

# DISCRIMINATION IN EMPLOYMENT

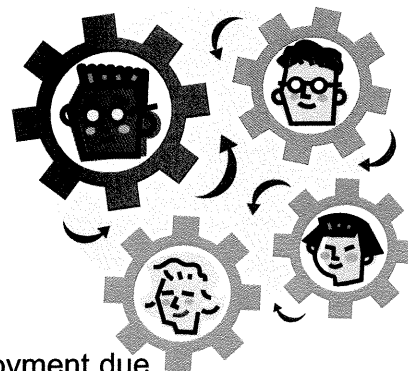
because of race, color, ancestry, religion, national origin,  
sex, disability or age (40-69)



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.*

### **MCHR Offices to Serve You:**

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

111 N. 7th Street, Suite 903  
St. Louis, MO 63101-2142  
(314) 340-7590

**Toll-Free Discrimination Complaint Hotline: 1-877-781-2436**

**Relay Missouri: 7-1-1**

**[www.dolir.mo.gov/hr](http://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**