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CHAPTER 7. HUMAN RIGHTS

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Sec. 7-701. Department.

The Human Rights Department is headed by the Human Rights Director. The Director and a Deputy Director shall be appointed by the Mayor to four (4) year terms beginning on March first (1st) after the beginning of the Mayor's term. The Mayor may remove the Director or Deputy Director for cause. However, the Director and Deputy Director may not be appointed or removed without the approval of the Human Rights Commission.

Sec. 7-702. Human Rights Commission.

An eleven (11) member Human Rights Commission shall be appointed by the Mayor, with the approval of the City Council. A member must be a resident of the City. The Commission shall be representative of the total community. Seven (7) members shall be appointed from the non at-large districts.

The term of membership on the Commission is three (3) years, and not more than four (4) member's terms expire each year. The members of the Commission may be removed by the Mayor for cause.

Sec. 7-703. Budget.

The City shall make an annual appropriation for the effective operation of the department.

Sec. 7-704. Duties.

Subject to policies established by the Commission, the Human Rights Department shall:

1. Investigate complaints of unlawful discrimination against any person because of religion, race, color, national origin, age, sex, sexual orientation, height, weight, familial status, marital status, disability or any status protected by the laws of the State of Michigan or the United States of America, in violation of any ordinance or any law within the city's jurisdiction, and secure equal protection of civil rights without discrimination. The city shall implement this section by ordinance. The Human Rights Department may cooperate with other civil rights and enforcement agencies in the resolution of complaints, where cooperation is requested or

where jurisdiction is concurrent;

2. Secure the rights of citizens to service from city government without discrimination; and
3. Endeavor to increase mutual understanding among the residents of the community, to promote good will, and to work cooperatively with other agencies of government, community groups and organizations, and other persons to eliminate discrimination and the results of past discrimination.

Sec. 7-705. Powers.

The Department shall, with the consent of the commission, promulgate rules for its own procedures.

The Department Director may hold hearings, subpoena witnesses, administer oaths, take testimony, require the production of evidence, and issue appropriate orders, including the dismissal of a complaint. To enforce subpoena or order for production of evidence or other order to impose any penalty prescribed for failure to obey a subpoena or order, the Department Director shall apply to the appropriate court.

The Department Director may delegate the powers to hold hearings, administer oaths, and take testimony.

Sec. 7-706. Appeals.

Appeals from final orders of the Department in all matters, except decisions of ineligibility to do business with the city, shall be taken to the court having jurisdiction provided by law. Appeals by persons or firms aggrieved by decisions of ineligibility to do business with the city may be heard by the City Council or such other appellate body as may be provided by ordinance under [section 9-302](#).

Sec. 7-707. Remedies Cumulative.

This chapter shall not be construed to diminish the right of any party to direct any immediate legal or equitable remedies in any court or other tribunal.