

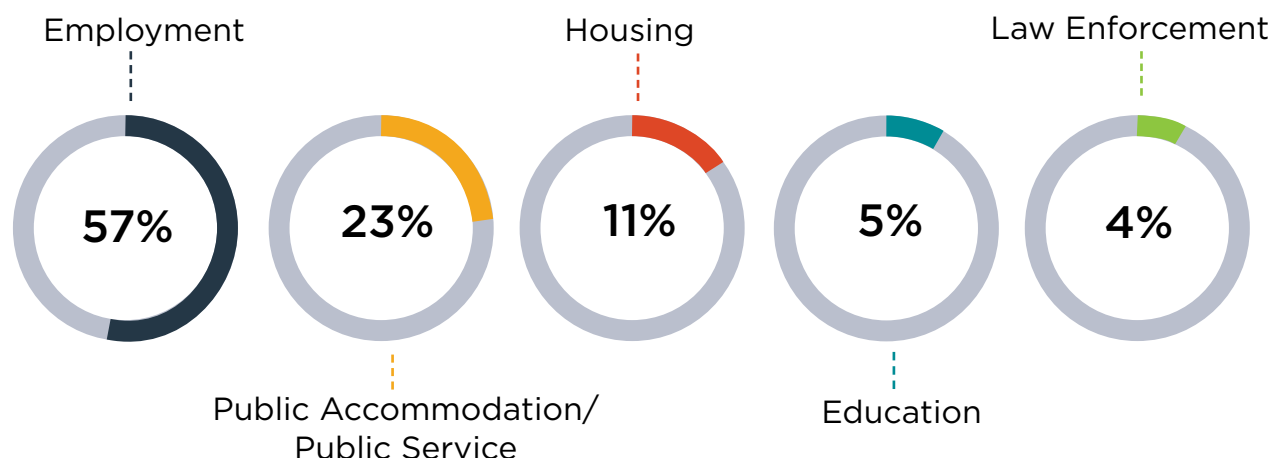
Investigating Complaints of Discrimination

MDCR's core mission is investigating complaints of discrimination in employment, education, housing, public accommodation, law enforcement, and public service. The alleged discrimination must have taken place within the previous 180 days and must be based on religion, race (including hair texture and protective hairstyles), color, national origin, sex, disability, sexual orientation, gender identity or expression, age, marital status, height, weight, arrest record, genetic information, familial status, retaliation, or source of income for housing complaints.

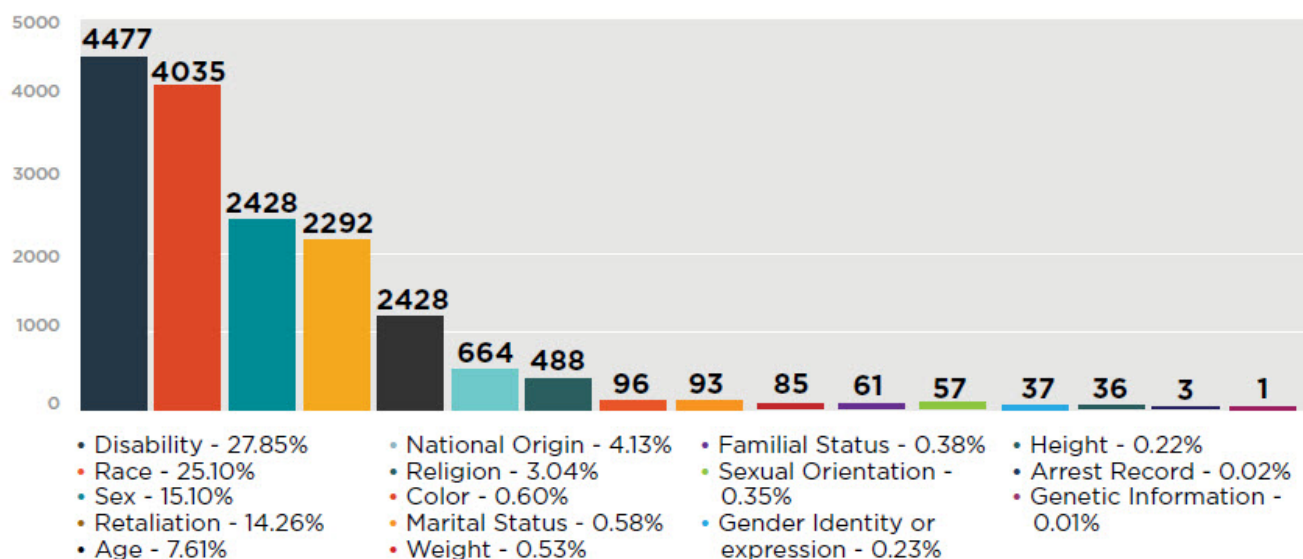
In FY 2024, MDCR closed 2,080 complaints of discrimination and secured **\$1,833,081.99** in awards/settlements for claimants.

Formal Complaints Filed by Area

In FY 2024, 2,487 certified complaints were filed with MDCR. The largest number were in the area of employment (57%), followed by public accommodation/public service (23%), housing (11%), education (5%) and law enforcement (4%).



Formal Complaints Filed by Basis



NOTE: 1. A complaint may have multiple issues with more than one basis; the data may not reflect the total number of certified complaints for that period. 2. Cases may be opened and closed throughout the investigative process; results may vary when subsequently queried.

Preventing Discrimination through Training and Education

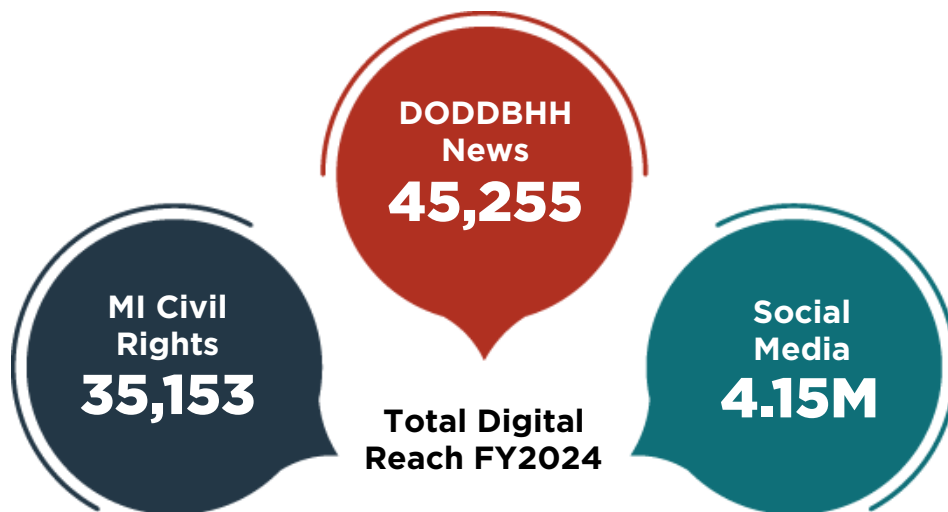
Several MDCR divisions offer training and educational programs designed to meet our constitutional mandate to help prevent discrimination and bias.

The graphic represents all training and educational programming and reach for the MDCR Divisions on Community Engagement and Education; Development, Innovation, and Access; Disability Rights and Compliance; Deaf, DeafBlind and Hard of Hearing; and the Enforcement Division Housing Unit.



Digital Reach and Engagement

MDCR's Communications team actively engages with the public on social media platforms Facebook, X, Instagram and LinkedIn, and distributes the *MI Civil Rights* newsletter to thousands monthly. The Division on Deaf, DeafBlind, and Hard of Hearing publishes a newsletter for the DDBHH community and organizations that serve them. Reach totals are approximate and based on best available data.



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Every edition of the *MI Civil Rights* monthly newsletter features the latest civil rights news and developments in the state legislature.

