

**From:** [Koch, Heather](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Ann Arbor Human Rights - MCRC request for public comment  
**Date:** Monday, August 14, 2017 7:10:14 AM  
**Attachments:** [HRC Resolution Re Interpretive Statement Final.pdf](#)

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To whom this may concern:

The attached resolution is the response of the Ann Arbor Human Rights Commission (AAHRC) to MCRC's request for public comment re: the need for an interpretative statement to "clarify that the prohibition against sex discrimination in the Elliott-Larsen Civil Rights Act (ELCRA) includes protection against discrimination on the basis of gender identity and sexual orientation.

If you have any questions please don't hesitate to contact me by phone or email.

Thank you,

Heather Koch  
Staff Liaison to the Ann Arbor Human Rights Commission

Heather Koch | **HR Coordinator** [REDACTED] | **City of Ann Arbor**

[REDACTED] [REDACTED] Ann Arbor, MI 48107 | [REDACTED]

<http://www.linkedin.com/company/city-of-ann-arbor>



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*Thank you.*

## **Resolution Supporting Issuance of an Interpretive Statement by the Michigan Civil Rights Commission Regarding Sex Discrimination Under Michigan's Elliot-Larsen Civil Rights Act**

**Whereas**, Michigan does not have a state law that explicitly protects lesbian, gay, bisexual, and transgender ("LGBT") individuals from discrimination on the basis of sexual orientation or gender identity in housing, employment, or public accommodations; and

**Whereas**, according to a May 2017 report by the Michigan Department of Civil Rights, discrimination against LGBT individuals in Michigan is significant and has a negative economic impact on the state; and

**Whereas**, over 38 LGBT community organizations across the state of Michigan, including Ann Arbor's Jim Toy Community Center, have jointly indicated that amending Michigan's Elliott-Larsen Civil Rights Act ("Elliott-Larsen") to include protections against discrimination based on gender identity and sexual orientation is instrumental to receiving equal treatment under the law in the state of Michigan; and

**Whereas**, issuance of an interpretive statement by the Michigan Civil Rights Commission would be in accord with Ann Arbor's long, established history of protecting the human rights of its citizens, including passage of its Non-Discrimination Ordinance in 1972; and

**Whereas**, Ann Arbor's Human Rights Ordinance was amended to protect individuals from discrimination on the basis of sexual orientation, gender identity, and gender expression; and

**Whereas**, the proposed interpretive statement, though not a substitute for proposed legislation, is consistent with established precedent under federal law, including findings by the Equal Employment Opportunity Commission and by federal courts; and

**Whereas**, courts, including the Michigan Supreme Court, have repeatedly recognized that Elliott-Larsen is analogous to federal laws that prohibit discrimination in housing, employment, and public accommodations; and

**Whereas**, all Michigan residents should be treated equally and fairly under the law, including protection from discrimination based on real or perceived sexual orientation or gender identity; therefore it is

**Resolved**, that the Ann Arbor Human Rights Commission urges the Michigan Civil Rights Commission to issue an Interpretative Statement finding that the prohibition on sex discrimination in employment, housing, and public accommodations under Michigan's Elliott-Larsen Civil Rights Act, MCL 37.2101 includes a prohibition on discrimination based on an individual's gender identity and sexual orientation, as proposed on June 30, 2017, and instructs the City Clerk to send copies of its resolution to the Michigan Civil Rights Commission, and the State legislators representing the people of Ann Arbor.

**From:** [Jeff McGraw](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Civil rights laws  
**Date:** Sunday, August 13, 2017 5:36:30 PM

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Greetings,

A person's choice of sexual activity is not the moral or legal equivalent of immutable characteristics such as race, color, or sex. Therefore, any change to the state's civil rights law should not be decided by an unelected commission but by the people's elected representatives.

I urge you not to cave to the demands of "Equality Michigan" and other such groups.

Sincerely,

Jeff McGraw

**From:** [Taylor Quinn](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Clarified Interpretation of Elliott-Larsen Public Comment  
**Date:** Monday, August 14, 2017 10:25:54 AM

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To Whom it May Concern,

I am writing to say that I fully support clear protections for the LGBTQ community, and I urge the Michigan Civil Rights Commission to

[REDACTED]

**From:** [George Moroz](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Comment on Elliott-Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 2:47:19 PM  
**Importance:** High

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I am writing before the August 15 deadline to register my personal support for Equality Michigan's request to the Michigan Civil Rights Commission to issue an interpretive statement to clarify 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.

Providing clarity in the service of protection against discrimination is both right and just.

.....  
Gain Perspective. Get Inspired. **Make History.**

**George Moroz**  
Special Assistant to the President



[www.thehenryford.org](http://www.thehenryford.org)

.....  
**The Henry Ford**  
20900 Oakwood Boulevard  
Dearborn, MI 48124

*"America is great because she is good. If America ceases to be good, she will cease to be great."*  
----- Alexis de Tocqueville

**From:** [Rep. Andy Schor \(District 68\)](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Comments on the EQMI request for interpretive statement on Elliot Larsen  
**Date:** Monday, August 14, 2017 3:38:27 PM  
**Attachments:** [Elliot.Larson letter to Civil Rights Commission FINAL.pdf](#)

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I am attaching my comments on the Equality Michigan request for an interpretive statement on the application of the Elliot-Larsen Civil Rights Act to include protection against discrimination on the basis of gender identity and sexual orientation.

Please let me know if you have any questions.

Sincerely,

Andy Schor  
State Representative, 68<sup>th</sup> District



68TH DISTRICT  
STATE CAPITOL  
P.O. BOX 30014  
LANSING, MI 48909-7514  
PHONE: (517) 373-0826  
E-MAIL: andyschor@house.mi.gov  
WEBSITE: schor.housedems.com

MICHIGAN HOUSE OF REPRESENTATIVES

**ANDY SCHOR**  
STATE REPRESENTATIVE

COMMITTEES:  
COMMERCE AND TRADE,  
VICE CHAIR  
HEALTH POLICY  
JOINT COMMITTEE ON  
ADMINISTRATIVE RULES,  
VICE CHAIR

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

August 14th, 2017

Dear Co-Chairs Reyes Kopack and Demashkieh:

I support Equality Michigan's request that the Michigan Civil Rights Commission issue an interpretive statement that the Elliot-Larsen Civil Rights Act covers sexual orientation and gender identity.

The Commission has concluded that anti-LGBTQ discrimination "exists and is significant", which gives the Commission an obligation to act and address this discrimination. This discrimination can take the form of LGBTQ Michiganders losing their jobs, being denied housing, or being denied service because of their sexual orientation or gender identity. This is not equality under the law.

An interpretive statement in support of Elliot-Larsen coverage for LGBTQ individuals would clarify the responsibilities of employers and other businesses, and the rights of LGBTQ Michiganders. It will clarify that the Commission will accept and process the complaints of LGBTQ individuals.

I believe it is time for the Commission to continue the incremental progress towards equality by affirming the protections for sexual orientation and gender identity in the Elliot-Larsen Civil Rights Act. I believe our LGBTQ Michiganders in our families and communities deserve the full protections of equality granted by the Elliot-Larsen Civil Rights Act.

Sincerely,

Andy Schor

**From:** [Dennis Anderson](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Do NOT redefine "SEX"  
**Date:** Monday, August 14, 2017 11:15:32 AM

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Do NOT redefine "SEX".

We should not be changing any existing definitions to make a special exemption for less than 1% of the population.

[Dennis M. Anderson](#)

[REDACTED]

Fenton, MI 48430

[REDACTED]

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**From:** [Katherine Durkee](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Do Not Redefine  
**Date:** Monday, August 14, 2017 11:57:41 AM

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The definition of sex, male and female originated from our maker and every person is one or another... there is nothing discriminatory about this.

However trying to have other opinions to be forced on society to redefine truth is wrong. Opinion is replacing truth.

Please stop caving into pressure based on preference named tolerance and stand up for what is right! If any changes are made voters should decide, not special interest groups!

Thank you,

Katherine Durkee

Sent from my iPhone

**From:** [Matt Kuschel](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Do not redefine sex  
**Date:** Monday, August 14, 2017 9:00:55 PM

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Dear Sir or Madam:

Sex is not gender and gender is not sex. Sex is a biological trait that we all have based on our chromosomal makeup. It is cellular.

Gender, sexual-orientation, etc., on the other hand, are subjective constructs of either society or the individual. They are not objective and cannot be ascertained with precision, but change at the whim of the individual making the claim.

Indeed, such a change is actually likely to create reverse discrimination. "So-called 'sexual orientation' and 'gender identity' laws in other states and jurisdictions have proven themselves to be discriminatory and punitive against individuals, churches, and civic organizations which believe as a matter of sincere religious conviction homosexual behavior is wrong."

Many other things could be said--the importance of legal stability, the exceptionally small numbers of the minority, the large numbers of people who question their gender only to solidify on the foundation of their biology--but let's just leave it at science. Sex is sex and must remain legally recognized as such.

Sincerely,

Matthew Kuschel, Esq.

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** Don't Re-interpret Michigan's "Sex" Civil Rights Protections  
**Date:** Monday, August 14, 2017 10:45:56 PM

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Dear Commission Members: I am asking the Commission not to re-interpret Civil Rights protections from discrimination based on sex. When such laws were adopted and protections added, the language of the protections was clearly intended to pertain to physical condition, not to gender roles or chosen behaviors. The State Board of Education made the mistake of incorporating such changes in their "Guidelines for LGBTQ Students" last year, in spite of overwhelming popular opposition. As a result, the proponent of those guidelines was voted out of office. The "Guidelines" no longer have the support of a majority of current State Board of Education members. This was also an issue on the Federal level and Michigan voters clearly favored the Presidential candidate who opposed the Obama Administration's re-interpretation of the Title IX to include sexual minorities such as transgenders. When it comes to Michigan's civil rights law -- a person's choice of sexual activity is not the moral or legal equivalent of immutable characteristics such as race, color, or sex. Any change in our state laws should come only by a vote of the people's elected representatives in the Legislature, not by the (unelected) Commission. When a law's original meaning is changed by bureaucracy or judiciary, democracy and the rule of law is undermined by unelected (and therefore irresponsible to the electorate) officials who impose their values on the rest by edict. Thank you, Nick Schlatter

**From:** [Harry D. Akers](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Don't redefine "sex"  
**Date:** Monday, August 14, 2017 11:20:17 AM

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It is my understanding that last month, Equality Michigan submitted a request to the Michigan Civil Rights Commission asking that the commission redefine "sex" in current anti-discrimination law to include sexual orientation and gender identity.

I believe that this bypass of the normal legislative process would accomplish the same effect as amending the law to specifically include sexual orientation and gender identity as protected classes and that this is another attempt to circumvent state lawmakers-who have shown that they do not want to take this action.

**I do not want this action taken (the requested policy change made).**

I believe it is wrong for an unelected board (or anyone else) to make changes that in effect change law. The State House of Representatives are the only ones who have the power to make law.

*I stand with Representative Gary Glenn when he says "So-called 'sexual orientation' and 'gender identity' laws in other states and jurisdictions have proven themselves to be discriminatory and punitive against individuals, churches, and civic organizations which believe as a matter of sincere religious conviction homosexual behavior is wrong."*

Respectfully,

**Harry D. Akers**



E-Mail

Web Site

**From:** [Ana Wolken](#)  
**To:** [MCRC-Comments](#)  
**Subject:** ELCRA Comment from Lansing Association for Human Rights (LAHR)  
**Date:** Monday, August 14, 2017 2:00:47 PM

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I am submitting this comment from Lansing Association for Human Rights (LAHR). I am the group's treasurer. The comment should be signed as coming from Lansing Association for Human Rights (LAHR).

Thank you,  
Ana Wolken

Lansing Association for Human Rights (LAHR) unequivocally supports the expansion of the Elliot-Larsen Civil Rights Act (ELCRA) to include a prohibition against gender identity and sexual orientation discrimination.

LAHR is a signatory to the June 30, 2017 letter spearheaded by Equality Michigan which provides the legal rationale and precedent to support such an expansion. However, we write today to further the discussion beyond the legal mechanisms that make this ELCRA expansion possible. The Michigan Civil Rights Commission (MCRC) should issue the requested interpretative statement not only because it is legally possible but also because it is a moral imperative.

There have been many fruitless legislative efforts to expand the ELCRA which have fallen short due to the increasingly polarized and vitriolic political climate in Michigan. This polarized climate easily leads to the belief that there are only black and white choices, while the lives of many Michiganders reflect the diverse shades of gray that are often truer to the human condition.

LGBTQ Michiganders are currently protected by the ELCRA for reasons that don't include their gender identity or sexual orientation. These reasons can include religion and racial and ethnic identity. Excluding gender identity and sexual orientation from the ELCRA not only has serious legal repercussions but it also signals to the LGBTQ community that these facets of their identities are not worthy of the State's protection.

MCRC should issue the requested interpretative statement to act where our elected officials have failed to do so. Expanding the ELCRA is not a black and white choice. This is not a decision where some stand to gain and others stand to lose. When Michigan protects its residents against all forms of discrimination we all stand to gain. Resist the polarization that has caused legislative stagnation and provide LGBTQ Michiganders with the legal protection that is long overdue.

**From:** [Katie Kiacz](#)  
**To:** [MCRC-Comments](#)  
**Subject:** ELCRA  
**Date:** Sunday, August 13, 2017 1:41:28 PM

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Dear Michigan Civil Rights Commission,

Please include protections and rights without restrictions based on sexual orientation and gender identity in the Elliot-Larsen Civil Rights Act. To not protect all populations, and to allow any discrimination, is simply un-American. Civil Rights include, without a doubt, our LGBTQIA+ brothers and sisters, who make up 15% of the overall general population.

Katie Kiacz  
Flint, MI 48507

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** ELCRA  
**Date:** Sunday, August 13, 2017 3:09:09 PM

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Dear Commission,

I find it imperative to include this language. I am a survivor of sex discrimination & sexual harassment in the 70's, that was so severe I could only take on the State of MI through the EEOC. If I had had more clout with the LBGT inclusion I believe the outcome would have been quite different.

It changed my life but maybe it would of been a bit easier to survive the consequences.

I'm including my name in case you'd like to look up my case.

Elizabeth Vermett

Sent from my T-Mobile 4G LTE Device

**From:** [diane.morgan](#)  
**To:** [MCRC-Comments](#)  
**Subject:** EQMI  
**Date:** Sunday, August 13, 2017 12:49:23 PM

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I respectfully urge the Michigan Department of Civil Rights to uphold the rights of all genders of Michigan citizens, including gay, lesbian, bi-sexual, transgender, etc. and prevent the discrimination of any kind by any person, agency, or business against these people.

As a clergy person, I have been honored to meet many people who fall into this category who are upright citizens, good neighbors, hard-working and committed to helping others. To me, this is a matter of justice. ALL of us are created equal according to our Constitution (and our Creator). No exceptions.

The Rev. Diane E. Morgan  
Episcopal Priest, Retired



**From:** [Jodi Fisher](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 4:53:01 PM

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Dear Commission: As a straight, married female of three children, I am fully in support of including LGBTQ individuals into our State's civil rights laws. ALL citizens deserve to be covered and one's sexual orientation or gender identity should not be a reason a Michigander does or does not receive rights and benefits.

I urge you to do the right thing- the human, kind thing- and be inclusive in our civil rights laws. There is too much hate.

Thank you for considering my views.

Jodi Fisher

[REDACTED]

Mount Pleasant, MI 48858

[REDACTED]

**From:** [Campbell Lovett](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 4:39:31 PM

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Friends -

I write as a person of faith on behalf of interpreting the Elliot Larsen Civil Rights Act prohibition against "sex discrimination" to include LGBTQ citizens of Michigan. That people in the LGBTQ community are afforded federal civil rights but the State of Michigan allows landlords and employers to discriminate against them based on their "sex" is unconscionable. I urge you to offer the full protection of the law to people who far too often bear the burden of discrimination, hatred and bigotry.

Sincerely,

Campbell Lovett  
Conference Minister



Michigan Conference of the United Church of Christ  
[REDACTED] East Lansing, MI 48823

Twitter - MichiganUCC

**From:** [Sarah Eisenberg](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 4:29:47 PM

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I petition you to issue an interpretive statement to clarify that the prohibition against sex discrimination in the Elliot Larsen Civil Rights Act includes protection against discrimination on the basis of gender identity and sexual orientation.

Sincerely,  
Sarah Eisenberg

**From:** [Barry Cook](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 12:54:45 PM

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To the Commission:

Equal protection in discrimination from employment, housing, and public accommodation must be afforded on the basis of gender identity and sexual orientation. Michigan remains one of the states in which inviting your boss to a non-hetero wedding does not protect you from being fired by that same boss for who you are and who you love. Please vote to interpret this statute more inclusively.

Barry Cook  
Saint Johns, MI  
pronouns: he, him, his

**From:** [Taton, Jonnie](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 12:46:29 PM

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Michigan Human Rights Commission:

It is my understanding that Michigan does not currently have a state law that explicitly prohibits anti-LGBT discrimination. It is essential that LGBTQ people should have equal rights as other citizens do. A more inclusive interpretation of sexual discrimination is necessary. As an educator I have witnessed the impact of anti-LGBTQ bias from bullying and exclusion, to blatant discrimination against children and parents. As this bias is historical and systemic, it requires preventative and corrective measures that are explicit in their inclusion to make the problem visible and to facilitate systems change through clarity in policy.

Sincerely,

**Jonnie Taton, NCSP, S. Psy. S.**  
Director of Regional Preschool Partnership  
[REDACTED] Midland, MI 48642



[Regional Preschool Partnership Calendar](#)

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**From:** [Kristen Eickhoff](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 5:14:20 PM

---

I petition you to issue an interpretive statement to clarify that the prohibition against sex discrimination in the Elliot Larsen Civil Rights Act includes protection against discrimination on the basis of gender identify and sexual orientation.

Regards,

Kristen Eickhoff  
Fenton, Michigan

**From:** [Nina White](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen clarification  
**Date:** Sunday, August 13, 2017 9:03:54 PM

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Hello,

I am writing in hope that the Michigan Civil Rights Commission takes this opportunity to clarify that "sex discrimination" in our state's civil rights act includes discrimination against gender expression and sexual orientation.

Nina White  
Grass Lake, MI

**From:** [Jenny Byer Elgin](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larsen  
**Date:** Monday, August 14, 2017 4:34:08 PM

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**I petition you to issue an interpretive statement to clarify that the prohibition against sex discrimination in the Elliot Larsen Civil Rights Act includes protection against discrimination on the basis of gender identify and sexual orientation.**

--

Jenny Byer Elgin



Reproductive & Economic Justice Organizer  
MUUSJN  
[uujustice.org](http://uujustice.org)



**From:** [Sue Rich](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliot Larson Civil Rights Act  
**Date:** Monday, August 14, 2017 7:03:11 PM

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To the Michigan Department of Civil Rights,

As a person of faith and an Episcopal priest I believe that every person is created in God's image and likeness. It is from this perspective that I believe ALL people, regardless of their sexual orientation or sexual identity (or any other identifier), should have equal rights and protections as other citizens.

For LGBTQ people to have equal protections from discrimination in employment, housing and public accommodations would mean that many who desire these things would be able to work and have a place to live that is safe, allowing them to live the life God desires for them to live. Without these protections many of our LGBTQ brothers and sisters are at risk of not having a job or a place to live. Life is very harsh on the street especially when one is vulnerable to the expressions of hatred we're seeing more of in our country today.

*Please*, vote to have this more inclusive interpretation of sexual discrimination on September 18. Lives are counting on it.

Peace, The Rev. Susan C. Rich  
Rector, Trinity Episcopal Church, Bay City

**From:** [Cassandra Tiensivu](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Elliott-Larsen Civil Rights Act - Time to update  
**Date:** Sunday, August 13, 2017 10:53:59 PM

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Yes, it is absolutely time to update the Elliott-Larsen Civil Rights Act (ELCRA) to establish immediate protection against discrimination on the basis of gender identity and sexual orientation.

- Cassandra Tiensivu

Sent from my iPhone

**From:** [Tom Egan](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Eqmi  
**Date:** Monday, August 14, 2017 8:10:47 PM

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Do not redefine sex

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** Equality Michigan Request  
**Date:** Monday, August 14, 2017 5:25:32 PM

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I understand that the MI Civil Rights Commission is looking at issuing an interpretive statement to clarify that the prohibition against sex discrimination in the Elliot Larsen Civil Rights Act includes protection against discrimination on the basis of gender identity and sexual orientation. I agree with this interpretation and support the Commission in this action. Clarifying this is very much overdue. Michigan has been so far behind in protecting ALL of its residents. I find it incredible that a few social conservative extremists should have so much power to actually take away the civil rights of a minority population. I hope you issue this statement supporting civil rights for all. We need protection, too, from actions that may occur at the federal level under the Trump administration to take away our rights.

Barbara Bidigare  
Williamston MI

**From:** [Rob Malcomnson](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Equality Michigan proposal  
**Date:** Monday, August 14, 2017 9:03:22 PM

---

Hello,

Please say, "NO" to Equality Michigan. *"So-called 'sexual orientation' and 'gender identity' laws in other states and jurisdictions have proven themselves to be discriminatory and punitive against individuals, churches, and civic organizations which believe as a matter of sincere religious conviction homosexual behavior is wrong." -Gary Glenn*

I wholeheartedly agree with Glenn!

Thanks.

Robert Malcomnson

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** FW: Amend the Elliott-Larsen to prohibit discrimination based on gender identity and sexual orientation  
**Date:** Monday, August 14, 2017 8:17:28 AM

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

[REDACTED] will add it to a comments file. Thank you!

Sent from my iPhone

On Aug 14, 2017, at 8:13 AM, MDCRServiceCenter <[MDCRServiceCenter@michigan.gov](mailto:MDCRServiceCenter@michigan.gov)> wrote:

Do I need to forward this e-mail to anyone else in the department??

---

**From:** tom raccis [REDACTED]  
**Sent:** Friday, August 11, 2017 5:53 PM  
**To:** MDCRServiceCenter <[MDCRServiceCenter@michigan.gov](mailto:MDCRServiceCenter@michigan.gov)>  
**Subject:** Amend the Elliott-Larsen to prohibit discrimination based on gender identity and sexual orientation

the prohibition on sex discrimination in employment, housing, and public accommodations found in Michigan's Elliott-Larsen Civil Rights Act Is something all citizens should support. Especially in this time of expressed acceptance of bigotry and hate.

Amend the Elliott-Larsen to prohibit discrimination based on gender identity and sexual orientation is a top public policy priority for Michigan's LGBT community and Of all people of TRUE american values.

Thank you,  
Thomas Raccis

**From:** [Melanie Schuessler Bond](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Interpretive Statement on sex discrimination  
**Date:** Monday, August 14, 2017 4:49:09 PM

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Good afternoon,

In response to your request for public comment on the expansiveness of the word “sex” in current anti-discrimination legislation, it is vital to make clear that this word also covers sexual orientation and gender identity. Such an interpretation would be consistent with circuit court rulings.

Michigan’s LGBTQ population faces an amazing amount of discrimination, and it is currently unclear whether such discrimination is against the law. That is shameful and must be corrected.

Melanie Bond  
Ann Arbor

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** LGBT Rights  
**Date:** Sunday, August 13, 2017 9:40:49 AM

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ALL lives matter! LGBTQ people should have the same equal rights as all other citizens. Please do the right thing.

Chris Dixon



**From:** [Macleod, Elizabeth](#)  
**To:** [MCRC-Comments](#)  
**Subject:** LGBT rights!  
**Date:** Monday, August 14, 2017 8:18:43 AM

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PLEASE broaden the definition of LGBT rights! It is important that the state of Michigan have equal rights for all of its citizens.

Beth Macleod



Mt. Pleasant, MI 48858

**From:** [sally berry](#)  
**To:** [MCRC-Comments](#)  
**Subject:** LGBTQ Rights  
**Date:** Monday, August 14, 2017 4:43:49 PM

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*Whom It May Concern,*

*I am writing to say that I fully support clear protections for the LGBTQ community, and I urge the Michigan Civil Rights Commission to*

Sent from my Verizon 4G LTE smartphone

**From:** [Kathy Silver](#)  
**To:** [MCRC-Comments](#)  
**Subject:** LGBTQ rights  
**Date:** Monday, August 14, 2017 3:54:42 PM

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Dear Commission members,

I am writing to you as a professional religious educator who has spent almost 30 years working in churches with people from many different backgrounds and religious beliefs. For years, I have been teaching children and youth that ALL PEOPLE are important and valuable, that ALL PEOPLE deserve to be treated fairly and kindly, that

WE ALL have a responsibility to help make the world a more compassionate and loving place.

In order for our children truly to learn this lesson, they must observe the adults and the leaders in our communities practicing what they preach. Jesus taught us to love our neighbors as ourselves. He didn't say our heterosexual neighbors, or our white neighbors, or our non-immigrant neighbors. He said "our neighbors".

I hope that you will stand up and be the just and fair leaders that our children and youth need in order to help them to learn the most important lesson about becoming a good person and a good American. All people are created equal. All people deserve justice. All people deserve civil rights and respect, regardless of their sexual orientation or gender preference, their skin color or their background.

Thank you for doing the right thing.

Sincerely,

Kathy Silver



Director of Religious Education

New Hope Unitarian Universalist Congregation

New Hudson, MI

**From:** [Terrie Robbie](#)  
**To:** [MCRC-Comments](#)  
**Subject:** LGBTQ  
**Date:** Sunday, August 13, 2017 2:38:47 PM

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To whom it may concern,

We just wanted to express our concerns regarding the increased discrimination efforts by the current White House Administration! We have been in a committed relationship for 19 years and were able to, finally, get legally married in 2015. We feel that our marriage needs to be protected and our rights as a couple should also be honored and respected. The increased violence and hate crimes that have emerged since the 2016 election are of great concern. Please consider our rights as American citizens and hard-working tax payers.

Thank you for your attention to our concerns and your support as we move through these difficult times!

Sincerely,

Terrie Robbie  
Leslie Hildebrandt

**From:** [Lana Carey](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Law about gays  
**Date:** Monday, August 14, 2017 8:18:24 PM

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This is a hard subject. First of all as a human being you should be able to do what you want as long as your obeying the laws. So if you choose to be gay, your choice, to be trans gender once again your choice. But to force it on others is not right. Just common sense.

I think if someone choose not to associate, or have anything to do with these people it is their choice. So in my opinion this law should stand as is.

Sincerly  
Lana Carey  
Carleton Michigan

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** MCRC Seeks Public Comment on Scope of Sex Discrimination Prohibited Under ELCRA  
**Date:** Sunday, August 13, 2017 9:49:24 PM

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Dear MDCR.

I would like to address the request made to the MDCR by the EQMI to "issue an interpretive statement to clarify that the prohibition against sex discrimination in the Elliott-Larsen Civil Rights Act (ELCRA) includes protection against discrimination on the basis of gender identity and sexual orientation."

As a woman, a minority, and somebody who loves everybody, I am stunned to see that these groups keep trying to get especial privileges while clearly causing discrimination against other groups.

America is a land of laws. Michigan is a land of laws. We have more laws in this country than other countries have. The Elliott Larsen Civil Rights act Already protects anybody, whether they are women or men, straight or gay, black or white. Whether they are Hispanic, Caucasian or any other background. We do not need to change it, or make clarifications that certainly are not necessary.

"ELLIOTT-LARSEN CIVIL RIGHTS ACT Act 453 of 1976 AN ACT to define civil rights; to prohibit discriminatory practices, policies, and customs in the exercise of those rights based upon religion, race, color, national origin, age, sex, height, weight, familial status, or marital status; to preserve the confidentiality of records regarding arrest, detention, or other disposition in which a conviction does not result; to prescribe the powers and duties of the civil rights commission and the department of civil rights; to provide remedies and penalties; to provide for fees; and to repeal certain acts and parts of acts. History: 1976, Act 453, Eff. Mar. 31, 1977; Am. 1977, Act 162, Imd. Eff. Nov. 8, 1977; Am. 1979, Act 91, Imd. Eff. Aug. 1, 1979; Am. 1982, Act 45, Eff. Mar. 30, 1983; Am. 1992, Act 124, Imd. Eff. June 29, 1992; Am. 1992, Act 258, Imd. Eff. Dec. 7, 1992."

I personally have been discriminated for many reasons, should I request that you change the law because I feel that I need more protection? NO, why? because the law as it stands in this moment, protects me and protects anybody living in this State.

If you feel that the pressure of certain groups is what will force you to make a decision that in the long run will not benefit the 100% of the residents in our state, please consider meditating on it. I love Michigan as my home. I live in a State that protects 100% of the residents. Don't bring trouble where there is not.

Again as a woman, a minority and as a Michiganiaan, who abides by the laws in our state, keep the Elliot-Larsen Civil Rights Act the way it is now. There is not need for any further clarification.

Thank you.

Have a wonderful week

Jazmine Early.

<http://www.michigan.gov/mdcr/0,4613,7-138--427291--,00.html>

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**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** Michigan Civil Rights Commission  
**Date:** Monday, August 14, 2017 12:32:41 PM

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Sexuality is set by creation at birth. Man cannot, by simply using words, change that. I hope you are not contemplating replacing God in this matter.

Sincerely,  
Paul Tappert

**From:** [Craig Bentley](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Michigan's Elliott-Larsen Civil Rights Act (ELCRA)  
**Date:** Monday, August 14, 2017 1:54:47 PM

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I am writing to express my support for including gender identity and sexual orientation under Michigan's Elliott-Larsen Civil Rights Act (ELCRA). As a member of Michigan's LGBT community, I am personally invested in this matter. However, it is also important from a business and financial standpoint. Most corporations look at a state's civil rights record and laws before bringing in new business ventures. It is important for Michigan to continue to attract the brightest minds and talent, as well as protect the rights of those members of the LGBT community who are already an integral part of our diverse state.

I appreciate your consideration.

Respectfully,  
Craig Bentley



Pleasant Ridge, MI 48069

**From:** [National LGBTQ Task Force](#) on behalf of [Alicia Skillman](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 6:21:43 PM

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Aug 14, 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,

Ms. Alicia Skillman

[REDACTED]

Detroit, MI 48223-2214

[REDACTED]

**From:** [National LGBTQ Task Force](#) on behalf of [Amy Terhune](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 3:32:13 PM

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Aug 14, 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,

Ms. Amy Terhune

[REDACTED]

Saginaw, MI 48638-6228

[REDACTED]

**From:** [National LGBTQ Task Force](#) on behalf of [Chelsea Williams](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 3:32:10 PM

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Aug 14, 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,

Ms. Chelsea Williams

[REDACTED]

Detroit, MI 48216-1756

[REDACTED]

**From:** [National LGBTQ Task Force](#) on behalf of [Paul Perez](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 1:33:19 PM

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Aug 14, 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.

In addition to this legal argument, as a Christian and person of faith I believe there is a strong moral argument for clarifying that sex discrimination includes anti-LGBTQ discrimination. My faith teaches that each and every human being is created in the image of God and is a person of sacred worth. This includes LGBTQ people. My faith also teaches that communities should be founded on love of neighbor and concern and protection for the most vulnerable of its members. Protecting LGBTQ Michiganders from anti-LGBTQ discrimination demonstrates this neighbor love and concern for the most vulnerable. While these teachings are particular to my faith tradition, I believe that they express a deep, moral wisdom about the common good. Namely, that in order to ensure the common good of our State the Commission should recognize the dignity of its LGBTQ residents and afford them them legal protection from anti-LGBTQ discrimination.

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

Sincerely,

Mr. Paul Perez

[REDACTED]

Livonia, MI 48154-5317



**From:** [National LGBTQ Task Force](#) on behalf of [Rich Peacock](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 1:33:15 PM

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Aug 14, 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. Rich Peacock

[REDACTED]  
Sterling Heights, MI 48310-7804

[REDACTED]  
[REDACTED].com



**From:** [National LGBTQ Task Force](#) on behalf of [Wayne Bank](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 1:31:48 PM

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Aug 14, 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.

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

Sincerely,

Mr. Wayne Bank

[REDACTED]

Lexington, MI 48450-9619

[REDACTED]

[REDACTED] net

**From:** [National LGBTQ Task Force](#) on behalf of [Bart Beavin](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 1:31:42 PM

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Aug 14, 2017

Michigan Civil Rights Commission

Dear Commission,

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

Sincerely,

Mr. Bart Beavin

[REDACTED]

Ann Arbor, MI 48103-9201

[REDACTED]

**From:** [National LGBTQ Task Force](#) on behalf of [Steven Cypher](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 8:32:44 AM

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Aug 14, 2017

Michigan Civil Rights Commission

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

Sincerely,

Mr. Steven Cypher

[REDACTED]

Rochester, MI 48307-1114

[REDACTED]

**From:** [National LGBTQ Task Force](#) on behalf of [Lorrie Douglas](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Sunday, August 13, 2017 11:35:38 AM

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Aug 13, 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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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,

Ms. Lorrie Douglas

[REDACTED]

Whitmore Lake, MI 48189-0340

[REDACTED]

[REDACTED]om

**From:** [National LGBTQ Task Force](#) on behalf of [Lynne Lambert](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Please ensure LGBTQ Michiganders are protected from discrimination  
**Date:** Monday, August 14, 2017 6:21:44 PM

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Aug 14, 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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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,

Ms. Lynne Lambert

[REDACTED]

Berkley, MI 48072-1446

[REDACTED]

[REDACTED].com



**From:** [CEVIN TAYLOR](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Proposal to redefine "sex" in Michigan law  
**Date:** Monday, August 14, 2017 12:30:13 PM

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Dear Civil Rights Commissioners:

It is my understanding that there has been a proposal asking the Michigan Civil Rights Commission to redefine "sex" in current anti-discrimination law to include sexual orientation and gender identity.

The legislature has repeatedly rejected attempts to amend ELCRA to add "sexual orientation" and "gender identity" as specially protected classes. The current proposal before the Commission is simply an attempt by homosexual organizations to circumvent state lawmakers, and effectively amend ELCRA.

Such a wide-ranging change is properly the responsibility of the legislature, not that of the Commission, and I urge to you reject this proposed change. In other jurisdictions that have laws recognizing specially protected classes based on sexual preferences and desires, these laws have been used to bully and harass people that hold traditional moral beliefs. There is no credible evidence that such laws are necessary in Michigan.

Once again, I urge you not to take on the authority that properly belongs to the Michigan legislature.

Thank you for your consideration.

Cevin and Isis Taylor, Ypsilanti, Michigan

**From:** [Valerie Arledge](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Protection for sexual orientation & gender identity  
**Date:** Sunday, August 13, 2017 3:01:08 PM

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I am writing to comment on the request of Equality Michigan for the Michigan Civil Rights Commission to change the current prohibition against sexual discrimination to include sexual orientation and gender identity. I don't think the Commission has the legal right to make this change. It is the Michigan legislature that is the law making arm of our state government. The Michigan Legislature has looked at this issue several times and has rejected adding this discriminatory wording to our state law. I don't think it is a good idea as current events in Michigan have shown the propensity for this way of thinking to be used against people whose faith/culture prohibits them from supporting this stance.

Thank you,  
Valerie Arledge

Sent from [Mail](#) for Windows 10

**From:** [Jules J](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Public Comment - Elliott-Larson Interpretation - FOR  
**Date:** Monday, August 14, 2017 3:11:37 PM

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Public Comment: FOR the issuance of 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

It has become clear under recent national events that now, more than ever, the message to the citizens of the State of Michigan must be one of inclusion.

While the religious right may believe that homosexuality is 'wrong', I don't see how they have the right to strip someone of a job, or prevent them from renting accommodation/kick them out of accommodation. If they can do that, then do I have the right to counter and not hire based on someone's religious beliefs because I find them personally repugnant/immoral?

Perhaps it's time to remind said establishment of the question 'What would Jesus do?'...as the answer would be, accept, and embrace all. Let 'God' do the judging at the gates.

In the mean time, let's be sure everyone in the State of Michigan has a fighting chance at a good job, and a safe home.

Regards,

Julie Jozwiak



Detroit MI 48224



**From:** [Public Policy](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Public Comment Regarding ELCRA Interpretation  
**Date:** Monday, August 14, 2017 3:38:46 PM  
**Attachments:** [MICRC Final 14Aug17.pdf](#)

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Please accept Michigan Catholic Conference's public comment regarding the Michigan Civil Rights Commission's interpretation of the Elliott-Larsen Civil Rights Act (ELCRA).

Thank you,

Michigan Catholic Conference



MICHIGAN  
CATHOLIC  
CONFERENCE

14 August 2017

Laura Reyes Kopack, Co-Chair  
Rasha Demashkieh, Co-Chair  
Michigan Civil Rights Commission  
Capitol Tower Building  
110 W. Michigan Ave., Suite 800  
Lansing, MI 48933

To Members of the Michigan Civil Rights Commission:

In the Catholic tradition, all persons, regardless of their orientation or identity, are to be treated with dignity and respect (*Catechism of the Catholic Church*, par. 2358.) The Catholic Church opposes all forms of unjust discrimination against individuals who identify as lesbian, gay, bisexual, or transgender, including in the areas of housing and employment. As Pope Francis explained while visiting the White House on 23 September 2015:

*American Catholics are committed to building a society which is truly tolerant and inclusive, to safeguarding the rights of individuals and communities, and to rejecting every form of unjust discrimination. With countless other people of good will, they are likewise concerned that efforts to build a just and wisely ordered society respect their deepest concerns and their right to religious liberty.*

Michigan Catholic Conference (MCC), the official public policy voice of the Catholic Church in this state, encourages the Civil Rights Commission (CRC) to deny petitioners' request to reinterpret unilaterally the definition and understanding of "sex" within the state's Elliott-Larsen Civil Rights Act (ELCRA). Petitioners are requesting an approach to ELCRA that is well out of the mainstream, is without legal precedent, and encourages the Commission to operate in a manner beyond its authority.

Every state in the Union that has expanded its civil rights laws to include "sexual orientation and gender identity" has done so with respect for the constitutional right to religious liberty. Petitioners' request to amend CRC's interpretation of the ELCRA —without religious liberty protections— would set Michigan to an extreme end of state civil rights laws, resulting in prejudice and indeed discrimination against people and institutions of faith.

**Officers:** Most Reverend Allen H. Vigneron, Archbishop of Detroit, *Chairman*; Most Reverend Paul J. Bradley, Bishop of Kalamazoo, *Vice-Chairman*; Ms. Susanne Boxer, Hancock, *Secretary/Treasurer*

**Board Members:** Mr. Daniel J. Bowen, Grand Rapids; Most Reverend Earl A. Boyea, Bishop of Lansing; Most Reverend Joseph R. Cistone, Bishop of Saginaw; Most Reverend John F. Doerfler, Bishop of Marquette; Mr. Mark Feldpausch, Delton; Sr. Rose Marie Kujawa, CSSF, Ph.D., Livonia; Mr. Joel R. Myler, Traverse City; Mr. Roger Playwin, Grosse Pointe Park; Most Reverend Steven J. Raica, Bishop of Gaylord; Rev. William J. Rutkowski, Saginaw; Most Reverend David J. Walkowiak, Bishop of Grand Rapids

Mr. Paul A. Long, *President and Chief Executive Officer*

Petitioners' request for redefinition should also be rejected as the proposal is wholly inconsistent with longstanding federal and Michigan laws. Just recently, in July 2017, the U.S. Department of Justice noted that legal precedent is "consistent with the longstanding position of the Department of Justice, that Title VII does not reach discrimination based on sexual orientation."<sup>1</sup> Further, despite petitioners' submission, there is no ambiguity surrounding the definition of "sex" within the ELCRA. Past efforts to expand the definition of "sex" within the statute, beyond its plain meaning, have been clearly settled (see MCL 37.2103 and MCL 37.2201). Thus, one must pull out of thin air that the category of "sex," as defined and described within the ELCRA, in any way alludes to the inclusion of "sexual orientation" or "gender identity."

Any amendment to the scope of the ELCRA is beyond the authority of the CRC. The Michigan Constitution provides the CRC with the powers to investigate allegations of discrimination and promulgate regulations for its own procedures (MI Const. § 29). Michigan Catholic Conference offers its appreciation to CRC for upholding this important charge. However, the state constitution does not provide the Commission with any power to reinterpret settled law, especially in a manner contrary to its longstanding legal meaning. Any changes to the law remain under the authority of the state legislature. Moreover, the state legislature has explicitly refrained from amending the ELCRA to include "sexual orientation" and "gender identity." It is noted that a CRC approval of petitioners' petition would be non-binding, does not represent the power of state law, and veers an otherwise reasonable Commission down the controversial road of ideological advocacy.

Therefore, we encourage the CRC to refrain from redefining its understanding of the state's civil rights law and allow for the constitutional principle of separation of powers to empower the legislature to rightfully make decisions about state law.

Sincerely,  
Michigan Catholic Conference

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<sup>1</sup> Brief of the United States as Amicus Curiae at 1, *Zarda, et al. v. Altitude Express, Inc.*, No. 15-3775 (2nd Cir. July 2017).

**From:** [Nate Vriesman](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Public Comment: Gender Identity  
**Date:** Monday, August 14, 2017 10:49:27 AM

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Please do not redefine who is male and who is female under the law. Doing so will likely lead to additional discrimination against those who have deeply held religious beliefs that homosexual behavior is wrong (and the organizations they are a part of such as churches, schools, businesses).

Thanks,

**Nate Vriesman, P.E.**

*vriesman & korhorn*



**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** RE: eqmi request  
**Date:** Monday, August 14, 2017 3:10:22 PM

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To whom it may concern,

Equality Michigan's request asking the MCRC to redefine "sex" is bypassing the normal legislative process and is an attempt to circumvent state lawmakers. To enact this policy change through an unelected state board is wrong.

I respectfully ask that you not redefine "sex".

Thank you,

*Debra Trowbridge*

[REDACTED]  
West Bloomfield, MI 48323

**From:** [REDACTED]  
**To:** [MCRC-Comments](#)  
**Subject:** Redefining "sex, NO thank you  
**Date:** Monday, August 14, 2017 2:17:12 PM

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Another attempt to redefine "sex" in Michigan, with respect, do not let the voice of the minority due to Political Correctness, rule the day over THE VOICE OF THE MAJORITY.

The stance of the majority is a RESOUNDING NO , to sexual redefinition.

Thank you for standing with us, the MAJORITY, in saying, "no to sex redefinitian!"

Common sense citizen of the state of Michigan,  
Rosemarie Wright

Sent from my Verizon, Samsung Galaxy smartphone

**From:** [Doug Kuiphoff](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Redefining Sex...  
**Date:** Monday, August 14, 2017 12:16:26 PM

---

Ladies and Gentlemen:

The word, sex, has always been and will always be about one thing: whether one is born with the physical attributes of a male or a female. Sex has absolutely nothing to do with how one “perceives” one’s self. It is for this reason that the federal government recently changed the word, gender, on the NICS 4473 form from gender to sex; there is absolutely no ambiguity as to the identity of the person.

The Merriem-Webster Dictionary defines sex (noun) as the following: “either of the two major forms of individuals that occur in many species and that are distinguished respectively as female or male especially on the basis of their reproductive organs and structures.” It is tied directly to one’s reproductive organs.

Theologically, sex is well-defined as well. Genesis 2 describes God’s actions in creating man and woman, and in verses 23 and 24 specifically names them Man and Woman.

I suppose that if people wish to question their gender, that is their decision, but the identifying characteristic of biological sex is necessary to help identify people in case of emergencies, committed crimes, etc.

Do not play around with the definition of sex.

Doug Kuiphoff  
Grand Rapids, MI 49507

**From:** [Richard Ross](#)  
**To:** [MCRC-Comments](#)  
**Cc:** [Richard Ross](#)  
**Subject:** Request to MCRC to include language  
**Date:** Monday, August 14, 2017 2:01:26 PM

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MCRC Board,

The MCRC has been asked to include within Elliot-Larsen, Michigan's civil rights code, language that would include sexual orientation and gender identity that was addressed by the Michigan legislature in 2014 and was rejected. For the MCRC to make any changes to Elliot-Larsen has the effect of making new law effectively circumventing the lawmaking bodies and the voice of the people.

As Chairman of Citizens for Traditional Values Shiawassee, I speak for our Board and our network of supporters, in opposition to the MCRC making any language changes to Elliot-Larsen without open legislative debate and approval. This matter belongs in the legislative division and not the executive department where the people of Michigan can be made aware and to inform their elected officials of their concerns.

This is a very important matter that has far reaching consequences requiring open debate to address all concerns of those who will be affected by any such changes. For the MCRC to make changes to Elliot-Larsen without legislative action is to circumvent the voice of the people, their elected representative, where open democratic debate can be exercised and a consensus reached. Ignoring the voice of the people only serves to create long term backlash no matter what the issue is as we have seen with the abortion issue.

Do not take unilateral action as the MCRC. The proper place for addressing this matter is the legislature. To do otherwise undermines the foundation of democracy. We must trust the people to arrive at the proper conclusion through the democratic process.

Sincerely,

Richard Ross  
Chairman, CTV Shiawassee



**From:** [Tom Hooker](#)  
**To:** [MCRC-Comments](#)  
**Cc:** [Tom Hooker](#)  
**Subject:** Request to expand "sex" in Michigan's Elliott-Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 12:17:44 PM

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August 14, 2017

Dear Michigan Civil Rights Commission,

I am writing to encourage you to deny expansion of Michigan's Elliott-Larsen Civil Rights Act concerning the term sex. For 33 years attempts have been made to legislatively change the definition of sex in MCL 37.2102. The legislature controlled alternately by Republicans and Democrats have chosen not to alter the current terminology because civil rights based on sex are already protected. I served as a State Representative from Jan. 2011 to Jan. 2017 and saw many attempts to expand Elliott-Larsen and in each case the legislature realized that any change would increase discrimination against businesses, churches and individuals who would have their rights taken away. An example would be a farmer, Steve Tennes, who was excluded from the East Lansing farmers market, because he was not willing to host a same-sex wedding at his home at Country Mill Farms in Charlotte, Michigan. Churches could be accused of discrimination under the proposed ruling because the tenets of their faith condemned LGBTQ standards as unbiblical. If the Commission acts to accept the expansion of Michigan's Elliott-Larsen definition it will cause a much larger expansion of discrimination that is taking away religious rights guaranteed by our U.S. Constitution. As a former state legislator and current Byron Township Supervisor, I ask that you continue to follow 31 other states and leave the protections of Elliott-Larsen currently in effect and not try to do an end around the proper legislative method of amending law. If you choose to move ahead of the proper way to amend a law, I will urge my legislators and many others to totally defund the MCRC in the next budget.

Respectfully submitted,  
Tom Hooker

Byron Township Supervisor and Former Representative of the 77<sup>th</sup> District

**From:** [Danielle Griffes](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Stonewall for Revolution Supports EQMI  
**Date:** Monday, August 14, 2017 11:48:30 AM  
**Attachments:** [Statement of Support EQMI.pdf](#)

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Co-Chairs Reyes Kopack and Demashkieh,

Please find the attached statement of support from Stonewall for Revolution regarding the EQMI request.

Thank you,

Danielle Griffes  
Stonewall for Revolution  
Lansing Chair  


Stonewall for Revolution  
3122 Boston Blvd  
Lansing, MI 48910

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

Via email: [MCRC-Comments@michigan.gov](mailto:MCRC-Comments@michigan.gov)

Re: Public Comment on Scope of Sex Discrimination Prohibited Under ELCRA

August 9, 2017

Dear Co-Chairs Reyes Kopack and Demashkieh:

Stonewall for Revolution supports Equality Michigan's request for an Interpretive Statement from the Civil Rights Commission to acknowledge that our state's prohibition against sex discrimination includes discrimination based on sexual orientation and gender identity and that it falls under their authority to address it.

Stonewall for Revolution, an emerging grassroots LGBTQ civil rights organization, is founded on the principles of bottom up leadership, a commitment to representing the voices of all LGBTQ people to those in positions of power and ensuring LGBTQ people are afforded all of the rights guaranteed by the U.S. and Michigan constitutions.

Stonewall for Revolution is appalled that anyone in our state can currently be discriminated against legally in 2017. People should not have to fear for their job or their housing because of who they love or how they express their gender - simply just being who they are.

Robert Van Kirk, Stonewall's founder was recently looking for a doctor that accepted his insurance within a reasonable distance to where he lives. Robert needed to be seen within a month, before his prescription for PrEP, an HIV preventative drug, ran out. This narrowed his options to one doctor. When he was seen by the doctor he explained his need for the prescription PrEP and he asked to leave. Robert was told by the doctor that he did not treat "members of his community". This is just one example of the type of discrimination LGBTQ people face on a daily basis in Michigan.

Stonewall for Revolution supports Equality Michigan's request for an Interpretive Statement from the Civil Rights Commission to acknowledge that our state's prohibition against sex discrimination includes discrimination based on sexual orientation and gender identity and that it falls under their authority to address it. Further, we agree with Equality Michigan that the The

Michigan Civil Rights Commission has the legal authority and the moral responsibility to act on anti-LGBTQ discrimination in Michigan, which the Commission itself has determined “exists and is significant.

Stonewall for Revolution

Danielle Griffes, Lansing Chair

**From:** [Sean Campbell](#)  
**To:** [MCRC-Comments](#)  
**Subject:** Support for broadening Elliott-Larsen Civil Rights Act  
**Date:** Monday, August 14, 2017 2:50:06 PM

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Members of the Michigan Civil Rights Commission,

I support including sexual orientation and gender identity protections under the Elliott-Larsen Civil Rights Act. Michigan should strictly prohibit discrimination against job applicants and workers in the LGBT community.

Regards,  
Sean Campbell  
Pleasant Ridge, MI 48069

**From:** [Lana Waldorf](#)  
**To:** [MCRC-Comments](#)  
**Subject:** You have no "right" to recreate definitions  
**Date:** Monday, August 14, 2017 5:00:15 PM

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To Whom It May Concern,

And this issue concerns US!

I ditto the sentiments of my friend Cindy Carswell.

I am hopeful that this department will not be pushed into redefining what the classification of sex means. Since the creation of mankind, sex has always been determined by non-political or agenda driven motives, but instead by scientific biological facts of gender at birth. That man would now attempt to go against the obvious is presumptive to the extreme. Any rendering of policy to fit any other basis for classification of sex would not only be full of loopholes, gaps, and unsound premises, but will potentially bring harm and undue burdens upon our educational system, workplace environments and society as a whole.

Please do not fall into the trap, of political correctness that favors a very small sliver of the populace over the rights of the larger majority of our culture. This is not the American way - that the minority should rule at the expense of the majority. Let sound commonsense thinking prevail when policy making is undertaken by the Michigan Department of Civil Rights.

Use wisdom please in this process.

Lana Waldorf

**From:** [Keith Lubbers](#)  
**To:** [MCRC-Comments](#)  
**Subject:** "interpretation" of discrimination to include LGBTQQ community.  
**Date:** Monday, August 14, 2017 11:09:41 PM

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Given the politicalization of LGBTQQ issues, I very strongly oppose changing the interpretation of the word "discrimination" to include LGBTQQ community! I will be adding Sept 18 to my calendar to monitor this discussion.

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Keith Lubbers,

**From:** [Davis Gloff](#)  
**To:** [MCRC-Comments](#)  
**Subject:** gender identity protection must be included in ELCRA  
**Date:** Monday, August 14, 2017 12:02:34 PM

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It should be self evident that the prohibition against sex discrimination in Michigan's Elliott-Larsen Civil Rights Act (ELCRA) DOES include protection against discrimination on the basis of gender identity and sexual orientation.

Gender identity is individual, and NOT a choice.

If you are asking for comments, that's mine.

Davis

[REDACTED]

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**"Without experimentation, a willingness to ask questions and try new things,  
we shall surely become static, repetitive, and moribund."**

**—Anthony Bourdain**



**From:** [Cindy Carswell](#)  
**To:** [MCRC-Comments](#)  
**Subject:** redefining the word "sex"  
**Date:** Monday, August 14, 2017 11:32:30 AM

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Dear Sirs:

I am hopeful that this department will not be pushed into redefining what the classification of sex means. Since the creation of mankind, sex has always been determined by non-political or agenda driven motives, but instead by scientific biological facts of gender at birth. That man would now attempt to go against the obvious is presumptive to the extreme. Any rendering of policy to fit any other basis for classification of sex would not only be full of loopholes, gaps, and unsound premises, but will potentially bring harm and undue burdens upon our educational system, workplace environments and society as a whole.

Please do not fall into the trap of political correctness that favors a very small sliver of the populace over the rights of the larger majority of our culture. This is not the American way - that the minority should rule at the expense of the majority. Let sound commonsense thinking prevail when policy making is undertaken by the Michigan Department of Civil Rights.

Thank you for applying wisdom and sound thinking in the forming of future policies.

*Cynthia Carswell*



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**From:** [Carol Morrisey](#)  
**To:** [MCRC-Comments](#)  
**Subject:** regarding proposed changes to law  
**Date:** Monday, August 14, 2017 10:32:22 PM

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Dear Civil Rights Commission,

Regarding the proposal to add "sex" or "gender identity" or "sexual orientation" to anti-discrimination laws:

I strongly urge you not to do this. You will be opening a can of worms rather than protecting anyone who needs protection. I personally do not see any serious discrimination against such people here, even though I personally and most of my friends believe homosexuality is morally wrong. Gays are able to find work, they find housing, they can purchase in stores--what's the problem? I have a lesbian friend whom I permitted to join my food co-op and have accommodated her in various ways, but I would not bake her a wedding cake should she get married. That should be part of my freedom of religion. Based on events in other states where bakers and florists have been sued to the extent of losing their livelihood, simply because they refused to compromise their beliefs, we must not take the chance of this happening here. There are plenty of bakers and florists and wedding venues to choose from, and no one should be penalized for living by their principles. Homosexuals should be able to have their basic needs met, and they do without hindrance as far as I can tell, but they are not entitled to approval from everyone.

This change in the law is unnecessary and will lead to persecution of people who simply disagree and want to live by their principles. I will be very disappointed if you bow to political correctness rather than protecting ALL citizens.

Thank you for listening.

Carol Morrisey  
Spring Arbor, MI