

## ■ HUMAN RIGHTS LAW

**TERMS:** With only limited exceptions, it is illegal for a farm operator or any other employer who has 6 or more employees to commit any of the following discriminatory acts, among others:

- (1) To refuse to hire a job applicant, to fire a worker, or to discriminate against a worker with respect to wages or the terms or privileges of employment, because of the person's race, color, religion, national origin, sex, ancestry, disability or age (where the person is 40 years old or older, but under 70).
- (2) To segregate or classify workers or job applicants, on any of these same grounds, in a way which would tend to limit an individual's job opportunities or otherwise negatively affect the individual's status as an employee.
- (3) To publish or circulate any advertisement or statement, or use any form of job application, which expresses any limitation, preference or specification related to race, color, religion, national origin, sex, ancestry, disability or age.

Similar acts committed by employment agencies and labor organizations are also prohibited.

**ENFORCEMENT:** *Missouri Commission on Human Rights, Missouri Department of Labor and Industrial Relations, Jefferson City, Missouri 65102 (573-751-3325; toll-free 877-781-4236).* Complaints charging illegal employment discrimination may be filed with the Commission at any time within 180 days after the discrimination occurred.

If the Commission has not taken final action on a worker's complaint within 180 days after it is filed, the worker may request written notice from the Commission of the right to sue the employer or other violator involved directly. Within 90 days after notice, and no later than 2 years after the discrimination occurred, the worker may file suit, using a private attorney or a public legal services program.

**SPECIAL NOTE:** An employer may not fire, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.