

HB 1144 -- Liability for Human Rights Violations

Sponsor: Emery

This bill changes the laws regarding the standard for discriminatory employment practices under the Missouri Human Rights Law. The definition of "discrimination" is revised from unfair treatment based on race, color, religion, age, sex, disability, national origin, or ancestry to adverse actions motivated by those factors. A person acting in the interest of the employer is removed from the definition of "employer."

An employer will not be liable if he or she proves that the action would have been the same absent the discriminatory motivating factor. Compensatory damages arising from a discriminatory employment practice will be computed only up to the time when the employer would have dismissed the employee.

Punitive and exemplary damage awards against public entities for human rights violations are prohibited.