

From: [REDACTED]
To: [MCRC-Comments](#); [REDACTED]
Subject: 2 documents regarding LGBT attempt to modify the civil rights code.
Date: Wednesday, August 9, 2017 10:15:56 PM
Attachments: [LGBT 20170809.pdf](#)
[LGBT 20170727b.pdf](#)

Thank you very much Ms Levengood for this opportunity to assist the state/the public from LGBT manipulation which I believe is not healthy for the citizens and would compromise the civil rights of many for the delusions and potential fraudulent views of the few.

Enclosed are 2 documents which support this view from a medical perspective.

Sincerely yours,

David Gaston MD
[REDACTED]

**COMPREHENSIVE CLINICAL NEUROLOGY, P.C.
23077 GREENFIELD, SUITE 222
SOUTHFIELD, MICHIGAN 48075
(248) 559-8737
FAX (248) 559-7283**

DAVID L. GASTON, M.D.

July 27, 2017

Honorable chair and Associates of the Civil Rights Commission and to whom it may concern, interested others.:

I would like to protest any change in the civil rights wording that would fit LGBT stipulations. I have attempted to be as honest as possible, accurate, but if any of these statements are disagreeable, please do not dismiss the whole, and please consider the rest as legitimate.

In a nutshell, the civil rights commission should not alter of the current guidelines in favor of the LGBT community for the following reasons, and there may be more.

- The group claims that a governmentally issued document such as a birth certificate is inaccurate without proof in the majority of cases. The birth certificate issued by the State of Michigan accurately determines gender, and if it doesn't, then the birth certificate should be challenged as to accuracy.
- The majority of persons who fall under the category of LGBT are not objective, have no identifiable marker or biological distinction, making this category mostly highly subjective, variable, subject to change, limited identification, and easily manipulated, difficult to classify in any objective way, questionable eligibility or classification, questionable nosology, a potential quagmire of confusion.
- It would create a dangerous precedent in which a non-verifiable and nonobjective group justifies immoral behavioral characteristics demanding compliance from other persons who may disagree with their religion or philosophy, forcing religious and personal preferences and subservience to a group who for all practical purpose has no preeminent right to dominate the personal views of others in the public domain.
- Most of the persons in the group have medical/psychiatric characteristics suggestive of a mental

disorder rather than anything nosological or biological, previously diagnosed as an identity disorder, no different from many other delusional syndromes, some of them representing character disturbances in serious conflict with provable objective biological categories.

- The emerging characteristics of this group would seek to enforce, manhandle, subjugate, coerce religious and conscience compliance to an immoral lifestyle, hence compromising religious autonomy, personal freedom, and conscience of the public. This type of phenomena would compromise the civil liberties of the masses/public and create an irreversible morality mandate violating various sacred books which are highly recognized by the public as authoritative.
- It would create inequality by giving power to a minority ideological group to dominate other groups who might disagree with their ideology.
- It would create a certain religious authority over others including established religious authority, violating rights, causing unfair discrimination against personal preference.
- It would force personal delusions of individuals under its umbrella on to the public, thence enslaving the population to what is perceived as an immoral philosophy.
- It would compromise the religious freedom and conscientious objection, undermining the free exercise of religious and moral choice.
- The group LGBT seeks superiority or preference of their philosophy over others, therefore legally enforced discrimination against others who disagree with them, limiting personal choices of others.
- Opening the door to historically immoral groups seeking civil rights protection is a slippery slope and may also invite other historically immoral groups to vye for the same rights such as prostitution, pedophilia, bestiality etc., etc.. This group is no different except on the basis of politics and organization.
- The group is a sink with loose criteria that cannot distinguish those with various subjective, often unclassifiable characteristics.
- It is inappropriate that subjective delusions of the few should in any way penalize the clear verifiable perceptions of the many.
- Including a group associated with immoral behavior, LGBT as a legitimate category for civil rights to discriminate against other civil rights of the common citizens, would dilute out the legitimacy, credibility, and respectability of legitimate categories such as race and gender, weakening civil rights as a whole. The mental perception of civil rights as a category would have a different meaning suggesting anarchy rather than right behavior.

DISCUSSION

Discussion to the Civil Rights Commission regarding Elliott Larson and the current debate regarding

LGBT.

The inherent normal, moral sensibilities and convictions of the public should not be undermined by the LGBT community, masquerading as a civil rights issue. It is a civil rights mimic. In fact this minority group fosters forced imposition of immoral values on the rest of society. They do this also at the expense of normal reality orientation, religion, and conscience. Even in states of war conscientious objection is a respectable choice. LGBT attack conscience in times of peace. It would be unfair, unjust, and discriminating to impose upon the general public a controlling influence that would subject free conscience and sound moral judgment to this type of politically motivated counter discrimination. The government clearly enforces moral statutes, but it should not enforce immoral statutes at the expense of conscience. It would subject the moral conscience of people to an immoral influence which is subjective, delusional, and politically inspired. There is no sound medical reason in the majority of persons who claim to be LGBT to justify this degree of control over others. The reasons are to undermine the moral conscience of the masses by the few. Such a tendency or movement subdues the religious convictions of the masses to government regulation by a minority religious view. None of this is religiously neutral since a view against religion is also a religious view. This is inherently wrong, discriminate against more stable religious views, not constitutional, and causing reverse religious discrimination.

For example, marriage is historically and by nature a religious phenomena. During the French Revolution when religion was eliminated by the government, it also eliminated marriage until the ensuing chaos revived it. Government cannot therefore completely dismiss all elements of religion and morality. It is morally wrong and unjustifiable for the state to sponsor changes in the direction of moral values to benefit any immoral group against another group at the expense of religion and moral sensibility. They are a few who do not respect established normal behavior and morality. A minority group whose sole minority status is because of immoral conduct is not a minority in the same sense as race and gender. Forcing new immoral values to supersede well-established norms of behavior would be religious by its very nature undermine the religion of the masses, a serious dilemma dilemma.

Prior to 1973, homosexuality was an identity disorder, in the same category as anorexia nervosa, etc.. For example person who is really skinny who thinks he/she is fat is suffering from an identity disorder. In addition, a person who is a male who thinks he is a female is also suffering from an identity disorder and vice versa. The homosexuals and gay community, picketed the American psychiatric Association meeting and forcibly/politically removed homosexuality from the manual of diagnostic disorders for psychiatry, DSM. The reason why it is not a mental disorder at this time is because of political reasons, not any specific change in the condition. A condition which is inherently psychological in nature, practically an identity disorder with a mental delusion should not masquerade as a civil rights problem. It is a mental problem that should either be treated like other mental disorders. On the other hand, those

who are bona fide different from their obvious sex are rare, and should be accommodated because of medical status.

I would suggest those who claim to have a gender which is not obvious or who do not have an objective distinguishing characteristic, they should be registered or passively ignored if they do not want recognition for any reason. The state or someone would be required to issue such a distinguishing characteristic, such as a card. This might be like a marijuana card or special ID. However this should be confirmed by a medical examination or some type of biological test to confirm sexual identity. If they could show some type of objective proof, then it could be respected. That principle applies to the rest of us since the rest of us have birth certificates. Nondiscrimination and equality under the law demands that it applies also to them. Persons who claim their birth certificate is inaccurate should prove it by medical confirmation. If they have no medical reason to claim being the opposite sex, they should not subject to public to their delusion or immoral tendencies. This would be discrimination against everybody else as well as a serious moral assault against the public.

Mental illness can be genetic, but that does not justify the illness. There are various such conditions. A genetically induced delusion does not justify the delusion. Schizophrenia, for example has a large genetic component, but it is not a civil rights problem. The possibility of the genetic component simply underscores that it is a disease. There is some controversy, however, regarding the possible role of genetics. In the vast majority of cases there is no genetic or biological component that can be identified, making this completely subjective/whimsical. Nevertheless, many diseases have a genetic basis, and this does not remove its disease category. To the contrary, it tends to confirm that it is in fact a disease or disorder but not normal for anyone. It is not normal to be in a state of delusion. The basic fundamental truth is that a normal person knows the obvious, and anybody should be able to see it. A person who believes he/she is a cat has a problem, and if genes contribute to the delusion, then there is a greater problem. This would clearly be considered a disease or a mental disorder.

Homosexuality should be treated as a mental disorder. Persons who have this condition should not be treated badly. They deserve sympathy and should be treated like everybody else if they accept treatment. However, it remains a mental disorder that should not be given special accommodations to deceive others. If an individual seeks to hide this condition, then this should be respected. However once the condition becomes overtly publicly obvious, demanding public accommodation, then the condition is serious and psychological remedy should be done. By no means should the psychopathology of a person, by law force others into a mass mental deception. If persons are at risk of hurting themselves or others, then persons should be treated. A mental disorder should not force everyone else to have it, that is to see the world the same way. A person with a delusion regarding gender should not have access to any and every restroom, embarrassing and putting others at risk. If it reaches this stage,

it makes persons a danger to themselves and others, and therefore by legal definition should be treated. By no means, should the rest of the population be subjected to mass psychosis or legally mass enforced identity crisis now transferred as a public delusion by policy. This would induce gender blindness on society which is not normal; mass delusion of a sexual nature.

Civil rights must not degenerate to become a bandwagon for any group vying for political power. It is offensive that my civil rights as a black person is in the same category with those who seek justification for immoral behavior. It is also offensive that my desire for equal rights is on equal footing with those who justify delusions of who they are. If being black or a woman is reduced to this type of category, then it is insulting. Minority discrimination should not become catch all that also includes any minority in morals to justify immoral behavior. Immoral behavior should always be in the minority, but not in the same way as race or gender. An immoral group should not have such easy access to control the public by simply "sounding like the blacks" -- nothing more than a civil rights mimic. There's something inherently wrong and actually discriminating about that concept of race and gender. It is also inherently wrong as a physician and neurologist that a delusional disorder can control the masses of people. It is simply not right that laws can force normal human beings to comply with delusions. The whole concept of civil rights becomes awfully diluted out, losing power, credibility, and respectability.

Thank you for the opportunity of placing this matter in the right context to avoid a serious imposition that jeopardizes the public interest.

Sincerely yours,

A handwritten signature in black ink, appearing to read "David Gaston", written in a cursive style.

David Gaston M.D. 248-559-8737.

Diplomat American Board of neurology and psychiatry, Board Certified in Neurology.

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DAVID L. GASTON, M.D.

August 10, 2017

Addendum to previous letter July 27, 2017 Re: LGBT stipulations to change civil rights wording.

Honorable chair and Associates of the civil rights commission and to whom it may concern:

As mentioned in the previous document, I protest any change in the civil rights wording that would fit LGBT stipulations. This purpose of this document is to present a coherent/rational medical opinion based on evidence to show that the civil rights commission should not alter the current guidelines in favor of the LGBT community. If any of the statements are disagreeable, please do not dismiss the whole and please consider the rest as legitimate.

It is important to note that from a medical point of view there are two categories in the LGBT community, A and B.

Category A represents those with true biological/medical findings showing a basis for confusion in sexual identity. This represents a very small minority of persons with a sexual identity disorder. This would represent persons with bona fide chromosomal, definable genetic defects, or hormonal defects such as receptor insensitivities, etc.. Since all fetuses are born with both male and female organs, development requires that one set will degenerate and the other will develop. Unfortunately, rarely the wrong set develops. My understanding is that sexual identity is screened by the Olympic Committee, because uncommonly there have been some cases of understandable mistaken sexual identity. A woman competing with women thought she was a female but was actually genetically male. She never knew it until she was tested and found to be biologically male. This was due to an understandable medical mistaken identification, documented on the birth certificate. Such cases are quite rare, probably not a sizable component of the LGBT.

The other category B. represent those with no definable biological evidence supporting a sexual identity different from the birth certificate. These persons may claim to have a different sexual identity, but they have no biological proof/evidence to substantiate the claim. This is medically equivalent to persons

claiming a disability without medical evidence to prove it.

Category B. can be divided into those who have a mental disorder versus those who do not. The first group, group 1, really do believe that they are the opposite sex, previously diagnosed as Identity Disorder. The second group, group 2, know what they are but have alternative motives or desire to gain some type of advantage over others. Group 1 actually do have a mental problem that should be treated, because they have a body delusion. This is a distortion of reality about themselves which may increase risk of harm to themselves or others in some way. Group 2 are frankly fraudulent, similar to persons seeking disability for gain when they do not have disability. The reasons may have to do with sexual, social, financial, or other advantages.

It is not healthy to live under a delusion or distortion of reality. It is healthy to live with clear insight into one's true identity based on observable phenomena. Most persons associated with LGBT do not have a genetic defect, but genetic defects may be associated with delusions and distortions of reality. It is not normal. This occurs, for example with schizophrenia which may have a genetic basis. Nevertheless, a genetic disorder that predisposes to delusional thinking, distortions of reality, including abnormalities of identity, should probably be treated. By no means should such a disorder be used as an excuse to alter the thinking or behavior of others or to impose rules on society. Certainly schoolchildren should not be subjected to this type of unhealthy thinking. Rather, they should be taught healthy principles of living, and not delusions, misperceptions, false views of reality unsubstantiated by medical documentation. Certainly children going to the bathroom should have a healthy view of what to expect. Any unhealthy or unnatural, distorted, or delusional lifestyle should not be encouraged or supported against children. This is not healthy.

Persons who make claims and prove they are the opposite sex should have some type of Addendum to the birth certificate or some additional certificate. This should be authorized by the state through proper medical channels/documentation. It should be the same as the birth certificate requirement, should be through a physician evaluation to determine what sex the person actually is. When the physical examination is not obvious, documentation can be done by available medical tests. A person who chooses to keep their delusion in the closet should not be forced to undergo medical testing. However, those who seek to impose any possible delusion on others/public should be tested. They may also need treatment if there is increased risk of harming themselves or others, especially schoolchildren. This approach is not against anyone's rights because it is the standard by which mental aberrations are treated for everyone. By no means should the LGBT get special privilege for their delusions or fraudulent behavior. Children should by no means be forced to comply with unhealthy thinking by circumstance such as in a bathroom. Persons who subject the public to these types of risks may create dangerous circumstances, and therefore may require treatment.

Thank you for the opportunity of providing this insight to assist the state to avoid a serious imposition that would otherwise jeopardize the public interest. By no means should any wording of the civil rights codes be used to justify either delusional thinking or downright fraud.

Sincerely yours,

A handwritten signature in black ink, appearing to read "D. Gaston". The signature is fluid and cursive, with a large initial "D" and a long, sweeping underline.

David Gaston M.D.

Diplomat American Board of Neurology and Psychiatry,
Board Certified in Neurology (specialty).

From: [Ann Arbor Human Rights Commission](#)
To: [MCRC-Comments](#)
Cc: [REDACTED]
Subject: AAHRC Response to MCRC Request for Comment on Interpretative Statement re: Sex Discrimination
Date: Friday, August 11, 2017 12:28:05 PM
Attachments: [HRC Resolution Re Intepretive Statement Final.pdf](#)

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. You are receiving this informal copy to ensure that it arrives by the Commission's August 15 deadline. An official copy of this resolution will also be sent through regular City channels. If there are any questions, please contact me at Leslie@LeslieStambaugh.com.



August 7, 2017

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

Dear Co-Chairs Reyes Kopack and Demashkieh:

Since 2014, the Ann Arbor /Ypsilanti Regional (A2Y) Chamber has been a member of the Michigan Competitive Workforce Coalition (MCWC). The key principles of the MCWC are:

- Preserving the Elliott-Larsen Civil Rights Act (ELCRA), which protects against discrimination based on religion, race, color, national origin, age, gender, amongst other classes.
- Modernizing this Michigan law to include protections against discrimination based on sexual orientation and gender identity.
- Opposing so-called “Religious Freedom Restoration Act” (RFRA) bills, like the one passed in Indiana, which essentially allow individuals to use their religious beliefs to harm others, paving the way for challenges

With the failure of the Michigan Legislature to act on this important issue, the A2Y Chamber joins with our MCWC partners in asking the Michigan Civil Rights Commission to clarify the language of ELCRA by issuing an interpretive statement to this effect. As you consider this process we ask that you keep in mind that discrimination is not only wrong for its abuse of our societal values, but wrong for its detrimental effects on business.

Michigan remains a state where it is legal to fire or refuse to house someone based on their sexual orientation or gender identity. A MCRC interpretation of ELCRA could rectify this injustice. It would create a level playing field that not only ensures the legal protection of all members of the LGBTQ community, but ensures all individuals are treated with fairness and equity.

As you are aware, most businesses actively treat their employees with this level of respect, as many already have in place their own policies to provide these protections. Your interpretation is needed because it will provide all employees with these protections. This will ensure we can attract and retain talented professionals who are unwilling to stay in or come to, a state which continues to codify discrimination.

Your interpretation of ELCRA would also provide clarity to an unnecessarily confusing situation for Michigan businesses. Our members are forced to parse the distinction between a broad and deepening body of federal legal precedents on the scope of sex discrimination on the one hand, and little or no guidance about the scope of state civil rights law on the other. This lack of clarity is detrimental to the businesses community and to Michigan's economic competitiveness. Action by the MCRC to provide clarity regarding the scope of sex discrimination in Michigan would benefit businesses.

Proper interpretation of ELCRA would be in-line with the State of Michigan's past efforts to ensure broad civil rights protections. It will allow Michigan to be a place where residents can achieve economic success through hard work, merit, and innovation in their professional efforts, without unrelated parts of their personal lives having an impact. Your decision will also provide needed certainty for our businesses. Please take action to interpret ELCRA so Michigan can be a more competitive, prosperous, and welcoming place.

Thank you for your consideration of this important topic. If the A2Y Chamber can be of any assistance to you, please do not hesitate to contact our Executive Vice President, Andy LaBarre, at andy@a2ychamber.org or (734) 214-0101.

Sincerely,

A handwritten signature in black ink that reads "Diane Keller". The signature is written in a cursive, flowing style.

Diane Keller, President & CEO
Ann Arbor / Ypsilanti Regional Chamber

From: [Ken VanEseltine](#)
To: [MCRC-Comments](#)
Subject: Bring LGBTQ Rights to People in Michigan
Date: Friday, August 11, 2017 2:55:35 PM

Michigan Department of Civil Rights:

Please issue a statement clarifying 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.

This is important for members of my family and community, and for all Michigan's citizens and visitors to our state.

Thank you for your attention.

-- Ken VanEseltine

From: [Denise Hartsough](#)
To: [MCRC-Comments](#)
Subject: Civil Rights for LGBTQ Persons
Date: Friday, August 11, 2017 2:33:25 PM

Dear Civil Rights Commissioners,
I strongly believe that all persons should fully enjoy their civil rights, no matter their sexual orientation or gender identity.
I urge you to interpret the existing language in our civil rights law regarding "gender" to mean that all people have full civil rights and protection from discrimination, no matter their sexual orientation or gender identity.
Thank you for considering my input.
Sincerely,
Denise Hartsough

--

Denise Hartsough

[REDACTED]
Kalamazoo MI 49006

[REDACTED]

From: [james gobeski](#)
To: [MCRC-Comments](#)
Subject: civil rights for LGBTQ
Date: Saturday, August 12, 2017 12:32:11 PM

I am supporting the LGBTQ community and have for many years. This is a whole bunch of great, energetic human beings and they should not ever be left out of the rights of every person in this country. How can we ever live with ourselves if they do not have the same rights and responsibilities as white heterosexual people? I say white heterosexual because I do believe that group is most privileged in this culture - and I am one. We are a nation, a world, of diversity. Everyone of us is a child of universe.

Linda Gobeski

From: [\(null\) \(null\)](#)
To: [MCRC-Comments](#)
Subject: Clarification language for Elliot-Larson Act
Date: Thursday, August 10, 2017 8:38:25 PM

I'm writing in support of clarifying language in the Elliot-Larsen Civil Rights Act to prohibit discrimination for both sexual orientation and gender expression. All citizens should feel protected from discrimination including LGBTQ people.

Thank you.

Jan Wheelock
Greenville MI 48838

Sent from my iPad

From: [SHARON MONOD](#)
To: [MCRC-Comments](#)
Subject: Discrimination
Date: Friday, August 11, 2017 5:47:02 PM

Dear Sir:

I wish to point out that **prohibition against sex discrimination in the Elliot Larsen Civil Rights Act includes protection against discrimination on the basis of gender identify and sexual orientation.**

It seems obvious to me that all individuals should be treated with respect. Why would you allow for cruelty and discrimination to a group of people?

Sharon Monod

From: [Christopher Smith](#)
To: [MCRC-Comments](#)
Subject: ELCRA comments
Date: Saturday, August 12, 2017 9:46:23 AM

I absolutely do think that ELCRA's prohibition against sex discrimination should apply to gender identity and sexual orientation. Our understanding of human sexuality is more refined now and we know sexuality is more complicated than was popularly believed at the time of the writing of that act. The interpretation of sex discrimination must be a modern interpretation and include gender identity and sexual orientation.

Do you think ELCRA's prohibition against sex discrimination should or should not apply to gender identity and sexual orientation?

From: [Gloria Woods \[she, her, hers\]](#)
To: [MCRC-Comments](#)
Subject: ELCRA interpretation
Date: Friday, August 11, 2017 9:19:04 AM

Per your request for public comments, I urge the Commission to include sexual orientation and gender identity in the interpretation of sex discrimination in the Elliott-Larsen Civil Rights Act.

Respectfully,
Gloria Woods

"We can. We must. We will." -- FDR

From: [Rachel S](#)
To: [MCRC-Comments](#)
Subject: ELCRA
Date: Friday, August 11, 2017 10:55:43 AM

Hello,

I would like you to clarify that Michigan's protections against sex discrimination in Michigan's ELCRA prohibit discrimination based on sexual orientation or gender expression.

Thank you.

-Rachel Sienko
48198

From: [Nancy Van Hoozier](#)
To: [MCRC-Comments](#)
Subject: Elliot-Larsen Civil Rights Act (ELCRA)
Date: Friday, August 11, 2017 1:23:52 PM

I am emailing you to encourage you to include protection within the Elliot-Larsen act prohibition of discrimination based on sexual orientation and the basis of gender identity. This is a chance for the Michigan Civil Rights Commission to update the law for our modern society and the societal changes that have taken place in recent years.

Sent from [Mail](#) for Windows 10

From: [Anna Krauss](#)
To: [MCRC-Comments](#)
Subject: Elliot-Larsen Civil Rights Act
Date: Friday, August 11, 2017 1:16:43 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.

I have been working in retail and food service for a few years in Michigan now, and having to hide my identity or risk being fired has been a considerable challenge for me. I have to constantly think through everything I say to ensure that I don't out myself to particular coworkers or managers, and having to put in that sort of effort to stifle myself on top of work and school is draining. So I have a considerable personal stake in this interpretation, as I'm sure do many other LGBT folks in Michigan.

Sincerely,
Anna Krauss

From: [Doris Austerberry](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen and Civil rights Act
Date: Thursday, August 10, 2017 8:22:27 AM

Dear Sirs:

Please include orientation and gender identity in the Elliott-Larsen and Civil Rights Act. It is imperative that you do so.

Sincerely,

Mrs. Charles (Doris) Austerberry
Farmington Hills, Michigan 48335

From: [Barbara Pappas](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larsen Civil Rights Act
Date: Thursday, August 10, 2017 5:51:22 PM

This message is just to express my strong belief that the ELCRA's prohibition against sex discrimination should definitely be interpreted to include gender identity and sexual orientation in its protections against discrimination. These distinctions of categories of people are exactly what the ELCRA was drafted for: to protect citizens who are vulnerable to discrimination. Whatever we might think of one another, we are built as a nation on the concept of equal rights under the law for ALL citizens. There is no equality if it isn't available to everyone. This is one of those moments upon which we will be judged by history. I am putting my faith in the men and women faced with the decision of determining this interpretation. To my mind there is only one right answer here. I pray that this matter will be resolved appropriately to serve all the people of Michigan with the integrity with which the ELCRA was written.

Thank you,

Barbara Pappas

From: [Thomas Hamlin](#)
To: [MCRC-Comments](#)
Subject: Elliott-Larson Expansion
Date: Friday, August 11, 2017 12:16:48 PM

Dear Michigan Civil Rights Commission,

I am writing today to comment on the proposed expansion of the Elliott-Larson Civil Rights Act of 2014.

First of all, if there are an unlimited number of groups that “may qualify” for Civil Rights protection, there are no Civil Rights for anyone.

In 1964, the basis for Civil Rights movement was the denial by some states of Voting Rights and access to Public Accommodations for natural born American Citizens. The criterion for the denial was an immutable fact of “skin color” not genetics. Skin color was seen as the clear demarcation dividing “white and black races”. The criterion, no matter how repugnant it may be, is objective.

Today, if any group with a perceived grievance can convince a Federal Judge that their unilateral and arbitrary self-definition “qualifies” for protection no matter how fluid the characteristic actually is, they become a New Protected Class. Usually the grievance intersects with Federal or State Financial Benefits, such as Healthcare or Retirement Benefits.

The test for Class Protection, if any, should be about immutable factors that can be objectively determined and those same factors are used to restrict and/or prevent participation by the Government. The factor in question in this situation is Sex. It is clear Sex is the immutable characteristic required for reproduction. Genetically it is determined by the XY or YY chromosomes. Gender is a Synonym for Sex. There are only two Sexes and/or Genders.

What the Commission is currently discussing is not an immutable factor or characteristic of Human Beings and/or American Citizens, but a “feeling” and/or transient psychological issue. If a person can “choose to be their true selves” today, they always have the option to “choose” again tomorrow. LGBT factors are not stable or immutable. LGBT factors are arbitrary and unilateral. Therefore, LGBT factors cannot be criteria for any Civil Rights law, ordinance, or regulation.

Marriage Equal Protection has been misconstrued by the Supreme Court because of its rejection of the Declaration of Independence and Natural Law and should not be used as a precedent since the issues are different.

Thank for receiving our comments.

W. Thomas and Susan Marie Hamlin
Lansing, Michigan 48910

From: [Don Nagler](#)
To: [MCRC-Comments](#)
Subject: EQMI request
Date: Saturday, August 12, 2017 8:09:30 PM

To Whom It May Concern: Please enact the ECMI request for the sake of equal rights for all.. Don and Nancy Nagler

From: [Emmy Lou Cholak](#)
To: [MCRC-Comments](#)
Subject: Human rights
Date: Saturday, August 12, 2017 10:11:11 AM

All humans deserve respect as Humans and deserve protection under our Human Rights laws. Please be sure 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. That means that LBGQTQ get equal protection and respect. Thank you!

Emmy Lou Cholak
Traverse City

From: [Teresa Putnam](#)
To: [MCRC-Comments](#)
Subject: Interpretive policy
Date: Friday, August 11, 2017 2:45:04 PM

Dear Michigan Department of Civil Rights,

All people deserve to be treated with respect and dignity no matter how they happen to be born. Sadly, too many people discriminate against those who are perceived as different. It is up to our State to protect vulnerable individuals and to be an example for accepting all citizens. LGBTQ people deserve equal protections from discrimination in employment, housing, and public accommodations, and more, just as we all do.

Please vote on a more inclusive interpretation of sexual discrimination on September 18.

Thank you,

Teresa Putnam, Director
Lifespan Faith Development
Unitarian Universalist Church of Greater Lansing
[REDACTED]
Lansing, MI 48911
[REDACTED]

From: [Kathleen McNelis](#)
To: [MCRC-Comments](#)
Subject: Legislation to Prohibit Anti-LGBTQ Discrimination
Date: Friday, August 11, 2017 3:30:22 PM

Good afternoon,

I am the mother of an amazing adult child who is Michigan raised and Michigan educated; successfully employed, and would consider returning home to Michigan to be closer to extended family and longtime friends. I would love to be able to proudly proclaim that my child is no longer part of Michigan's "brain drain" of young, motivated workers and state revenue generators (taxpayers).

My child has recently identified as LGBTQ. In Michigan that is a problem....

Without legislation to specifically prohibit anti-LGBTQ discrimination within Michigan, my child may be subject to housing, job &/or public accommodation discriminatory practices at any point in time without redress.

As members of the Michigan Civil Rights Commission, I urge you to issue an interpretive statement to clarify that prohibition against sex discrimination in the Elliot Larsen Civil Rights Act also includes protection against discrimination on the basis of gender identity and sexual orientation.

Sincerely,
Kathleen McNelis
Southfield, MI 48075

From: [Ginny King](#)
To: [MCRC-Comments](#)
Subject: LGBT rights - anti discrimination laws
Date: Saturday, August 12, 2017 5:42:14 PM

To members of Michigan Human Rights Commission:

Please protect the rights of LGBT people and include them in the laws of non-discrimination.

Michigan does not currently have a law that explicitly prohibits discrimination against LGBT people.

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.

We have heard that the rate for suicide among LGBT youth is very high and this kind of protection would help them cope with living in Michigan and not being at the mercy of anti-GLBT discrimination.

We all deserve to be treated with dignity. All people are God's children.
Thank you.

Sr. Ginny King, OP



Detroit MI 48221

From: [Barbara Stevenson](#)
To: [MCRC-Comments](#)
Subject: LGBTQ
Date: Friday, August 11, 2017 11:43:23 AM

Please make sure that all LGBTQ citizens are treated fairly and equally in the Elliott Larsen act! Thanks barbara Stevenson , MUUSJN , detroit 48214

Sent from my iPhone

From: frzeile@juno.com
To: [MCRC-Comments](#)
Subject: LGBTQ Protections
Date: Thursday, August 10, 2017 7:12:26 PM

Michigan Civil Rights Commission

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.

Please note that I write as an individual office-holder, and do not speak for other board members on this matter.

Cordially,

Dr. Richard Zeile, Co-President, State Board of Education
[REDACTED] Dearborn, MI 48126

From: [Izzy](#)
To: [MCRC-Comments](#)
Subject: LGBTQ
Date: Friday, August 11, 2017 4:52:58 PM

Hi,

I am not part of the LGBTQ community as such.

However, I am part of the larger community, and all beings are part of that.

So, I strongly urge Michigan legislators to protect the rights and dignity of those who specifically are part of the LGBTQ community.

It's the right and fair and humane thing to do.

Thanks,

Izzy Khapoya

Sent from my iPad

From: [Josh McCullough](#)
To: [MCRC-Comments](#)
Date: Friday, August 11, 2017 7:30:16 PM

Hello,

I am asking the Michigan Civil Rights Commission to clarify that the state's prohibition on sex discrimination currently contained in the Elliott-Larsen Civil Rights Act prohibits discrimination based on both sexual orientation and gender identity. Please clarify the ambiguity that exists surrounding the scope of sex discrimination currently prohibited by the Elliott-Larsen Civil Rights Act and bring Michigan law into alignment with the growing body of understanding from federal judges and legal scholars.

Moreover, discrimination against minorities simply has no place in Michigan. It is antithetical to the values supported by hard-working people across the state, and clarifying law to ensure that both sexual orientation and gender identity are protected from discrimination would be to uphold the strongest values that we all share. Thank you for your time and consideration.

--

Josh McCullough

From: [Ilene Beninson](#)
To: [MCRC-Comments](#)
Date: Friday, August 11, 2017 3:47:00 PM

As a member pf MUUSJN, representing LGBTQ people across Michigan I want to see the Michigan Civil Rights Commission 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.

Michigan needs more civil rights protections to people from Michigan's LGBTQ communities. LGBTQ people should have equal rights just as other citizens. I have taught and worked as a social worker in this state for over 40 years. During my years of employment, I have seen talented, even gifted LGBTQ people contribute greatly to the common good of All. It is time for Michigan to have a state law that explicitly prohibits anti-LGBTQ discrimination.



Thank you for your consideration.
Ilene Beninson, LMSW, AMI

From: [cewfa85_](#)
To: [MCRC-Comments](#)
Date: Thursday, August 10, 2017 5:36:47 PM

Gender identity and sexual orientation SHOULD be protected under the ELCRA. Gender identity and sexual orientation should also be protected federally under anti-discrimination laws.

From: [Lawrence Larson](#)
To: [MCRC-Comments](#)
Date: Saturday, August 12, 2017 6:23:46 PM

I'm strongly against lgbt discrimination so i support laws that prohibit this lack of equality.

Lawrence N. Larson

From: [Bailey, Norma J](#)
To: [MCRC-Comments](#)
Subject: My comments regarding the EQMI request
Date: Saturday, August 12, 2017 1:11:32 PM

To Whom It May Concern:

I am completely in favor of the EQMI request that the Michigan Civil Rights Commission 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. While I would prefer that the Elliot Larsen Civil Rights Act be amended to include these protections, as it should be, until that happens, this is a step in the right direction.

I was very active in the efforts to provide an inclusive human rights ordinance (regarding employment, housing and accommodations) in Mt. Pleasant which passed on a unanimous vote of the City Commission on July 9, 2012. While I was already protected as a faculty member of Central Michigan University, I knew that many friends were not, so it was important to me to do my part to help them. And the City Commission just this spring reaffirmed its position as a welcoming and inclusive city, an action for which I am very grateful.

I have since recognized a couple of things about this lack of protections in the state of Michigan, other than in the ~42 municipalities that have passed comparable ordinances. I retired from CMU in August 2014, and what I realize is that if, for example, I would choose to look for a job, let's say, in Clare, I would not be protected if someone were to choose to deny me a job, or for that matter, deny me the right to rent an apartment. This is not right and must be addressed.

The second thing I noticed was when I recently was waiting for service in the lobby of a local bank. There is a placard there that lists the protections that the state of Michigan provides so that various groups of people are not discriminated against. As a lesbian, I am not included in that list. That hurts. And while I know that this bank doesn't care and serves me well, it is not right that the state of Michigan takes a discriminatory stance on some of its citizens.

Therefore, I respectfully urge the Michigan Civil Rights Commission to vote to issue an interpretive statement clarifying 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.

Sincerely,

Dr. Norma J. Bailey
Professor Emeritus of Middle Level Education
Central Michigan University

[REDACTED]
Mt. Pleasant, MI 48858
[REDACTED]
[REDACTED]

From: [kurt higgs](#)
To: [MCRC-Comments](#)
Subject: My POV on the Elliott-Larson Civil Rights Act
Date: Saturday, August 12, 2017 1:34:07 PM

As a 69 yr. old member of the LGBT community, I am offering my opinion on clarifying the ELCRA to include protection for sexual orientation and sexual identity. We now know the Earth is not flat, the Earth is not the center of the universe, the descendants of slaves and women of any race/ethnicity can actually be taught to read, write and count if given the opportunity and the sexual identity and orientation of person is not a choice. Yet in many situations, conservative religious groups in the state of Michigan continue to deny members of the LGBT community to be fully accepted and integrated into our society. It is the constitutional right of every person to be free to worship whatever they want. However from my prospective, I should also have the right to be protected from those religious beliefs that prohibit me from being fully integrated into my living environment based solely on my homosexual orientation keeping in mind I did not choose to be an abomination to God or mankind. Also keep in mind I have been a Michigan tax payer for literally decades and even though I find such homophobic theology dangerous to my well being, my tax dollars go towards protecting these bigoted religious institutions and prosperities. I pay for their fire and police protection. My tax dollars go towards building and maintaining roads so their members can safely reach their churches to listen to someone who will condemn me as an unfit member of our society. They feel religiously justified in denying people like me from securing safe housing, meaningful employment and safely thriving in our communities.

The City of Jackson for years struggled to pass an ordinance to protect members of the LGBT community from discrimination because of the strong opposition from conservative religious organizations. At the beginning of this year an auto repair shop in a small community in Allegan County put a sign in their window declaring they would not do business with gays. A story that was covered on CNN within the last twelve months reported on a lesbian couple living in the Ann Arbor area about how they were refused medical treatment for their one week old infant because the "doctor" could not relate to lesbians. The State of Michigan needs to recognize that members of the LGBT community living in this sate are being harmed and put in danger because they are not included in the ELCRA. The State of Michigan needs to recognize that conservative religious groups will go to any lengths to created a Christian theocracy which will exclude anyone who does not believe as they do. We do not live in the Middle Ages. I am asking for your assistance in keeping me safe and allowing me to thrive in my community. I am asking you to clarify the ELCRA to include protection for people like me.

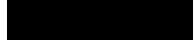
I mean no harm to any other citizen of Michigan so why does the State of Michigan allow some citizens to legally harm me and marginalize my value as a child of God?

From: [Sharon Mills](#)
To: [MCRC-Comments](#)
Subject: On expanding the Elliot- Larsen Civil Rights Act to include protections for gay and transgender residents in Michigan.
Date: Friday, August 11, 2017 3:46:21 PM

A life-long friend of mine was born a lesbian in an "all-American" family which could not acknowledge or accept her sexual orientation. As an adult, she taught for 30 years in the public school systems of Michigan, while carefully concealing her sexual orientation for fear being fired. She was a gifted human being whose humanity was denied at every turn, including the workplace: She was recently "let go" after acknowledging publicly that she was a lesbian. In firing her, that school system lost the skills and compassion of a devoted and brilliant educator..

Enough! It is past the time for Michigan to amend the Elliott-Larsen Civil Rights Act to include protections against discrimination on the basis of gender identity and sexual orientation.

Sharon Mills



Detroit, Michigan 48227

From: [National LGBTQ Task Force](#) on behalf of [Kathleen Campisano](#)
To: [MCRC-Comments](#)
Subject: Please ensure LGBTQ Michiganders are protected from discrimination
Date: Friday, August 11, 2017 11:55:06 AM

Aug 11, 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. I know that many transgender people have been fired from their jobs for just being who they are. An award-winning teacher was let go from her high-school teaching position with no recourse. A nurse was terminated with no explanation. And, not only will your decision to hear these cases under the category of sex offer potential recourse, it will give the Commission an opportunity to do what you do best: educate the employers in Michigan about discrimination and help them follow the law.

I will still work hard to update the non-discrimination protections in the Elliot Larson law. I hope you can offer this remedy until we are successful in that mission.

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

Sincerely,

Ms. Kathleen Campisano


Ann Arbor, MI 48105-9580


From: [National LGBTQ Task Force](#) on behalf of [Steve Domienik](#)
To: [MCRC-Comments](#)
Subject: Please ensure LGBTQ Michiganders are protected from discrimination
Date: Thursday, August 10, 2017 11:25:52 AM

Aug 10, 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,

Mr. Steve Domienik

[REDACTED]
Bloomfield Township, MI 48301-4000
[REDACTED]

From: [National LGBTQ Task Force](#) on behalf of [Elisa Ramos](#)
To: [MCRC-Comments](#)
Subject: Please ensure LGBTQ Michiganders are protected from discrimination
Date: Friday, August 11, 2017 4:02:16 PM

Aug 11, 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. Elisa Ramos

[REDACTED]

Holt, MI 48842-7708

[REDACTED]

From: [Susan Murdie](#)
To: [MCRC-Comments](#)
Subject: Please help our community heal
Date: Friday, August 11, 2017 2:30:59 PM

We need to have a state ruling of "equal rights for all"...period end of story.

We have a community that is now fighting against each other over the Non-discrimination ordinance that was just passed.

The gay leaders house was possibly torched yesterday in retaliation for the NDO. The state needs to end discrimination against ANYONE, especially the LGBTQ community ASAP.

http://www.mlive.com/news/jackson/index.ssf/2017/08/fundraiser_organized_for_coupl.html



Fundraiser organized for couple who lost home, pets to possible arson fire

www.mlive.com

Moments after fire crews extinguished a house fire on Jackson's east side, community members rallied to organize a fundraiser for the homeowners who lost everything in it.

Susan Murdie

██████████
Jackson, MI 49201
██████████

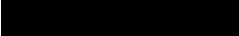
From: [Hava Levitt-Phillips](#)
To: [MCRC-Comments](#)
Subject: Public Comment on ELCRA
Date: Friday, August 11, 2017 9:17:05 PM

Hello,

I believe wholeheartedly that the prohibition against sex discrimination in Michigan's Elliott-Larsen Civil Rights Act (ELCRA) includes protection against discrimination on the basis of gender identity and sexual orientation, and that it absolutely should.

Thank you,

Hava Levitt-Phillips


Ann Arbor, MI 48103

Sent from my iPhone

From: [Georgette Zirbes](#)
To: [MCRC-Comments](#)
Subject: Public Comment on Scope of Sex Discrimination Prohibited Under ELCRA
Date: Friday, August 11, 2017 11:55:05 AM

Dear Members of the Michigan Civil Rights Commission:

I am a citizen of Michigan who strongly believes that all people in Michigan are entitled to equal protection under the law.

I am shocked that Michigan does not have a state law that explicitly prohibits anti-LGBT discrimination in employment, housing, or public accommodations.

I urge you to clarify that Michigan's protections against sex discrimination in the Elliott-Larsen Civil Rights Act prohibit discrimination based on sexual orientation or gender expression.

Sincerely,
Georgette Zirbes
Ann Arbor
48105

From: [Rosemary Rader](#)
To: [MCRC-Comments](#)
Subject: Public Comment on Scope of Sex Discrimination Prohibited Under ELCRA
Date: Thursday, August 10, 2017 10:38:50 PM

Dear Members of the Michigan Civil Rights Commission:

I am a citizen of Michigan who strongly believes that all people in Michigan are entitled to equal protection under the law. I am shocked that Michigan does not have a state law that explicitly prohibits anti-LGBT discrimination in employment, housing, or public accommodations.

I urge you to clarify that Michigan's protections against sex discrimination in the Elliott-Larsen Civil Rights Act prohibit discrimination based on sexual orientation or gender expression.

Sincerely,

Rosemary A. Rader

Ann Arbor, MI 48103

From: [Ted Huston](#)
To: [MCRC-Comments](#)
Subject: Public Comment on Scope of Sex Discrimination Prohibited Under ELCRA
Date: Saturday, August 12, 2017 8:31:32 AM

Dear Members of the Michigan Civil Rights Commission:

I am a citizen of Michigan who strongly believes that all people in Michigan are entitled to equal protection under the law. I am shocked that Michigan does not have a state law that explicitly prohibits anti-LGBT discrimination in employment, housing, or public accommodations.

I urge you to clarify that Michigan's protections against sex discrimination in the Elliott-Larsen Civil Rights Act prohibit discrimination based on sexual orientation or gender expression. These are as much of a person's identity as age, height and weight, which are explicitly noted in the act.

Sincerely,

Ted Huston

Ann Arbor, MI 48103

From: [Kimberly Gane](#)
To: [MCRC-Comments](#)
Subject: Public comment regarding Elliot Larson Civil Rights Act language to cover gender/gender identity
Date: Friday, August 11, 2017 1:53:05 PM

To Whom It May Concern:

I absolutely believe that the language in the ELCRA's prohibition against sex discrimination should apply to gender identity and sexual orientation.

Suicide rates are highest among those struggling with gender identity. I am mothering my second generation of kids, two fourteen-year-old boys, one of whom is my nephew. I have also raised two daughters to married adulthood, one of whom is my stepdaughter. I understand unconditional love and how hard it can sometimes be, and I also understand how necessary it is. When each of these children came into my life I had no way of knowing who or what they would become. That's the deal we make as parents. We must take, love, accept *and fight for* every part of them. Which I will do until my last breath.

My America is *inclusive*, not *exclusive*. And my America still believes that all are created equal, despite two-hundred-year-old language that refers only to gender-conforming men.

As Americans, we must always decide that all humans are deserving of civil rights. Period.

Warmly,

Kimberly J. Gane

[REDACTED]

St. Joseph, Michigan 49085

[REDACTED]

From: [Nancy Kursman](#)
To: [MCRC-Comments](#)
Subject: Public Comment: Elliot Larsen Act: Sex Discrimination
Date: Thursday, August 10, 2017 8:06:10 AM

Please include in your clarification of sex discrimination under the Elliot Larsen Act the inclusion of sexual orientation and identity as a covered classification. Sex discrimination does not only include males and females, it extends to members of the LGBTQ community who are being marginalized and denied equal protection of their rights as citizens and as Americans.

Thank you.

Nancy Kursman

[REDACTED]

Birmingham, MI 48009

[REDACTED]

--

*"Never doubt that a small, thoughtful, committed citizens can change the world; indeed, it is the only thing that ever has."
Margaret Mead*

From: [REDACTED]
To: [MCRC-Comments](#)
Subject: Re Elliot Larson "Sex" Statement
Date: Thursday, August 10, 2017 10:31:34 AM

While I don't think Elliot-Larson was conceived with sexual expression in mind, I think it should apply... That being said, we need to extend the act, like our republican Governor has always said he would support.

Cheers!
Mitchell Noland

[REDACTED]

From: [Hank Shiver](#)
To: [martin tracey](#)
Cc: [art](#); [MCRC-Comments](#)
Subject: Re: gay and trans protections
Date: Thursday, August 10, 2017 11:01:34 AM

I agree! The tweet happened right after the FBI raid on Trump's campaign manager. The news was on the tweet and not the raid.

On Aug 10, 2017 7:16 AM, "TRACEY MARTIN" <vipressverity@comcast.net> wrote:

Among "the least of us" that Jesus declared to be of himself surely are the most vulnerable among us. That would be members of the LGBT community. The least the state can do to protect their free enjoyment of the security promised them as citizens of our commonweal would be to include them within the Elliott-Larson civil rights protections. We'd still need ENDA at the national level, but Elliott-Larson inclusion would be another noble step toward that realization. ~tracey martin

From: [BERENDEN CRAMPTON](#)
To: [MCRC-Comments](#)
Subject: Sexual Discrimination
Date: Saturday, August 12, 2017 8:17:46 AM

People erroneously quote sources (such as the bible) to state their opinions. We are all individuals and have that right to be who we are. It is no one's business, unless it interferes with another person's rights to make their own choices. Sexual discrimination is wrong in my "opinion" because what we do behind closed doors is not subject to anyone else personal rights. Just a side note, I was born female and enjoy being who I am, except for the sexual discrimination in the workplace. Bernadene Crampton

From: [Erin Carter](#)
To: [MCRC-Comments](#)
Subject: Support for Equality Michigan request
Date: Thursday, August 10, 2017 3:20:06 PM

Hello MCRC Members,

I am writing to express my support for Equality Michigan's request to secure an interpretative statement from the Michigan Civil Rights Commission protecting LGBTQ people. I believe the Elliott-Larsen Civil Rights Act includes protection against discrimination on the basis of gender identity and sexual orientation. I urge you to extend protections to the LGBTQ community so they can be assured they will have equal protection under the law. No discrimination is acceptable - we are all human beings.

Thank you.
~ Erin Carter
East Lansing, MI resident

From: [Nora Smith](#)
To: [MCRC-Comments](#)
Subject: The prohibition against sex discrimination in Michigan's Elliott-Larsen Civil Rights Act (ELCRA)
Date: Thursday, August 10, 2017 5:43:55 PM

Yes. No discriminating based on sexual identity.