

Missouri Commission on Human Rights  
P.O. Box 1129  
Jefferson City, MO 65102-1129

# *A Guide to Anti- Discrimination Laws in Missouri*

*Fair Employment  
Fair Housing  
Public Accommodations*



**Missouri Department of Labor and  
Industrial Relations  
MISSOURI COMMISSION  
ON HUMAN RIGHTS**

# **Missouri Commission on Human Rights**

## *Vision and Mission*

The Missouri Commission on Human Rights (MCHR) envisions a bias-free society.

To develop, recommend and implement ways to prevent and eliminate discrimination and to provide equitable and timely resolutions of discrimination claims through enforcement of the Missouri Human Rights Act.

## *Services Provided*

MCHR receives, investigates, and resolves complaints filed under the Missouri Human Rights Act (Chapter 213 RSMo.) and provides training on the statutes and non-discriminatory practices.

### **Fair Employment**

Prohibits discriminatory employment practices by private employers with at least six employees, state and local governments, employment agencies, labor organizations, and apprentice or training programs.

### **Fair Housing**

Prohibits discrimination in the sell or rental of housing, terms and condition of sale or rental, in advertising, and in financing. Prohibits blockbusting and falsely representing that a house/apartment is not available.

### **Public Accommodations**

Prohibits discrimination by persons and/or places that provide goods or services to the general public in Missouri including hotels, restaurants, bars, sporting arenas, theaters and retail stores.

## Anti-Discrimination Statutes

Protects individuals from discrimination based on:

	Fair Employment (§213.055 RSMo)	Fair Housing (§213.040 RSMo)	Public Accommodations (§213.065 RSMo)
Race	✓	✓	✓
Sex	✓	✓	✓
National Origin	✓	✓	✓
Ancestry	✓	✓	✓
Color	✓	✓	✓
Religion	✓	✓	✓
Disability	✓	✓	✓
Retaliation	✓	✓	✓
Age (40-69)	✓		
Familial Status		✓	

## Filing a Complaint Under the Statutes

Employment, Housing, Public Accommodations

- Individuals who feel they have been discriminated against in violation of the statutes MCHR enforces may file a complaint.
- All complaints must be filed with MCHR within 180 days from the date of the alleged discrimination.
- Our investigators are well trained and impartial, upholding the law without bias.
- We resolve complaints as quickly as possible.
- We encourage people to resolve complaints by negotiating agreements wherever possible and we facilitate agreements through our Early Resolution process.
- If discrimination is found, we will seek equitable remedy.

### How to file a complaint

- In writing
- On MCHR form
- Must state particulars of alleged discrimination
- Include remedy sought

For forms or assistance, contact any of our offices or our web site.

## Examples of Discriminatory Treatment

- Refusing to allow renters who use wheelchairs to install ramps and widen doorways.
- Not renting to families with children above the ground floor apartments.
- In a job interview, asking the applicant if he has the stamina to do the job because of his age.
- Paying females less than males who do substantially the same work.
- Failing to reasonably accommodate an employee who needs time off for a religious holiday.
- Discharging an employee of one race, sex, etc. for poor performance while retaining employees of a different race, sex, etc. who have similar performance problems.
- Allowing employees to display sexually suggestive calendars and tell sexually or racially offensive jokes.
- Giving poor service to diners in a restaurant because of their race.
- Refusing to hire someone because they have an accent.
- Demoting or firing an employee who files a complaint about discrimination.
- Refusing to serve a customer with a service animal in a restaurant, store or other public facility.

## Education and Outreach

*We want everyone to understand their rights and responsibilities under the laws.*

We are available to answer your questions whether you are an employer or employee, landlord or tenant, or if you provide or use public accommodations. We also provide training sessions and written materials on numerous topics. Please contact us for more information or visit our web site at: [www.dolir.mo.gov/hr](http://www.dolir.mo.gov/hr)

This brochure is available in alternate formats upon request.

**Jefferson City Office**  
Phone: 573-751-3325  
Fax: 573-751-2905

**St. Louis Office**  
Phone: 314-340-7590  
Fax: 314-340-7238

**Toll Free Discrimination Hotline:**  
**877-781-4236**



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