

# HOUSE BILL No. 6217

June 12, 2018, Introduced by Reps. Geiss, Love, Rabhi, Hertel, Neeley, Moss, Lasinski,  
Garrett, Chang, Green, Pagan and Santana and referred to the Committee on Judiciary.

A bill to amend 1976 PA 453, entitled  
"Elliott-Larsen civil rights act,"  
by amending section 202 (MCL 37.2202), as amended by 2009 PA 190.

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1       Sec. 202. (1) An employer shall not do any of the following:

2       (a) Fail or refuse to hire or recruit, discharge, or otherwise  
3       discriminate against an individual with respect to employment,  
4       compensation, or a term, condition, or privilege of employment,  
5       because of religion, race, color, national origin, age, sex,  
6       height, weight, ~~or~~ marital status, **OR ETHNIC HAIRSTYLE.**

7       (b) Limit, segregate, or classify an employee or applicant for  
8       employment in a way that deprives or tends to deprive the employee  
9       or applicant of an employment opportunity ~~or~~ otherwise adversely  
10      affects the status of ~~an~~ **THE** employee or applicant because of  
11      religion, race, color, national origin, age, sex, height, weight,

1 ~~or~~ marital status, **OR ETHNIC HAIRSTYLE.**

2 (c) Segregate, classify, or otherwise discriminate against a  
3 ~~person~~ **AN INDIVIDUAL** on the basis of sex with respect to a term,  
4 condition, or privilege of employment, including, but not limited  
5 to, a benefit plan or system.

6 (d) Treat an individual affected by pregnancy, childbirth, or  
7 a related medical condition differently for any employment-related  
8 purpose from another individual who is not so affected but similar  
9 in ability or inability to work, without regard to the source of  
10 any condition affecting the other individual's ability or inability  
11 to work. For purposes of this subdivision, a medical condition  
12 related to pregnancy or childbirth does not include nontherapeutic  
13 abortion not intended to save the life of the mother.

14 (2) This section does not prohibit the establishment or  
15 implementation of a bona fide retirement policy or system that is  
16 not a subterfuge to evade the purposes of this section.

17 (3) This section does not apply to the employment of an  
18 individual by his or her parent, spouse, or child.