

## PERSONS WITH DISABILITIES CIVIL RIGHTS ACT (EXCERPT)

### Act 220 of 1976

#### ARTICLE 1

##### **37.1101 Short title.**

Sec. 101. This act shall be known and may be cited as the "persons with disabilities civil rights act".

**History:** 1976, Act 220, Eff. Mar. 31, 1977;—Am. 1998, Act 20, Imd. Eff. Mar. 12, 1998.

##### **37.1102 Opportunity guaranteed; civil right; accommodation of person with disability; undue hardship.**

Sec. 102. (1) The opportunity to obtain employment, housing, and other real estate and full and equal utilization of public accommodations, public services, and educational facilities without discrimination because of a disability is guaranteed by this act and is a civil right.

(2) Except as otherwise provided in article 2, a person shall accommodate a person with a disability for purposes of employment, public accommodation, public service, education, or housing unless the person demonstrates that the accommodation would impose an undue hardship.

**History:** 1976, Act 220, Eff. Mar. 31, 1977;—Am. 1980, Act 478, Imd. Eff. Jan. 20, 1981;—Am. 1990, Act 121, Imd. Eff. June 25, 1990;—Am. 1998, Act 20, Imd. Eff. Mar. 12, 1998.

##### **37.1102a Adoption of standardized design; international symbol of access; removal of "handicapped".**

Sec. 102a. (1) The commission shall adopt and post on the website of the department of civil rights a standardized design that is a variation of the current international symbol of access. The design must comply with all of the following:

(a) Depict a dynamic character leaning forward in a wheelchair with a sense of movement.

(b) Provide a contrasting background with either a light symbol on a blue background or a blue symbol on a light background.

(c) Be substantially equivalent to the international symbol of access.

(d) Be simple and avoid any secondary meaning.

(2) Beginning 1 year after the effective date of the amendatory act that added this section, each new placement or replacement of an international symbol of access sign required by law, ordinance, or administrative rule of this state or a local unit of government of this state must use the design adopted under this section. For any placement or replacement of the international symbol of access that is not required by law, ordinance, or administrative rule of this state or a local unit of government of this state, the commission and the department of civil rights shall encourage use of the design adopted under this section.

(3) The commission and the department of civil rights shall encourage removal of the word "handicapped" from any signs or other means of communication of this state or any local unit of government of this state.

(4) For the purpose of this section, encouraging the use of the design adopted under this section or the removal of the word "handicapped" do not include any form of civil, criminal, administrative, or regulatory action against any person or entity.

(5) Any government issued item currently in use by this state or any department, agency, or office of this state, local unit of government of this state, or other entity or individual that contains the international symbol of access may continue to be used until there is a need to replace that item.

**History:** Add. 2022, Act 183, Eff. Oct. 23, 2022.

##### **37.1103 Definitions.**

Sec. 103. As used in this act:

(a) "Alcoholic liquor" means that term as defined in section 105 of the Michigan liquor control code of 1998, 1998 PA 58, MCL 436.1105.

(b) "Commission" means the civil rights commission established by section 29 of article V of the state constitution of 1963.

(c) "Controlled substance" means that term as defined in section 7104 of the public health code, 1978 PA 368, MCL 333.7104.

(d) Except as provided under subdivision (f), "disability" means 1 or more of the following:

(i) A determinable physical or mental characteristic of an individual, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:

(A) For purposes of article 2, substantially limits 1 or more of the major life activities of that individual and is unrelated to the individual's ability to perform the duties of a particular job or position or substantially

limits 1 or more of the major life activities of that individual and is unrelated to the individual's qualifications for employment or promotion.

(B) For purposes of article 3, is unrelated to the individual's ability to utilize and benefit from a place of public accommodation or public service.

(C) For purposes of article 4, is unrelated to the individual's ability to utilize and benefit from educational opportunities, programs, and facilities at an educational institution.

(D) For purposes of article 5, substantially limits 1 or more of that individual's major life activities and is unrelated to the individual's ability to acquire, rent, or maintain property.

(ii) A history of a determinable physical or mental characteristic described in subparagraph (i).

(iii) Being regarded as having a determinable physical or mental characteristic described in subparagraph (i).

(e) "Drug" means that term as defined in section 7105 of the public health code, 1978 PA 368, MCL 333.7105.

(f) For purposes of article 2, disability does not include either of the following:

(i) A determinable physical or mental characteristic caused by the current illegal use of a controlled substance by that individual.

(ii) A determinable physical or mental characteristic caused by the use of an alcoholic liquor by that individual, if that physical or mental characteristic prevents that individual from performing the duties of his or her job.

(g) "Person" includes an individual, agent, association, corporation, joint apprenticeship committee, joint-stock company, labor union, legal representative, mutual company, partnership, receiver, trust, trustee in bankruptcy, unincorporated organization, this state, or any other legal, commercial, or governmental entity or agency.

(h) "Person with a disability" or "person with disabilities" means an individual who has 1 or more disabilities.

(i) "Political subdivision" means a county, city, village, township, school district, or special district or authority of this state.

(j) "State average weekly wage" means the state average weekly wage as determined by the Michigan employment security commission under section 27 of the Michigan employment security act, 1936 (Ex Sess) PA 1, MCL 421.27.

(k) "Temporary employee" means an employee hired for a position that will not exceed 90 days in duration.

(l) "Unrelated to the individual's ability" means, with or without accommodation, an individual's disability does not prevent the individual from doing 1 or more of the following:

(i) For purposes of article 2, performing the duties of a particular job or position.

(ii) For purposes of article 3, utilizing and benefiting from a place of public accommodation or public service.

(iii) For purposes of article 4, utilizing and benefiting from educational opportunities, programs, and facilities at an educational institution.

(iv) For purposes of article 5, acquiring, renting, or maintaining property.

**History:** 1976, Act 220, Eff. Mar. 31, 1977;—Am. 1980, Act 478, Imd. Eff. Jan. 20, 1981;—Am. 1990, Act 121, Imd. Eff. June 25, 1990;—Am. 1992, Act 123, Imd. Eff. June 29, 1992;—Am. 1998, Act 20, Imd. Eff. Mar. 12, 1998;—Am. 1999, Act 201, Eff. Mar. 10, 2000.

**Compiler's note:** Enacting section 1 of Act 201 of 1999 provides:

"Enacting section 1. This amendatory act is curative and intended to correct any misinterpretation of legislative intent in the court of appeals decision in Doe v Department of Corrections, 236 Mich App 801 (1999). This legislation further expresses the original intent of the legislature that an individual serving a sentence of imprisonment in a state or county correctional facility is not within the purview of this act."