

**CHARTER TOWNSHIP OF PITTSFIELD  
WASHTENAW COUNTY, MICHIGAN  
ORDINANCE No. 344**

**AN AMENDMENT TO THE PITTSFIELD CHARTER  
TOWNSHIP CODE OF ORDINANCES  
ADOPTED**

**ADDING CHAPTER 19, NON-DISCRIMINATION**

AN ORDINANCE TO PROTECT THE HEALTH AND SAFETY OF THE RESIDENTS OF PITTSFIELD CHARTER TOWNSHIP THROUGH THE PROHIBITION OF DISCRIMINATION, AND TO PROVIDE FOR CIVIL REMEDIES AND ENFORCEMENT MECHANISMS FOR VIOLATION OF THIS ORDINANCE.

**THE CHARTER TOWNSHIP OF PITTSFIELD, WASHTENAW COUNTY, MICHIGAN, HEREBY ORDAINS:**

That Chapter 19, Sections 19-1 through 19-15, is added to the Pittsfield Charter Township Code of Ordinances to read as follows:

**§ 19-1. Short title.**

This ordinance shall be known as and may be cited as the Pittsfield Township Non-Discrimination Ordinance.

**§ 19-2. Definitions.**

AGE — Chronological age.

ARREST RECORD — Information indicating that an individual has been questioned, apprehended, taken into custody or detention, held for investigation, arrested, charged with, indicted or tried for any felony, misdemeanor, or other offense by any law enforcement or military authority.

BONA FIDE OCCUPATIONAL QUALIFICATION — An otherwise protected characteristic which is reasonably necessary to the normal performance of the particular position in a particular business or enterprise.

CONTRACTOR/VENDOR — A person or entity that has a contract with the Township for the furnishing of services, materials, or supplies. “Contractor/Vendor” does not include persons who are merely creditors or debtors of the Township, such as those holding the Township’s notes or bonds or persons whose notes, bonds, or stock is held by the Township.

DISABILITY —

- A. Under this chapter, the term “disability” means, with respect to an individual:
  - (1) A physical or mental impairment that substantially limits one or more major life activities of such individual; or
  - (2) A record of such an impairment; or
  - (3) Being regarded as having such an impairment. An individual meets the requirement of “being regarded as having an impairment” if the individual establishes that he or she has been subjected to an action prohibited under this chapter because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.
- B. For purposes of subsection A(1) of this definition, major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, reading, concentrating, thinking, communicating, and working. Major life activities also includes the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
- C. Disability does not include a determinable physical or mental characteristic caused by the current illegal use of a controlled substance by that individual. It also does not include a determinable physical or mental characteristic caused by the current use of alcoholic liquor by that individual, if that physical or mental characteristic negatively impacts that individual’s ability to perform the duties of their job.

DISCRIMINATE — To make a decision, offer to make a decision, or refrain from making a decision based in whole or in part on the actual or perceived race, color, sex, age, religion, national origin, height, weight, marital status, familial status, physical or mental disability, gender identity, gender expression, government-issued identification card, veteran status, arrest record, educational association, source of income, victim of domestic violence or stalking, sexual orientation, or genetic information, of another person.

- A. Discrimination also includes harassment based upon any protected class, including, but not limited to sexual harassment.

EDUCATIONAL ASSOCIATION — The fact of being enrolled or not enrolled at any educational institution.

EDUCATIONAL INSTITUTION — A public or private institution or a separate school or department thereof, including an academy, college, elementary or secondary school, extension course, kindergarten, nursery, local school system, or university, or a business, nursing, professional, secretarial, technical, or vocational school. For the purposes of this definition, educational institution includes an agent of an educational institution.

FAMILIAL STATUS — The status of being in a family.

FAMILY — This term shall mean a “traditional family” or “functional family” as defined below:

- A. Traditional family – an individual or group of two or more persons related by blood, marriage or adoption, together with foster children, who are domiciled together as a single domestic housekeeping unit in a dwelling.
- B. Functional family – a collective number of individuals domiciled together in one dwelling whose relationship is of a permanent and distinct domestic character, with a demonstrable and recognizable bond characteristic of a cohesive unit, and who are in fact cooking and living as a single non-profit housekeeping unit. A “functional family” shall not include any of the following:
  - (1) Any group of individuals whose domestic relationship is transitory, temporary, or resort/seasonal in nature or character.
  - (2) Any group of individuals whose association is essentially for convenience or economics or for the limited duration of their education, training, or a similar determinate period of time.

GENDER EXPRESSION — A gender-based appearance, expression or behavior of an individual, regardless of the individual’s assigned sex at birth.

GENDER IDENTITY — An individual’s internal sense of their own sex and a defining component of sex.

GENETIC INFORMATION — Information about an individual’s genetic tests and the genetic tests of an individual’s family members (e.g., family medical history), and the manifestation of a disease or disorder in family members of such an individual. A genetic test is an analysis of DNA, RNA, chromosomes, proteins, or metabolites that detects genotypes, mutations or chromosomal changes.

HOUSING FACILITY — Any dwelling unit or facility used for a person to regularly sleep and keep personal belongings including, but not limited to, a house, apartment, rooming house, housing cooperative, hotel, motel, tourist home, retirement home, nursing home, or homeless shelter.

LABOR ORGANIZATION — An organization of any kind or structure in which employees participate or are members and which exists for the purposes, in whole or part, of dealing with employers concerning the terms and conditions of employment of its participants or members, whether or not such organization is subordinate to or affiliated with a national or international labor organization.

MARITAL STATUS — The state of being married, never married, divorced, or widowed.

PERCEIVED — Refers to the perception of the person who acts, and not to the perception of the person for or against whom the action is taken.

PERSON — An individual, agent, association, corporation, labor organization, legal representative, partnership, receiver, trust, or any other legal or commercial entity.

**PLACE OF PUBLIC ACCOMMODATION** — An educational, governmental, health, day care, entertainment, cultural, recreational, refreshment, transportation, financial institution, accommodation, business or other facility of any kind, whose goods, services, facilities, privileges, advantages or accommodations are extended, offered, sold or otherwise made available to the public, or which receives financial support through the solicitation of the general public or through governmental subsidy of any kind.

**RACE** — Inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. For purposes of this definition, “protective hairstyles” includes, but is not limited to, such hairstyles as braids, locks, twists, and headwraps.

**RELIGION** — Includes, but is not limited to, hairstyles and the use of head coverings associated with an individual’s religious beliefs, observance, or practice, unless they cannot reasonably be accommodated because of bona fide health, safety, or security concerns.

**RELIGIOUS ORGANIZATION** — Any entity or institution organized and operated exclusively to provide a place of worship, including any property or facility owned or operated by a church, synagogue, mosque, temple, or other place of worship.

**SEX** — Includes, but is not limited to an individual’s gender, gender identity, gender expression, pregnancy, childbirth, and medical conditions related to pregnancy or childbirth. An individual’s sex shall be defined by that individual’s gender identity; and use and/or occupancy of, access to, and/or participation in sex-segregated facilities and/or entities shall be granted on that basis. Such sex-segregated facilities and/or entities include, but are not limited to, dwellings, housing, public accommodations, lavatories, locker rooms, instructional programs, athletic events and athletic teams.

**SEX-SEGREGATED FACILITY OR ENTITY** — Certain premises or organizations that allow for entry and/or participation of only one sex. Examples include, but are not limited to housing, public accommodations, lavatories, locker rooms, instructional programs, and athletic teams.

**SEXUAL ORIENTATION** — An individual’s emotional, romantic, and/or sexual attractions, or the absence thereof, to people including but not limited to actual or perceived homosexuality, heterosexuality, pansexuality, or bisexuality. Sexual orientation also means an individual’s sense of identity based on those attractions, related behaviors, and membership in a community of others who share those attractions.

**SOURCE OF INCOME** — Any lawful source of money paid directly to an individual or family or indirectly on behalf of an individual or family, including, but not limited to:

- A. Money derived from any benefit or subsidy program, including, but not limited to, any housing assistance, such as Housing Choice Vouchers (HCV), Veterans Affairs Supportive Housing (VASH) Vouchers, or any other form of housing assistance payment or credit whether or not paid or attributed directly to a landlord; public assistance; emergency rental

assistance; veterans benefit; Social Security or other retirement program; supplemental security income; or other program administered by any federal, state, or local agency or nonprofit entity. Any monthly housing assistance administered by any federal, state, or local agency or nonprofit entity shall be treated as income in the amount of 3x the value of that monthly rental assistance.

TOWNSHIP SUPERVISOR — The Township Supervisor, or their designee.

VETERAN STATUS — Having served in any unit of the United States Armed Forces or their reserve components, including the National Guard and the Coast Guard.

VICTIM OF DOMESTIC VIOLENCE OR STALKING — An individual who is a victim of domestic violence as defined in MCL 400.1501 or a victim of stalking as defined in MCL 750.411h and 750.411i.

**§ 19-3. Discriminatory housing practices.**

Except as otherwise provided in this ordinance:

- A. A person shall not discriminate in leasing, selling, or otherwise making available any housing accommodation.
- B. A person shall not discriminate in the terms, conditions, or privileges of a real estate transaction or in the furnishing of facilities or services in connection with any housing accommodation.
- C. A person shall not discriminate in providing financing for the purchase, repair, or remodeling of any housing accommodations.
- D. A person shall not discriminate in making referrals, listings or otherwise providing information regarding housing accommodations.
- E. No person shall fail to account for any tenant or prospective tenant's entire source of income when using a financial income standard for entering into or renewing a tenancy.

**§ 19-4. Discriminatory public accommodation practices.**

Except as otherwise provided in this ordinance, no person shall discriminate in making available full and equal access to all goods, services, activities, privileges, and accommodations of any place of public accommodation.

**§ 19-5. Discriminatory employment practices.**

Except as otherwise provided in this ordinance:

- A. No employer shall discriminate in the employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any person.
- B. No labor organization shall discriminate in limiting membership, conditions of membership, or termination of membership of any person in any labor union or apprenticeship program.

- C. No employment agency shall discriminate in the procurement or recruitment of any person for possible employment with an employer.

**§ 19-6. Other prohibited practices.**

- A. No person shall discriminate in the publication or distribution of advertising material, information or solicitation regarding housing, employment or public accommodations.
- B. No agent, broker, labor organization, employment agency or any other intermediary shall discriminate in making referrals, listing or providing information with regard to housing, employment, or public accommodation. A report of the conviction of any such person for a violation of this ordinance shall be made to the applicable licensing or regulatory agency for such person or business.
- C. No person shall coerce, threaten or retaliate against a person for making a complaint or assisting in the investigation regarding a violation or alleged violation of this ordinance, nor require, request, conspire with, assist or coerce another person to retaliate against a person for making a complaint or assisting in an investigation.
- D. No person shall conspire with, assist, coerce or request another person to discriminate in any manner prohibited by this ordinance.
- E. No person shall discriminate against individuals based on their use of a government-issued identification card and all persons shall accept a government-issued identification card as valid identification unless:
  - (1) There are reasonable grounds for determining that the government-issued identification card is counterfeit, altered, or improperly issued to the individual or that the individual presenting the government-issued identification card is not the individual to whom it was issued; or
  - (2) Federal law, state law, or a valid court order requires the person to obtain different identification from the individual presenting the identification.
- F. No person shall prohibit a breast-feeding parent from or segregate a breast-feeding parent within any place of public accommodation where the parent and the child would otherwise be authorized to be.

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**§ 19-7. Nondiscrimination by Township contractors.**

- A. In the execution of all Township contracts, all contractors shall agree not to discriminate against an employee or applicant for employment with respect to hiring, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification.
- B. All Township contracts shall provide further that breach of the obligation not to discriminate shall be a material breach of the contract for which the Township shall be entitled, at its option, to do any or all of the following:
  - (1) Cancel, terminate, or suspend the contract in whole or part and/or refuse to make any required periodic payments under the contract; or

- (2) Declare the contractor ineligible for the award of any future contracts with the Township for a specified length of time;
- (3) In addition, the contractor shall be liable for any and all expenses incurred by the Township in obtaining from other sources the work and services to be rendered or performed and/or the goods or properties to be furnished or delivered to the Township under the contract.

**§ 19-8. Exceptions.**

The prohibitions against discrimination as provided for in this ordinance shall not be deemed preempted by federal or state law, but are intended to supplement state and federal civil rights law prohibiting discrimination in the areas of employment, public accommodations, and housing. However, this ordinance shall be construed and applied in a manner consistent with First Amendment jurisprudence regarding the freedom of speech and exercise of religion.

Nothing in this ordinance permits or requires access to any place of public accommodation for the purpose or intent of engaging in criminal conduct.

Nothing in this ordinance shall require the construction or provision of unisex, single-user restrooms, changing rooms, locker rooms, or shower facilities.

Notwithstanding anything contained in this ordinance, the following practices shall not be violations of this ordinance:

- A. For a religious organization to restrict employment opportunities, educational facilities, or occupancy of housing facilities that are operated as direct part of its religious activities to persons who are members of or who conform to the moral tenets of that religious organization or the denomination to which it belongs.
- B. For the owner of a housing facility or public accommodation facility, respectively, devoted entirely to the housing and accommodation of individuals of one sex, to restrict occupancy and use on the basis of sex.
- C. To limit occupancy in a housing project or to provide public accommodations or employment privileges or assistance to persons of low income, persons over fifty-five (55) years of age or disabled persons, in circumstances in which such limitations are appropriately designated.
- D. To engage in a bona fide effort to establish an affirmative action program to improve opportunities in employment for groups, including but not limited to, minorities and women, when consistent with applicable state and federal law.
- E. To discriminate based on a person's age when such discrimination is required by state, federal, or local law.
- F. To refuse to enter into a contract with an unemancipated minor.
- G. To refuse to admit to a place of public accommodation serving alcoholic beverages an individual under the legal age for purchasing alcoholic beverages.

- H. To refuse to admit individuals under 18 years of age to a business providing entertainment or selling literature which the operator of said business deems unsuitable for minors.
- I. For an educational institution to limit the use of its facilities to those affiliated with such institution.
- J. To provide discounts on products or services to students, minors, veterans, and senior citizens.
- K. To restrict use of lavatories and locker room facilities on the basis of sex.
- L. For a governmental institution to restrict any of its facilities or to restrict employment opportunities based on duly adopted institutional policies that conform to federal and state laws and regulations.
- M. To restrict participation in an instructional program, athletic event or on an athletic team on the basis of age or sex.
- N. To restrict employment on the basis of a bona fide occupational qualification.
- O. For the Township to allow use of its facilities or services by persons that may be affiliated with, or otherwise supported by, a religious organization, which may espouse policies or practices inconsistent with the general intent of this ordinance. Further, this ordinance shall not prohibit the Township from allowing use of its facilities or services by persons not generally affiliated with or supported by a particular religious organization, but who may espouse policies or practices inconsistent with the general intent of this ordinance.
- P. Nothing herein contained shall be construed to prohibit any affirmative action laws passed by any level of government. Preferential treatment of, or benefits conferred on any of the classes protected from discrimination under this chapter are permissible to the extent allowable by law.

**§ 19-9. Information and investigation.**

- A. Any person claiming to be discriminated against in a manner prohibited by this ordinance may, within 180 days of the alleged violation, file a signed, written complaint with the Township Supervisor, specifying in detail the names, dates, known witnesses, and other pertinent facts relevant to the alleged violation. The complaint may be submitted in person, by mail, or e-mail. If an individual fails to file a complaint alleging a violation of this chapter within the specified time frame, the complaint will not be considered by the Township.
- B. For any complaint alleging a violation of state or federal law, the Township Supervisor, or their designee, shall refer the complainant to the appropriate state or federal agency responsible for investigation and enforcement of such alleged violation. For any other complaint, the Township Supervisor, or their designee, shall review the complaint and immediately forward a copy to the Township Attorney, who will undertake an investigation of the alleged violation within thirty (30) days of the complaint being filed.
  - (1) No person shall provide false information to any authorized official or employee investigating a complaint regarding a violation of this chapter.

- (2) In the course of the investigation, a person may be requested to produce books, papers, records or other documents which may be relevant to a violation or alleged violation of this ordinance. If said person does not comply with such request, the Township Attorney may apply to Washtenaw County Circuit Court for an order requiring production of said materials.
  - (3) The Township Attorney will take action on the complaint within 90 days of receipt of the complaint. If additional time is necessary, the Township Attorney will notify the complainant of the need for additional time.
- C. After completion of an investigation, the Township Attorney shall give written notice of the result of the investigation to the person who filed the complaint and the person accused of the violation, with a copy to the Township Supervisor. If the investigation establishes that a violation of this ordinance occurred, the Township Supervisor, in their sole discretion, may attempt to resolve the matter by conciliation and/or direct the Township Attorney to pursue prosecution in a court of competent jurisdiction.
  - D. The Township Supervisor will provide an annual report to the Board of Trustees regarding the complaints received and actions taken.

**§ 19-10. Conciliation agreements.**

In cases involving alleged violations of this Chapter, the Township Supervisor may enter into agreements whereby persons agree to methods of terminating discrimination or to reverse the effects of past discrimination. Such agreements shall be subject to the review and approval of the Township Attorney. Violations of such agreements shall be violations of this chapter.

**§ 19-11. Injunctions.**

The Township Attorney may commence a civil action to obtain injunctive relief to prevent discrimination prohibited by this chapter, to reverse the effects of such discrimination, or to enforce a conciliation agreement.

**§ 19-12. Violations and penalties.**

- A. Any person, firm, association, partnership, corporation, or governmental entity who disobeys, neglects, or refuses to comply with any provision of this article or who causes, allows, or consents to any of the same shall be deemed to be responsible for the violation of this article.
- B. A violation of this article is a municipal civil infraction, for which the civil fines shall not be less than \$100 nor more than \$500 for the first offense and not less than \$250 nor more than \$500 for subsequent offenses, in the discretion of the Court. For purposes of this section, "subsequent offenses" means a violation of the provisions of this article committed by the same person, firm, association, partnership, corporation, or governmental entity within 12 months of a previous violation of the same provision of this article for which said person, firm, association, partnership, corporation or governmental entity admitted

responsibility or was adjudicated to be responsible. The foregoing sanctions shall be in addition to the rights of the Township to proceed at law or equity with other appropriate and proper remedies. Additionally, the violator shall pay costs which may include all expenses, direct and indirect, which the Township incurs in connection with the municipal civil infraction as allowed under MCL 600.8727 and/or MCL 600.8735.

C. Each day during which any violation continues shall be deemed a separate offense.

**§ 19-13. Severability.**

The provisions of this article are hereby declared to be severable. If any clause, sentence, word, section or provision is hereafter declared void or unenforceable for any reason by a court of competent jurisdiction, it shall not affect the remainder of such ordinance which shall continue in full force and effect.

**§ 19-14. Repealer.**

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

**§ 19-15. When effective.**

This article shall take effect 30 days after publication.

**Publication and Effective Date**

This Ordinance shall be published in the manner as required by law. Except as otherwise provided by law, this Ordinance shall be effective upon the 30<sup>th</sup> day following final publication of the Ordinance or at such later date after publication as may be specified by the Township Board. (MCL 125.3401 and Pittsfield Charter Township 2025 Board Rules)

This Ordinance was duly adopted by the Pittsfield Charter Township Board at its regular meeting called and held on the 13<sup>TH</sup> day of May, 2026, and was ordered given publication in the manner required by law.

\_\_\_\_\_  
Michelle L. Anzaldi  
Charter Township of Pittsfield Clerk  
Dated: \_\_\_\_\_, 2026

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Patricia Reilly  
Charter Township of Pittsfield Supervisor  
Dated: \_\_\_\_\_, 2026

First Reading:	April 22, 2026
Adoption:	May 13, 2026
Posted:	May 14, 2026
Final Publication:	May 17, 2026
Effective Date:	June 16, 2026

## CLERK'S CERTIFICATE

I, Michelle L. Anzaldi, Clerk of the Charter Township of Pittsfield, Washtenaw County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of Pittsfield Charter Township Ordinance No. 344, Non-Discrimination Ordinance, which was duly adopted by the Township Board of Pittsfield Charter Township at a Regular Meeting of said Board, held on May 13, 2026, after said Ordinance had previously been introduced at a Regular Meeting of the Board held April 22, 2026, and published in the form it was introduced in accordance with P.A. 359 of 1947, as amended.

I further certify that Clerk Anzaldi moved for adoption of said Ordinance, and that Trustee Urda-Thompson supported said motion.

I further certify that the following Members voted for adoption of said Ordinance: Reilly, Anzaldi, Urda-Thompson, Jaffer, Brabec, and that the following Members voted against adoption of said Ordinance: None, and that the following Members were absent or abstained from voting on the adoption of said Ordinance: Ekpiken, Mills.

I further certify that after its passage the Ordinance was published on May 17, 2026, in accordance with P.A. 359 of 1947, as amended, by Ann Arbor News.

I further certify that said Ordinance has been recorded in the Ordinance Book of the Township and that such recording has been authenticated by the signatures of the Supervisor and the Clerk.

\_\_\_\_\_  
Michelle L. Anzaldi  
Charter Township of Pittsfield Clerk  
Dated: \_\_\_\_\_, 2026

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