



AGENDA
AD HOC COMMITTEE ON DIVERSITY
Friday, January 22, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Minutes
 - January 8, 2016
5. Presentations
 - Capital Area Transportation Authority (CATA) – Sandy Rios
6. Action/Discussion
 - A. Ordinance Amendments; Human Rights Ordinance Chapter 297
 - B. Updates on Participants in the Committee
7. Other
8. Adjourn



MINUTES
AD HOC COMMITTEE ON DIVERSITY
Friday, January 22, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:34 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Patricia Spitzley
Councilmember Jody Washington- arrived at 11:36 a.m.

Others Present

Sherrie Boak, Council Staff
Joseph Abood, Deputy City Attorney
Steve Purchase
Sandy Rios, CATA
Stacey Locke, Peckham
Griffin Rivers
Judy Harris, St. Vincent's Refugee Service
Sandy Wolfe, Peckham
Al Salas, Southside Boys Girls Youth Sports

Council Member Wood outlined the scope and goals of the Ad Hoc Committee with the focus on dealing with diversity on a broad scope including seniors, citizens with disabilities, refugees, etc. The goal is to look at what governmental process can be done when looking at ordinances and resolutions and are we being inclusive and what the ramifications of are decisions are with regard to all populations. In 2015 the Committee created a Human Rights brochure and are in the process of amendments to the Human Rights Ordinance.

Introductions

Public Comment

No public comment.

Approval of Minutes

Moved to next meeting.

Presentations

Capital Area Transportation Authority (CATA) – Sandy Rios

Council Member Wood introduced Ms. Rios and informed the Committee she was here to address questions on bus routes, dealing with those with disabilities, non-English speaking residents and Spec-Tran.

Ms. Rios distributed system maps and then presented on the Spec-Tran system. This system are being widely used as the service for those who are unable to use the fixed route based on disability or age and they cannot get to the fixed route stops. Applications for service are routed thru CACIL for qualifications. Beginning in December 2015 they now are routing based on call in negotiations with the riders instead of end of day mapping. This allows them a 20 minute window based on all requests and availability. Per ADA they have a one hour window they have to meet to provide the pickup. The cost is no more than twice the fixed route, so \$2.50 each direction.

Ms. Wolfe spoke about some of concerns with Spec-Tran and how the new routing sessions is not working. Ms. Rios explained that they are still working out the problems and want to hear feed so they can continue to make changes.

Council Member Spitzley asked for statistics on the time when they meet the 20 minutes or hour. Ms. Rios noted her experience of 30 minutes to an hour, and with the old system you had to tell them 45 minutes before you wanted them there.

Mr. Purchased asked why they switched the system, and Ms. Rios confirmed they last system they would automatically have a 45 minute time frame, now they are giving them a more exact time when they call in. Callers must now give them a specific time they need to be places, allowing them to provide a window ahead of time.

Council Member Wood asked between the old and new system if there were any decreases in the amount of Spec-Tran riders and if they had to get more drivers and vehicles. Ms. Rios confirmed they have not increased vehicles and because of ASA requirements they need to meet the requests.

Council Member Spitzley asked if they can ask if the trips are work, medical, etc. Ms. Rios noted because of ADA they cannot ask specifics.

Council Member Wood asked if they have an interpreter when people call in. Ms. Rios stated they refer them to Refugee Services for their assistance on coordinating a schedule, and Ms. Harris confirmed they do provide that but when a refugee is no longer her agency it can be difficult for them. Ms. Rios added that they also have a website any one can use to schedule rides if they do not speak English.

Ms. Wolfe stated that there is no spot on their website to explain a situation when scheduling, and Ms. Rios made note. Council Member Wood encouraged Ms. Rios to create a prototype model and have members of the different groups try the website, and Ms. Rios confirmed it has been done, but can always be done again. There was also a suggestion the Ms. Rios research holding a class on how to use their website at the library. Ms. Wolfe noted the website does not allow you to state you have a walking device. Ms. Rios noted if you call in they do ask.

Council Member Spitzley asked Council Member Wood as Committee Chairperson to invite Ms. Rios back in 6 months to update on Spec-Tran and their new process.

Ms. Wolfe asked how many grocery bags someone can bring on a bus, and Ms. Rios stated four. The drivers to make some exceptions from time to time, but this is a matter of space along with staying on a schedule.

Ms. Locke spoke in support of the bus system.

Council Member Wood reported issues she had heard with Spec-Tran and drop offs and pick-up at ADA ramps that may have ice or snow in them at the library location. Ms. Rios stated she would check on the library location, but do encourage riders to not stand in the snow, but got to an open location.

Council Member Wood then reported a concern about fixed routes, especially in the south Lansing area where they are traveling a longer distance by coming to downtown station. Ms. Rios noted that routes 1-19 all go to the Lansing station, 20-29 are East Lansing Route, and 30 and over all MSU. There are other routes that riders can take for shorter times, and routes and if they call the call center they can help riders map it out. Riders can ask for transfers which will help.

Mr. Rivers asked about rates and discounts, and Ms. Rios stated seniors 62 and over can get a CATA club card for discounted rates to .60, and also a disability rate of .60. There are no transfer fees for anyone or surcharge fees for anyone. Ms. Rios made various suggestion on how to travel from west to east on the south side without coming back to the downtown station.

Council Member Wood clarified that the Committee will need to work with CATA to educate and asked for possible route sheets they can distribute. Ms. Rios stated she will talk to her marketing department about those options.

Mr. Rivers asked if a rider can have more than one transfer, and Ms. Rios confirmed they can have two but the transfer is only good for two (2) hours.

Ms. Harris spoke in support of the CATA system, but has heard concerns from residents on not being able to get to their jobs on time, particularly in certain areas in Delta. Ms. Rios stated they have had a Delta service for over a year called Ready Ride Service. This service is reservation door to door service. Ms. Rios did not know of the rate, however would provide that to Ms. Harris.

Ms. Rios informed the group of their Local Advisory Committee that meets the 1st Wednesday of every other month at 3:30 p.m. at CATA on Tranter.

Mr. Salas cited an issue with the time frame for rides to and from the Lansing Mall area for employees. Ms. Rios went thru the maps and routes with Mr. Salas.

Council Member Wood invited Ms. Rios back in June for an update. She then asked all members present to provide frequent used routes location to location so Council can forward to CATA for potential of "cheat charts". Council Staff will also send out an email to other participants of the Ad Hoc meetings.

Council Member Washington voiced a concern with the safety on Route 2, and also that Route 1 does not go along Saginaw often enough. Ms. Wolfe noted an issue with Route 23 not

running on Sundays and the stops being too far away. Ms. Rios made note of the issues and will take back to her planning department.

Action/Discussion

Ordinance Amendments; Human Rights Ordinance Chapter 297

Council Member Wood noted to the new Committee members that the Ad Hoc Committee began reviewing the Human Rights Ordinance at March 5th, 2015 with 14 meetings and a public hearing. Since holding the public hearing, the City Attorney office has now recommended additional changes.

The Committee received Draft #2. Mr. Abood stated the Attorney office is trying to make the ordinance meaningful and enforceable. They have a concern with definitions for "Bullying" and for "Hostile Work Environment". Council Member Wood explained to Mr. Abood the Committee had pulled the definition from the State Statute. Mr. Abood referenced their recommendations in the recent Draft #2 to honor the intent of the Ordinance but not to violate State, Federal or Constitutional law. Law suggestions were "Repeated, persistent and aggressive behavior intended to cause fear, distress or harm to another person's body, emotions, self-esteem or reputation." Not noted in Draft #2, Mr. Abood encouraged adding "verbal behavior that is directed at another person that a reasonable person would understand would cause fear or distress".

Council Member Washington noted there is "non-verbal bullying". Mr. Abood agreed but stated that have to be cognoscente to line up with other ordinances and there are currently other ordinances that prescribe towards this. Bullying is annoying, and we already have something on the books. Council Member Washington asked for if there is a detriment to have it in both places.

Council Member Wood asked Mr. Abood if the City Attorney office would sign off on the Ordinance for adoption Monday, 1/25/2016 if it was added. Mr. Abood stated it would be up to the City Attorney, and would make the recommendation. Currently Mr. Abood believes the Ordinances needs to be clear and lineal and believes the City ordinance is vague. Council Member Spitzley asked if there could be a reference to that ordinance in this definition so it is covered. Council Member Spitzley also asked who would define "fear", and currently this is completing arbitrary. Mr. Abood stated that Law "intent to" and they have to make sure the terminology is enforceable.

Council Member Spitzley asked how do they enforce and get an answer. Emotions are an unenforceable statement, and adding language such a reasonable standard makes sense. Mr. Purchased added to the conversation that there is also cyber bullying and by stating verbal it is too narrowly tailored. "Harass" speaks to physical conduct, and those words fit in bullying definition. Mr. Abood stated that this might not address cyber bullying and that is why they left out verbal and made it general, but then a discussion in their office suggested adding back in verbal.

Council Member Wood reiterated that the Committee has met at 14 meetings, had varies City Attorneys at each meeting and at these meeting asked Law these questions. The Committee is always looking at Law for opinions, and now they are rewriting ordinance.

Mr. Abood noted he has only been present for the last couple meetings and ordinance has not been signed off by the City Attorney. Council Member Wood concluded that the Committee at this time is not able to make adjustments because they do not have the printed changes before

us. It was her understanding City Attorney would have had to sign on because we held a public hearing and now we are hearing it has not been signed off. Mr. Abood agreed, and stated if even things were corrected Law would not sign off by Monday.

Council Member Spitzley stated her frustration with Mr. Abood suggesting even more changes. Council Member Wood noted that at this point a new public hearing would be needed. Mr. Abood was asked to speak to the City Attorney to make sure any draft brought to the Committee is something she will sign off on. Draft #3 should be provided to the Committee by February 8th for their February 12, 2016 meeting.

Mr. Purchased reminded the Committee of his recommendations to Law from the Public hearing on the fact Law removed "Intersex" and "Asexual" form the *Sexual Orientation* definition.

Mr. Abood stated he would look at those, and also noted there are other issues with the Ordinance that Law has some concerns over. Council Member Spitzley asked Mr. Abood if his document he was using had suggestions and changes that the Committee did not have in front of them, and he confirmed that was correct.

Council Member Washington informed Mr. Abood that the next time the Committee sees it on February 12, 2016 it will be complete. Council Member Spitzley stated her appreciation of the work done so far, but also noted her frustration with process from Law. She agreed with Council Member Washington that the next meeting the Committee will have the same document that Law has in front of them to review.

Other

Information was passed out about upcoming events.

Council Member Spitzley made the Committee aware that she would be late for the February 12, 2016 meeting, and Council Member Washington confirmed she would be early to accommodate quorum.

Adjourn

Adjourn at 1:03 pm

Submitted by,

Sherrie Boak, Council Office Manager

Approved by the Committee on February 12, 2016

DRAFT



MINUTES
AD HOC COMMITTEE ON DIVERSITY
Friday, January 8, 2016 @ 11:30 a.m.
Council Conference Room, 10th Floor, City Hall

Call to Order

The meeting was called to order at 11:30 a.m.

Committee Members

Councilmember Carol Wood, Chair
Councilmember Jessica Yorke- excused
Councilmember Jody Washington- arrived at 11:34 a.m.
Member (Vacant)

Others Present

Sherrie Boak, Council Staff
Joseph Abood, Deputy City Attorney
Randy Talifarro, Fire Chief
Mike Hammel, Assistant Chief Fire Department
Eric Weber, Fire Department
Bruce Odom, Fire Department Staff Officer
Chris Lake, Fire Department
Maximo Anguiano, Civil Rights for Immigrants
Judi Harris
Todd Heywood
Sandy Wolfe, Peckham
Stacey Locke, Peckham
Brett Vandry, Peckham
Stephen Purchase
Kathy Miles

PUBLIC COMMENT

Ms. Wolfe stated there was an issue recently with parking near the Downtown Library due to lack of shoveling of sidewalks. Council Member Wood stated she would reach out to the Library, and will also invite CATA to next meeting.

Introductions

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Presentations

Fire Chief Updates on Department Training

Chief spoke about hiring process, vacancies, trainings, and diversity trainings. The Chief then went thru a handout that detailed the demographic profile of each division. The hiring and training of officers is now under the model of pre-licensed and pre-certified. In 2014 there were 18-19 vacancies, they are now projecting 7-8 officers to leave, so if they hire 25 people, at that point they will be doing internal training. The benefits to training affects diversity and ability to hire Lansing residents. Lansing cannot have volunteer fire fighters, and this includes EMT and Fire. The hiring was done as a single process and they did hire some pre-licensed and also from the LCC VET-medic program. The Department has also enacted a training pay grade, and not allowed a pay grade until the officer is fully licensed and certified which allows for incentive to successfully complete and pass the course.

There is a 12 week of fire-fighting training done similar to an academy style training which is 40 hours a week. Then the Department also contracted with Huron Valley Authority EMS and did EMS training course for 4 months. The Department has partnered with LCC on fire training, and are looking to partner with LCC on EMT.

The Chief noted that during he interviews they also consider abtitude, attitude and situation judgement to see if they would be a good fit. Council Member Wood asked for the statistics on how many speak a foreign language. The Chief did not have that number but would get that information to the Committee.

Mr. Weber added that they do use the Call in Center where there are up to (9) nine languages that can be translated. The Fire Department does have some tri-lingual officers, and they also work with LPD for bi-lingual on road. The Chief added the hospital also has translators.

Council Member Wood asked about female officers, and the demographic tables were referenced for the specifics, but noted that with recruitment they do encourage females to apply and consider.

Council Member Wood asked if the Department has done training with Community Mental Health, and if they have annual trainings to deal with that population and the elderly population. Chief Talifarro confirmed they do thru EMS and continuing education. Periodic programs, and he would have to verify but at least over the last 18months to 2 years. They do hold discussions on mental health, substance abuse, autistic training and elderly abuse.

Mr. Purchase asked how they can broaden their reach to recruiting. Chief Talifarro confirmed they have recently met with the schools to talk about collaborating on a recruitment video to show a more positive reach. In 2014 there were 21 recruitment events, and the recruitment team meets once a month. In addition they continue to offer the job shadow program. They are working with LPD on a youth leadership academy hopefully for spring 2016.

Mr. Anguiano asked if they hired any in 2015. Chief Talifarro stated no, but they have set standards to determine what they needed and set profile on what should be required. He again outlined the interview process. Assistant Chief Hammel noted that they search for the best person not just their creditonals.

Ms. Wolfe asked how much disability training they do. Chief Talifarro confirmed they start at the supervisory training and work also on cultural sensitivity.

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Council Member Washington encouraged the department to start the trainings and recruitments at the middle school level not just the high schools. Council Member Washington then asked if they offer sensitively training and reaching out to the LGBT community. Chief Taliffaro noted this training will be an added element.

Council Member Brown Clarke encouraged the department to increase diversity on their job postings and look for multi-lingual.

Lastly the Chief noted their 911 training is thru McClaren, and they have registered the clad with the State to get the authority to have the class. Council Member Wood asked for more updates on this status at the February 12, 2016 meeting, along with continued discussions on diversity training.

Action/Discussion

Ordinance Amendments; Human Rights Ordinance Chapter 297

Council Member Wood reminded the group the public hearing was scheduled for January 11, 2016. The Committee received an email from Mr. Abood, Deputy City Attorney, regarding three concerns he had. Mr. Abood then offered his informal opinion on his concerns. Those included a concern with the definition on "sexual orientation" which is now expanded to what others may perceive that is problematic. He recommended a clean definition from the Oxford dictionary which defines it as a noun. He will continue to pursue the change in the ordinance. Regarding the recent Spring Arbor article on where they are working with LCC and providing classes, would this provide them with a Federal exemption from the City Ordinance. Mr. Abood could not confirm or deny since he only read the article and had not researched further, so will continue to research that.

Council Member Wood informed the group that there will be an addition to the ordinance that states the HRCS Department will report to Council on any Human Rights complaints.

Other

No other topics.

Adjourn

Adjourn at 12:58 pm

Submitted by,

Sherrie Boak, Council Office Manager

Approved by the Committee on_____

**CITY OF LANSING
SUMMARY OF
ADOPTED ORDINANCE #1200**

Lansing City Council adopted an Ordinance of the City of Lansing, Michigan, to amend Chapter 404 of the Lansing Codified Ordinances by regulating truck and trailer parking

Effective date: Upon publication

Notice: The full text of this Ordinance is available for review at the City Clerk's Office, 9th Floor, City Hall, Lansing, Michigan. A copy of the full text of this Ordinance may be obtained from the City Clerk's Office, 9th Floor, City Hall, Lansing, Michigan at a fee determined by City Council.

Chris Swope, Lansing City Clerk
www.lansingmi.gov/Clerk www.facebook.com/LansingClerkSwope

CP#15-303

**CITY OF LANSING
NOTICE OF PUBLIC HEARING**

NOTICE IS HEREBY GIVEN that a Public Hearing will be held on Monday, January 11, 2016 at 7:00 p.m. in the City Council Chambers, 10th Floor Lansing City Hall, 124 W. Michigan Ave., Lansing, MI for the purpose of considering:

An Ordinance of the City of Lansing, Michigan to amend to Amend Section 297 of the Lansing Codified Ordinances by updating the definitions to include "Bullying" and "Hostile" and to update the ordinance on sexual orientation, discrimination, bullying, domestic partners, complaints and complaint decision.

For more information please call 517-483-4177. If you are interested in this matter, please attend the public hearing or send a representative. Written comments will be accepted between 8 a.m. and 5 p.m. on City business days if received before 5 p.m., Monday, January 11, 2016, at the City Clerk's Office, Ninth Floor, City Hall, 124 West Michigan Ave., Lansing, MI 48933 or email city.clerk@lansingmi.gov.

Chris Swope, Lansing City Clerk
www.lansingmi.gov/Clerk www.facebook.com/LansingClerkSwope

CP#15-302

On Dec 16, 2015, at 4:10 PM, Jackson, Brian wrote:

<Adopted Ordinance Adding Truck Parking.doc>

RESOLUTION #2015-312

**INTRODUCTION OF ORDINANCE
AMEND SECTION 297**

Council Member Carol Wood, Chair of the Ad Hoc Committee on Diversity and Inclusion introduced:

An Ordinance of the City of Lansing, Michigan, to Amend Section 297 of the Lansing Codified Ordinances by updating the definitions to include “Bullying” and “Hostile” and to update the ordinance on sexual orientation, discrimination, bullying, domestic partners, complaints and complaint decision.

The Ordinance is read a first time and referred to the Ad Hoc Committee on Diversity and Inclusion

**RESOLUTION SETTING PUBLIC HEARING
By Council Member Carol Wood**

RESOLVED BY THE CITY COUNCIL, CITY OF LANSING, that a public hearing be set for Monday, January 11, 2015 at 7:00 p.m. in the City Council Chambers, 10th Floor of City Hall, 124 W. Michigan Avenue, Lansing, Michigan for the purpose of considering an Ordinance of the City of Lansing, Michigan to Amend Section 297 of the Lansing Codified Ordinances by updating the definitions to include “Bullying” and “Hostile” and to update the ordinance on sexual orientation, discrimination, bullying, domestic partners, complaints and complaint decision.

Interested Persons are invited to attend this Public Hearing.

1 status, veteran status, political affiliation or belief, sexual orientation, gender identity or
2 expression, mental or physical limitation, or source of income is Prohibited.

3 (Ord. No. 1120 § 1, 12-18-06)

4

5 297.02. - Definitions.

6 As used in this Chapter, the following words and phrases have the following meanings:

7

8 Age: Chronological age as measured from date of birth.

9

10 Ancestry: The nationality, ethnicity, or family lineage from which a person is a descendent.

11

12 Bona fide occupational qualifications: Characteristics that are reasonably necessary for the
13 proper performance or evaluation of an occupation or the normal operation of a business.

14

15 **BULLYING: A PERSON IS BULLIED WHEN HE OR SHE IS EXPOSED, PERSISTENT**
16 **AND PERVASIVE, TO NEGATIVE ACTIONS ON THE PART OF ONE OR MORE OTHER**
17 **PERSONS, AND HE OR SHE HAS DIFFICULTY DEFENDING HIMSELF OR HERSELF."**

18 **THIS DEFINITION INCLUDES THREE IMPORTANT COMPONENTS:**

19 1. **BULLYING IS AGGRESSIVE BEHAVIOR THAT INVOLVES UNWANTED,**
20 **NEGATIVE ACTIONS.**

21 2. **BULLYING INVOLVES A PATTERN OF BEHAVIOR REPEATED OVER TIME.**

1 3. BULLYING INVOLVES AN IMBALANCE OF POWER OR STRENGTH.

2

3 Contractor: A person who by contract furnishes services, materials or supplies. "Contractor"
4 does not include a person who is merely a creditor or debtor of the City, such as those holding
5 the City's notes or bonds or persons whose notes, bonds or stock are held by the City.

6

7 Discriminate/discrimination: To harass or treat differently or the act of harassing or treating
8 differently, a person, or the person's friends, relatives, or associates, based in whole or in part on
9 irrelevant characteristics of that person.

10

11 Employee: A person, paid or unpaid, performing work duties for an employer, including an
12 applicant for paid or volunteer employment, or a participant in a training or apprenticeship
13 program.

14

15 Employer: Any person with a business located within or doing business within the corporate
16 City limits of Lansing or doing Business with the City of Lansing who employs or is seeking to
17 employ five or more employees, including any agent of that person
18 or entity.

19

20 Employment: The act of an employee performing work duties for an employer.

21

1 Employment agency: Any person, paid or unpaid, who regularly undertakes to procure, refer,
2 recruit, or place an employee with an employer, including any agent of that person.

3

4 Familial status: The state of being in a family or functional family.

5

6 Family: Any one of the following:

7 (1) An individual who is pregnant; or

8 (2) Two or more individuals related by blood within four degrees of consanguinity, marriage,
9 adoption, or in a foster care relationship.

10

11 Functional family: A group of individuals who do not meet the definition of “family,” living
12 together as a single housekeeping unit and intending to live together as a single housekeeping
13 unit for the indefinite future. “Functional family” does not include a fraternity, sorority, club,
14 hotel, or other group of persons whose association is temporary or commercial in nature.

15

16 Gender identity or expression: A person’s gender-related self-perception, appearance,
17 expression or behavior, regardless of that person’s sex at birth.

18

19 Harass/harassment: Physical conduct or communication directed at another person
20 intentionally for the purpose or effect of creating an intimidating, hostile, or offensive
21 environment with regard to employment, places of public accommodation, public services, or

1 housing.

2

3 HOSTILE: A HOSTILE WORK ENVIRONMENT EXISTS WHEN AN EMPLOYEE
4 EXPERIENCES WORKPLACE HARASSMENT AND FEARS GOING TO WORK
5 BECAUSE OF THE OFFENSIVE, INTIMIDATING, OR OPPRESSIVE ATMOSPHERE
6 GENERATED BY THE HARASSER. WHEN AN EMPLOYER DIRECTLY CAUSES OR
7 ALLOWS OTHERS TO ENGAGE IN DISCRIMINATORY CONDUCT AT THE
8 WORKPLACE, THE EMPLOYEE MAY HAVE A HOSTILE WORK ENVIRONMENT
9 CLAIM.

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11 Housing status: The state of having or not having a fixed residence, including, but not limited
12 to, the state of owning or renting (with or without receiving public housing assistance) a place to
13 live. This includes a person's type of dwelling or shelter, including, but not limited to, single
14 family or multiple family homes, apartments, condominiums, rooming houses, housing
15 cooperatives, hotels, motels, public or subsidized housing units, retirement homes, nursing
16 homes, and temporary or long-term shelters.

17

18 Irrelevant characteristic/irrelevant characteristics: Any status or condition which is unrelated to
19 a person's ability to:

20 (1) Safely and competently perform specific duties of a particular job or profession, or qualify
21 for promotion,

- 1 (2) Use or benefit from a place of public accommodation,
- 2 (3) Use or benefit from public services, or
- 3 (4) Acquire, rent, or maintain property.

4

5 “Irrelevant characteristics” do not include bona fide occupational qualifications but do include a
6 person’s actual or perceived race, religion, ancestry, national origin, color, sex, age, height,
7 weight, student status, marital status, familial status, housing status, veteran status, political
8 affiliation or belief sexual orientation, gender identity or expression, mental or physical
9 limitation, OR SERVICES IN ARMED FORCES IN SOVERIGN NATIONS AND SOURCE
10 OF INCOME.

11

12 Labor organization: Any union, committee, association, or organized group of employees that
13 exists primarily for the purpose of dealing with employment concerns, grievances, wages, labor
14 disputes, rates of pay, hours of work, or other terms or conditions of employment.

15

16 Marital status: The state of being single, married, separated, divorced, in a functional family, or
17 a surviving spouse.

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19 Mental limitation: Actual or perceived disability or handicap, as those terms are defined in the
20 Michigan Persons With Disabilities Civil Rights Act, or limitation regarding mental capabilities
21 unrelated to a person's ability to:

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Perform a particular job or profession or qualify for promotion,

- (1) Use or benefit from a place of public accommodation,
- (2) Use or benefit from public services, or
- (3) Acquire, rent, or maintain property.

"Mental limitation" includes, but is not limited to, developmental disabilities, psychological conditions, and the use by any person of adaptive devices, aids, or medication to mitigate such limitations. "Mental limitation" does not include any condition caused by the current use of an illegal or controlled substance or alcohol.

National origin: The country where a person or a person's ancestors were born. Discrimination against a person based on national origin shall include discrimination against nonnaturalized citizens and persons for whom English is a second language.

Perceived: As used in this chapter "perceived" refers to the perception of the respondent and not the perception of the claimant.

Person/persons: One or more individuals, partnerships, associations, or organizations; labor organizations, labor unions, or joint apprenticeship committees; businesses, companies, or corporations; legal representatives, receivers, trusts, or trustees; unincorporated organizations;

1 employers or employment agencies; employees or contractors; realtors, real estate brokers,
2 salespersons, or leasing agents; the City of Lansing, agencies of the city, and any recipient of city
3 funds or any other legal or commercial entity.

4

5 Physical limitation: Actual or perceived disability or handicap, as those terms are defined in
6 the Michigan Persons With Disabilities Civil Rights Act, or limitation regarding physical
7 capabilities and human motor performance unrelated to a person's ability to:

- 8 (1) Safely and competently perform specific duties of a particular job or profession or qualify
9 for promotion,
- 10 (2) Use or benefit from a place of public accommodation,
- 11 (3) Use or benefit from public services, or
- 12 (4) Acquire, rent, or maintain property.

13

14 "Physical limitation" includes, but is not limited to, blindness or partial sightedness, deafness or
15 hearing impairment, muteness, partial or total absence of any body part(s), speech impairment,
16 motor impairment, and the use by any person of adaptive devices or aids to mitigate such
17 limitations.

18

19 "Physical limitation" does not include any condition caused by the current use of an illegal or
20 controlled substance, or alcohol.

21

1 Place of public accommodation: A place open to the general public that is a facility or business
2 of any educational, governmental, nonprofit, health, day care, entertainment, cultural,
3 recreational, refreshment, transportation, or human services, financial, or other business of any
4 kind, whose goods, services, facilities, activities, privileges, or advantages are extended, offered,
5 sold, rented, leased, or otherwise made available to the public.

6

7 Public services: Goods, services, facilities, activities, privileges, or advantages extended,
8 offered, sold, rented, leased, or otherwise made available to the public through a department,
9 agency, board, or commission owned, operated, or managed by or on behalf of the state or a
10 political subdivision of the state or a nonprofit organization, including tax-exempt private
11 agencies, which receive financial support through the solicitation of the general public or through
12 governmental subsidy of any kind.

13

14 Real property: Any habitable or potentially habitable land or building, as used in this definition
15 “habitable building” includes, but is not limited to, single and multiple family homes,
16 apartments, condominiums, housing cooperatives, mobile homes or trailers, mobile home or
17 trailer parks, and tenements, including any lease or interest in real property.

18

19 Religion: All aspects of religious observance, dress, practice, and belief.

20

21 Sexual orientation: Male ~~or~~ Female homosexuality, heterosexuality or bisexuality, INTERSEX,

1 ASEXUAL whether past or present.

2 Sex: The condition of being male or female. Discrimination based on sex includes sexual
3 harassment, which means unwelcome sexual advances, requests for sexual favors, and other
4 verbal or physical conduct or communication of a sexual nature when:

5 (1) Submission to such conduct or communication is made a term or condition either
6 explicitly or implicitly to obtain employment, public accommodation, or housing; or

7 (2) Submission to or rejection of such conduct or communication by a person is used as a
8 factor in decisions affecting such person's employment, public accommodation, or
9 housing; or

10 (3) Such conduct or communication has the purpose or effect of substantially interfering with
11 a person's employment, public accommodation, or housing, or creating an intimidating,
12 hostile, or offensive employment, public accommodation, or housing environment.

13

14 Student status: The current state of pursuing a diploma/degree at any educational institution.

15

16 Source of income: Any legal source from which a person obtains money.

17

18 Veteran Status: Having served in any unit of the United States Armed Forces or their reserve
19 components, including the National Guard and the Coast Guard.

20 (Ord. No. 1120, § 1, 12-18-06)

21

1 297.03. - Prohibitions in employment.

2 (a) Except as otherwise provided, no person shall discriminate against any other person with
3 regard to recruiting, referring, hiring, contracting, compensating, grading, classifying, promoting,
4 demoting, disciplining, terminating or otherwise restricting or conditioning terms and privileges
5 of employment based on:

6 (1) Irrelevant characteristics; or

7 (2) The results of physical or mental examinations that are not directly related to the bona
8 fide occupational qualifications for the job sought.

9

10 (b) Except as otherwise provided, no person shall discriminate against any other person with
11 regard to offering, selecting, extending, terminating, or otherwise restricting or conditioning
12 terms, privileges, or representation of membership in any labor organization or apprentice
13 program based on irrelevant characteristics.

14 (c) Except as otherwise provided, no person shall discharge, terminate, expel, or otherwise
15 discriminate against any other person because that person has opposed any discriminatory
16 practice forbidden by this chapter or has filed a complaint, testified, or assisted in any proceeding
17 regarding any discriminatory practice forbidden by this chapter.

18 (Ord. No. 1120, § 1, 12-18-06)

19

20 297.04. - Prohibitions in places of public accommodation.

21 (a) No person shall discriminate against any other person by withholding, denying, curtailing,

1 or otherwise limiting the full use and enjoyment of places of public accommodations.

2 (b) No person shall prohibit a breastfeeding mother from or segregate a breastfeeding mother
3 within any place of public accommodation where she and the child would otherwise be
4 authorized to be.

5 (Ord. No. 1120, § 1, 12-18-06)

6

7 297.05. - Prohibitions in provision of public services.

8 (a) No person shall discriminate against any other person in providing information, offering
9 access, or making referrals regarding public services, or by withholding, denying, curtailing, or
10 otherwise limiting the full use of and benefit from public services.

11 (Ord. No. 1120, § 1, 12-18-06)

12

13 297.06. - Prohibitions in housing.

14 (a) No person shall discriminate in referring, leasing, selling, renting, showing, advertising,
15 pricing, offering, inspecting, listing, or otherwise making available any real property, including
16 discrimination in providing information and receiving or communicating a bona fide offer on any
17 real property.

18

19 (b) No person shall discriminate in (a) the application, conditions, or granting of mortgages or
20 other financing, (b) the offer, conditions, or sale of home-owner or rental insurance, or (c) the
21 contracting of construction, rehabilitation, maintenance, repair, or other improvement of any

1 housing facility.

2

3 (c) No person shall refuse to lend money for the purchase or repair of any real property or insure
4 any real property solely because of the location in the city of such real property.

5

6 (d) No person shall promote any sale, rental, lease, sublease, Exchange, transfer, or assignment
7 of real property by representing that changes are occurring or will occur in an area with respect
8 to any irrelevant characteristics.

9

10 (e) No person shall indicate, communicate, or otherwise represent to another person that any real
11 property or interest therein is not available for inspection, sale, rental, or lease knowing in fact it
12 is available, including failing to make a person aware of a real property listing, refusing to permit
13 inspection of real property, and representing that a property has been sold when In fact it has not.

14

15 (f) No person shall offer, solicit, accept, use or retain a listing of real property or an interest
16 therein with the understanding that a person may be discriminated against in a real estate
17 transaction or in the furnishing of facilities or services in connection therewith.

18 (Ord. No. 1120, § 1, 12-18-06)

19

20 297.07. - Other prohibited practices.

21 (a) No person shall adopt, enforce, or employ any policy or publish, circulate, post, mail, or

1 otherwise broadcast any statement, advertisement, sign, or notice or use a form of application or
2 make a record of inquiry which directly or indirectly discriminates or indicates discrimination in
3 providing employment, public accommodations, public services, ~~or~~ housing, HEALTH CARE
4 OR OTHER SERVICE.

5
6 (b) No person shall discriminate in the publication or distribution of advertising material,
7 information, or solicitation regarding employment, public accommodations, public services, ~~or~~
8 housing, HEALTH CARE OR OTHER SERVICES.

9
10 (c) No person shall coerce, intimidate, threaten, harass, retaliate against, BULLY or interfere
11 with any person:

12 (1) In the exercise or enjoyment of, or on account of one's having exercised or enjoyed, or on
13 account of one's having aided or encouraged any person in the exercise or enjoyment of, any
14 right protected in this chapter; or

15 (2) Making a complaint or assisting in an investigation regarding a violation or alleged
16 violation of this chapter.

17
18 (d) No person shall require, request, conspire with, assist, BULLY or coerce another person to:

19 (1) Discriminate in any manner prohibited by this chapter; or

20 (2) Intimidate, threaten, harass, or retaliate against another person for making a complaint or
21 assisting in an investigation regarding an alleged violation of this chapter.

1

2 (e) No person shall provide false or misleading information to Any authorized person
3 investigating a complaint regarding a violation or alleged violation of this chapter, or sign a
4 complaint for a violation of this chapter based upon false or substantially misleading
5 information.

6 (Ord. No. 1120, § 1, 12-18-06)

7

8 297.08. - Exceptions.

9 Exceptions to discrimination and harassment under this chapter shall include, but are not limited
10 to:

11

12 (a) Employment;

13 (1) This chapter does not apply to the employment of any person by his/her parent, spouse,
14 or child.

15 (2) It is permissible to discriminate in hiring and selecting between one person and another
16 based on bona fide occupational qualifications. Upon a claim of discrimination, the
17 Claimant shall have the burden of making a prima facie showing that a qualification or
18 selection is based on an irrelevant characteristic. An employer shall then have the burden
19 of establishing that a qualification or selection criterion is reasonably necessary for the
20 claimant to perform in the normal operation of the business. The Claimant will then have
21 the burden of showing that such qualification or criterion is mere pretext.

1 (3) It is permissible to give preferential treatment in hiring to veterans and their relatives as
2 required by federal or state law.

3 (4) It is permissible to engage in a bona fide effort to establish, maintain, or improve
4 employment opportunities for persons protected from discrimination and harassment
5 under this chapter.

6 (5) It is permissible to consider legal source of income as a bona fide occupational
7 qualification where the employment involves non-compete agreements, trade secrets, or
8 similar legally recognized restraints on employment based on source of income.

9 (b) Public accommodation and public services;

10 (1) It is permissible to restrict the use of shower or changing areas in health clubs or
11 recreational facilities on the basis of sex when separate and private shower or changing
12 areas do not exist.

13 (2) It is permissible to refuse to admit to a place of public accommodation serving alcoholic
14 beverages a person under the legal age for purchasing alcoholic beverages.

15 (3) It is permissible to refuse to admit persons under 18 years of age to a business providing
16 entertainment or selling literature or merchandise, which the operator of the business
17 deems unsuitable for minors, or which is a “sexually explicit matter” as defined by
18 Section 3 of Act 33 of the Public Acts of 1978, codified at MCL 722.673.

19 (4) It is permissible for an educational institution to limit the use of its facilities to those
20 affiliated with such institution.

21 (5) It is permissible to provide discounts on products or service to students, minors, and

1 senior citizens.

2 (6) it is permissible to restrict participation on athletic teams or in athletic events on the basis
3 of age.

4

5 (c) Housing;

6 (1) It is permissible to discriminate in any arrangement for the sharing of a single unit
7 dwelling, the remainder of which is occupied by the owner or a member of his/her
8 immediate family.

9 (2) It is permissible for the owner of a dwelling devoted entirely to the housing or
10 accommodation of a single sex to restrict occupancy and use on the basis of sex.

11 (3) This chapter does not require any person who does not participate in the Federal Section 8
12 Housing Assistance Program to accept any subsidy, payment assistance, voucher or
13 contribution in connection with such program, or to lease or rent to any tenant or
14 prospective tenant who is relying on such a subsidy as payment for at least part of the rent.

15 (Ord. No. 1120, § 1, 12-18-06)

16

17 297.09. - Other exceptions as required by law.

18 This chapter shall not be construed to limit rights granted by State or Federal Constitution, law,
19 rule or regulation, including but not limited to, the following:

20

21 (a) It is permissible to discriminate in employment, public accommodation, public services, and

1 housing based on a person's age, income level, or mental or physical limitations when such
2 discrimination is required or allowed by Federal, State or Local constitution, law, rule or
3 regulation.

4

5 (b) It is permissible for a governmental institution to restrict access to any of its facilities or to
6 restrict employment opportunities based on duly adopted institutional policies that conform to
7 Federal, State or local constitution, law, rule or regulation.

8

9 (c) This chapter shall not be read to prohibit or interfere with the exercise of a person's first
10 amendment rights.

11

12 (d) It is permissible for a religious organization or institution to restrict employment
13 opportunities, housing facilities, or accommodations that are operated as a direct part of religious
14 activities to persons who are members of or who conform to the moral tenets of that religious
15 institution or organization.

16

17 (e) It is permissible to limit occupancy in a housing development or to provide public
18 accommodations or employment privileges or assistance to persons of low income, over 55 years
19 of age, or who have a physical or mental limitation.

20

21 (f) It is permissible to discriminate based on a person's age when State, Federal, or local law

1 requires it.

2

3 (g) It is permissible to refuse to enter into a contract with an emancipated minor.

4

5 (h) Nothing in this chapter shall affect, replace, or diminish the duties, obligations, rights, or
6 remedies as otherwise provided by any union contract, collective bargaining agreement, or
7 federal, state or local constitution, law, rule or regulation, which shall control over this chapter.

8

9 (i) This chapter shall not be read to require an employer, whether public or private, to provide
10 benefits to UNMARRIED domestic partners in contravention of Article I, Section 25 if the
11 Michigan Constitution.

12 (Ord. No. 1120, § 1, 12-18-06)

13

14 297.10. - Complaints.

15 (a) Any person claiming to be discriminated against or harassed in violation of this ordinance
16 may file with the Human Relations and Community Services department (hereafter referred to as
17 “the department”) a complaint, in writing, setting forth with reasonable specificity the person or
18 persons alleged to have violated this chapter, the specific nature of the violation and the date(s)
19 of the alleged violation. A person filing a complaint must do so within 180 days of the incident
20 forming the basis of the complaint.

21

1 (b) To the extent permitted by law, all written complaints of discrimination in employment,
2 public accommodation, public services, and housing received by the department shall be kept
3 confidential.

4

5 (c) The department shall:

6

7 (1) Be responsible for receipt, recordation, investigation, mediation, conciliation,
8 recommendation, and/or referral to the Office of the City Attorney;

9 (2) A STAFF MEMBER WILL CONTACT YOU TO DISCUSS YOUR CONCERNS AND
10 SCHEDULE AN INFORMAL CONFERENCE (ESTIMATED TIME WITHIN 45
11 DAYS);

12 (3) ~~(2)~~ Ensure there are no undue burdens placed on a Claimant, which might discourage
13 filing of a discrimination complaint;

14 (4) ~~(3)~~ Commence and complete the complaint investigation, mediation/conciliation, and
15 recommendation process in a timely manner;

16 (5) ~~(4)~~ Promulgate and publish rules and guidelines for processing, investigating,
17 mediating/conciliating, and recommending resolution of the complaint; and

18 (6) REFER A COMPLAINT IT DEEMS VALID AND SUFFICIENTLY EGREGIOUS
19 DIRECTLY TO THE CITY ATTORNEY FOR REVIEW AND ADDITIONAL
20 ACTION.

21 (7) DECISIONS MAY BE REFERRED TO THE CITY ATTORNEY, MICHIGAN

1 DEPARTMENT OF CIVIL RIGHTS, COUNTY PROSECUTOR OR OTHER

2 APPROPRIATE ENFORCING AGENCY

3 (Ord. No. 1120, § 1, 12-18-06)

4
5 297.11. - Investigation and hearing.

6 (a) During an investigation, the department may request the appearance of witnesses and the
7 production of books, papers, records or other documents that may be relevant to a violation or
8 alleged violation of this chapter.

9
10 (b) If the department determines that the complaint and preliminary evidence gathered indicates
11 a prima facie violation of an ordinance in this chapter, the department shall assign a person
12 within the department to conduct a hearing (hereinafter referred to as the “Hearing Officer”)
13 within 90 days after completion of its preliminary investigation. The person who is alleged to
14 have committed a violation (the “Respondent”) and the claimant shall be sent by regular mail at
15 least 14 days advance, notice of the scheduled date and time of the hearing and a request for each
16 to appear. At the hearing, testimony will be taken. All testimony shall be on the record, under
17 oath and either recorded or transcribed. Both Claimant and Respondent shall be allowed to
18 testify, present evidence, bring witnesses to testify, and to cross examine all witnesses at the
19 hearing. Technical rules of evidence shall not apply.

20
21 (c) A failure of either the Claimant or the Respondent to cooperate with the department may

1 result in an adverse determination for that person at the hearing.

2 (Ord. No. 1120, § 1, 12-18-06)

3

4 297.12. Findings and recommendations.

5 The Hearing Officer shall make findings of fact based on the testimony and evidence introduced
6 at the hearing and shall recommend such relief as the hearing officer deems appropriate. The
7 Claimant and Respondent shall have the right to appeal the Hearing Officer's findings and
8 recommendations in writing within 30 days to the Director of the department. On appeal, the
9 hearing record and Hearing Officer's findings and recommendations shall be reviewed by the
10 Director of the department, who shall approve, approve with modification, or disapprove of the
11 findings and recommendations. After the Director's review, the department's findings and
12 recommendations shall be served by regular mail on the Claimant and Respondent to the
13 complaint, who shall have 30 days to comply with such findings and recommendations, unless
14 otherwise provided by the department.

15 (Ord. No. 1120, § 1, 12-18-06)

16

17 297.13. Available recommendations.

18 Department recommendations may include, but are not limited to one or more of the following:

19

20 (a) Ceasing the illegal conduct cited in the complaint and taking steps to alleviate the effect of
21 such illegal conduct;

- 1 (b) Providing that the respondent apologize to the Claimant;
- 2 (c) Closing the matter based upon a mediation/ conciliation agreement of the Claimant and
- 3 Respondent;
- 4 (d) Paying actual damages for injury or loss;
- 5 (e) Hiring, reinstating, or promoting the Claimant, with or without back pay, or providing such
- 6 fringe benefits as the Claimant may have been denied;
- 7 (f) Selling or leasing of housing or dwelling unit in question to the Claimant;
- 8 (g) Admitting the claimant to a place of public accommodation or extending full and equal use
- 9 and enjoyment of said place of public accommodation;
- 10 (h) Paying some or all of the claimant's costs, costs incurred at any stage of review;
- 11 (i) Posting the explanation of and requirements for compliance with this chapter;
- 12 (j) Dismissing the complaint; and
- 13 (k) Imposing costs against a Claimant for a frivolously filed claim.

14 (Ord. No. 1120, § 1, 12-18-06)

15

16 297.14. - Civil infraction.

17 (a) An action for a civil infraction for a violation of this chapter may be initiated by the
18 department on the basis of its investigation of a complaint and issuance of findings and
19 recommendations.

20

21 (b) If the department determines that discrimination or harassment took place and the

1 Respondent does not comply with the department’s recommendation within the specified time
2 period, the department may refer the matter to the City Attorney, County Prosecutor, the
3 Michigan Department of Civil Rights, the United States Department of Justice, Department of
4 Housing and Urban Development, or other appropriate enforcing agency.

5

6 (c) The City Attorney may commence legal action by filing and serving a complaint to obtain
7 injunctive relief or any other remedy in an effort to prevent further discrimination prohibited by
8 this chapter and to remedy the effects of such discrimination.

9

10 (d) A violation of a prohibited act in this chapter is designated a municipal civil infraction, is not
11 a crime and shall not be punishable by imprisonment.

12

13 (e) Schedule of civil fines. The violation shall be according to the following schedule:

14 (1) First violation \$ 150.00

15 (2) Second violation \$ 250.00

16 (3) Third (or any subsequent) violation \$ 500.00

17

18 (f) Continuing violation.

19 (1) For an offense that is a single and discrete occurrence, a single violation shall accrue
20 (for example, a single act of harassment like a racial epithet). Subsequent single and
21 discrete occurrences shall result in additional violations according to the above

1 schedule (for example, two separate instances of racial epithets would constitute a
2 first and second violation).

3 (2) For offenses that are continuing in nature, rather than single and discrete, the first
4 violation shall accrue with the first day of the occurrence, and subsequent violations
5 shall accrue for each additional day of that occurrence (for example, an impermissible
6 hiring practice that continues each day on an ongoing basis).

7 (3) For continuing violations under subsection (f)(2), the day of the first occurrence shall
8 be measured from the day of service of the City Attorney's complaint.

9 (Ord. No. 1120, § 1, 12-18-06)

10

11 297.15. - Private actions.

12 Any person who is the victim of discrimination in violation of this chapter retains his or her right
13 to pursue any and all other legal action to which the person may be entitled in addition to the
14 remedies available under this chapter. Nothing in this chapter shall be construed to limit rights
15 granted under the laws of the State of Michigan or the United States.

16 (Ord. No. 1120, § 1, 12-18-06)

17

18 Section 2. All ordinances, resolutions or rules, parts of ordinances, resolutions or rules
19 inconsistent with the provisions hereof are hereby repealed.

1 Section 3. Should any section, clause or phrase of this ordinance be declared to be
2 invalid, the same shall not affect the validity of the ordinance as a whole, or any part thereof
3 other than the part so declared to be invalid.

4 Section 4. This ordinance shall take effect on the 30th day after enactment, unless given
5 immediate effect by City Council.

Approved as to form:

City Attorney
Dated: _____

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ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF LANSING, MICHIGAN, TO AMEND SECTION 297 OF THE LANSING CODIFIED ORDINANCES BY UPDATING THE DEFINITIONS TO INCLUDE “BULLYING” AND “HOSTILE WORK ENVIRONMENT” AND TO UPDATE THE ORDINANCE ON SEXUAL ORIENTATION, DISCRIMINATION, BULLYING, DOMESTIC PARTNERS, COMPLAINTS AND COMPLAINT DECISION.

THE CITY OF LANSING ORDAINS:

Section 1. That Section 297 of the Codified Ordinances of the City of Lansing,

Michigan, be and is hereby amended to read as follows:

CHAPTER 297. HUMAN RIGHTS

Editor’s note – Ordinance No. 1120, § 1, adopted December 18, 2006, added a new chapter 297 to read as herein set out. Formerly, such chapter pertained to human relations and was repealed by Ord. No. 957, 11-25-96.

297.01. – Intent.

The City finds that discrimination on the basis of irrelevant characteristics exists and that it adversely affects all citizens and the quality of life and opportunities available to all people.

And is therefore addressed by this Chapter declaring that discrimination or harassment against

1 any person because of irrelevant characteristics, including actual or perceived race, religion,
2 ancestry, national origin, color, sex, age, height, weight, student status, marital status, familial
3 status, veteran status, political affiliation or belief, sexual orientation, gender identity or
4 expression, mental or physical limitation, or source of income is Prohibited.

5 (Ord. No. 1120 § 1, 12-18-06)

6

7 297.02. - Definitions.

8 As used in this Chapter, the following words and phrases have the following meanings:

9

10 Age: Chronological age as measured from date of birth.

11

12 Ancestry: The nationality, ethnicity, or family lineage from which a person is a descendent.

13

14 Bona fide occupational qualifications: Characteristics that are reasonably necessary for the
15 proper performance or evaluation of an occupation or the normal operation of a business.

16

17 BULLYING: REPEATED, PERSISTENT AND AGGRESSIVE BEHAVIOR INTENDED
18 TO CAUSE FEAR, DISTRESS OR HARM TO ANOTHER PERSON'S BODY, EMOTIONS,
19 SELF-ESTEEM OR REPUTATION. A PERSON IS BULLIED WHEN HE OR SHE IS
20 EXPOSED, PERSISTENT AND PERVASIVE, TO NEGATIVE ACTIONS ON THE PART OF
21 ONE OR MORE OTHER PERSONS, AND HE OR SHE HAS DIFFICULTY DEFENDING

1 ~~HIMSELF OR HERSELF."~~

2 ~~THIS DEFINITION INCLUDES THREE IMPORTANT COMPONENTS:~~

3 ~~1. BULLYING IS AGGRESSIVE BEHAVIOR THAT INVOLVES UNWANTED, NEGATIVE~~
4 ~~ACTIONS.~~

5 ~~2. BULLYING INVOLVES A PATTERN OF BEHAVIOR REPEATED OVER TIME.~~

6 ~~3. BULLYING INVOLVES AN IMBALANCE OF POWER OR STRENGTH.~~

7

8 Contractor: A person who by contract furnishes services, materials or supplies. "Contractor"
9 does not include a person who is merely a creditor or debtor of the City, such as those holding
10 the City's notes or bonds or persons whose notes, bonds or stock are held by the City.

11

12 Discriminate/discrimination: To harass or treat differently or the act of harassing or treating
13 differently, a person, or the person's friends, relatives, or associates, based in whole or in part on
14 irrelevant characteristics of that person.

15

16 Employee: A person, paid or unpaid, performing work duties for an employer, including an
17 applicant for paid or volunteer employment, or a participant in a training or apprenticeship
18 program.

19

20 Employer: Any person with a business located within or doing business within the corporate
21 City limits of Lansing or doing Business with the City of Lansing who employs or is seeking to

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1 employ five or more employees, including any agent of that person or entity.

2

3 Employment: The act of an employee performing work duties for an employer.

4

5 Employment agency: Any person, paid or unpaid, who regularly undertakes to procure, refer,
6 recruit, or place an employee with an employer, including any agent of that person.

7

8 Familial status: The state of being in a family or functional family.

9

10 Family: Any one of the following:

11 (1) An individual who is pregnant; or

12 (2) Two or more individuals related by blood within four degrees of consanguinity, marriage,
13 adoption, or in a foster care relationship.

14

15 Functional family: A group of individuals who do not meet the definition of “family,” living
16 together as a single housekeeping unit and intending to live together as a single housekeeping
17 unit for the indefinite future. “Functional family” does not include a fraternity, sorority, club,
18 hotel, or other group of persons whose association is temporary or commercial in nature.

19

20 Gender identity or expression: A person’s gender-related self-perception, appearance,
21 expression or behavior, regardless of that person’s sex at birth.

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Harass/harassment: Physical conduct or communication directed at another person intentionally for the purpose or effect of creating an intimidating, hostile, or offensive environment with regard to employment, places of public accommodation, public services, or housing.

~~HOSTILE WORK ENVIRONMENT: A HOSTILE WORK ENVIRONMENT EXISTS WHEN THERE IS PERSISTENT AND PERVASIVE DISCRIMINATORY CONDUCT OR BEHAVIOR IN THE PLACE OF WORK THAT IS UNWELCOME AND OFFENSIVE TO AN EMPLOYEE OR GROUP OF EMPLOYEES, OF A PROTECTED CLASS STATUS, THAT IS SEVERE ENOUGH TO DISRUPT, BEYOND A REASONABLE DEGREE, THE WORK OF THE TARGETED EMPLOYEE OR EMPLOYEES. A HOSTILE WORK ENVIRONMENT EXISTS WHEN AN EMPLOYEE EXPERIENCES WORKPLACE HARASSMENT AND FEARS GOING TO WORK BECAUSE OF THE OFFENSIVE, INTIMIDATING, OR OPPRESSIVE ATMOSPHERE GENERATED BY THE HARASSER. WHEN AN EMPLOYER DIRECTLY CAUSES OR ALLOWS OTHERS TO ENGAGE IN DISCRIMINATORY CONDUCT AT THE WORKPLACE, THE EMPLOYEE MAY HAVE A HOSTILE WORK ENVIRONMENT CLAIM.~~

Housing status: The state of having or not having a fixed residence, including, but not limited to, the state of owning or renting (with or without receiving public housing assistance) a place to

1 live. This includes a person's type of dwelling or shelter, including, but not limited to, single
2 family or multiple family homes, apartments, condominiums, rooming houses, housing
3 cooperatives, hotels, motels, public or subsidized housing units, retirement homes, nursing
4 homes, and temporary or long-term shelters.

5
6 Irrelevant characteristic/irrelevant characteristics: Any status or condition which is unrelated to
7 a person's ability to:

- 8 (1) Safely and competently perform specific duties of a particular job or profession, or qualify
9 for promotion,
- 10 (2) Use or benefit from a place of public accommodation,
- 11 (3) Use or benefit from public services, or
- 12 (4) Acquire, rent, or maintain property.

13
14 "Irrelevant characteristics" do not include bona fide occupational qualifications but do include a
15 person's actual or perceived race, religion, ancestry, national origin, color, sex, age, height,
16 weight, student status, marital status, familial status, housing status, veteran status, political
17 affiliation or belief sexual orientation, gender identity or expression, mental or physical
18 limitation, OR SERVICES IN ARMED FORCES IN SOVERIGN NATIONS AND SOURCE
19 OF INCOME.

20
21 Labor organization: Any union, committee, association, or organized group of employees that

1 exists primarily for the purpose of dealing with employment concerns, grievances, wages, labor
2 disputes, rates of pay, hours of work, or other terms or conditions of employment.

3
4 Marital status: The state of being single, married, separated, divorced, in a functional family, or
5 a surviving spouse.

6
7 Mental limitation: Actual or perceived disability or handicap, as those terms are defined in the
8 Michigan Persons With Disabilities Civil Rights Act, or limitation regarding mental capabilities
9 unrelated to a person's ability to:

- 10
11 Perform a particular job or profession or qualify for promotion,
- 12 (1) Use or benefit from a place of public accommodation,
 - 13 (2) Use or benefit from public services, or
 - 14 (3) Acquire, rent, or maintain property.

15
16 "Mental limitation" includes, but is not limited to, developmental disabilities, psychological
17 conditions, and the use by any person of adaptive devices, aids, or medication to mitigate such
18 limitations. "Mental limitation" does not include any condition caused by the current use of an
19 illegal or controlled substance or alcohol.

20
21 National origin: The country where a person or a person's ancestors were born. Discrimination

1 against a person based on national origin shall include discrimination against nonnaturalized
2 citizens and persons for whom English is a second language.

3
4 Perceived: As used in this chapter “perceived” refers to the perception of the respondent and
5 not the perception of the claimant.

6
7 Person/persons: One or more individuals, partnerships, associations, or organizations; labor
8 organizations, labor unions, or joint apprenticeship committees; businesses, companies, or
9 corporations; legal representatives, receivers, trusts, or trustees; unincorporated organizations;
10 employers or employment agencies; employees or contractors; realtors, real estate brokers,
11 salespersons, or leasing agents; the City of Lansing, agencies of the city, and any recipient of city
12 funds or any other legal or commercial entity.

13
14 Physical limitation: Actual or perceived disability or handicap, as those terms are defined in
15 the Michigan Persons With Disabilities Civil Rights Act, or limitation regarding physical
16 capabilities and human motor performance unrelated to a person’s ability to:

- 17 (1) Safely and competently perform specific duties of a particular job or profession or qualify
18 for promotion,
19 (2) Use or benefit from a place of public accommodation,
20 (3) Use or benefit from public services, or
21 (4) Acquire, rent, or maintain property.

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"Physical limitation" includes, but is not limited to, blindness or partial sightedness, deafness or hearing impairment, muteness, partial or total absence of any body part(s), speech impairment, motor impairment, and the use by any person of adaptive devices or aids to mitigate such limitations.

"Physical limitation" does not include any condition caused by the current use of an illegal or controlled substance, or alcohol.

Place of public accommodation: A place open to the general public that is a facility or business of any educational, governmental, nonprofit, health, day care, entertainment, cultural, recreational, refreshment, transportation, or human services, financial, or other business of any kind, whose goods, services, facilities, activities, privileges, or advantages are extended, offered, sold, rented, leased, or otherwise made available to the public.

Public services: Goods, services, facilities, activities, privileges, or advantages extended, offered, sold, rented, leased, or otherwise made available to the public through a department, agency, board, or commission owned, operated, or managed by or on behalf of the state or a political subdivision of the state or a nonprofit organization, including tax-exempt private agencies, which receive financial support through the solicitation of the general public or through governmental subsidy of any kind.

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Real property: Any habitable or potentially habitable land or building, as used in this definition “habitable building” includes, but is not limited to, single and multiple family homes, apartments, condominiums, housing cooperatives, mobile homes or trailers, mobile home or trailer parks, and tenements, including any lease or interest in real property.

Religion: All aspects of religious observance, dress, practice, and belief.

Sexual orientation: ~~A PERSON’S SEXUAL IDENTITY IN RELATION TO THE GENDER TO WHICH THEY ARE ATTRACTED; THE FACT OF BEING HETEROSEXUAL, HOMOSEXUAL OR BISEXUAL. Male or Female homosexuality, heterosexuality or bisexuality, INTERSEX, ASEXUAL whether past or present.~~

Sex: The condition of being male or female. Discrimination based on sex includes sexual harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature when:

- (1) Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodation, or housing; or
- (2) Submission to or rejection of such conduct or communication by a person is used as a factor in decisions affecting such person’s employment, public accommodation, or housing; or
- (3) Such conduct or communication has the purpose or effect of substantially interfering with

1 a person's employment, public accommodation, or housing, or creating an intimidating,
2 hostile, or offensive employment, public accommodation, or housing environment.

3
4 Student status: The current state of pursuing a diploma/degree at any educational institution.

5
6 Source of income: Any legal source from which a person obtains money.

7
8 Veteran Status: Having served in any unit of the United States Armed Forces or their reserve
9 components, including the National Guard and the Coast Guard.

10 (Ord. No. 1120, § 1, 12-18-06)

11
12 297.03. - Prohibitions in employment.

13 (a) Except as otherwise provided, no person shall discriminate against any other person with
14 regard to recruiting, referring, hiring, contracting, compensating, grading, classifying, promoting,
15 demoting, disciplining, terminating or otherwise restricting or conditioning terms and privileges
16 of employment based on:

17 (1) Irrelevant characteristics; or

18 (2) The results of physical or mental examinations that are not directly related to the bona
19 fide occupational qualifications for the job sought.

20
21 (b) Except as otherwise provided, no person shall discriminate against any other person with

1 regard to offering, selecting, extending, terminating, or otherwise restricting or conditioning
2 terms, privileges, or representation of membership in any labor organization or apprentice
3 program based on irrelevant characteristics.

4
5 (c) Except as otherwise provided, no person shall discharge, terminate, expel, or otherwise
6 discriminate against any other person because that person has opposed any discriminatory
7 practice forbidden by this chapter or has filed a complaint, testified, or assisted in any proceeding
8 regarding any discriminatory practice forbidden by this chapter.

9 (Ord. No. 1120, § 1, 12-18-06)

10

11 297.04. - Prohibitions in places of public accommodation.

12 (a) No person shall discriminate against any other person by withholding, denying, curtailing,
13 or otherwise limiting the full use and enjoyment of places of public accommodations.

14

15 (b) No person shall prohibit a breastfeeding mother from or segregate a breastfeeding mother
16 within any place of public accommodation where she and the child would otherwise be
17 authorized to be.

18 (Ord. No. 1120, § 1, 12-18-06)

19

20 297.05. - Prohibitions in provision of public services.

21 (a) No person shall discriminate against any other person in providing information, offering

1 access, or making referrals regarding public services, or by withholding, denying, curtailing, or
2 otherwise limiting the full use of and benefit from public services.

3 (Ord. No. 1120, § 1, 12-18-06)

4

5 297.06. - Prohibitions in housing.

6 (a) No person shall discriminate in referring, leasing, selling, renting, showing, advertising,
7 pricing, offering, inspecting, listing, or otherwise making available any real property, including
8 discrimination in providing information and receiving or communicating a bona fide offer on any
9 real property.

10

11 (b) No person shall discriminate in (a) the application, conditions, or granting of mortgages or
12 other financing, (b) the offer, conditions, or sale of home-owner or rental insurance, or (c) the
13 contracting of construction, rehabilitation, maintenance, repair, or other improvement of any
14 housing facility.

15

16 (c) No person shall refuse to lend money for the purchase or repair of any real property or insure
17 any real property solely because of the location in the city of such real property.

18

19 (d) No person shall promote any sale, rental, lease, sublease, Exchange, transfer, or assignment
20 of real property by representing that changes are occurring or will occur in an area with respect
21 to any irrelevant characteristics.

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(e) No person shall indicate, communicate, or otherwise represent to another person that any real property or interest therein is not available for inspection, sale, rental, or lease knowing in fact it is available, including failing to make a person aware of a real property listing, refusing to permit inspection of real property, and representing that a property has been sold when In fact it has not.

(f) No person shall offer, solicit, accept, use or retain a listing of real property or an interest therein with the understanding that a person may be discriminated against in a real estate transaction or in the furnishing of facilities or services in connection therewith.

(Ord. No. 1120, § 1, 12-18-06)

297.07. - Other prohibited practices.

(a) No person shall adopt, enforce, or employ any policy or publish, circulate, post, mail, or otherwise broadcast any statement, advertisement, sign, or notice or use a form of application or make a record of inquiry which directly or indirectly discriminates or indicates discrimination in providing employment, public accommodations, public services, ~~or~~ housing, HEALTH CARE OR OTHER SERVICE.

(b) No person shall discriminate in the publication or distribution of advertising material, information, or solicitation regarding employment, public accommodations, public services, ~~or~~ housing, HEALTH CARE OR OTHER SERVICES.

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(c) No person shall coerce, intimidate, threaten, harass, retaliate against, BULLY or interfere with any person:

(1) In the exercise or enjoyment of, or on account of one's having exercised or enjoyed, or on account of one's having aided or encouraged any person in the exercise or enjoyment of, any right protected in this chapter; or

(2) Making a complaint or assisting in an investigation regarding a violation or alleged violation of this chapter.

(d) No person shall require, request, conspire with, assist, BULLY or coerce another person to:

(1) Discriminate in any manner prohibited by this chapter; or

(2) Intimidate, threaten, harass, or retaliate against another person for making a complaint or assisting in an investigation regarding an alleged violation of this chapter.

(e) No person shall provide false or misleading information to Any authorized person investigating a complaint regarding a violation or alleged violation of this chapter, or sign a complaint for a violation of this chapter based upon false or substantially misleading information.

(Ord. No. 1120, § 1, 12-18-06)

297.08. - Exceptions.

1 Exceptions to discrimination and harassment under this chapter shall include, but are not limited
2 to:

3

4 (a) Employment;

5 (1) This chapter does not apply to the employment of any person by his/her parent, spouse,
6 or child.

7 (2) It is permissible to discriminate in hiring and selecting between one person and another
8 based on bona fide occupational qualifications. Upon a claim of discrimination, the
9 Claimant shall have the burden of making a prima facie showing that a qualification or
10 selection is based on an irrelevant characteristic. An employer shall then have the burden
11 of establishing that a qualification or selection criterion is reasonably necessary for the
12 claimant to perform in the normal operation of the business. The Claimant will then have
13 the burden of showing that such qualification or criterion is mere pretext.

14 (3) It is permissible to give preferential treatment in hiring to veterans and their relatives as
15 required by federal or state law.

16 (4) It is permissible to engage in a bona fide effort to establish, maintain, or improve
17 employment opportunities for persons protected from discrimination and harassment
18 under this chapter.

19 (5) It is permissible to consider legal source of income as a bona fide occupational
20 qualification where the employment involves non-compete agreements, trade secrets, or
21 similar legally recognized restraints on employment based on source of income.

1 (b) Public accommodation and public services;

2 (1) It is permissible to restrict the use of shower or changing areas in health clubs or
3 recreational facilities on the basis of sex when separate and private shower or changing
4 areas do not exist.

5 (2) It is permissible to refuse to admit to a place of public accommodation serving alcoholic
6 beverages a person under the legal age for purchasing alcoholic beverages.

7 (3) It is permissible to refuse to admit persons under 18 years of age to a business providing
8 entertainment or selling literature or merchandise, which the operator of the business
9 deems unsuitable for minors, or which is a “sexually explicit matter” as defined by
10 Section 3 of Act 33 of the Public Acts of 1978, codified at MCL 722.673.

11 (4) It is permissible for an educational institution to limit the use of its facilities to those
12 affiliated with such institution.

13 (5) It is permissible to provide discounts on products or service to students, minors, and
14 senior citizens.

15 (6) it is permissible to restrict participation on athletic teams or in athletic events on the basis
16 of age.

17
18 (c) Housing;

19 (1) It is permissible to discriminate in any arrangement for the sharing of a single unit
20 dwelling, the remainder of which is occupied by the owner or a member of his/her
21 immediate family.

1 (2) It is permissible for the owner of a dwelling devoted entirely to the housing or
2 accommodation of a single sex to restrict occupancy and use on the basis of sex.

3 (3) This chapter does not require any person who does not participate in the Federal Section 8
4 Housing Assistance Program to accept any subsidy, payment assistance, voucher or
5 contribution in connection with such program, or to lease or rent to any tenant or
6 prospective tenant who is relying on such a subsidy as payment for at least part of the rent.

7 (Ord. No. 1120, § 1, 12-18-06)

8
9 297.09. - Other exceptions as required by law.

10 This chapter shall not be construed to limit rights granted by State or Federal Constitution, law,
11 rule or regulation, including but not limited to, the following:

12
13 (a) It is permissible to discriminate in employment, public accommodation, public services, and
14 housing based on a person's age, income level, or mental or physical limitations when such
15 discrimination is required or allowed by Federal, State or Local constitution, law, rule or
16 regulation.

17
18 (b) It is permissible for a governmental institution to restrict access to any of its facilities or to
19 restrict employment opportunities based on duly adopted institutional policies that conform to
20 Federal, State or local constitution, law, rule or regulation.

1 (c) This chapter shall not be read to prohibit or interfere with the exercise of a person's first
2 amendment rights.

3
4 (d) It is permissible for a religious organization or institution to restrict employment
5 opportunities, housing facilities, or accommodations that are operated as a direct part of religious
6 activities to persons who are members of or who conform to the moral tenets of that religious
7 institution or organization.

8
9 (e) It is permissible to limit occupancy in a housing development or to provide public
10 accommodations or employment privileges or assistance to persons of low income, over 55 years
11 of age, or who have a physical or mental limitation.

12
13 (f) It is permissible to discriminate based on a person's age when State, Federal, or local law
14 requires it.

15
16 (g) It is permissible to refuse to enter into a contract with an emancipated minor.

17
18 (h) Nothing in this chapter shall affect, replace, or diminish the duties, obligations, rights, or
19 remedies as otherwise provided by any union contract, collective bargaining agreement, or
20 federal, state or local constitution, law, rule or regulation, which shall control over this chapter.

21

1 (i) This chapter shall not be read to require an employer, whether public or private, to provide
2 benefits to UNMARRIED domestic partners in contravention of Article I, Section 25 if the
3 Michigan Constitution.

4 (Ord. No. 1120, § 1, 12-18-06)

5

6 297.10. - Complaints.

7 (a) Any person claiming to be discriminated against or harassed in violation of this ordinance
8 may file with the Human Relations and Community Services department (hereafter referred to as
9 “the department”) a complaint, in writing, setting forth with reasonable specificity the person or
10 persons alleged to have violated this chapter, the specific nature of the violation and the date(s)
11 of the alleged violation. A person filing a complaint must do so within 180 days of the incident
12 forming the basis of the complaint.

13

14 (b) To the extent permitted by law, all written complaints of discrimination in employment,
15 public accommodation, public services, and housing received by the department shall be kept
16 confidential.

17

18 (c) The department shall:

19

20 (1) Be responsible for receipt, recordation, investigation, mediation, conciliation,
21 recommendation, and/or referral to the Office of the City Attorney;

1 (2) ~~A STAFF MEMBER WILL~~ CONTACT YOU TO DISCUSS YOUR CONCERNS AND
2 SCHEDULE AN INFORMAL CONFERENCE (ESTIMATED TIME WITHIN 45
3 DAYS);

4 (3) ~~(2)~~ Ensure there are no undue burdens placed on a Claimant, which might discourage
5 filing of a discrimination complaint;

6 (4) ~~(3)~~ Commence and complete the complaint investigation, mediation/conciliation, and
7 recommendation process in a timely manner;

8 (5) ~~(4)~~ Promulgate and publish rules and guidelines for processing, investigating,
9 mediating/conciliating, and recommending resolution of the complaint; and

10 (6) REFER A COMPLAINT IT DEEMS VALID AND SUFFICIENTLY EGREGIOUS
11 DIRECTLY TO THE CITY ATTORNEY FOR REVIEW AND ADDITIONAL
12 ACTION.

13 (7) DECISIONS MAY BE REFERRED TO THE CITY ATTORNEY, MICHIGAN
14 DEPARTMENT OF CIVIL RIGHTS, COUNTY PROSECUTOR OR OTHER
15 APPROPRIATE ENFORCING AGENCY

16 (Ord. No. 1120, § 1, 12-18-06)

17
18 297.11. - Investigation and hearing.

19 (a) During an investigation, the department may request the appearance of witnesses and the
20 production of books, papers, records or other documents that may be relevant to a violation or
21 alleged violation of this chapter.

1

2 (b) If the department determines that the complaint and preliminary evidence gathered indicates
3 a prima facie violation of an ordinance in this chapter, the department shall assign a person
4 within the department to conduct a hearing (hereinafter referred to as the “Hearing Officer”)
5 within 90 days after completion of its preliminary investigation. The person who is alleged to
6 have committed a violation (the “Respondent”) and the claimant shall be sent by regular mail at
7 least 14 days advance, notice of the scheduled date and time of the hearing and a request for each
8 to appear. At the hearing, testimony will be taken. All testimony shall be on the record, under
9 oath and either recorded or transcribed. Both Claimant and Respondent shall be allowed to
10 testify, present evidence, bring witnesses to testify, and to cross examine all witnesses at the
11 hearing. Technical rules of evidence shall not apply.

12

13 (c) A failure of either the Claimant or the Respondent to cooperate with the department may
14 result in an adverse determination for that person at the hearing.

15 (Ord. No. 1120, § 1, 12-18-06)

16

17 297.12. Findings and recommendations.

18 The Hearing Officer shall make findings of fact based on the testimony and evidence introduced
19 at the hearing and shall recommend such relief as the hearing officer deems appropriate. The
20 Claimant and Respondent shall have the right to appeal the Hearing Officer’s findings and
21 recommendations in writing within 30 days to the Director of the department. On appeal, the

1 hearing record and Hearing Officer’s findings and recommendations shall be reviewed by the
2 Director of the department, who shall approve, approve with modification, or disapprove of the
3 findings and recommendations. After the Director’s review, the department’s findings and
4 recommendations shall be served by regular mail on the Claimant and Respondent to the
5 complaint, who shall have 30 days to comply with such findings and recommendations, unless
6 otherwise provided by the department.

7 (Ord. No. 1120, § 1, 12-18-06)

8

9 297.13. Available recommendations.

10 Department recommendations may include, but are not limited to one or more of the following:

11

12 (a) Ceasing the illegal conduct cited in the complaint and taking steps to alleviate the effect of
13 such illegal conduct;

14 (b) Providing that the respondent apologize to the Claimant;

15 (c) Closing the matter based upon a mediation/ conciliation agreement of the Claimant and
16 Respondent;

17 (d) Paying actual damages for injury or loss;

18 (e) Hiring, reinstating, or promoting the Claimant, with or without back pay, or providing such
19 fringe benefits as the Claimant may have been denied;

20 (f) Selling or leasing of housing or dwelling unit in question to the Claimant;

21 (g) Admitting the claimant to a place of public accommodation or extending full and equal use

1 and enjoyment of said place of public accommodation;

2 (h) Paying some or all of the claimant's costs, costs incurred at any stage of review;

3 (i) Posting the explanation of and requirements for compliance with this chapter;

4 (j) Dismissing the complaint; and

5 (k) Imposing costs against a Claimant for a frivolously filed claim.

6 (Ord. No. 1120, § 1, 12-18-06)

7
8 297.14. - Civil infraction.

9 (a) An action for a civil infraction for a violation of this chapter may be initiated by the
10 department on the basis of its investigation of a complaint and issuance of findings and
11 recommendations.

12
13 (b) If the department determines that discrimination or harassment took place and the
14 Respondent does not comply with the department's recommendation within the specified time
15 period, the department may refer the matter to the City Attorney, County Prosecutor, the
16 Michigan Department of Civil Rights, the United States Department of Justice, Department of
17 Housing and Urban Development, or other appropriate enforcing agency.

18
19 (c) The City Attorney may commence legal action by filing and serving a complaint to obtain
20 injunctive relief or any other remedy in an effort to prevent further discrimination prohibited by
21 this chapter and to remedy the effects of such discrimination.

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(d) A violation of a prohibited act in this chapter is designated a municipal civil infraction, is not a crime and shall not be punishable by imprisonment.

(e) Schedule of civil fines. The violation shall be according to the following schedule:

- (1) First violation \$ 150.00
- (2) Second violation \$ 250.00
- (3) Third (or any subsequent) violation \$ 500.00

(f) Continuing violation.

- (1) For an offense that is a single and discrete occurrence, a single violation shall accrue (for example, a single act of harassment like a racial epithet). Subsequent single and discrete occurrences shall result in additional violations according to the above schedule (for example, two separate instances of racial epithets would constitute a first and second violation).
- (2) For offenses that are continuing in nature, rather than single and discrete, the first violation shall accrue with the first day of the occurrence, and subsequent violations shall accrue for each additional day of that occurrence (for example, an impermissible hiring practice that continues each day on an ongoing basis).
- (3) For continuing violations under subsection (f)(2), the day of the first occurrence shall be measured from the day of service of the City Attorney’s complaint.

1 (Ord. No. 1120, § 1, 12-18-06)

2

3 297.15. - Private actions.

4 Any person who is the victim of discrimination in violation of this chapter retains his or her right
5 to pursue any and all other legal action to which the person may be entitled in addition to the
6 remedies available under this chapter. Nothing in this chapter shall be construed to limit rights
7 granted under the laws of the State of Michigan or the United States.

8 (Ord. No. 1120, § 1, 12-18-06)

9

10 Section 2. All ordinances, resolutions or rules, parts of ordinances, resolutions or rules
11 inconsistent with the provisions hereof are hereby repealed.

12 Section 3. Should any section, clause or phrase of this ordinance be declared to be
13 invalid, the same shall not affect the validity of the ordinance as a whole, or any part thereof
14 other than the part so declared to be invalid.

15 Section 4. This ordinance shall take effect on the 30th day after enactment, unless given
16 immediate effect by City Council.

17

Approved as to form:

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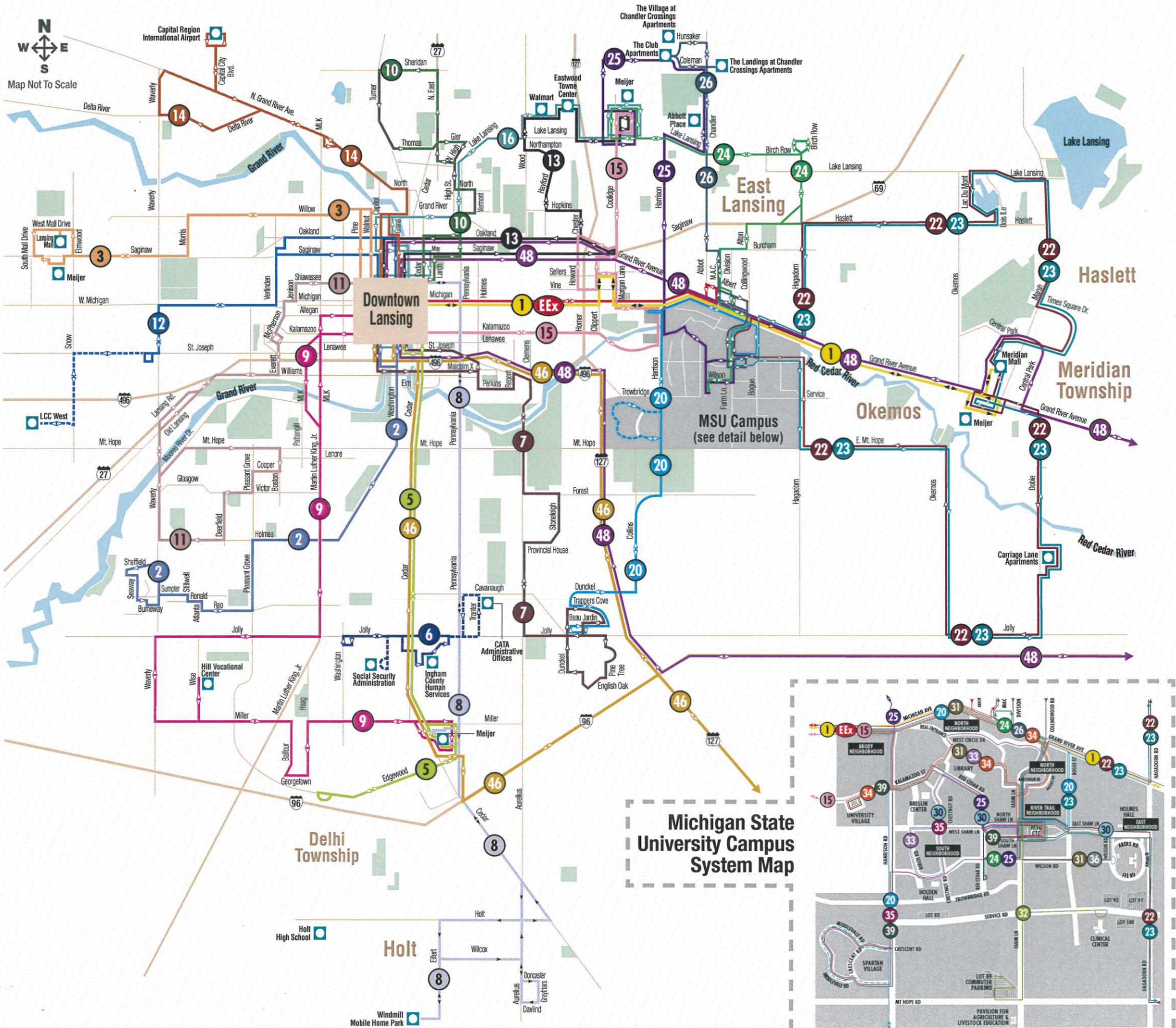
25

City Attorney

Dated: _____



Map Not To Scale



SYSTEM MAP

Greater Lansing Area Map With CATA Routes
Effective: August 2015

QUESTIONS? Call our Customer Information Center at (517) 394-1000.

info@cata.org

Michigan Relay Center Voice TDD: (800) 649-3777.

More information on CATA Services is available online at: cata.org.

ROUTE INDEX

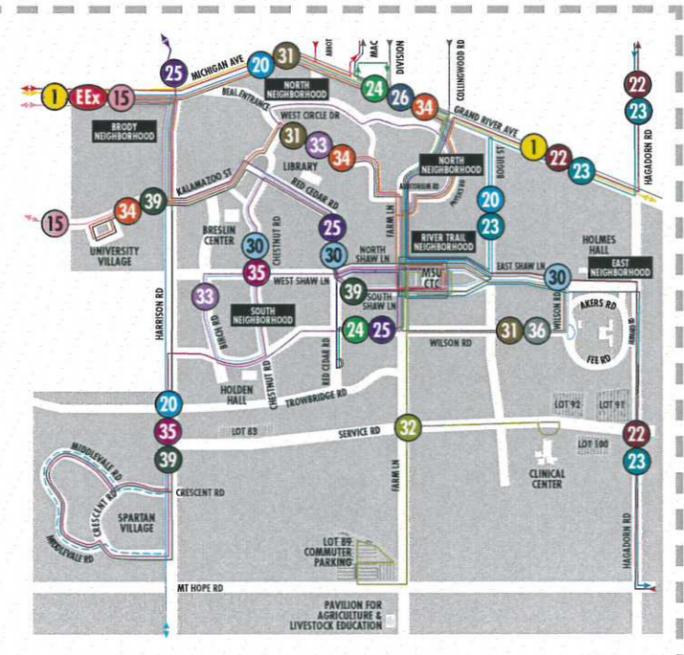
GREATER LANSING

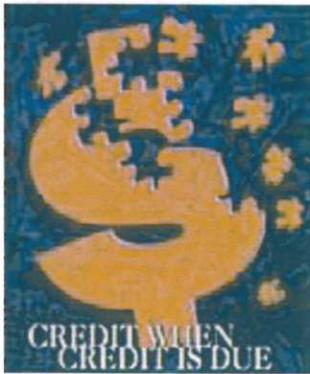
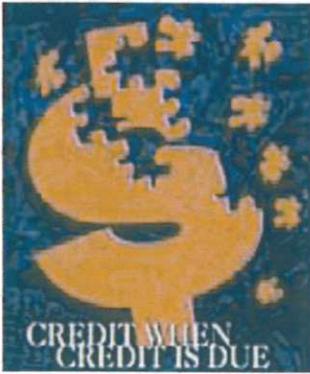
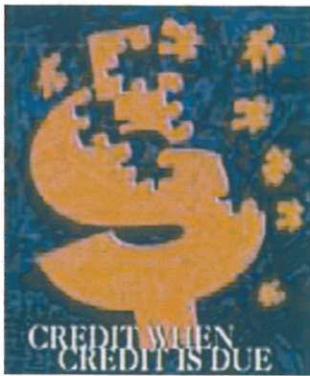
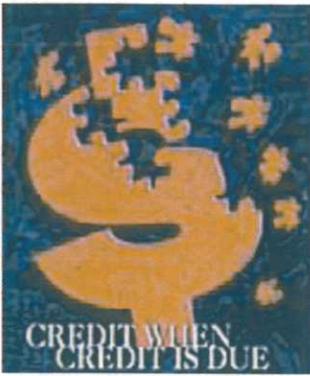
MSU CAMPUS

- 1 Downtown Lansing – Meridian Mall
 - 2 S. Washington – Pleasant Grove
 - 3 Willow – Lansing Mall
 - EEx Entertainment Express
 - 5 South Cedar – Edgewood
 - 6 Cedar – Jolly Connection
 - 7 Aurelius
 - 8 Pennsylvania – Holt
 - 9 South Martin Luther King, Jr. Blvd. – Miller
 - 10 North Lansing – Turner
 - 11 Waverly – Colonial Village
 - 12 W. Michigan – Waverly – LCC West
 - 13 Groesbeck Area
 - 14 North Grand River – Old Town – Airport
 - 15 Kalamazoo – Frandor
 - 16 Old Town – W. Lake Lansing Rd. – Eastwood
 - 20 South Harrison – Jolly – Dunkel
 - 22 MSU – Haslett – Okemos
 - 23 MSU – Okemos – Haslett
 - 24 East Lansing – E. Lake Lansing Road
 - 25 North Harrison
 - 26 Abbot – Chandler
 - 46 Mason, Limited
 - 48 Williamston – Webberville, Limited
-
- 30 South & East Neighborhoods
 - 31 Brody & East Neighborhoods
 - 32 Commuter Lot – Clinical Center
 - 33 Union – South Neighborhood
 - 34 Brody Neighborhood – University Village
 - 35 South Neighborhood – Spartan Village
 - 36 East Neighborhood
 - 39 University Village – Spartan Village

Parks & golf courses Major destination points

Michigan State University Campus System Map





PRACTICAL HANDS
ON TRAINING
“LEARN TODAY,
USE TOMORROW”

KNOWLEDGE
NEEDED TO MAKE
BETTER FINANCIAL
DECISIONS

AWARD-WINNING
COURSE
\$100 PER PERSON
6 SESSIONS
OVER 2 WEEKS

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FINANCIAL
FOUNDATION FOR
THE FUTURE!!!!

STARTS: FEBRUARY 9, 2016 CREDIT BEFORE CAPITAL

Managing Personal Debt before Accessing Business Capital

Course takes an in-depth look at how to build, maintain, and re-establish credit. Research indicates that consumers who complete *Credit When Credit is Due* will have a better understanding of the steps they can take to improve their credit and make long-term changes in the way they use credit. The *Credit When Credit is Due* graduate packet includes cards to send the three national credit bureaus so your clients can add a statement to their credit reports.

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Tuesday – Wednesday – Thursday Nights
February 9th – 11th & February 16th – 18th
6:00pm – 8:30pm

ENTREPRENEUR INSTITUTE

105 W ALLEGAN SUITE 10
LANSING, MI 48933

www.yourfoundationforbusiness.com

Tues – Wed – Thurs Nights
February 9th – 11th
February 16th – 18th
6pm – 8:30pm



REJUVENATING SOUTH LANSING

South Lansing - Where Everyone is a Neighbor

Information Exchange For Problems & Solutions

Our Next Meeting

WHEN: Tuesday, January 26, 2016 at 6:30-8:30 PM

WHERE: Alfreda Schmidt Center

Sandy Allen Conference Room

5825 Wise Rd., Lansing. MI 48911

Guest Speaker

ANDY SCHOR

State Representative 68th District

Legislative Updates

After Representative Schor presentation we will hold our Power Meeting around 7:45 PM.

Elaine Womboldt, Facilitator

Phone: 517 393-0317 Temporary number 517 482-0213

Email: emwombolt@comcast.net

Facebook: <https://www.facebook.com/groups/RejuvenatingSouthLansing/>

Website: <http://rejuventingsouthlansing.weebly.com>