



# DISCRIMINATION IN EMPLOYMENT IS PROHIBITED

[www.labor.mo.gov/mohumanrights](http://www.labor.mo.gov/mohumanrights)

The Missouri Human Rights Act makes it illegal to discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability or age (40 through 69).

## The Missouri Human Rights Act applies to:

- Private employers with six or more employees
- All apprenticeship or training programs
- All labor organizations
- All employment agencies
- All state and local government agencies



## Discriminatory employment practices prohibited by the Missouri Human Rights Act include:

- Hiring and firing, compensation, assignment or classification of employees, transfer, promotion, layoff or recall, job advertisements, recruitment, testing, use of company facilities, training and apprenticeship programs, fringe benefits, pay, retirement plans, or disability leave, or other terms and conditions of employment
- Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age
- Retaliating against an individual for filing a complaint of discrimination, participating in a discrimination investigation or hearing, or opposing discriminatory practices
- Discriminating in any aspect of employment against an individual because of his or her association with a person in one of the protected categories.

An employment agency includes any person or agency, public or private, regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer.

The mission of MCHR is 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.

## CONTACT US

Missouri Commission on Human Rights (MCHR)

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

**Toll-Free Discrimination  
Complaint Hotline: 877-781-4236  
TDD/TTY: 800-735-2966  
Relay Missouri: 711**

## Take Action File a Complaint

If you believe you have been discriminated against in employment, you can file a complaint of discrimination by calling one of the numbers above or emailing [mchr@labor.mo.gov](mailto:mchr@labor.mo.gov). Note complaints must be filed within **180 days** of the alleged discrimination.

Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

