



DISCRIMINATION IN EMPLOYMENT

because of race, color, ancestry, religion, national origin,
sex, disability or age (40-69)



MO DEPARTMENT OF
LABOR AND
INDUSTRIAL RELATIONS

MISSOURI
COMMISSION ON
HUMAN RIGHTS

IS PROHIBITED BY LAW IN MISSOURI



It is illegal if an **EMPLOYER** uses one of these factors in:

- Refusing to interview, hire, or promote
- Discharging or demoting
- Withholding pay or terms, privileges, or conditions of employment due

An **Employment Agency** discriminates by withholding full and equal services, or by filling job orders with discriminatory provisions.

A **Labor Union** discriminates by failing to represent a member or refusing membership to an applicant.

Missouri's Human Rights Act applies to:

- private employers with 6 or more employees
- all apprenticeship or training programs
- all labor organizations
- all employment agencies, public or private
- all state and local government agencies

Note: Most complaints must be filed within 180 days of alleged discrimination.

Five MCHR Offices to Serve You:

3315 W. Truman Blvd., Suite 212
Jefferson City, MO 65102-1129
(573) 751-3325

St. Louis
(314) 340-7590

Springfield

Kansas City

Sikeston

Relay Missouri: 7-1-1
www.dolir.mo.gov/hr

"The function of the Commission shall be to encourage fair treatment for and to foster mutual understanding and respect among, and to discourage discrimination against, any racial, ethnic, religious or other group protected by this chapter, members of these groups or persons with disabilities." Section 213.020.2 RSMO **POSTING REQUIRED BY 8 CSR 60-3.010**