

Why was the Community Relations Commission Ordinance changed to the Human Rights Ordinance?

The Grand Rapids Community Relations Commission (CRC) was approached by a community group (LINC UP) requesting a review of the ordinance in order to ensure that Grand Rapids fully and adequately protects people in our City.

What costs will be incurred by the Human Rights Ordinance?

There are no anticipated costs involved with this ordinance.

Why was the CRC expanded?

The City is very conscious of the limitations placed on the CRC by the limited representation (total of 9 members). This action was taken to expand the CRC and increase the representation at the CRC table so that more voices can be heard and recognized.

How do I apply to be a member of the CRC?

Applications for the CRC can be obtained at the following location:

<https://grandrapidsmi.granicus.com/boards/forms/490/apply/1300982?code=91766d40-a55c-4797-9a44-860891ad318e>

What types of complaints are reviewed under the Human Rights Ordinance?

Housing
Employment
Public Accommodation
Contracting
Bias Crime Reports

Who is involved in the Human Rights Ordinance Investigative Team?

The Human Rights Ordinance Investigative Team includes representatives from: Office of Equity and Engagement, Office of Oversight and Public Accountability and the City Attorney's Office.

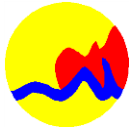


How does the Human Rights Ordinance Complaint Process work?

1. Complaint Filed under the Human Rights Ordinance;
2. Human Rights Investigative Team evaluates complaints to determine three potential outcomes:
 - a. Identification of most appropriate state or federal agency to refer complaint to
 - b. Human Rights Investigative Team investigates complaint;
 - c. Dismiss the complaint;
3. Complainants whose complaints are referred to a partner agency will receive notification of the referral including contact information of the agency referred to
4. Complainants whose complaints are scheduled to be investigated by the Human Rights Ordinance Internal Investigative Team will receive notification of this investigation
 - a. The Human Rights Ordinance Internal Investigative Team will conduct the investigation using a variety of investigation methods and reach a determination
 - b. The complainant may be contacted for additional information during the course of the investigation.
 - c. A determination will be made regarding whether the action or activity violated the ordinance.
 - d. The City Attorney's office will issue citation(s) based on the Human Rights Ordinance.
5. Complainants whose complaints are dismissed will receive notification from the Human Rights Ordinance Investigative Team regarding the reason for the dismissal as well as recommendations for appropriate agencies to address their concerns.

What happens if the Human Rights Investigative Team refers my complaint to a partner agency?

The Human Rights Investigative Team is working closely with our partner agencies to ensure that their processes are followed with complaints from our residents. The partner agency will follow up with the individual and follow their identified complaint process to ensure that issues are addressed.



How does I file a complaint under the Human Rights Ordinance?

Online: <https://www.grandrapidsmi.gov/Services/File-a-Human-Rights-Complaint>

Phone: (616) 456-3027

Email: HRO@grcity.us

Mail: City of Grand Rapids
Office of Equity and Engagement
Human Rights Complaint
300 Monroe NW
Grand Rapids, MI 49503

In Person: City of Grand Rapids
Office of Equity and Engagement
300 Monroe NW
Suite 840
Grand Rapids, MI 49503

If I am the subject of a complaint, do I need to participate in the process?

Under this ordinance, the City Attorney's Office has the authority to compel participation in the complaint process.

If I don't participate, what penalties may be enforced to encourage my participation?

Violations of this ordinance subject to injunctive relief of up to \$500



Bias crime reporting

What does this mean/provide examples?

Here is an example of potential bias crime report would be: A woman sees a black man walking down Main Street with two little white girls. All are eating ice cream cones and laughing. The woman calls the GRPD and reports that a black man is kidnapping two little white girls and may be a pedophile. The GRPD is dispatched, and discovers that the two children are the man's daughters. When the woman is questioned about what she saw by the GRPD, she responds that it is just not normal for a black man to be walking with two white girls unless something inappropriate is going on, her suspicions were aroused, and she concluded that on behalf of the children, better to be safe than sorry.

Who reviews and investigates Bias Crime Reports?

The Human Rights Ordinance Investigative Team will investigate allegations brought forward of Bias Crime Reports. If a violation is found to occur, the City Attorney's Office will issue violation notices.

What is the appeal process?

A formal appeal hearing is held in the District Court. The Code Enforcement Division of the City Attorney's Office represents the City.

Does it go on someone's public record?

A determination of responsibility does not appear on a person's criminal history, but is referenced in the Court docket which is a public record.

Is the police department involved?

Yes, as stated above.