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MICHIGAN HOUSE OF REPRESENTATIVES

**JON HOADLEY**  
STATE REPRESENTATIVE

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(MINORITY VICE CHAIR)  
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August 15, 2017

Laura Reyes Kopack and Rasha Demashkieh, Co-Chairs  
Michigan Civil Rights Commission  
110 West Michigan Avenue, Suite 800  
Lansing, MI, 48913

Dear Co-Chairs Reyes Kopack and Demashkieh,

We are contacting you today to support Equality Michigan's request that the Michigan Civil Rights Commission ("Commission") issue an interpretative statement finding that the prohibition on sex discrimination in employment, housing and public accommodations found in Michigan's Elliott-Larsen Civil Rights Act includes a prohibition on discrimination based on an individual's gender identity and sexual orientation.

I am the proud sponsor of legislation in both the 98<sup>th</sup> and the current 99<sup>th</sup> legislature to amend the Elliott-Larsen Civil Rights Act by expanding its scope to include sexual orientation and gender identity or expression. For more than thirty years, similar legislation has been introduced in numerous legislative sessions without any legislative activity.

In the workplace alone, studies show that about a third of lesbian, gay, and bisexual Americans have experienced adverse treatment, while a shocking eighty percent of transgender Americans have endured work-related harassment or discrimination. Transgender individuals are also disproportionately victims of housing and public accommodations discrimination. Furthermore, including protections for gender identity will help ensure that people of all sexual orientations and gender identities are protected from discrimination based on expectations of what a person "should" look or act like.

The lack of political will to clarify the scope of Michigan law legislatively to provide these protections serves to highlight the need for the Commission to issue an interpretative statement finding that the prohibition on sex discrimination in employment, housing and public accommodations found in the Elliott-Larsen Civil Rights Act includes a prohibition on discrimination based on an individual's gender identity and sexual orientation. Such an action by the Commission would serve to emphasize the need for legislative action.

We strongly encourage you to act quickly to issue the above mentioned interpretative statement and in so doing, the Commission will draw attention to the need for Michigan to join the other 17 states and 200 cities across the country who have updated their law to level the playing field and protect **all** of their residents.

Best,



Jon Hoadley  
State Representative  
60<sup>th</sup> District

Pam Faris  
State Representative  
48<sup>th</sup> District

Frank Liberati  
State Representative  
13<sup>th</sup> District

Adam Zemke  
State Representative  
55<sup>th</sup> District

Winnie Brinks  
State Representative  
76<sup>th</sup> District

Sherry Gay-Dagnogo  
State Representative  
8<sup>th</sup> District

Jeremy Moss  
State Representative  
35<sup>th</sup> District

Darrin Camilleri  
State Representative  
23<sup>rd</sup> District

Patrick Green  
State Representative  
28<sup>th</sup> District

Kristy Pagan  
State Representative  
21<sup>st</sup> District

Stephanie Chang  
State Representative  
6<sup>th</sup> District

Christine Greig  
State Representative  
37<sup>th</sup> District

Yousef Rabhi  
State Representative  
53<sup>rd</sup> District

John Chirkun  
State Representative  
22<sup>nd</sup> District

Vanessa Guerra  
State Representative  
95<sup>th</sup> District

Terry J. Sabo  
State Representative  
92<sup>nd</sup> District

Tom Cochran  
State Representative  
67<sup>th</sup> District

Abdullah Hammoud  
State Representative  
15<sup>th</sup> District

Sam Singh  
State Representative  
69<sup>th</sup> District

Scott Dianda  
State Representative  
110<sup>th</sup> District

Kevin Hertel  
State Representative  
18<sup>th</sup> District

Tim Sneller  
State Representative  
50<sup>th</sup> District

Fred Durhal, III  
State Representative  
5<sup>th</sup> District

Jewel Jones  
State Representative  
11<sup>th</sup> District

William J. Sowerby  
State Representative  
31<sup>st</sup> District

Brian K. Elder  
State Representative  
96<sup>th</sup> District

David LaGrand  
State Representative  
75<sup>th</sup> District

Robert Wittenberg  
State Representative  
27<sup>th</sup> District

Jim Ellison  
State Representative  
26<sup>th</sup> District

Donna Lasinski  
State Representative  
52<sup>nd</sup> District

Henry Yanez  
State Representative  
25<sup>th</sup> District