

From: [Phillip Turner](#)
To: [MCRC-Comments](#)
Subject: Civil rights act comment
Date: Thursday, July 27, 2017 4:00:52 PM

Hi,

Could you please issue an interpretative statement that says **the prohibition against sex discrimination in the civil rights act includes protections against discrimination based on gender identity and sexual orientation?**

Sincerely,

Phillip Turner

--

Phillip K. Turner
J.D. Candidate, May 2018
University of Michigan Law School
3L Representative, *Black Law Students Association*
Associate Editor, *Michigan Journal of Env. and Adm. Law*



From: [Peg Sanford](#)
To: [MCRC-Comments](#)
Subject: Civil rights for all
Date: Wednesday, July 26, 2017 4:28:21 PM

All people should be treated fairly and equally by the laws of Michigan. I strongly urge you to issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

From: [Katie page](#)
To: [MCRC-Comments](#)
Subject: Civil Rights for LGBT Citizens
Date: Thursday, July 27, 2017 10:20:14 PM

Please include an interpretive statement within the Elliot-Larson Civil Rights Act clarifying that discrimination based on sexual orientation or gender identity is prohibited in the State of Michigan. This is not only in line with Federal Civil Rights law, but the right thing to do. I want to live in a State that values love, kindness, respect and protects the vulnerable.

Sincerely,
Katherine Page
Royal Oak, Mi
48073

Sent from my iPhone

From: [Meghan Moe Beitiks](#)
To: [MCRC-Comments](#)
Subject: Civil Rights
Date: Friday, July 28, 2017 2:44:34 PM

To whom it may concern:

I fully support the request that the Michigan Civil Rights Commission, pursuant to its authority to interpret the Elliott-Larsen Civil Rights Act, issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

Sincerely,

Meghan Moe Beitiks

[REDACTED]

Grand Rapids, MI 49503

From: [Elizabeth Bowen](#)
To: [MCRC-Comments](#)
Subject: Comment on Equality Michigan's Request
Date: Thursday, July 27, 2017 2:05:31 PM

Hello:

I am a Michigan resident who firmly believes that all citizens are equal in the eyes of the law in this country. Discrimination has no place in our country. We must protect the civil rights and liberties of every citizen.

I fully support the Commission issuing a statement including gender identity and sexual orientation as protected classes against discrimination in any form.

Civil rights protection is about action. We cannot and should not try to legislate people's beliefs. But their actions affect the people around them. And since we are one nation, we must respect each other as we live together. My rights only extend to the point where they will not infringe on others' rights.

I support Equality Michigan's request for a clarifying statement to include these attributes under the ECLRA.

Thank you,
Beth Bowen

Lansing, MI 48917

Sent from my iPhone

From: [Ava Morgenstern](#)
To: [MCRC-Comments](#)
Subject: Comment on interpretation of sex discrimination in civil rights act
Date: Friday, July 28, 2017 4:13:40 PM

To whom it may concern:

I urge the Commission to issue an interpretative statement specifying that the prohibition against sex discrimination in the civil rights act includes protections against discrimination based on gender identity and sexual orientation.

Thank you for your consideration.

Sincerely,

Ava Morgenstern
J.D. Candidate (2018)
University of Michigan Law School

From: [Glenna DeJong](#)
To: [MCRC-Comments](#)
Subject: Comment on Scope of Sex Discrimination Prohibited Under ELCRA
Date: Wednesday, July 26, 2017 12:20:47 PM
Attachments: [PastedGraphic-1.pdf](#)

All people should be treated fairly and equally by the laws of Michigan. I was born, raised and live in Michigan. In 2014, I was legally able to marry my partner of 27 years; we are now celebrating 3 years of marriage and 30 years together. The next legal and moral responsibility for my home State of Michigan is non-discrimination protections in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

I strongly urge the Michigan Civil Rights Commission, pursuant to its authority to interpret the Elliott-Larsen Civil Rights Act, to issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

Sincerely,
Glenna DeJong

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Glenna K. DeJong, Ph.D.



From: [Dan Scheid](#)
To: [MCRC-Comments](#)
Subject: ELCRA clarification
Date: Wednesday, July 26, 2017 4:25:51 PM

Good afternoon,

I support broadening the Elliott-Larsen Civil Rights Act to include sexual orientation and gender identity.

The Rev. Dan Scheid, Rector
St. Paul's Episcopal Church
[REDACTED]
Flint, MI 48502

Home address

[REDACTED]
Flint, MI 48503

From: [Barbara McBride](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act Definitions
Date: Friday, July 28, 2017 3:59:13 PM

Dear Commission members and staffers,

The Elliott-Larsen Civil Rights Act was enacted with few attributes specifically identified as protected. Please clarify the definition of “sex”. Many LGBT+ individuals are treated as “less than” compared to the dominant group of white conservatives in my northwest lower Michigan region. They are denied housing, employment and service at some businesses.

Recently, as a tourist, I was refused service in St. Joseph while with an out LGBT+ person. There were no other plausible explanations (proper attire, indicators of ability to pay, English speaking, sobriety, etc.) Seeing the expression on my lunch companion’s face made it all too clear that this experience is more pervasive (and more serious) in our state than our legislators took into account when they chose so few qualities for civil rights protection.

While they may ignore the commission’s definition guides, it is a worthwhile effort to further clarify what is included in “sex”.

Thank you for your consideration.

Regards,
Barbara McBride
Honor, MI

From: [Adam LeRoy](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act
Date: Thursday, July 27, 2017 12:37:42 PM

To Whom It May Concern:

I am writing to encourage the Civil Rights Commission to clarify definitions within the Civil Rights Act. I encourage the commission to make clear that the Act include protections for sexual orientation or gender identity. Such an interpretation ensures equitable protection and will allow for discrimination cases to advance.

Sincerely,

Adam LeRoy

From: [Patricia Karnowski](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act
Date: Thursday, July 27, 2017 11:01:17 AM

This commission needs to issue an interpretative statement that says the prohibition against sex discrimination in the civil rights act includes protections against discrimination based on gender identity and sexual orientation.

If the state of Michigan will not protect my rights, why does it demand my tax money?

What happened to the Constitution of the United States of America?

Patricia Karnowski
zip code 48867

From: [Jacob Hachey](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act
Date: Wednesday, July 26, 2017 8:19:47 AM

Good morning,

I am writing to request that the Michigan Civil Rights 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 ("Elliott-Larsen"), MCL 37.2101 et seq., includes a prohibition on discrimination based on an individual's gender identity and sexual orientation.

Thank you,
Jacob Hachey
Livonia, MI

From: [Miranda Gregory](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act
Date: Friday, July 28, 2017 1:14:54 PM

To whom it may concern,

As a resident of Michigan, I believe that LGBTQ Michiganders should have the same protection from discrimination that is available to other Michiganders. Michigan can protect the lives and well-being of all Michiganders by ensuring the Elliot-Larsen Civil Rights Act includes protecting people on the basis of actual or perceived gender identity and sexual orientation.

Thank you for your time,
Miranda

From: [Francisco Nunez](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act--Protect LGBT people
Date: Tuesday, July 25, 2017 8:12:29 PM

Hello,

I am a gay man, a taxpayer, an employee of a small business in Michigan, and a recent graduate from a Michigan college. All my life I have lived in a state where despite my contributions to the community, I can still be fired or denied a job due to my sexuality. I believe that I, along with others of the LGBT community, deserve equal protection under the Elliott-Larsen Civil Rights Act, and that we should be covered under the protections against sex discrimination. I would like to know that, should I be fired because of my sexuality, I will have recourse, and my state will be behind me.

Thank you for your consideration,
Frankie Nunez

From: [Charity Steere](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen on discrimination due to sex
Date: Thursday, July 27, 2017 10:18:33 AM

With regard to discrimination on the basis of sex, prohibited by the Elliott-Larsen Act: It is obvious to me that this law applies to ANY expression of sexual identity. No one should be discriminated against due to their biological, identified, or perceived sex and the law makes no distinction amongst expressions of sexuality and provides no definition of sex, therefore it applies to ANY expression of sex. Civil rights MUST be protected on the basis that the individual is human. The expression of sex is utterly irrelevant and civil rights are clearly protected under this law.

Thank you for the opportunity to comment,

Charity W. Steere

[REDACTED]

Grass Lake, MI 49240

[REDACTED]

Sent from [Mail](#) for Windows 10

From: [REDACTED] on behalf of [Ariel Kennedy](#)
To: [MCRC-Comments](#)
Subject: EQMI Request
Date: Thursday, July 27, 2017 1:02:29 PM

I wholeheartedly support Equality Michigan's request for Michigan Department of Civil Rights to clarify that the Elliott-Larsen Civil Rights Act (ELCRA) includes protection against discrimination on the basis of gender identity and sexual orientation.

Michigan needs to be a leader in the fight against LGBT discrimination. No one should be discriminated against because of their race, gender, religion, gender identity, or sexual orientation. As Michigan strives to grow its economy we need to show that we are a good state to work in and providing these protections helps to attract new workers and helps to keep Michiganders in state.

Thank you,

Ariel Kennedy
Grand Rapids, MI

From: [Brenda Frezell](#)
To: [MCRC-Comments](#)
Subject: EQMI Request
Date: Thursday, July 27, 2017 6:34:20 PM

Dear Michigan Civil Rights Commissioners;

As a Michigan resident, I feel we have travelled long past the time to include sexual orientation in the Elliott-Larsen Civil Rights Act. The United States Supreme Court has recognized same-sex marriage as a fundamental right for Americans. Yet Michigan still lags behind in endorsing the same dignity that the Supreme Court said were to be given individuals of the same sex.

Federal courts already recognize sexual orientation as part of "sex" under the United States Civil Rights Act. The United States Department of Housing and Urban Development, which provides funding to the Michigan Department of Civil Rights, has already afforded protections to same sex couples. Despite some recent misguided comments by the current U.S. Attorney General, the Equal Employment Opportunity Commission, which also provides funding to MDCR, recognizes sexual orientation as a protected status.

The question then begs asking: how can the Michigan Civil Rights Commission, whose addition to the 1963 Michigan Constitution was to carry out guarantees against discrimination, take money from the federal government on one hand to eradicate sexual orientation discrimination while failing to recognize it as part of its own state civil rights laws?

EQMI's request is a natural outgrowth of Michiganders' growth. We believe people should be treated with dignity and respect. We believed it so strongly in it we made a place for it in the Michigan Constitution. I urge you to do what is right - embrace Equality Michigan's request.

Thank you.

Sincerely,
Brenda J. Frezell, J.D.

Lansing, MI 48917

From: [John Nixon III](#)
To: [MCRC-Comments](#)
Subject: Equal rights
Date: Friday, July 28, 2017 8:24:48 PM

Now more than ever we need to protect all of our fellow US citizens. You have the opportunity to put Michigan in elite company of States who do care and protect the basic rights of all. Please don't let our Federal Govt influence your decision, this protection is needed. My wife and I met our 25 year old transgender daughter for the first time in Nov of 2016 , thus our journey is new but not without passion. I can tell you all this is real, it's true Josie had been surviving for 25 years and now is very happy in her transition to a beautiful young woman. She was basically forced to move out of MI to find a safer setting, we still see her but we are embarrassed our State doesn't at it's core protect her. Please make our State one of the safe havens for transgender soles as many others have, make a statement don't follow the rhetoric from our "leaders" in DC. Josie did not choose to transition, she had to in order to continue her life journey, to say anything else on that is just silly. Ladies and gentlemen of the State of Michigan let's please protect all of our residents not just some of them.

Thank you ,
John Nixon III
Dexter, MI

John Nixon III

From: [Marsha Caspar](#)
To: [MCRC-Comments](#)
Subject: Equality for ALL in Michigan
Date: Wednesday, July 26, 2017 10:50:39 PM

All people should be treated fairly and equally by the laws of Michigan. Just like my wife, I was born and raised and live in Michigan. In 2014, I was legally able to marry my partner of 27 years; we are now celebrating 3 years of marriage and 30 years together. The next legal and moral responsibility for my home State of Michigan is non-discrimination protections in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

I strongly urge the Michigan Civil Rights Commission, pursuant to its authority to interpret the Elliott Larsen Civil Rights Act to issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

Marsha Caspar
Michigander for fairness and equality in this Great State

From: [Steve Hartman](#)
To: [MCRC-Comments](#)
Subject: Equality Michigan proposal
Date: Tuesday, July 25, 2017 3:34:17 PM

Dear Sir/Madam,

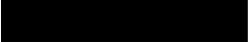
Currently in Michigan, lesbian, gay, bisexual and transgender people are not protected by state law banning discrimination. That means they can be legally discriminated against in housing, employment and public accommodations.

I am in support of the proposal put forth by Equality Michigan that would ask the Michigan Civil Rights Commission to interpret a current prohibition on sex discrimination to include protections for sexual orientation and gender identity.

I would also support [House bill 4689](#), sponsored by Rep. Jon Hoadley, D-Kalamazoo, which would also ban discrimination based on sexual orientation and gender identity or expression.

Thank you,

Steve Hartman


Flint, MI 48507

From: [Robin Winchester](#)
To: [MCRC-Comments](#)
Subject: Gender identity and sexual orientation
Date: Wednesday, July 26, 2017 12:04:51 PM

To whom it may concern:

I believe gender identity and sexual orientation are determined in utero. Sometimes identity/orientation do not match up with a person's chromosomes or physical gender, but it is the individual's right to choose how to present themselves outwardly, and to decide who to love. LGBTQ citizens deserve the right to live in society as freely as anyone else. They should be a protected class in anti-discrimination laws.

Thank you for considering my opinion in your work,

Robin Winchester

[REDACTED]
Northville, MI 48167

[REDACTED] home
[REDACTED] cell

From: [Kathy and Kent Wiejaczka](#)
To: [MCRC-Comments](#)
Subject: Gender identity and sexual orientation
Date: Friday, July 28, 2017 10:17:20 AM

Michigan needs to include in its civil rights bills protection for people of all sexual identities and orientations. We are all people in this state and our civil rights need protection against any uncivil or discrimination.

Than you,

Kathy Wiejaczka

From: [Shelly Sulser](#)
To: [MCRC-Comments](#)
Subject: LGBT protection
Date: Tuesday, July 25, 2017 7:31:59 PM

"I respectfully request that the Michigan Civil Rights Commission, pursuant to its authority to interpret the Elliott-Larsen Civil Rights Act, issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation," as requested by Equality Michigan.

I can be legally married - and am legally married - but can still be fired for being legally married. Please right this wrong. Thank you.
Shelly Kehrle-Sulser

From: [Justin Fligel](#)
To: [MCRC-Comments](#)
Subject: LGBTQ Protections
Date: Saturday, July 29, 2017 6:37:47 PM

I am writing to ask that the Michigan Civil Rights Commission clearly and firmly state that the prohibition against sex discrimination in the civil rights act includes protections against discrimination based on gender identity and sexual orientation.

Thank you.

--

Justin Fligel

[REDACTED]

Niles, MI

[REDACTED]

If your bottle's empty, help yourself to mine, thank you for your time and here's to life.
-Roger Clyne

From: [Garnet Lewis](#)
To: [MCRC-Comments](#)
Subject: Michigan Department of Civil Rights soliciting public input on the EQMI request
Date: Wednesday, July 26, 2017 5:27:40 PM

All people should be treated fairly and equally by the laws of Michigan. In 2015, I was legally able to marry my partner of 15 years; we are now celebrating 2 years of marriage and 17 years together. The next legal and moral responsibility for my home State of Michigan is non-discrimination protections in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

I strongly urge the Michigan Civil Rights Commission, pursuant to its authority to interpret the Elliott-Larsen Civil Rights Act, to issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

-Leigh Garnet Lewis

[REDACTED]
Saugatuck, MI 49453

--

Garnet Lewis, Ph.D.
Business Manager
VIGANO, LLC - Commercial Property Investment & Management
Saugatuck, MI 49453
[REDACTED]

"Action is what separates a belief from an opinion." --Eboo Patel

From: [Steven Leuty](#)
To: [MCRC-Comments](#)
Subject: Please clarify Elliot-Larsen's prohibitions against sex discrimination
Date: Friday, July 28, 2017 4:15:37 PM

Michigan Civil Rights Commission:

I urge the Commission to clarify the Elliott-Larsen Civil Rights Act by issuing an interpretative statement that prohibitions against sex discrimination in the act includes protections against discrimination based on gender identity and sexual orientation.

This clarification will positively impact citizens sense of security and will support employers efforts to attract and retain employees in Michigan.

Thank you for your consideration.

Sincerely,
Steve Leuty



Kalamazoo MI 49006

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From: [Ryan Redoute](#)
To: [MCRC-Comments](#)
Subject: Please issue...
Date: Wednesday, July 26, 2017 3:16:55 PM

Please issue an interpretative statement finding that Michigan's current ban on sex discrimination also makes anti-LGBTQ discrimination illegal in our state.

Thank you,

--

Ryan Redoute



From: [Jennifer Robinson](#)
To: [MCRC-Comments](#)
Subject: public comment on anti-LGBT discrimination
Date: Thursday, July 27, 2017 4:45:31 PM

To whom it concerns:

I am writing to express my support for an interpretive statement from the MCRC that clarifies that the existing prohibition on sex discrimination includes discrimination based on both sexual orientation and gender identity. The state of Michigan should not stand for discrimination against any individual or group, and not including sexual orientation and gender identity from current protections leaves thousands of Michiganders at risk.

Thank you.

Jennifer Robinson
Portage, MI

From: [Leila Vallarino](#)
To: [MCRC-Comments](#)
Subject: Public comment on EQMI Request
Date: Thursday, July 27, 2017 9:02:43 AM

To whom it may concern:

I fully support the request that the Michigan Civil Rights Commission, pursuant to its authority to interpret the Elliott-Larsen Civil Rights Act, issue an interpretative statement finding that it is unlawful sex discrimination to discriminate in employment, housing, or public accommodations based on an individual's gender identity or sexual orientation.

I have lived in Michigan most of my life and work within the LGBTQ community, so I see the harassment and struggle that LGBTQ people face every single day. Yesterday, the LGBTQ community faced a devastating blow when President Trump banned transgender people in the military. Trans people have a harder time finding employment and housing than any other group of people, and public policies like this one only make things worse.

We, as a collective society, know that it's not OK to discriminate based on the color of a person's skin, or whether they are male or female, or Christian or atheist. And when someone does get discriminated against in those instances, there are legal steps they can take to get justice. Why should sexual orientation or gender identity be any different?

States that have more comprehensive non discrimination policies bring in more talented, creative, educated, and hard-working people than states that have outdated and bigoted policies. Please do the right thing for Michigan and for humanity, and protect ALL people.

Thank you,

Leila Vallarino

[REDACTED]
Southfield, MI 48034
[REDACTED]

From: [Heather Cruz](#)
To: [MCRC-Comments](#)
Subject: public comment
Date: Wednesday, July 26, 2017 3:10:03 PM

Hello,

I would like to see "sexual orientation" and "gender identity" added to the classes of groups that are protected from discrimination. This is a very important issue to me. I do not believe it is moral or correct to discriminate against marginalized groups of individuals and the LGBT group are often targeted for unfair treatment or violence. They deserve to be protected in law.

Heather Cruz


Clarkston, MI 48346


From: [Rusty Chatfield](#)
To: [MCRC-Comments](#)
Subject: Reinterpreting the Elliott-Larsen civil rights act
Date: Wednesday, July 26, 2017 9:20:59 AM

I just want to remind the commission that you are not lawmakers. Only the legislature can expand or revise any legislative act. You are contemplating circumventing our very system of government. Don't do it. Pastor Rusty Chatfield. Northern Michigan Baptist Bible Church, Burt Lake, Michigan

Sent from my iPhone

From: [Andrew Tierman](#)
To: [MCRC-Comments](#)
Subject: request of Equality Michigan that the Elliott-Larsen CR Act be interpreted by the MCRC to protect against discrimination based on gender identity or sexual orientation
Date: Friday, July 28, 2017 4:57:46 PM

Friday, July 28, 2017

To the Michigan Civil Rights Commission:

This respects the request of Equality Michigan that the Elliott-Larsen CR Act be interpreted by the MCRC to protect against discrimination based on gender identity or sexual orientation.

I am writing to ask that the Commission grant the request of Equality Michigan.

The modern view concerning discrimination based upon individual identity is that all persons should be protected from discrimination based upon sexual orientation or gender identity, and that these bases should be added by interpretation if not explicit language - which I believe will ultimately be forthcoming - to the meaning and force of the State of Michigan's Civil Rights Act. Modern ideas of fundamental fairness, justice, and equality of all persons under the law require this interpretation.

Moreover, while classification by sex, race, and age have been seen in the past as being primarily distinguishable in public view, sexual orientation and gender are more fundamentally matters of privacy. This means that any inquisition into such status, for instance, to verify an employer's, landlord's, or retail business's suspicions aimed at discrimination potentially entails a gross violation of privacy. Privacy has been seen as one basis for a right against intrusion into an individual's intimate life circumstances. That is, in addition to other considerations of socio-economic equity and fairness, there is a right to privacy which should be respected by all subject to restrictions of the Civil Rights Act. Simply put, it is no business of an employer, landlord, etc. what the intimate status may be of an individual who is qualified to receive job consideration, accommodations or other goods and services on the same bases as any other persons. For instance, an employer should have no right to ask whether a job applicant is gay; and therefore the very suspicion of the same on the employer's part must logically and justly be forbidden as a ground for discrimination.

Lastly, while society's recognition of an expanded field for equal treatment has advanced along with the general population's acceptance of individual diversity in American society with an increasing recognition of the fundamental humanity underlying that diversity, in a world growing closer and more connected to individuals expressing difference with growing consensus concerning human values enduring such difference, national concern has recently increased with extremely regressive views expressed by leadership at the highest level. For this reason alone, the Michigan Civil Rights Commission should take care to make explicit its views concerning the respect due all persons regardless of status by encompassing gender and sexual orientation: this is essential for the security of individuals and tranquility of civil society, in the current political fabric of the nation.

Thank you.

Respectfully submitted
Andrew Jay Tierman [J.D., M.A., [M.Liberal.St.](#), Ph.D.]

Saginaw, Michigan

From: [Gabriela Hybel](#)
To: [MCRC-Comments](#)
Subject: Sex discrimination under the civil rights act
Date: Thursday, July 27, 2017 4:37:02 PM

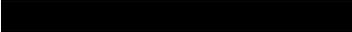
Good Afternoon,

I am writing to urge you to issue an interpretative statement including discrimination based on gender identity and sexual orientation as prohibited sex discrimination under the civil rights act.

I am a law student and a Michigan voter. As a member of the LGBT community, I care greatly about how my home state's policies will hurt my quality of life. I wish to work in a state where I know I will not face discrimination because of my sexual orientation and my friends will not face discrimination because of their gender identity.

Thank you,
Gabi

--

Gabriela Hybel
JD 2019
University of Michigan


From: [Jared Boot - Student](#)
To: [MCRC-Comments](#)
Subject: Sex Discrimination
Date: Wednesday, July 26, 2017 12:06:20 PM

Good afternoon,

I am weighing in with a public comment regarding considering sexual orientation and gender identity as sex discrimination.

The U.S. EEOC considers discrimination based on sexual orientation and gender identity as cases of sex discrimination under Title VII of the 1964 Civil Rights Act.

The U.S. Court of Appeals for the 7th circuit ruled with an overwhelming majority (8-3) that sex discrimination does indeed include sexual orientation and gender identity.

The Supreme Court may likely take up this case, but it is imperative for the MCRC to act before then. The psychological damage to the LGBT community is happening now and there is a legal basis to stop it.

Thank you,

Jared Boot
M.A. Psychology: Child & Adolescent Psychology 2018
The Chicago School of Professional Psychology

From: [Frank Vaca](#)
To: [MCRC-Comments](#)
Subject: Support Elliot Larson!
Date: Tuesday, July 25, 2017 2:12:48 PM

I support the idea to expand the term sex to include sexual orientation and gender identity. As a Peckham employee, a custodial position, it isn't unusual to hear a joke about gay or trans that. It's just more evasive if someone higher up wants to fire me for this reason of being.

As a Potterville resident, close to the county mill farm. I am a bit scared of the reaction in Christian theology against east lansing. So please make me feel safer and extend the definition.

Courtesy,

Frank vaca



Potterville Mi

Sent from my iPhone

From: [Spencer Walz](#)
To: [MCRC-Comments](#)
Subject: Support for clarity of the Elliot-Larsen Civil Rights Act
Date: Thursday, July 27, 2017 8:17:20 AM

Hi,

I would like to offer my support of the MCRC's request to clarify that the prohibition against sex discrimination in the ELCRA includes protection against discrimination on the basis of gender identity and sexual orientation.

I feel that it is important to make it clear that anti-LGBT discrimination is unacceptable and unlawful in the state of Michigan.

Thanks,

Spencer Walz

From: [Michael Wolf](#)
To: [MCRC-Comments](#)
Subject: Support for Equality Michigan's Request
Date: Tuesday, July 25, 2017 2:33:51 PM

To Whom It May Concern:

I am writing to express my support for Equality Michigan's request of the Michigan Civil Rights Commission to issue an interpretive statement finding that it is unlawful to discriminate based upon an individual's gender identity or sexual orientation.

Having supported these protections in the past through legislative efforts, this innovative approach seems like a logical and sensible step for MCRC to make. It is well past time for Michigan to offer protection from discrimination for ALL of its citizens.

Sincerely,

Michael Wolf
Lansing, MI

From: [Leo Kattari](#)
To: [MCRC-Comments](#)
Subject: Supporting the Elliott-Larsen Civil Rights Act Expansion
Date: Friday, July 28, 2017 12:10:43 PM

Dear Michigan Department of Civil Rights Staff and Commission Members,

As a new resident of Michigan, as of only a few weeks ago, who happens to also be transgender, this issue is incredibly poignant for me. Earlier this month, I moved to Michigan from Colorado, a state that has full protections for sexual orientation and gender identity. Moving to a state without those protections adds an additional layer of fear and uncertainty that no Michigander should have to experience. Things like finding a place to live, accessing health care, obtaining and retaining employment, and even just doing daily activities become an overwhelming challenge and burden for LGBTQ people when no protections are in place.

In fact, [90% of transgender people](#) across the country have reported experiencing discrimination or harassment on the job because of their gender identity. Additionally, over [80% of LGBTQ youth](#) (middle school and high school aged) have reported experiencing anti-LGBTQ discrimination at school. Furthermore, [LGBTQ older adults](#), experiencing a lifetime of discrimination, see the impact of that discrimination play out as they age with limited access to affordable house, healthcare, and greater health disparities.

This issue impacts everyone, of all ages, regardless of their sexual orientation or gender identity. Even people who are not LGBTQ, experience anti-LGBTQ discrimination or harassment because they are perceived to be an LGBTQ person. It's time for Michigan to protect the lives and well-being of all Michiganders by ensuring the Elliot-Larsen Civil Rights acts includes protecting people on the basis of actual or perceived gender identity and sexual orientation.

I am happy to answer any further questions you may have.

Best,
Leo Kattari

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Leonardo Kattari, MSW
Pronouns: he, him, his

Ypsilanti, MI

From: [David Halperin](#)
To: [MCRC-Comments](#)
Subject: the Elliott-Larsen Civil Rights Act
Date: Wednesday, July 26, 2017 5:17:11 AM

I hope you will determine that the prohibition against sex discrimination in the Elliott-Larsen Civil Rights Act includes protection against discrimination on the basis of gender identity and sexual orientation.

Yours,

David Halperin

Ann Arbor, Michigan

From: [Tyson Ely](#)
To: [MCRC-Comments](#)
Subject: This should clear things up for the Civil rights law
Date: Thursday, July 27, 2017 3:03:53 PM

<https://www.change.org/p/adam-kinzinger-amend-title-vii-of-the-civil-rights-to-clearly-protect-sexual-orientation>

Please help to get it signed.

From: [Natalie Kinsella](#)
To: [MCRC-Comments](#)
Subject: Yes, the Elliot Larson Civil Rights Act needs clarification
Date: Tuesday, July 25, 2017 3:36:25 PM

I graduated from a Michigan high school, attended Central Michigan University for my bachelors and my masters degrees. I am highly educated and work in the human services fields, yet I have to wonder when I rent an apartment or find a job whether or not it is safe for me to be myself and to share with my employer that I am a lesbian. It makes me wonder if I should live in Michigan at all, when there are other places I can go in the country where I don't have to feel scared my sexuality will result in job loss without recourse or prevent me from finding housing. It's a basic right that right now needs the support of Michigan's government to ensure people feel safe and that they have the same unalienable rights they had one second before announcing their gender or sexuality. No one should be discriminated against and it's your job to ensure those protections are in place for Michigan's residents. Otherwise you'll be losing out on a lot of valuable members of the workforce and society and someone else will have them to gain. It's a simple clarification that makes a big deal to a lot of people.

Thank you,
Natalie Kinsella