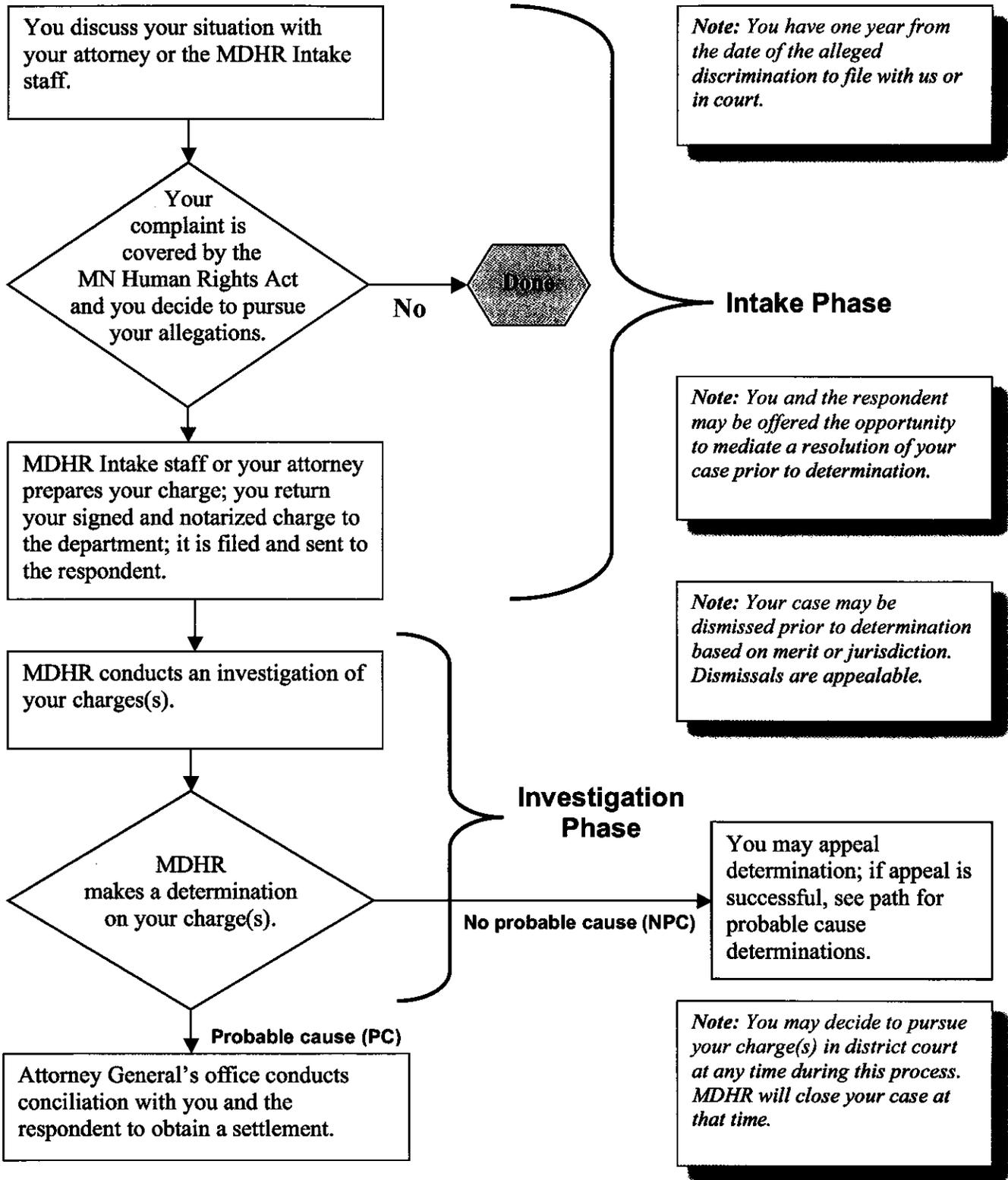


The MDHR Charging Process



Representation is not required; however, legal counsel may represent you at any proceedings before the department.