

HOUSE BILL NO. 4753

July 29, 2025, Introduced by Reps. Schriver, Maddock, Fox, Cavitt, Markkanen and Carra and referred to Committee on Government Operations.

A bill to amend 1976 PA 453, entitled
"Elliott-Larsen civil rights act,"
by amending sections 201 and 202 (MCL 37.2201 and 37.2202), as
amended by 2023 PA 31.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

- 1 Sec. 201. As used in this article:
- 2 (a) "Employer" means a person that has 1 or more employees,
- 3 and includes an agent of that person.
- 4 (b) "Employment agency" means a person regularly undertaking

1 with or without compensation to procure, refer, recruit, or place
2 an employee for an employer or to procure, refer, recruit, or place
3 for an employer or person the opportunity to work for an employer
4 and includes an agent of that person.

5 (c) "Labor organization" includes:

6 (i) An organization of any kind, or an agency or employee
7 representation committee, group, association, or plan, in which
8 employees participate and that exists for the purpose, in whole or
9 in part, of dealing with employers concerning grievances, labor
10 disputes, wages, rates of pay, hours, or other terms or conditions
11 of employment.

12 (ii) A conference, general committee, joint or system board, or
13 joint council that is subordinate to a national or international
14 labor organization.

15 (iii) An agent of a labor organization.

16 (d) "Sex" includes, but is not limited to, pregnancy,
17 childbirth, ~~the termination of a pregnancy,~~ or a related medical
18 condition **related to pregnancy or childbirth that does not include**
19 **nontherapeutic abortion not intended to save the life of the**
20 **mother.**

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

22 (a) Fail or refuse to hire or recruit, discharge, or otherwise
23 discriminate against an individual with respect to employment,
24 compensation, or a term, condition, or privilege of employment,
25 because of religion, race, color, national origin, age, sex, sexual
26 orientation, gender identity or expression, height, weight, or
27 marital status.

28 (b) Limit, segregate, or classify an employee or applicant for
29 employment in a way that deprives or tends to deprive the employee

1 or applicant of an employment opportunity or otherwise adversely
2 affects the status of the employee or applicant because of
3 religion, race, color, national origin, age, sex, sexual
4 orientation, gender identity or expression, height, weight, or
5 marital status.

6 (c) Segregate, classify, or otherwise discriminate against an
7 individual on the basis of sex with respect to a term, condition,
8 or privilege of employment, including, but not limited to, a
9 benefit plan or system.

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

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

22 (3) This section does not apply to the employment of an
23 individual by the individual's parent, spouse, or child.