

The Michigan Board of State Canvassers has approved the following Initiation of Legislation petition as a proposed amendment to the Michigan Elliot-Larsen Civil Rights Act on behalf of the group "Fair and Equal Michigan."

INITIATION OF LEGISLATION

Full text of the proposal (language that would be added shown in capital letters, deleted struck out with a line):

An initiation of legislation to amend 1976 PA453, entitled "Elliott-Larsen civil rights act," by amending section 103 (MCL 37.2103), as amended by 1999 PA 202.

The People of the State of Michigan enact:

Sec. 103. As used in this act:

- (a) "Age" means chronological age except as otherwise provided by law.
- (b) "Commission" means the civil rights commission established by section 29 of article V of the state constitution of 1963.
- (c) "Commissioner" means a member of the commission.
- (d) "Department" means the department of civil rights or its employees.
- (e) "Familial status" means 1 or more individuals under the age of 18 residing with a parent or other person having custody or in the process of securing legal custody of the individual or individuals or residing with the designee of the parent or other person having or securing custody, with the written permission of the parent or other person. For purposes of this definition, "parent" includes a person who is pregnant.
- (f) "National origin" includes the national origin of an ancestor.
- (g) "Person" means an individual, agent, association, corporation, joint apprenticeship committee, joint stock company, labor organization, legal representative, mutual company, partnership, receiver, trust, trustee in bankruptcy, unincorporated organization, the state or a political subdivision of the state or an agency of the state, or any other legal or commercial entity.
- (h) "Political subdivision" means a county, city, village, township, school district, or special district or authority of the state.
- (I) "SEX" INCLUDES GENDER, SEXUAL ORIENTATION, AND GENDER IDENTITY OR EXPRESSION.
- ~~(J)~~~~(i)~~ Discrimination because of sex includes sexual harassment. Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature under the following conditions:
 - (1) Submission to the conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodations or public services, education, or housing.
 - (ii) Submission to or rejection of the conduct or communication by an individual is used as a factor in decisions affecting the individual's employment, public accommodations or public services, education, or housing.
 - (iii) The conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment.
- (K) "RELIGION" INCLUDES THE RELIGIOUS BELIEFS OF AN INDIVIDUAL.