

SENATE BILL NO. 34

February 04, 2025, Introduced by Senators CHANG and GEISS and referred to Committee on Housing and Human Services.

A bill to amend 1976 PA 453, entitled "Elliott-Larsen civil rights act," by amending sections 201 and 301 (MCL 37.2201 and 37.2301), section 201 as amended by 2023 PA 31 and section 301 as amended by 2023 PA 6.

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,

1 and includes an agent of that person.

2 (b) "Employment agency" means a person regularly undertaking
3 with or without compensation to procure, refer, recruit, or place
4 an employee for an employer or to procure, refer, recruit, or place
5 for an employer or person the opportunity to work for an employer
6 and includes an agent of that person.

7 (c) "Labor organization" includes:

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

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

17 (iii) An agent of a labor organization.

18 (d) "Sex" includes, but is not limited to, pregnancy **or**
19 **lactating status**, childbirth, the termination of a pregnancy, or a
20 related medical condition.

21 Sec. 301. As used in this article:

22 (a) "Place of public accommodation" means a business, or an
23 educational, refreshment, entertainment, recreation, health, or
24 transportation facility, or institution of any kind, whether
25 licensed or not, whose goods, services, facilities, privileges,
26 advantages, or accommodations are extended, offered, sold, or
27 otherwise made available to the public. Place of public
28 accommodation also includes the facilities of the following private
29 clubs:

1 (i) A country club or golf club.

2 (ii) A boating or yachting club.

3 (iii) A sports or athletic club.

4 (iv) A dining club, except a dining club that in good faith
5 limits its membership to the members of a particular religion for
6 the purpose of furthering the teachings or principles of that
7 religion and not for the purpose of excluding individuals of a
8 particular sex, race, or color.

9 (b) "Public service" means a public facility, department,
10 agency, board, or commission, owned, operated, or managed by or on
11 behalf of this state, a political subdivision, or an agency of this
12 state or of a political subdivision or a tax exempt private agency
13 established to provide service to the public, except that public
14 service does not include a state or county correctional facility
15 with respect to actions and decisions regarding an individual
16 serving a sentence of imprisonment.

17 (c) **"Sex" includes, but is not limited to, pregnancy or**
18 **lactating status.**