



**House
Legislative
Analysis
Section**

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**PROHIBIT DISCRIMINATION BASED
ON PERSONAL APPEARANCE**

House Bill 4919

Sponsor: Rep. David Woodward

Committee: Civil Law and the Judiciary

Complete to 7-5-01

A SUMMARY OF HOUSE BILL 4919 AS INTRODUCED 6-6-01

The Elliott-Larsen Civil Rights Act recognizes and declares as a civil right the “opportunity to obtain employment, housing and other real estate, and the full and equal utilization of public accommodations, public service, 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 act generally prohibits discrimination in these areas if the discrimination is based on religion, race, color, national origin, age, sex, height, weight, familial status, or marital status. The bill would amend the act to define and include “personal appearance” as a category protected under the act.

The bill would define “personal appearance” to mean “the outward appearance of an individual of either sex with regard to physical characteristics, manner or style of dress, manner or style of personal grooming, including, but not limited to, hair style or facial hair, or mode of transportation.” “Personal appearance” would not include a reasonable requirement of personal hygiene, uniforms, or other prescribed standards if the requirement were applied uniformly for admittance to a public accommodation or to a class of employees for a reasonable business purpose, or if the physical characteristics, manner or style of dress, or manner or style of personal grooming presented a danger to the health, welfare, or safety of another individual.

MCL 37.2102 et al.

House Bill 4919 (7-5-01)

Analyst: S. Ekstrom

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