



Romney Building, 10th Floor  
Lansing, Michigan 48909  
Phone: 517/373-6466

## **BAN DISCRIMINATION BASED ON GENETIC COMPOSITION**

**House Bill 4836**

**Sponsor: Rep. Laura Baird**

**Committee: Constitutional and  
Civil Rights**

**Complete to 9-12-97**

### **A SUMMARY OF HOUSE BILL 4836 AS INTRODUCED 5-27-97**

The bill would amend the Elliott-Larsen Civil Rights Act to prohibit discrimination based on "genetic composition," and to prohibit employers from requiring people to submit to a genetic test as a condition of employment or promotion.

More specifically, the act currently recognizes and declares a "civil right" to be "the opportunity to obtain employment, housing and other real estate, and the full and equal utilization of public accommodations, public services, and educational facilities without discrimination because of religion, race, color, national origin, age, sex, height, weight, familial status, or marital status as prohibited by [the] act." The bill would add "genetic composition" to this list of factors that the act prohibits using to discriminate against individuals in employment, housing, public accommodations and services, and education.

The bill would define "genetic composition" to mean "the biochemical elements existing in an individual that evidence, and serve to control the transmission of, a hereditary character or trait." "Genetic test" would mean "a procedure for determining the presence or absence of an inherited genetic characteristic in an individual," and would include, but not be limited to, a test of chromosomes, proteins, or nucleic acids such as DNA, RNA, or mitochondrial DNA to identify a predisposing genetic characteristic.

MCL 37.2102 et al.

Analyst: S. Ekstrom

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