

New No-Bias Housing Rules Eyed

The Michigan Civil Rights Commission has adopted new measures to halt discrimination in employment patterns and is considering additional steps in the housing field.

MCRP President Mrs. Frank Wylie said the new job guidelines are based on recent interpretations of a recent U.S. Supreme Court decision in the case of Griggs vs. Duke Power.

The interpretation is that the enforcement agency no longer needs to prove discriminatory intent—only that the effect of practices and procedures is discriminatory.

In the housing field, for example, advertising to all-white audiences would be considered discriminatory.

The MCRP is an eight-member agency set up under the state constitution with power to halt discrimination on the basis of race, religion, sex and national origin.

Here are examples of how the job guidelines will affect employment practices:

- **FAIR RECRUITMENT:** Every employer is required to conduct hiring and recruitment to assure that minorities and women are given fair notice of job vacancies and are given equal opportunity to apply.
- **Where any practice, such as word of mouth referral, maintains an all-white job force, it is strictly forbidden.**
- **FAIR EMPLOYMENT:** When such matters as plant location adversely affect

minority employment, employers must take appropriate action to assure minorities equal employment opportunities. Employers who move are required to adopt as a minimum goal, the same level of minority employment as previously attained in their previous facility.

- **ALLEGATIONS OF Employment Discrimination:** No longer is it necessary to prove that race, color, national origin, religion, age or sex is the sole cause of a discharge. It is sufficient if the prohibited grounds are one of the considerations which led to discharge. Where disputes as to fact occur, other related aspects of possible discriminatory employer behavior will be considered.

MCRP has also adopted all guidelines on testing, and employment discrimination based on sex, religion and national origin as promulgated by the U.S. Equal Employment Opportunity Commission (EEOC).

These guidelines are immediately binding on MCRP staff and hearing referees.

Believing that the Griggs, vs. Duke Power principle of defining discrimination and the affirmative remedial action required is applicable in other areas where discrimination is prohibited, MCRP staff drew up comparable housing guidelines.

At its October public meeting, MCRP directed that these housing guidelines be distributed to the public, relevant state agencies, state officials and other concerned persons and groups.

MCRP will consider official adoption of these guidelines at its next meeting in Lansing Nov. 28.

The new housing guidelines are similar to the employment guidelines previously adopted, inasmuch as they have as their base the Griggs vs. Duke Power Supreme Court decision. Therefore, all acts, practices or procedures which have the effect of restricting minority access to housing are illegal unless justified by business necessity.

There are examples of how these new guidelines may be applied:

- **DISCRIMINATION IN Rental of Multi-Family Housing—**Word of mouth recruitment by present all-white occupants, reliance on walk-in applicants in an all-white neighborhood, outdoor advertising exclusively in all-white areas, or media advertising whose audience is all

white are violations of law where the effect is that only white persons apply.

- **DISCRIMINATION IN Practices and Procedures—**Any practice or procedure which makes it more difficult for a non-white person to obtain housing is forbidden. A common practice of landlords has been to consider only income of one wage earner among prospective tenants. Failure to do so will be considered prima facie evidence of discrimination in cases brought before the commission. Financial institutions whose lending practices and procedures contribute to segregation are also covered by the new guidelines.
- **DISCRIMINATION IN Initial Sales—**Condominiums, cooperatives and homesties are included in the new guidelines. If the projects contain 10 or more housing units in an area which is predominantly white and it appears sales will be primarily to white applicants. Advertising of these units will be scrutinized for such violations as advertising restricted to white communities, selling practices which discourage minority applicants, failure to display the equal housing opportunity logo, or any practice which has the effect of attracting only white applicants.
- **MOBILE HOME PARKS—**Any practice which tends to preserve segregated trailer parks is expressly forbidden in the new guidelines. No longer will applicants be denied such facilities because they have not lived previously in a trailer park environment or previously owned a mobile home.
- **LAND AND HOMESITE Development—**Recreational land areas and homesties are covered by the new MCRP housing guidelines. All practices which direct sales solely to the white population,

particularly those listed above, are forbidden.

- **PUBLIC NOTICE OF Fair Housing—**Each developer, real estate company, seller, owner, landlord, manager, or operator should display in sales and rental offices, in advertising and solicitation, equal housing logos and slogans, "in a form which is as visible and important as other information conveyed."

Failure to do so will be considered prima facie evidence of discrimination in cases brought before the commission. Financial institutions whose lending practices and procedures contribute to segregation are also covered by the new guidelines.

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The Green Thumb

By GEORGE ABRAHAM

If you plant seeds of oranges, grapefruits, lemons, etc., will the plants produce edible crops? Not usually. You'll be lucky to get blossoms, but this is a bonus, since the leaves of any citrus are handsome. In other words, the plants are valued mainly for foliage effect.

Flowers smell like a gardenia, but the fruit which might come along is sour and small. Citrus aurantifolia has small edible limes (goatball size). One eye - stopper you can grow indoors is the so-called ponderosa lemon (C. Limonia ponderosa), producing big edible fruit, some weighing over a half-pound.

The Calamondin (Citrus mitis) or miniature orange has fragrant white flowers, edible fruits, one to 1 1/2 inches in diameter. The mandarin orange, citrus, another citrus grows indoors. Also, the C. taitensis or Tahiti (Oh-tuh-hee - tee) orange produces goliath-sized fruit which is attractive, although inedible.

Dwarf limes and pomegranates are also available for indoor culture. All citrus prefer a loose, well-drained soil, loam, sand and peat mixed together and fortified with half cupful of bone meal to each pck. Citrus plants like cool temperatures from 40 to 50 degrees at night during the winter. They also

need full sun and an airy location. Temperature and sunlight are important in bringing the plants into flower and fruit.

PRESERVING berries: If you find that bittersweet and other berries shed and do not keep well indoors, try spraying them with hair spray: Or you can mix some clear or white shellac with an equal amount of alcohol, either wood alcohol or the kind sold in paint stores for thinning lacquer. Shellac alone can be used, but alcohol cuts it enough to make the coating almost invisible on stems and berries. Dip the berries in the mixture and let them hang up to dry.

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