist who manages my pharmacy on behalf of my business's owner) and as an employee (as a member of the gay and asexual communities who is never sure if I will face discrimination if I come out to my employer and fellow employees) and as a citizen of Michigan who realizes that at any time I leave my home that I could be a victim of a hate crime that wouldn't be recognized as such simply because it is not yet clear whether the ELCRA would protect me, I urge you to clarify the protections under this law and end the confusion. Please support the EQMI request and rule on the right side of law, the right side of history, the right side of the truth, and provide protection under this law for all those that it must apply to in order to fulfill its true spirit.

Peace,

Derek J. Quinn, Pharm.D., R.Ph.

[REDACTED]

8/8/2017



The ELCRA law should protect everyone of every sex, gender, & sexuality.

Shane Wheeler

Aug 8, 2017

Michigan Civil Rights Commission

Dear Commission,

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Ms. Natasha Wilson

[Redacted signature block]

8/8/2017

[REDACTED]

To Whom It May Concern:

Equity Michigan has asked the Michigan Civil Rights Commission to to draft an interpretive statement giving clarity to Michigan law and allowing individuals to file sexual discrimination complaints on the basis of sexual identity or sexual orientation. For far too long Michigan has sat on the fence about the civil rights of the LGBT community by not defining Michigan's position relative to the Elliott-Larson Civil Rights Act. By doing so would simply make our state in compliance with federal law and reassure an already stressed community they. By not doing so, you are perpetuating ambiguity for business and allowing the partisan to cheat and humiliate a group of people who warrant protection as much as other protected group. To claim, as Rep. Gary Glenn does, that this would be discriminatory against religious groups is disingenuous and ridiculous. Those same weak and biased arguments always are trotted out to perpetuate discrimination against groups they don't like. To clear this up is simply the right thing to do. Please include an interpretative statement to protect the LGBT citizens of Michigan. Historically, they have been a group subject to cruelty, derision, and illegal treatment. Please allow them due legal recourse and some peace of mind.

Thank you,
Alexandra Black

[REDACTED]

8/8/2017

[REDACTED]

To whom it may concern:

I am asking the Michigan Civil Rights Commission to clarify that the state's prohibition on sex discrimination currently contained in the Elliott-Larsen Civil Rights Act prohibits discrimination based on both sexual orientation and gender identity. Please clarify the ambiguity that exists surrounding the scope of sex discrimination currently prohibited by the Elliott-Larsen Civil Rights Act and bring Michigan law into alignment with the growing body of understanding from federal judges and legal scholars.

Sincerely,

Kate Grandfield

[REDACTED]

8/8/2017



Please issue a statement to clarify that sex discrimination INCLUDES discrimination on the basis of gender identity and sexual orientation.

Thank you,

Jan Sweet

Aug 8, 2017

Michigan Civil Rights Commission

Dear Commission,

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Sincerely,

Ms. Charin Davenport

A large black rectangular redaction box covering the signature and any contact information that might have been present.

Aug 8, 2017

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Sincerely,

Ms. Denise Brennan

[REDACTED]

Aug 8, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Arlene Collins

[Redacted signature block]

Aug 8, 2017

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Sincerely,

Mrs. Joan Burleigh

[Redacted signature block]

I neglected to sign the original. (Plus, spelling LGBT correctly)

Dennis Tino

[REDACTED]

Sent from [Mail](#) for Windows 10

From: [REDACTED]

Sent: Tuesday, August 8, 2017 11:32 AM

To: MCRC-Comments@michigan.gov; joostin@detroitnews.com; pastorramthun@guardianlutheran.org; [Scott Christenson](#); [David Mews](#); [Bob Dickhudt](#); [Rob & Kelly Parsons](#)

Subject: Transgender rights article (LGBT rights, 8-8-17)

Certainly people should not be discriminated against for their beliefs or opinions that don't agree with others.

In my opinion, transgender people have arrived at the opinion that they are different from God's intended creation. So be it.

This does not require me to accept this opinion. Rather, our Constitution guarantees my rights to carry on my life according to my beliefs.

To force me to accept transgender people into my life violates my rights.

I am of the opinion that identifying one's self as being transgender is based on that person's opinion rather than on facts. While some liberals are convinced that this is due to intrinsic human hormones, I am not aware of medical evidence. Therefore, the more realistic explanation would seem to be that their identity is a result of faulty upbringing. This seems to be much more common with the breakdown of moral values, increased numbers of single parenting in which identities are influenced by the gender of the parent, and apparent lack of traditional parenting skills.

I was appalled to read the article on page 7A "Transgender camp teaches kids they're "not alone". This is a prime example of people ignoring the morals established by God (which our nation has increasingly done by attempting to establish morals determined by man). How ignorant and presumptive to accept the notion that children can determine their transgender condition! And, further, teach them and reinforce their confusion that this opinion of themselves is normal and acceptable! It is very upsetting to see this type of child rearing becoming more acceptable by supposedly intelligent persons.

In summary, those persons who regard their sexuality as different than their God given gender at birth, need to be accepted with love. We who have chosen to apply the solidly established rules given to mankind by our Creator should not be required to accept the manmade decisions of “progressives”.

God bless America.

Sent from [Mail](#) for Windows 10



8/8/2017

Hello,

The LGBT community should be protected under 'sex' discrimination. Discrimination on the basis of gender identity and sexual orientation should be considered to be prohibited as 'sex' discrimination in employment, housing, and public accommodations. This is essential to ending anti-LGBT discrimination in Michigan as there is existing precedent under federal law as well as the right thing to do.

Sincerely,
Alyssa M Bourgeau
Southfield, MI 48034

8/8/2017



Dear Committee Members,

I understand that there has been a call from a minority group to define the word "sex" as it is stated in the law in regards to discrimination. I believe that people are born as either male or female. I believe that the law address the "male and female" aspect of the populace, not the performance of a "sex" act. Who people choose to have intercourse with (sex) is no business of the law. It is between the 2 adults, and God. The homosexual community wants to proselytize there sexual choices, even to the "punishment" of those who think differently than they do.

Please do not alter our laws of discrimination on who people choose to have sex with. Would we alter our laws in favor of one who would have sexual intercourse with animals? Would the animals need special rights?

Though this act turns my stomach, I understand that this does happen out there.

The word "sex" should be defined as male or female, period. No preface should be given to either gender over the other. Job hiring and placement should be over ability and training, not because of gender.

Do not muddy the laws with sexual intercourse choices adults make. That is a bedroom issue, the government need not lean either way when adult sexual intercourse is concerned.

The word "SEX" should be defined as Male or Female, PERIOD!! Concerned Taxpayer, and Michigan resident, your boss because of the vote, Marilyn Eldridge

8/8/2017

[REDACTED]

Hello,

I am asking the Michigan Civil Rights Commission to clarify that the state's prohibition on sex discrimination currently contained in the Elliott-Larsen Civil Rights Act prohibits discrimination based on both sexual orientation and gender identity. Please clarify the ambiguity that exists surrounding the scope of sex discrimination currently prohibited by the Elliott-Larsen Civil Rights Act and bring Michigan law into alignment with the growing body of understanding from federal judges and legal scholars.

Thank you,
Alisa Bobzien
48103

--

[REDACTED]

8/8/2017



In my my opinion, people who perpetuate discrimination are not very analytical, and probably don't know the difference between "sex" and "gender identity" so in order to keep things simple for them, let's just use the word "sex" to cover their discrimination. Bigots can't see the letters LGBTQ without thinking of two men (or two women, with a little tittilation) having sex. SEX. That is the basis of their discrimination. Keep it simple for simple people.

Cindy

Aug 8, 2017

Michigan Civil Rights Commission

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With your help, we can add Michigan to the other 18 states that protect all of its residents from discrimination. There is NO place for discrimination nor any valid reason because we are ALL just human beings and NONE of us should be discriminated against for any reason whatsoever!!

Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Ms. Linda J Solomon

[REDACTED]

8/8/2017



I read in today's Detroit News about the request for the Michigan Civil Rights Commission to issue an interpretive statement to the effect that the definition of "sex" under the Elliott-Larsen Act includes gender identity and sexual orientation. The commission should decline this invitation to invade the province of the legislature.

As Equality Michigan's representative admitted in the News' article, the interpretive statement would have "essentially the same effect as amending the statute directly." But it is not the commission's role to amend legislation. If indeed there is a "glaring ambiguity" in the Elliott-Larsen Act, it is up to the legislature to address it. The fact that Equality Michigan has been unsuccessful so far in getting the legislature to address this issue must indeed be frustrating, but that fact does not justify an end-run around the legislature.

The legislative process is difficult -- because it has to be. Legislators are responsible to all their constituents. Only in the legislative process, imperfect as it is, can all interests be heard and weighed, and difficulties anticipated. Even then, legislation often falls short of achieving its goals, and unintended consequences are commonplace. Does the commission think it can do any better than the legislature -- or that, as an administrative body, it should attempt to usurp the legislature's function?

The "public comment" process alluded to in the article is no substitute for the give-and-take in the legislature. Making law by administrative fiat is improper, antidemocratic, and lazy.

Marcia McBrien
Grosse Pointe Farms

8/8/2017



It seems a no-brainer that "sex" discrimination should include all aspects of sex. We should not need further wording or legislation to figure this one out.

Richard Gryebet

Warren, MI

8/8/2017



Please expand the definition of discrimination to include sexual identity and sexual orientation.

My daughter is gay and she will not live in Michigan due to the lack of protection for gay people here. She is highly educated from Michigan public universities and is the type of person our state should be trying to retain/attract. Stop the brain drain and negative impact on our state economy by expanding this definition!!

Gail Steinhauer
Bloomfield Hills MI

8/8/2017

Please find it is an unlawful form of sex discrimination to discriminate in employment, housing or public accommodations based on an individual's gender identity or sexual orientation. It is important to stop christians from discriminating against LGBT individuals. Christians are seeking to impose their evil biblical morality on our diverse society and trying to establish their religion and right to discriminate in our law.

Peter Bormuth

8/8/2017

[REDACTED]

LGBT "Rights"

Interpreting sexual behavior, activities, even choices to be on the same plane as gender, race, or even national identity is political posturing. It is inappropriate and diminishes the human rights of those who cannot CHOOSE what they are. This kind of intention re-definition is deeply offensive. Please do not compound the confusion by imputing "rights" to sexual predilection.

Craig A. Ellis, CPA, CISA

[REDACTED]

[REDACTED]

[REDACTED]

NEA Automotive, Inc.

"The Expert Source"® for Automotive Professionals

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8/8/2017

[REDACTED]

To Whom It May Concern,

I write asking you to interpret discrimination based on an individual's "sex" to extend beyond just discrimination against an individual slighted due to them being a male or female. Discrimination based on an individuals sex should also include acts against someone due to their gender identity or sexual orientation.

I put forward this point because someone discriminating against a man who is in love with another man is doing so not only because they have a dislike of homosexual individuals, but also because they are obviously showing a like of men, the same gender as themselves. Simply, that person is facing discrimination because they love the same sex as themselves, hence fitting the bill as sex discrimination. For example, if an openly gay man and their female friend attempt to rent an apartment together and are successful, yet that same openly gay man and another openly gay man try to rent the same apartment and are denied, it seems fitting to say that the landlord was not bias against the man being gay, but rather two people of the same gender living together. This clearly shows a basis of discrimination based on sex.

I urge you to do right by this matter and thank you for your service.

- Aaron Kuhn
Michigan Resident

--

Aaron Kuhn
Proud Michigan State [JMC](#) Alum
[REDACTED]

Aug 8, 2017

Michigan Civil Rights Commission

Dear Commission,

Numerous federal district and appeals courts have already concluded that the federal prohibition on sex discrimination includes anti-LGBTQ discrimination. Michigan should follow their lead. The First, Sixth, Ninth and Eleventh circuit courts of appeals have all determined that employment discrimination against transgender people is unlawful. The Seventh Circuit recently reached the same determination about discrimination based on sexual orientation. The interpretative statement does not create new law. It simply clarifies current ambiguity about what constitutes sex discrimination.

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mr. Keith D'Alessandro

[Redacted signature block]

Aug 8, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Annie Kopko

[REDACTED]

[REDACTED]

8/8/2017

James Grikschat



I would like the Commission to leave the existing definition as is. Sex and gender are the same thing. There are two sexes as defined by nature. You are male or female and that is undisputed. Some one wishing to change nature is free to do so but Michigan society should not be burdened by some one's personal choice.

Aug 8, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Kyle Peterson

[Redacted signature block]

Aug 8, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Linda Prostko

[REDACTED]

8/7/2017

[REDACTED]

It would seem that in the event that a person or employer discriminates against an individual based upon such person's sexual orientation or gender identity, or perceived sexual orientation or gender identity, that act of discrimination would by definition be an act of sexual discrimination. The question is definitional. Noting that hate crimes based upon sexual orientation or gender identity are punishable by federal law under the Matthew Shepard and James Byrd, Jr. Hate Crime Prevention Act of 2009, and the EEOC in 2011 ruled that job discrimination against lesbians, gays, bisexuals and transgendered are classified as a form of sex discrimination and thus violated Title VII of the Civil Rights Act of 1964. Shouldn't a federal definition be carried forward state-wide and state-by-state as a matter of consistency, whether it is explicitly enumerated or not, in this case, under the Elliott-Larsen Civil Rights Act.

Roland Hwang [REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

Dear Commission,

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Sincerely,

Mrs. Julie Skelton

[Redacted signature block]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Mr. David Halperin

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Miss Kaylyn Vaughan

[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Mr. Andrew Jones

[REDACTED]

Aug 7, 2017

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Sincerely,

Mr. John P. Davis

[Redacted signature block]

Aug 7, 2017

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With your help, we can add Michigan to the other 18 states that protect all of its residents from discrimination. I encourage you to take this opportunity to act and fight for the common good. The most important thing in today's world is self love. We should be encouraging others to find happiness in their own lives rather than punishing those that have. Please act to protect people and their happiness. We can live peacefully, but we need your help.

Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Ms. Kala Sperbeck

The signature and contact information of Ms. Kala Sperbeck are redacted with black boxes. There are three distinct black redaction boxes: one covering the first line of the signature, one covering the second line, and one covering the third line.

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Mr. Ronald Paige MSG USA Ret

[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Mr. Ron Katz

[Redacted signature block]

8/7/2017

[REDACTED]

Members of the MCRC:

I am asking that you will determine that protection from sex discrimination in the ELCRA also includes protection based on sexual orientation and gender identity.

C. Baars Bultman

--

C. Baars Bultman, Ph.D.
Professor Emeritus
Hope College

[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Ann Marie Teli

[Redacted signature block]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Karyn Goff

[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Ms. Barbara Michael

[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

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[REDACTED]

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Sincerely,

Ms. Lori Mulvey

[REDACTED]

Aug 7, 2017

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Sincerely,

Mr. Robert Welker

[Redacted signature block]

Aug 7, 2017

Michigan Civil Rights Commission

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Sincerely,

Mr. Richard Han

[REDACTED]

Aug 7, 2017

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Ms. Emma Myles

[REDACTED]

8/7/2017

Julie Ridl

All Michiganders should be treated fairly and equally.

Please find that protections from sex discrimination in the ELCRA are also inclusive of discrimination based on BOTH gender identity and sexual orientation.

I know you'll do the right thing, and thank you for your service,

Cheers,

Julie

Julie Ridl Communications

[Redacted]

[Redacted]

Aug 7, 2017

Michigan Civil Rights Commission

Dear Commission,

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Sincerely,

Mr. Michael Downey

[REDACTED]

Aug 7, 2017

Michigan Civil Rights Commission

Dear Commission,

Numerous federal district and appeals courts have already concluded that the federal prohibition on sex discrimination includes anti-LGBTQ discrimination. Michigan should follow their lead. The First, Sixth, Ninth and Eleventh circuit courts of appeals have all determined that employment discrimination against transgender people is unlawful. The Seventh Circuit recently reached the same determination about discrimination based on sexual orientation. The interpretative statement does not create new law. It simply clarifies current ambiguity about what constitutes sex discrimination.

The Commission has already concluded that anti-LGBTQ discrimination "exists and is significant" in Michigan. Having already reached that conclusion, the Commission has an obligation to act to prevent discrimination. Because our legislature has failed to enact an explicit prohibition on anti-LGBTQ discrimination and the scope of current law is unclear, LGBTQ Michiganders can still be fired for being gay, denied an apartment for being transgender, and refused service almost anywhere for who they are or who they love. In 2017, that's shocking and wrong.

With your help, we can add Michigan to the other 18 states that protect all of its residents from discrimination.

Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mr. Randy Mueller

[REDACTED]
[REDACTED]
[REDACTED]

Aug 7, 2017

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Sincerely,

Ms. Diana Turner

[Redacted signature block]

Aug 7, 2017

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Sincerely,

Ms. karen cairns

[REDACTED]

Aug 7, 2017

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Sincerely,

Mr. Erik Hiipakka

[REDACTED]

Aug 7, 2017

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Sincerely,

Ms. Susan Burke

[Redacted signature block]

Aug 7, 2017

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Sincerely,

Ms. Sarah Sercombe

[REDACTED]

Aug 7, 2017

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Sincerely,

Mr. Raymond Keeling

[Redacted signature block]

Aug 7, 2017

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Sincerely,

Dr. Suzanne Perkins

[REDACTED]

8/7/2017

Josephine Rood [REDACTED]

Hello,

I am concerned about discrimination based on sexual orientation and gender identity in the workplace, housing, and public places. I have friends and family members who are gay and live and work in Michigan; they, like all human beings, deserve equality before the law and to be treated with respect. Michigan should be a beacon of equality and justice for all.

Michigan does not currently have a state law that explicitly prohibits anti-LGBT discrimination in employment, housing, or public accommodations. Although the federal prohibition on sex discrimination in employment under Title VII of the Civil Rights Act of 1964 has been interpreted to encompass discrimination based on gender identity and sexual orientation, many LGBT people in Michigan do not receive the benefit of this prohibition, because they work for employers with fewer than fifteen employees, the threshold for Title VII coverage.

I am asking the Michigan Civil Rights Commission to clarify that the state's prohibition on sex discrimination currently contained in the Elliott-Larsen Civil Rights Act prohibits discrimination based on both sexual orientation and gender identity. Please clarify the ambiguity that exists surrounding the scope of sex discrimination currently prohibited by the Elliott-Larsen Civil Rights Act and bring Michigan law into alignment with the growing body of understanding from federal judges and legal scholars.

Sincerely,

Josephine Rood
[REDACTED]
[REDACTED]

Aug 7, 2017

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Sincerely,

Ms. Kayley Whalen

[REDACTED]
[REDACTED]
[REDACTED]

Aug 7, 2017

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Please vote to provide non-discrimination protections and clarity to all Michiganders.

Sincerely,

Mrs. Victoria Elliott York

[REDACTED]

8/10/2017

Tracey Martin



Among "the least of us" that Jesus declared to be of himself surely are the most vulnerable among us. That would be members of the LGBT community. The least the state can do to protect their free enjoyment of the security promised them as citizens of our commonweal would be to include them within the Elliott-Larson civil rights protections. We'd still need ENDA at the national level, but Elliott-Larson inclusion would be another noble step toward that realization. ~tracey martin