

KNOW YOUR RIGHTS AND RESPONSIBILITIES

The Michigan Department of Civil Rights (MDCR) investigates complaints of unlawful discrimination in **employment, education, housing, public accommodation, law enforcement and public service.**

If you want to file a complaint, the alleged discrimination must have taken place in the last **180 days**, and must be based on:

- religion
- race
- color
- national origin
- sex
- age
- height
- weight
- arrest record
- disability
- marital status
- familial status
- genetic information

IMPARTIAL INVESTIGATION

By law, MDCR must investigate any properly-filed complaint alleging discrimination. During the investigation, MDCR is neutral and does not act as an advocate or representative of either the person filing the complaint (the claimant) or the person or organization the complaint was filed against (the respondent.) If the investigation shows discrimination occurred, MDCR will enforce state civil rights laws.



CONTACT US:

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@MiCivilRights



BILL OF RIGHTS and RESPONSIBILITIES

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

These procedures are authorized by PAs 220 & 453 of 1976, as amended.



DEPARTMENT OF CIVIL RIGHTS RESPONSIBILITIES -

MDCR WILL:

- Review your allegations, take your complaint and/or refer you to additional resources.
- Talk with you about what MDCR can do about your situation.
- Assign an investigator for your complaint. Provide both you and the respondent with the investigator's contact information.
- Investigate all complaints in a timely way.
- Keep you and the respondent updated on the investigation.
- Use the preponderance of evidence standard when determining whether an unlawful act of discrimination occurred. MDCR will support the prevailing side.
- Hold an exit interview with you to explain the results of the investigation and next steps.
- Tell you about your right to appeal the final outcome of the case.
- Review your appeal and/or request for reconsideration (second opinion).
- Tell you about your right to file a case in various courts.

FOR INDIVIDUALS FILING A COMPLAINT -

YOU HAVE THE RIGHT:

- To be treated with respect.
- To file a complaint of discrimination within our jurisdiction.
- To propose a settlement or resolution.
- To ask MDCR to reconsider its decision.
- To pursue the matter in court.
- To appeal a final order to the circuit court.

YOUR RESPONSIBILITIES - You must:

- Provide information to establish a case of discrimination within MDCR's jurisdiction.
- Provide MDCR with all relevant evidence.
- Provide the names and known contact information of witnesses.
- Provide names of others in a similar situation who were treated differently, if known.
- Tell MDCR if you change your phone number or address.
- Tell MDCR of any filings or settlements reached in court or with another agency.



FOR RESPONDENTS -

If a complaint that involves **you or your organization** has been filed with MDCR,

YOU HAVE THE RIGHT:

- To be treated with respect.
- To receive a copy of the complaint filed against you.
- To present any information to support your position.
- To propose a settlement or resolution.
- To receive a copy of MDCR's decision.
- To appeal the final decision to the circuit court.

YOUR RESPONSIBILITIES - You must:

- Respond to the complaint within the requested timeline.
- Give MDCR additional information about the allegations as it becomes known.
- Provide documents to support your position.
- Not retaliate against a person who filed a complaint or is a witness to a civil rights violation.

