

# HOUSE BILL NO. 4327

March 23, 2023, Introduced by Reps. Arbit and Steckloff and referred to the Committee on Judiciary.

A bill to amend 1976 PA 453, entitled "Elliott-Larsen civil rights act," by amending the title and sections 102, 103, 202, 203, 204, 205, 206, 207, 209, 210, 301, 302, 302a, 402, 501, 502, 504, 505, 506, and 507 (MCL 37.2102, 37.2103, 37.2202, 37.2203, 37.2204, 37.2205, 37.2206, 37.2207, 37.2209, 37.2210, 37.2301, 37.2302, 37.2302a, 37.2402, 37.2501, 37.2502, 37.2504, 37.2505, 37.2506, and 37.2507), the title as amended by 1992 PA 258, sections 102, 502, 504, 505, and 506 as amended by 1992 PA 124, sections 103 and 301 as amended by 1999 PA 202, section 202 as amended by 2009 PA 190, section 302a as added by 1992 PA 70, and section 402 as amended by 1993 PA 216.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

## 1 TITLE

2 An act to define civil rights; to prohibit discriminatory  
3 practices, policies, and customs in the exercise of those rights  
4 based upon religion, race, **ethnicity**, color, national origin, age,  
5 sex, height, weight, familial status, or marital status; to  
6 preserve the confidentiality of records regarding arrest,  
7 detention, or other disposition in which a conviction does not  
8 result; to prescribe the powers and duties of the civil rights  
9 commission and the department of civil rights; to provide remedies  
10 and penalties; to provide for fees; and to repeal certain acts and  
11 parts of acts.

12 Sec. 102. (1) The opportunity to obtain employment, housing  
13 and other real estate, and the full and equal utilization of public  
14 accommodations, public service, and educational facilities without  
15 discrimination because of religion, race, **ethnicity**, color,  
16 national origin, age, sex, height, weight, familial status, or  
17 marital status as prohibited by this act, is recognized and  
18 declared to be a civil right.

19 (2) This section ~~shall~~**does** not ~~be construed to~~ prevent an  
20 individual from bringing or continuing an action arising out of sex  
21 discrimination before July 18, 1980 ~~which action is~~ **for a claim**  
22 based on conduct similar to or identical to harassment.

23 (3) This section ~~shall~~**does** not ~~be construed to~~ prevent an  
24 individual from bringing or continuing an action arising out of  
25 discrimination based on familial status before ~~the effective date~~  
26 ~~of the amendatory act that added this subsection which~~ action is  
27 **June 29, 1992 for a claim** based on conduct similar to or identical  
28 to discrimination because of the age of ~~persons~~**anyone** residing

1 with the individual bringing or continuing the action.

2 Sec. 103. As used in this act:

3 (a) "Age" means chronological age except as otherwise provided  
4 by law.

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

7 (c) "Commissioner" means a member of the commission.

8 (d) "Department" means the department of civil rights or its  
9 employees.

10 (e) **"Ethnicity" means a grouping of people who identify with**  
11 **each other on the basis of shared attributes such as common**  
12 **traditions, culture, religion, ancestry, nationality, language,**  
13 **history, or social treatment.**

14 (f) ~~(e)~~ "Familial status" means 1 or more individuals under  
15 the age of 18 residing with a parent or other person having custody  
16 or in the process of securing legal custody of the individual or  
17 individuals or residing with the designee of the parent or other  
18 person having or securing custody, with the written permission of  
19 the parent or other person. For purposes of this definition,  
20 "parent" includes ~~a person~~ **an individual** who is pregnant.

21 (g) ~~(f)~~ "National origin" includes the national origin of an  
22 ancestor.

23 (h) ~~(g)~~ "Person" means an individual, agent, association,  
24 corporation, joint apprenticeship committee, joint stock company,  
25 labor organization, legal representative, mutual company,  
26 partnership, receiver, trust, trustee in bankruptcy, unincorporated  
27 organization, ~~the~~ **this** state or a political subdivision of ~~the~~ **this**  
28 state or an agency of ~~the~~ **this** state, or any other legal or  
29 commercial entity.

1           **(i)** ~~(h)~~—"Political subdivision" means a county, city, village,  
2 township, school district, or special district or authority of ~~the~~  
3 **this** state.

4           **(j)** ~~(i)~~—Discrimination because of sex includes sexual  
5 harassment. Sexual harassment means unwelcome sexual advances,  
6 requests for sexual favors, and other verbal or physical conduct or  
7 communication of a sexual nature under the following conditions:

8           (i) Submission to the conduct or communication is made a term  
9 or condition either explicitly or implicitly to obtain employment,  
10 public accommodations or public services, education, or housing.

11           (ii) Submission to or rejection of the conduct or communication  
12 by an individual is used as a factor in decisions affecting the  
13 individual's employment, public accommodations or public services,  
14 education, or housing.

15           (iii) The conduct or communication has the purpose or effect of  
16 substantially interfering with an individual's employment, public  
17 accommodations or public services, education, or housing, or  
18 creating an intimidating, hostile, or offensive employment, public  
19 accommodations, public services, educational, or housing  
20 environment.

21           **(k) Subject to subparagraphs (ix) and (x), discrimination**  
22 **because of ethnicity includes, but is not limited to,**  
23 **discriminatory conduct or communication motivated in whole or in**  
24 **part by antisemitism, which means a perception of Jewish**  
25 **individuals that may be expressed in any of the ways described in**  
26 **subparagraphs (i) to (viii), as follows:**

27           (i) Hatred of Jewish individuals.

28           (ii) Severe disparagement of Jewish individuals or their  
29 culture.

1           (iii) Rhetorical, violent, or physical anti-Jewish  
2       manifestations directed against Jewish individuals or their  
3       property or Jewish community institutions and religious facilities.

4           (iv) Aiding, encouraging, supporting, or justifying the  
5       killing, harming, or defaming of anyone simply for practicing  
6       Judaism or exhibiting a Jewish heritage.

7           (v) Making false and mendacious, dehumanizing, demonizing,  
8       demeaning, or stereotypical allegations about Jewish individuals as  
9       such or the power of Jewish individuals as a collective, including  
10      allegations such as the myth about a world Jewish conspiracy or of  
11      Jewish individuals controlling the media, economy, government, or  
12      other societal institutions.

13          (vi) Accusing those practicing Judaism, or exhibiting a Jewish  
14      heritage, whether singularly or collectively, as being wholly  
15      responsible for any real or imagined wrongdoing committed by a  
16      single Jewish individual or group.

17          (vii) Accusing those practicing Judaism, or exhibiting a Jewish  
18      heritage, whether singularly or collectively, as being wholly  
19      responsible for any real or imagined wrongdoing committed by the  
20      State of Israel.

21          (viii) Accusing those practicing Judaism, or exhibiting a Jewish  
22      heritage, whether singularly or collectively, as being more loyal  
23      to Israel, or the alleged priorities of Jewish persons worldwide,  
24      than to the interests of the people of this state, or to the  
25      interests of the people of the United States.

26          (ix) Discrimination because of ethnicity in the form of  
27      antisemitism does not include criticism of Israel similar to that  
28      leveled against any other country.

29          (x) A finding of discrimination because of ethnicity in the

1 **form of antisemitism does not preclude a finding of discrimination**  
 2 **on another basis such as religion, race, color, or national origin.**

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

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

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

15 (c) Segregate, classify, or otherwise discriminate against ~~a~~  
 16 ~~person~~**an individual** on the basis of sex with respect to a term,  
 17 condition, or privilege of employment, including, but not limited  
 18 to, a benefit plan or system.

19 (d) Treat an individual affected by pregnancy, childbirth, or  
 20 a related medical condition differently for any employment-related  
 21 purpose from another individual who is not so affected but similar  
 22 in ability or inability to work, without regard to the source of  
 23 any condition affecting the other individual's ability or inability  
 24 to work. For purposes of this subdivision, a medical condition  
 25 related to pregnancy or childbirth does not include nontherapeutic  
 26 abortion not intended to save the life of the mother.

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

1           (3) This section does not apply to the employment of an  
2 individual by ~~his or her~~ **the individual's** parent, spouse, or child.

3           Sec. 203. An employment agency shall not fail or refuse to  
4 procure, refer, recruit, or place for employment, or otherwise  
5 discriminate against, an individual because of religion, race,  
6 **ethnicity**, color, national origin, age, sex, height, weight, or  
7 marital status; or classify or refer for employment an individual  
8 on the basis of religion, race, **ethnicity**, color, national origin,  
9 age, sex, height, weight, or marital status.

10           Sec. 204. A labor organization shall not **do any of the**  
11 **following:**

12           (a) Exclude or expel from membership, or otherwise  
13 discriminate against, a member or applicant for membership because  
14 of religion, race, **ethnicity**, color, national origin, age, sex,  
15 height, weight, or marital status.

16           (b) Limit, segregate, or classify membership or applicants for  
17 membership, or classify or fail or refuse to refer for employment  
18 an individual in a way ~~which~~ **that** would deprive or tend to deprive  
19 that individual of an employment opportunity, or ~~which~~ **that** would  
20 limit an employment opportunity, or ~~which~~ **that** would adversely  
21 affect wages, hours, or employment conditions, or otherwise  
22 adversely affect the status of an employee or an applicant for  
23 employment, because of religion, race, **ethnicity**, color, national  
24 origin, age, sex, height, weight, or marital status.

25           (c) Cause or attempt to cause an employer to violate this  
26 article.

27           (d) Fail to fairly and adequately represent a member in a  
28 grievance process because of religion, race, **ethnicity**, color,  
29 national origin, age, sex, height, weight, or marital status.

1           Sec. 205. An employer, labor organization, or joint labor-  
2 management committee controlling an apprenticeship, on the job, or  
3 other training or retraining program, shall not discriminate  
4 against an individual because of religion, race, **ethnicity**, color,  
5 national origin, age, sex, height, weight, or marital status, in  
6 admission to, or employment or continuation in, a program  
7 established to provide apprenticeship on the job, or other training  
8 or retraining.

9           Sec. 206. (1) An employer, labor organization, or employment  
10 agency shall not print, circulate, post, mail, or otherwise cause  
11 to be published a statement, advertisement, notice, or sign  
12 relating to employment by the employer, or relating to membership  
13 in or a classification or referral for employment by the labor  
14 organization, or relating to a classification or referral for  
15 employment by the employment agency, ~~which~~**that** indicates a  
16 preference, limitation, specification, or discrimination, based on  
17 religion, race, **ethnicity**, color, national origin, age, sex,  
18 height, weight, or marital status.

19           (2) Except as permitted by rules promulgated by the commission  
20 or by applicable federal law, an employer or employment agency  
21 shall not **do any of the following**:

22           (a) Make or use a written or oral inquiry or form of  
23 application that elicits or attempts to elicit information  
24 concerning the religion, race, **ethnicity**, color, national origin,  
25 age, sex, height, weight, or marital status of a prospective  
26 employee.

27           (b) Make or keep a record of information described in  
28 subdivision (a) or ~~to~~ disclose that information.

29           (c) Make or use a written or oral inquiry or form of



1 application that expresses a preference, limitation, specification,  
2 or discrimination based on religion, race, **ethnicity**, color,  
3 national origin, age, sex, height, weight, or marital status of a  
4 prospective employee.

5       Sec. 207. An individual seeking employment shall not publish  
6 or cause to be published a notice or advertisement that specifies  
7 or indicates the individual's religion, race, **ethnicity**, color,  
8 national origin, age, sex, height, weight, or marital status, or  
9 expresses a preference, specification, limitation, or  
10 discrimination as to the religion, race, **ethnicity**, color, national  
11 origin, age, height, weight, sex, or marital status of a  
12 prospective employer.

13       Sec. 209. A contract to which ~~the~~**this** state, a political  
14 subdivision, or an agency ~~thereof~~**of this state or of a political**  
15 **subdivision** is a party ~~shall~~**must** contain a covenant by the  
16 contractor and ~~his~~**the contractor's** subcontractors not to  
17 discriminate against an employee or applicant for employment with  
18 respect to hire, tenure, terms, conditions, or privileges of  
19 employment, or a matter directly or indirectly related to  
20 employment, because of race, **ethnicity**, color, religion, national  
21 origin, age, sex, height, weight, or marital status. Breach of this  
22 covenant may be regarded as a material breach of the contract.

23       Sec. 210. A person subject to this article may adopt and carry  
24 out a plan to eliminate present effects of past discriminatory  
25 practices or assure equal opportunity with respect to religion,  
26 race, **ethnicity**, color, national origin, or sex if the plan is  
27 filed with the commission under rules of the commission and the  
28 commission approves the plan.

29       Sec. 301. As used in this article:

1 (a) "Place of public accommodation" means a business, or an  
 2 educational, refreshment, entertainment, recreation, health, or  
 3 transportation facility, or institution of any kind, whether  
 4 licensed or not, whose goods, services, facilities, privileges,  
 5 advantages, or accommodations are extended, offered, sold, or  
 6 otherwise made available to the public. Place of public  
 7 accommodation also includes the facilities of the following private  
 8 clubs:

9 (i) A country club or golf club.

10 (ii) A boating or yachting club.

11 (iii) A sports or athletic club.

12 (iv) A dining club, except a dining club that in good faith  
 13 limits its membership to the members of a particular religion for  
 14 the purpose of furthering the teachings or principles of that  
 15 religion and not for the purpose of excluding individuals of a  
 16 particular ~~gender, sex,~~ race, **ethnicity**, or color.

17 (b) "Public service" means a public facility, department,  
 18 agency, board, or commission, owned, operated, or managed by or on  
 19 behalf of ~~the~~**this** state, a political subdivision, or an agency  
 20 ~~thereof~~**of this state or a political subdivision**, or a tax exempt  
 21 private agency established to provide service to the public, except  
 22 that public service does not include a state or county correctional  
 23 facility with respect to actions and decisions regarding an  
 24 individual serving a sentence of imprisonment.

25 Sec. 302. Except where permitted by law, a person shall not **do**  
 26 **any of the following:**

27 (a) Deny an individual the full and equal enjoyment of the  
 28 goods, services, facilities, privileges, advantages, or  
 29 accommodations of a place of public accommodation or public service

1 because of religion, race, **ethnicity**, color, national origin, age,  
2 sex, or marital status.

3 (b) Print, circulate, post, mail, or otherwise cause to be  
4 published a statement, advertisement, notice, or sign ~~which~~**that**  
5 indicates that the full and equal enjoyment of the goods, services,  
6 facilities, privileges, advantages, or accommodations of a place of  
7 public accommodation or public service will be refused, withheld  
8 from, or denied an individual because of religion, race, **ethnicity**,  
9 color, national origin, age, sex, or marital status, or that an  
10 individual's patronage of or presence at a place of public  
11 accommodation is objectionable, unwelcome, unacceptable, or  
12 undesirable because of religion, race, **ethnicity**, color, national  
13 origin, age, sex, or marital status.

14 Sec. 302a. (1) This section applies to a private club that is  
15 defined as a place of public accommodation ~~pursuant to~~**under**  
16 section 301(a).

17 (2) If a private club allows use of its facilities by 1 or  
18 more adults per membership, the use must be equally available to  
19 all adults entitled to use the facilities under the membership. All  
20 classes of membership ~~shall~~**must** be available without regard to  
21 race, **ethnicity**, color, ~~gender~~, **sex**, religion, marital status, or  
22 national origin. Memberships that permit use during restricted  
23 times may be allowed only if the restricted times apply to all  
24 adults using that membership.

25 (3) A private club that has food or beverage facilities or  
26 services shall allow equal access to those facilities and services  
27 for all adults in all membership categories at all times. This  
28 subsection ~~shall~~**does** not require service or access to facilities  
29 to persons that would violate any law or ordinance regarding sale,

1 consumption, or regulation of alcoholic beverages.

2 (4) This section does not prohibit a private club from  
3 sponsoring or permitting sports schools or leagues for children  
4 less than 18 years of age that are limited by age or to members of  
5 1 sex, if comparable and equally convenient access to the club's  
6 facilities is made available to both sexes and if these activities  
7 are not used as a subterfuge to evade the purposes of this article.

8 Sec. 402. An educational institution shall not do any of the  
9 following:

10 (a) Discriminate against an individual in the full utilization  
11 of or benefit from the institution, or the services, activities, or  
12 programs provided by the institution because of religion, race,  
13 **ethnicity**, color, national origin, or sex.

14 (b) Exclude, expel, limit, or otherwise discriminate against  
15 an individual seeking admission as a student or an individual  
16 enrolled as a student in the terms, conditions, or privileges of  
17 the institution, because of religion, race, **ethnicity**, color,  
18 national origin, or sex.

19 (c) For purposes of admission only, make or use a written or  
20 oral inquiry or form of application that elicits or attempts to  
21 elicit information concerning the religion, race, **ethnicity**, color,  
22 national origin, age, sex, or marital status of ~~a person,~~  
23 **an individual**, except as permitted by rule of the commission or as  
24 required by federal law, rule, or regulation, or pursuant to an  
25 affirmative action program.

26 (d) Print or publish or cause to be printed or published a  
27 catalog, notice, or advertisement indicating a preference,  
28 limitation, specification, or discrimination based on the religion,  
29 race, **ethnicity**, color, national origin, or sex of an applicant for

1 admission to the educational institution.

2 (e) Announce or follow a policy of denial or limitation  
3 through a quota or otherwise of educational opportunities of a  
4 group or its members because of religion, race, **ethnicity**, color,  
5 national origin, or sex.

6 Sec. 501. As used in this article:

7 (a) "Real property" includes a building, structure, mobile  
8 home, real estate, land, mobile home park, trailer park, tenement,  
9 leasehold, or an interest in a real estate cooperative or  
10 condominium.

11 (b) "Real estate transaction" means the sale, exchange,  
12 rental, or lease of real property, or an interest ~~therein~~**in real**  
13 **property**.

14 (c) "Housing accommodation" includes improved or unimproved  
15 real property, or a part ~~thereof, which~~**of improved or unimproved**  
16 **real property that** is used or occupied, or is intended, arranged,  
17 or designed to be used or occupied, as the home or residence of 1  
18 or more ~~persons~~**individuals**.

19 (d) "Real estate broker or ~~salesman~~**salesperson**" means a  
20 person, whether licensed or not, who, for or with the expectation  
21 of receiving a consideration, lists, sells, purchases, exchanges,  
22 rents, or leases real property; who negotiates or attempts to  
23 negotiate any of those activities; who holds ~~himself~~**oneself** out as  
24 engaged in those activities; who negotiates or attempts to  
25 negotiate a loan secured or to be secured by a mortgage or other  
26 encumbrance upon real property; who is engaged in the business of  
27 listing real property in a publication; or a person employed by or  
28 acting on behalf of a real estate broker or ~~salesman~~**salesperson**.

29 Sec. 502. (1) A person engaging in a real estate transaction,

1 or a real estate broker or ~~salesman,~~**salesperson**, shall not on the  
2 basis of religion, race, **ethnicity**, color, national origin, age,  
3 sex, familial status, or marital status of ~~a person~~**an individual**  
4 or ~~a person~~**anyone** residing with that ~~person~~**individual do any of**  
5 **the following:**

6 (a) Refuse to engage in a real estate transaction with a  
7 person.

8 (b) Discriminate against a person in the terms, conditions, or  
9 privileges of a real estate transaction or in the furnishing of  
10 facilities or services in connection with a real estate  
11 transaction.

12 (c) Refuse to receive from a person or transmit to a person a  
13 bona fide offer to engage in a real estate transaction.

14 (d) Refuse to negotiate for a real estate transaction with a  
15 person.

16 (e) Represent to a person that real property is not available  
17 for inspection, sale, rental, or lease when in fact it is so  
18 available, or knowingly fail to bring a property listing to a  
19 person's attention, or refuse to permit a person to inspect real  
20 property, or otherwise make unavailable or deny real property to a  
21 person.

22 (f) Make, print, circulate, post, mail, or otherwise cause to  
23 be made or published a statement, advertisement, notice, or sign,  
24 or use a form of application for a real estate transaction, or make  
25 a record of inquiry in connection with a prospective real estate  
26 transaction, ~~which~~**that** indicates, directly or indirectly, an  
27 intent to make a preference, limitation, specification, or  
28 discrimination with respect to the real estate transaction.

29 (g) Offer, solicit, accept, use, or retain a listing of real

1 property with the understanding that a person may be discriminated  
 2 against in a real estate transaction or in the furnishing of  
 3 facilities or services in connection ~~therewith~~**with that**  
 4 **transaction.**

5 (h) Discriminate against a person in the brokering or  
 6 appraising of real property.

7 (2) A person shall not deny a person access to, or membership  
 8 or participation in, a multiple listing service, real estate  
 9 brokers' organization or other service, organization, or facility  
 10 relating to the business of selling or renting real property or ~~to~~  
 11 discriminate against ~~him or her~~**the person** in the terms or  
 12 conditions of that access, membership, or participation because of  
 13 religion, race, **ethnicity**, color, national origin, age, sex,  
 14 familial status, or marital status.

15 (3) This section is subject to section 503.

16 Sec. 504. (1) A person to whom application is made for  
 17 financial assistance or financing in connection with a real estate  
 18 transaction or in connection with the construction, rehabilitation,  
 19 repair, maintenance, or improvement of real property, or a  
 20 representative of that person, shall not **do any of the following:**

21 (a) Discriminate against the applicant because of the  
 22 religion, race, **ethnicity**, color, national origin, age, sex,  
 23 familial status, or marital status of the applicant or ~~a person~~**an**  
 24 **individual** residing with the applicant.

25 (b) Use a form of application for financial assistance or  
 26 financing or make or keep a record or inquiry in connection with an  
 27 application for financial assistance or financing ~~which~~**that**  
 28 indicates, directly or indirectly, a preference, limitation,  
 29 specification, or discrimination as to the religion, race,

1 **ethnicity**, color, national origin, age, sex, familial status, or  
2 marital status of the applicant or ~~a person~~ **an individual** residing  
3 with the applicant.

4 (2) A person whose business includes engaging in real estate  
5 transactions shall not discriminate against a person because of  
6 religion, race, **ethnicity**, color, national origin, age, sex,  
7 familial status, or marital status, in ~~the purchasing of~~ loans for  
8 acquiring, constructing, improving, repairing, or maintaining a  
9 dwelling or ~~the in~~ making or purchasing ~~of~~ loans or ~~the provision~~  
10 ~~of providing~~ other financial assistance secured by residential real  
11 estate.

12 (3) Subsection (1)(b) does not apply to a form of application  
13 for financial assistance prescribed for the use of a lender  
14 regulated as a mortgagee under the national housing act, ~~chapter~~  
15 ~~847, 48 Stat. 1246~~ **12 USC 1701 to 1750g**, or by a regulatory board  
16 or officer acting under the statutory authority of this state or  
17 the United States.

18 Sec. 505. (1) A condition, restriction, or prohibition,  
19 including a right of entry or possibility of reverter, that  
20 directly or indirectly limits the use or occupancy of real property  
21 on the basis of religion, race, **ethnicity**, color, national origin,  
22 age, sex, familial status, or marital status is void, except a  
23 limitation of use as provided in section 503(1)(c) or on the basis  
24 of religion relating to real property held by a religious  
25 institution or organization, or by a religious or charitable  
26 organization operated, supervised, or controlled by a religious  
27 institution or organization, and used for religious or charitable  
28 purposes.

29 (2) A person shall not insert in a written instrument relating



1 to real property a provision that is void under this section or  
2 honor such a provision in the chain of title.

3       Sec. 506. A person shall not represent, for the purpose of  
4 inducing a real estate transaction from which the person may  
5 benefit financially, that a change has occurred or will or may  
6 occur in the composition with respect to religion, race, **ethnicity**,  
7 color, national origin, age, sex, familial status, or marital  
8 status of the owners or occupants in the block, neighborhood, or  
9 area in which the real property is located, or represent that this  
10 change will or may result in the lowering of property values, an  
11 increase in criminal or antisocial behavior, or a decline in the  
12 quality of schools in the block, neighborhood, or area in which the  
13 real property is located.

14       Sec. 507. A person subject to this article may adopt and carry  
15 out a plan to eliminate present effects of past discriminatory  
16 practices or assure equal opportunity with respect to religion,  
17 race, **ethnicity**, color, national origin, or sex if the plan is  
18 filed with the commission under rules of the commission and the  
19 commission approves the plan.

20       Enacting section 1. This amendatory act takes effect 90 days  
21 after the date it is enacted into law.