

CHAPTER 616
Civil Rights

616.01	Nondiscrimination clause in Village contracts.	616.02	Handicapped grievance procedure.
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CROSS REFERENCES

Civil Rights Law - see M.C.L.A. Secs. 37.2101 et seq.

Discrimination in government housing - see M.C.L.A. Secs.
750.146, 750.147

Fair housing - see GEN. OFF. Ch. 626

Discrimination in accommodations - see GEN. OFF. 666.01(31)

Discrimination by cable communication companies - see B.R. & T.
810.09

616.01 NONDISCRIMINATION CLAUSE IN VILLAGE CONTRACTS.

All contracting agencies of the Village, or any department thereof, shall include in all contracts hereafter negotiated or renegotiated by them, for and on behalf of the Village, a provision obligating the contractor or employer not to discriminate against any qualified employee or qualified applicant for employment with respect to hire, terms, conditions or privileges of employment, or a matter directly or indirectly related to employment, because of age, race, color, religion, national origin, sex, height, weight, handicap, marital status or political orientation, and shall require such contractor or employer to include a similar provision in all subcontracts.

616.02 HANDICAPPED GRIEVANCE PROCEDURE.

(a) Any individual who believes that because of his or her handicapped status he or she has been discriminated against in violation of Federal regulations (31 CFR part 51, as amended) may notify the Village President within not more than thirty days after the occurrence of the alleged discriminatory action. The notification shall be in writing and may be made in person or by the individual's authorized agent.

(b) The Village President shall undertake an investigation of the alleged discrimination and shall report the results of the investigation, in writing, to the complainant within twenty days after receiving the complaint. The report shall recite the facts upon which the conclusion is based and shall conclude with one or more of the following results:

- (1) That the program or activity complained of has been modified to eliminate the factors which resulted in discrimination against the handicapped individual;
- (2) That the program or activity will be modified within a specified reasonable time to eliminate the factor which resulted in discrimination against the handicapped individual;
- (3) That modification of the program or activity will require action of Council. In this event, the complainant shall be notified of the time and date of the next regular Council meeting, allowing sufficient time for the matter to be placed on the agenda and for the complainant to prepare for and appear at such meeting. At the hearing on the matter, Council shall review the files, records and reports of the Village President and such additional and further evidence as the Village President, the complainant or any other interested party may offer. Council shall render its decision on the matter not later than the date of its next regular meeting.
- (4) That the Village President, after investigation of the allegations, has determined that no handicapped discrimination has taken place. The complainant shall also be notified that he or she may appeal this determination to Council. The appeal should be placed on the agenda of the next regular Council meeting which allows reasonable time for the complainant to prepare for and attend such meeting. At the hearing on the matter, Council shall review the files, records and reports of the Village President and such additional and further evidence as the Village President, the complainant or any other interested party may offer. Council shall render its decision on the matter not later than the date of its next regular meeting.

(c) A complainant feeling aggrieved by a determination of Council may file a request for review with the Office of Revenue Sharing, Washington, D.C.