



## Legislation Text

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**File #:** 18-1323, **Version:** 1

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### Resolution in Support of the Michigan Civil Rights Commission

Whereas, The City of Ann Arbor is a warm, welcoming, and inclusive community that supports and provides equal protection under the law to all of its members;

Whereas, The City of Ann Arbor Non-Discrimination Ordinance (Title IX, Chapter 112), states "It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight";

Whereas, The City Council adopted Resolution R-18-291 on July 16, 2018 supporting the "One Community Initiative and Ongoing Equity Work";

Whereas, The Michigan Civil Rights Commission's Interpretative Statement 2018-1 concludes that the "term 'sex' as used in the Elliot-Larsen Civil Rights Act includes sexual orientation and gender identity";

Whereas, The State of Michigan Attorney General issued Formal Opinion 7305 claiming that the Michigan Civil Rights Commission's Interpretative Statement is invalid and that state law does not protect lesbian, gay, bisexual, and transgender people from discrimination; and

Whereas, The City Council of the City of Ann Arbor want to formally express their strong disagreement with the Attorney General's narrow and limited interpretation of the Elliot-Larsen Civil Rights Act (ELCRA).

RESOLVED, That the City Council of the City Ann Arbor supports a more just and inclusive interpretation of the Elliot-Larsen Civil Rights Act that protects individuals from discrimination based on their sexual orientation and gender identity;

RESOLVED, That the City Council direct the City Administrator and City Attorney to work in collaboration with other governmental entities within the State of Michigan to encourage the state legislature to formally revise the ELCRA to permanently include protections based upon sexual orientation and gender identity; and

RESOLVED, That the City Council direct the City Administrator to provide a copy of this resolution to Governor Snyder, the Michigan Civil Rights Commission, and our elected delegation in the Michigan legislature; to incorporate specific actions to expand the protections provided under ELCRA to include sexual orientation and gender identity into the City's legislative agenda; and to include updates in the recurring status reports to the City's Policy Agenda Committee and Council as a

whole.

Sponsored by: Mayor Taylor and Councilmembers Grand, Warpehoski, Krapohl and Westphal