



STATE OF MICHIGAN
KALAMAZOO COUNTY PROBATE COURT

DONALD R. HALSTEAD
JUDGE OF PROBATE

150 EAST CROBSTOWN PARKWAY
KALAMAZOO, MICHIGAN 49001
PHONE 269-383-8669

August 1, 2013

Mr. Hardeep Singh
c/o Deeana Jang, Esq.
Chief, Federal Coordination and
Compliance Section Civil Rights Division
United States Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530

Re: October 16, 2012

Dear Mr. Singh:

I wanted to personally apologize to you for my actions on October 16, 2012. It was never my intention to discriminate against you or your religion and has never been my practice to discriminate against anyone on the basis of religious faith. I failed to properly understand the significance of your dastar/turban and for the impact of my actions, I sincerely apologize.

While I am no longer on the bench, I understand that the Kalamazoo Probate Court has (1) completed an in-service with all staff (July 23, 2013), involving the court's non-discrimination policy related to religious attire and hair wear to ensure consistent application; (2) conspicuously posted notices on religious nondiscrimination in the lobby of the court and on its webpage (see attached); and (3) provided additional training and a clearer complaint process, including broader access to a complaint form. I am confident that such actions will ensure your experience is not felt or shared by others.

Again, please accept my sincere apology for this situation.

Sincerely,

A handwritten signature in cursive script that reads "Donald R. Halstead".

Donald R. Halstead
Judge of Probate, Retired

Enc.