

HOUSE BILL No. 4326

February 21, 2001, Introduced by Rep. Bisbee and referred to the Committee on Family and Children Services.

A bill to amend 1976 PA 453, 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:

1 Sec. 103. As used in this act:

2 (a) "Age" means chronological age except as otherwise pro-
3 vided by law.

4 (B) "COHABITING" MEANS LIVING TOGETHER AS HUSBAND AND WIFE
5 WITHOUT BEING LAWFULLY MARRIED.

6 (C) ~~(b)~~ "Commission" means the civil rights commission
7 established by section 29 of article V of the state constitution
8 of 1963.

9 (D) ~~(c)~~ "Commissioner" means a member of the commission.

1 (E) ~~(d)~~ "Department" means the department of civil rights
2 or its employees.

3 (F) ~~(e)~~ "Familial status" means 1 or more individuals
4 under the age of 18 residing with a parent or other person having
5 custody or in the process of securing legal custody of the indi-
6 vidual or individuals or residing with the designee of the parent
7 or other person having or securing custody, with the written per-
8 mission of the parent or other person. For purposes of this def-
9 inition, "parent" includes a person who is pregnant.

10 (G) "MARITAL STATUS" MEANS EITHER OF THE FOLLOWING:

11 (i) BEING LAWFULLY MARRIED.

12 (ii) BEING UNMARRIED AND NOT COHABITING WITH ANOTHER PERSON.

13 (H) ~~(f)~~ "National origin" includes the national origin of
14 an ancestor.

15 (I) ~~(g)~~ "Person" means an individual, agent, association,
16 corporation, joint apprenticeship committee, joint stock company,
17 labor organization, legal representative, mutual company, part-
18 nership, receiver, trust, trustee in bankruptcy, unincorporated
19 organization, the state or a political subdivision of the state
20 or an agency of the state, or any other legal or commercial
21 entity.

22 (J) ~~(h)~~ "Political subdivision" means a county, city, vil-
23 lage, township, school district, or special district or authority
24 of the state.

25 (K) ~~(i)~~ Discrimination because of sex includes sexual
26 harassment. Sexual harassment means unwelcome sexual advances,
27 requests for sexual favors, and other verbal or physical conduct

1 or communication of a sexual nature under the following
2 conditions:

3 (i) Submission to the conduct or communication is made a
4 term or condition either explicitly or implicitly to obtain
5 employment, public accommodations or public services, education,
6 or housing.

7 (ii) Submission to or rejection of the conduct or communica-
8 tion by an individual is used as a factor in decisions affecting
9 the individual's employment, public accommodations or public
10 services, education, or housing.

11 (iii) The conduct or communication has the purpose or effect
12 of substantially interfering with an individual's employment,
13 public accommodations or public services, education, or housing,
14 or creating an intimidating, hostile, or offensive employment,
15 public accommodations, public services, educational, or housing
16 environment.