

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Substitute for Senate Bill No. 758, Page 1, in the
2 Title, Line 3, by deleting the word, "care" and insert in lieu thereof the words, "and welfare"; and
3
4 Further amend said bill, Page 8, Section 208.141, Line 27, by inserting after all of said line the
5 following:

6
7 "213.010. As used in this chapter, the following terms shall mean:

8 (1) "Age", an age of forty or more years but less than seventy years, except that it shall not
9 be an unlawful employment practice for an employer to require the compulsory retirement of any
10 person who has attained the age of sixty-five and who, for the two-year period immediately before
11 retirement, is employed in a bona fide executive or high policy-making position, if such person is
12 entitled to an immediate nonforfeitable annual retirement benefit from a pension, profit sharing,
13 savings or deferred compensation plan, or any combination of such plans, of the employer, which
14 equals, in the aggregate, at least forty-four thousand dollars;

15 (2) "Commission", the Missouri commission on human rights;

16 (3) "Complainant", a person who has filed a complaint with the commission alleging that
17 another person has engaged in a prohibited discriminatory practice;

18 (4) "Disability", a physical or mental impairment which substantially limits one or more of a
19 person's major life activities, being regarded as having such an impairment, or a record of having
20 such an impairment, which with or without reasonable accommodation does not interfere with
21 performing the job, utilizing the place of public accommodation, or occupying the dwelling in
22 question. For purposes of this chapter, the term "disability" does not include current, illegal use of or
23 addiction to a controlled substance as such term is defined by section 195.010; however, a person
24 may be considered to have a disability if that person:

25 (a) Has successfully completed a supervised drug rehabilitation program and is no longer
26 engaging in the illegal use of, and is not currently addicted to, a controlled substance or has
27 otherwise been rehabilitated successfully and is no longer engaging in such use and is not currently
28 addicted;

29 (b) Is participating in a supervised rehabilitation program and is no longer engaging in illegal
30 use of controlled substances; or

31 (c) Is erroneously regarded as currently illegally using, or being addicted to, a controlled
32 substance;

33 (5) "Discrimination", any unfair treatment based on race, color, religion, national origin,
34 ancestry, sex, sexual orientation, gender identity, age as it relates to employment, disability, or
35 familial status as it relates to housing. Discrimination includes any unfair treatment based on a
36 person's presumed or assumed race, color, religion, national origin, ancestry, sex, sexual orientation,

Action Taken _____ Date _____

1 gender identity, age as it relates to employment, disability, or familial status as it relates to housing,
2 whether or not the presumption or assumption as to such characteristics is correct;

3 (6) "Dwelling", any building, structure or portion thereof which is occupied as, or designed
4 or intended for occupancy as, a residence by one or more families, and any vacant land which is
5 offered for sale or lease for the construction or location thereon of any such building, structure or
6 portion thereof;

7 (7) "Employer" includes the state, or any political or civil subdivision thereof, or any person
8 employing six or more persons within the state, and any person directly acting in the interest of an
9 employer, but does not include corporations and associations owned and operated by religious or
10 sectarian groups;

11 (8) "Employment agency" includes any person or agency, public or private, regularly
12 undertaking with or without compensation to procure employees for an employer or to procure for
13 employees opportunities to work for an employer and includes any person acting in the interest of
14 such a person;

15 (9) "Executive director", the executive director of the Missouri commission on human rights;

16 (10) "Familial status", one or more individuals who have not attained the age of eighteen
17 years being domiciled with:

18 (a) A parent or another person having legal custody of such individual; or

19 (b) The designee of such parent or other person having such custody, with the written
20 permission of such parent or other person. The protections afforded against discrimination on the
21 basis of familial status shall apply to any person who is pregnant or is in the process of securing legal
22 custody of any individual who has not attained the age of eighteen years;

23 (11) "Gender identity", the gender-related identity, appearance, or mannerisms, or other
24 gender-related characteristics of an individual, with or without regard to the individual's designed sex
25 at birth;

26 (12) "Human rights fund", a fund established to receive civil penalties as required by federal
27 regulations and as set forth by subdivision (2) of subsection 11 of section 213.075, and which will be
28 disbursed to offset additional expenses related to compliance with the Department of Housing and
29 Urban Development regulations;

30 [(12)] (13) "Labor organization" includes any organization which exists for the purpose, in
31 whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms
32 or conditions of employment, or for other mutual aid or protection in relation to employment;

33 [(13)] (14) "Local commissions", any commission or agency established prior to August 13,
34 1986, by an ordinance or order adopted by the governing body of any city, constitutional charter city,
35 town, village, or county;

36 [(14)] (15) "Person" includes one or more individuals, corporations, partnerships,
37 associations, organizations, labor organizations, legal representatives, mutual companies, joint stock
38 companies, trusts, trustees, trustees in bankruptcy, receivers, fiduciaries, or other organized groups of
39 persons;

40 [(15)] (16) "Places of public accommodation", all places or businesses offering or holding
41 out to the general public, goods, services, privileges, facilities, advantages or accommodations for
42 the peace, comfort, health, welfare and safety of the general public or such public places providing
43 food, shelter, recreation and amusement, including, but not limited to:

44 (a) Any inn, hotel, motel, or other establishment which provides lodging to transient guests,
45 other than an establishment located within a building which contains not more than five rooms for
46 rent or hire and which is actually occupied by the proprietor of such establishment as [his] the
47 proprietor's residence;

48 (b) Any restaurant, cafeteria, lunchroom, lunch counter, soda fountain, or other facility

1 principally engaged in selling food for consumption on the premises, including, but not limited to,
2 any such facility located on the premises of any retail establishment;

3 (c) Any gasoline station, including all facilities located on the premises of such gasoline
4 station and made available to the patrons thereof;

5 (d) Any motion picture house, theater, concert hall, sports arena, stadium, or other place of
6 exhibition or entertainment;

7 (e) Any public facility owned, operated, or managed by or on behalf of this state or any
8 agency or subdivision thereof, or any public corporation; and any such facility supported in whole or
9 in part by public funds;

10 (f) Any establishment which is physically located within the premises of any establishment
11 otherwise covered by this section or within the premises of which is physically located any such
12 covered establishment, and which holds itself out as serving patrons of such covered establishment;

13 [(16)] (17) "Rent" includes to lease, to sublease, to let and otherwise to grant for
14 consideration the right to occupy premises not owned by the occupant;

15 [(17)] (18) "Respondent", a person who is alleged to have engaged in a prohibited
16 discriminatory practice in a complaint filed with the commission;

17 [(18)] (19) "Sexual orientation, male or female heterosexuality, homosexuality, or
18 bisexuality by inclination, practice, identity, or expression;

19 (20) "Unlawful discriminatory practice", any act that is unlawful under this chapter.

20 213.030. 1. The powers and duties of the commission shall be:

21 (1) To seek to eliminate and prevent discrimination because of race, color, religion, national
22 origin, ancestry, sex, sexual orientation, gender identity, age as it relates to employment, disability,
23 or familial status as it relates to housing and to take other actions against discrimination because of
24 race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, age, disability,
25 or familial status as provided by law; and the commission is hereby given general jurisdiction and
26 power for such purposes;

27 (2) To implement the purposes of this chapter first by conference, conciliation and
28 persuasion so that persons may be guaranteed their civil rights and goodwill be fostered;

29 (3) To formulate policies to implement the purposes of this chapter and to make
30 recommendations to agencies and officers of the state and political subdivisions in aid of such
31 policies and purposes;

32 (4) To appoint such employees as it may deem necessary, fix their compensation within the
33 appropriations provided and in accordance with the wage structure established for other state
34 agencies, and prescribe their duties;

35 (5) To obtain upon request and utilize the services of all governmental departments and
36 agencies to be paid from appropriations to this commission;

37 (6) To adopt, promulgate, amend, and rescind suitable rules and regulations to carry out the
38 provisions of this chapter and the policies and practices of the commission in connection therewith;

39 (7) To receive, investigate, initiate, and pass upon complaints alleging discrimination in
40 employment, housing or in places of public accommodations because of race, color, religion,
41 national origin, ancestry, sex, sexual orientation, gender identity, age as it relates to employment,
42 disability, or familial status as it relates to housing and to require the production for examination of
43 any books, papers, records, or other materials relating to any matter under investigation;

44 (8) To hold hearings, subpoena witnesses, compel their attendance, administer oaths, to take
45 the testimony of any person under oath, and, in connection therewith, to require the production for
46 examination of any books, papers or other materials relating to any matter under investigation or in
47 question before the commission;

48 (9) To issue publications and the results of studies and research which will tend to promote

1 goodwill and minimize or eliminate discrimination in housing, employment or in places of public
2 accommodation because of race, color, religion, national origin, ancestry, sex, sexual orientation,
3 gender identity, age as it relates to employment, disability, or familial status as it relates to housing;

4 (10) To provide each year to the governor and to the general assembly a full written report of
5 all its activities and of its recommendations;

6 (11) To adopt an official seal;

7 (12) To cooperate, act jointly, enter into cooperative or work-sharing agreements with the
8 United States Equal Employment Opportunity Commission, the United States Department of
9 Housing and Urban Development, and other federal agencies and local commissions or agencies to
10 achieve the purposes of this chapter;

11 (13) To accept grants, private gifts, bequests, and establish funds to dispose of such moneys
12 so long as the conditions of the grant, gift, or bequest are not inconsistent with the purposes of this
13 chapter and are used to achieve the purposes of this chapter;

14 (14) To establish a human rights fund as defined in section 213.010, for the purposes of
15 administering sections 213.040, 213.045, 213.050, 213.070, 213.075, and 213.076.

16 2. No rule or portion of a rule promulgated under the authority of this chapter shall become
17 effective unless it has been promulgated pursuant to the provisions of [section 536.024] chapter 536.

18 213.040. 1. It shall be an unlawful housing practice:

19 (1) To refuse to sell or rent after the making of a bona fide offer, to refuse to negotiate for the
20 sale or rental of, to deny or otherwise make unavailable, a dwelling to any person because of race,
21 color, religion, national origin, ancestry, sex, sexual orientation, gender identity, disability, or
22 familial status;

23 (2) To discriminate against any person in the terms, conditions, or privileges of sale or rental
24 of a dwelling, or in the provision of services or facilities in connection therewith, because of race,
25 color, religion, national origin, ancestry, sex, sexual orientation, gender identity, disability, or
26 familial status;

27 (3) To make, print, or publish, or cause to be made, printed, or published any notice,
28 statement or advertisement, with respect to the sale or rental of a dwelling that indicates any
29 preference, limitation, or discrimination based on race, color, religion, national origin, ancestry, sex,
30 sexual orientation, gender identity, disability, or familial status, or an intention to make any such
31 preference, limitation, or discrimination;

32 (4) To represent to any person because of race, color, religion, national origin, ancestry, sex,
33 sexual orientation, gender identity, disability, or familial status that any dwelling is not available for
34 inspection, sale, or rental when such dwelling is in fact so available;

35 (5) To induce or attempt to induce any person to sell or rent any dwelling by representations
36 regarding the entry or prospective entry into the neighborhood of a person or persons of a particular
37 race, color, religion, national origin, ancestry, sex, disability, or familial status;

38 (6) To discriminate in the sale or rental of, or to otherwise make unavailable or deny, a
39 dwelling to any buyer or renter because of a disability of:

40 (a) That buyer or renter;

41 (b) A person residing in or intending to reside in that dwelling after it is so sold, rented, or
42 made available; or

43 (c) Any person associated with that buyer or renter;

44 (7) To discriminate against any person in the terms, conditions, or privileges of sale or rental
45 of a dwelling, or in the provision of services or facilities in connection with such dwelling, because
46 of a disability of:

47 (a) That person;

48 (b) A person residing in or intending to reside in that dwelling after it is so sold, rented, or

1 made available; or

2 (c) Any person associated with that person.

3 2. For purposes of this section and sections 213.045 and 213.050, discrimination includes:

4 (1) A refusal to permit, at the expense of the person with the disability, reasonable
5 modifications of existing premises occupied or to be occupied by such person if such modifications
6 may be necessary to afford such person full enjoyment of the premises, except that, in the case of a
7 rental, the landlord may, where it is reasonable to do so, condition permission for a modification on
8 the renter's agreeing to restore the interior of the premises to the condition that existed before the
9 modification, reasonable wear and tear excepted;

10 (2) A refusal to make reasonable accommodations in rules, policies, practices, or services,
11 when such accommodations may be necessary to afford such person equal opportunity to use and
12 enjoy a dwelling; or

13 (3) In connection with the design and construction of covered multifamily dwellings for first
14 occupancy after March 13, 1991, a failure to design and construct those dwellings in such a manner
15 that:

16 (a) The public use and common use portions of such dwellings are readily accessible to and
17 usable by persons with a disability;

18 (b) All the doors designed to allow passage into and within all premises within such
19 dwellings are sufficiently wide to allow passage by persons with a disability in wheelchairs; and

20 (c) All premises within such dwellings contain the following features of adaptive design:

21 a. An accessible route into and through the dwelling;

22 b. Light switches, electrical outlets, thermostats, and other environmental controls in
23 accessible locations;

24 c. Reinforcements in bathroom walls to allow later installation of grab bars; and

25 d. Usable kitchens and bathrooms such that an individual in a wheelchair can maneuver
26 about the space.

27 3. As used in subdivision (3) of subsection 2 of this section, the term "covered multifamily
28 dwelling" means:

29 (1) Buildings consisting of four or more units if such buildings have one or more elevators;
30 and

31 (2) Ground floor units in other buildings consisting of four or more units.

32 4. Compliance with the appropriate requirements of the American National Standard for
33 Buildings and Facilities providing accessibility and usability for people with physical disabilities,
34 commonly cited as "ANSI A117.1", suffices to satisfy the requirements of paragraph (a) of
35 subdivision (3) of subsection 2 of this section.

36 5. Where a unit of general local government has incorporated into its laws the requirements
37 set forth in subdivision (3) of subsection 2 of this section, compliance with such laws shall be
38 deemed to satisfy the requirements of that subdivision. Such compliance shall be subject to the
39 following provisions:

40 (1) A unit of general local government may review and approve newly constructed covered
41 multifamily dwellings for the purpose of making determinations as to whether the design and
42 construction requirements of subdivision (3) of subsection 2 of this section are met;

43 (2) The commission shall encourage, but may not require, the units of local government to
44 include in their existing procedures for the review and approval of newly constructed covered
45 multifamily dwellings, determinations as to whether the design and construction of such dwellings
46 are consistent with subdivision (3) of subsection 2 of this section, and shall provide technical
47 assistance to units of local government and other persons to implement the requirements of
48 subdivision (3) of subsection 2 of this section;

1 (3) Nothing in this chapter shall be construed to require the commission to review or approve
2 the plans, designs or construction of all covered dwellings, to determine whether the design and
3 construction of such dwellings are consistent with the requirements of subdivision (3) of subsection
4 2 of this section.

5 6. Nothing in this chapter shall be construed to invalidate or limit any law of the state or
6 political subdivision of the state, or other jurisdiction in which this chapter shall be effective, that
7 requires dwellings to be designed and constructed in a manner that affords persons with disabilities
8 greater access than is required by this chapter.

9 7. Nothing in this section and sections 213.045 and 213.050 requires that a dwelling be made
10 available to an individual whose tenancy would constitute a direct threat to the health or safety of
11 other individuals or whose tenancy would result in substantial physical damage to the property of
12 others.

13 8. Nothing in this section and sections 213.045 and 213.050 limits the applicability of any
14 reasonable local or state restriction regarding the maximum number of occupants permitted to
15 occupy a dwelling, nor does any provision in this section and sections 213.045 and 213.050
16 regarding familial status apply with respect to housing for older persons.

17 9. As used in this section and sections 213.045 and 213.050, "housing for older persons"
18 means housing:

19 (1) Provided under any state or federal program that the commission determines is
20 specifically designed and operated to assist elderly persons, as defined in the state or federal
21 program;

22 (2) Intended for, and solely occupied by, persons sixty-two years of age or older; or

23 (3) Intended and operated for occupancy by at least one person fifty-five years of age or
24 older per unit. In determining whether housing qualifies as housing for older persons under this
25 subsection, the commission shall develop regulations which require at least the following factors:

26 (a) The existence of significant facilities and services specifically designed to meet the
27 physical or social needs of older persons, or if the provision of such facilities and services is not
28 practicable, that such housing is necessary to provide important housing opportunities for older
29 persons; and

30 (b) That at least eighty percent of the units are occupied by at least one person fifty-five
31 years of age or older per unit; and

32 (c) The publication of, and adherence to, policies and procedures which demonstrate an
33 intent by the owner or manager to provide housing for persons fifty-five years of age or older.

34 10. Housing shall not fail to meet the requirements for housing for older persons by reason
35 of:

36 (1) Persons residing in such housing as of August 28, 1992, who do not meet the age
37 requirements of subdivision (2) or (3) of subsection 9 of this section, provided that new occupants of
38 such housing meet the age requirements of subdivision (2) or (3) of subsection 9 of this section; or

39 (2) Unoccupied units, provided that such units are reserved for occupancy by persons who
40 meet the age requirements of subdivision (2) or (3) of subsection 9 of this section.

41 11. Nothing in this section or section 213.045 or 213.050 shall prohibit conduct against a
42 person because such person has been convicted by any court of competent jurisdiction of the illegal
43 manufacture or distribution of a controlled substance, as defined by section 195.010.

44 12. Nothing in this chapter shall prohibit a religious organization, association, or society, or
45 any nonprofit institution or organization operated, supervised or controlled by or in conjunction with
46 a religious organization, association, or society, from limiting the sale, rental or occupancy of
47 dwellings which it owns or operates for other than a commercial purpose to persons of the same
48 religion, or from giving preference to such persons, unless membership in such religion is restricted

1 on account of race, color, or national origin. Nor shall anything in this chapter prohibit a private
 2 club not in fact open to the public, which as an incident to its primary purpose or purposes provides
 3 lodging which it owns or operates for other than a commercial purpose, from limiting the rental or
 4 occupancy of such lodging to its members or from giving preference to its members.

5 13. Nothing in this chapter, other than the prohibitions against discriminatory advertising in
 6 subdivision (3) of subsection 1 of this section, shall apply to:

7 (1) The sale or rental of any single family house by a private individual owner, provided the
 8 following conditions are met:

9 (a) The private individual owner does not own or have any interest in more than three single
 10 family houses at any one time; and

11 (b) The house is sold or rented without the use of a real estate broker, agent or salesperson or
 12 the facilities of any person in the business of selling or renting dwellings and without publication,
 13 posting or mailing of any advertisement. If the owner selling the house does not reside in it at the
 14 time of the sale or was not the most recent resident of the house prior to such sale, the exemption in
 15 this section applies to only one such sale in any twenty-four-month period; or

16 (2) Rooms or units in dwellings containing living quarters occupied or intended to be
 17 occupied by no more than four families living independently of each other, if the owner actually
 18 maintains and occupies one of such living quarters as his or her residence.

19 213.045. It shall be unlawful for any bank, building and loan association, insurance company
 20 or other corporation, association, firm or enterprise whose business consists in whole or in part in the
 21 making of commercial real estate loans, to deny a loan or other financial assistance because of race,
 22 color, religion, national origin, ancestry, sex, sexual orientation, gender identity, disability or familial
 23 status to a person applying therefor for the purpose of purchasing, construction, improving,
 24 repairing, or maintaining a dwelling, or to discriminate against [him] such person in fixing of the
 25 amount, interest rate, duration or other terms or conditions of such loan or other financial assistance,
 26 because of the race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity,
 27 disability, or familial status of such person or of any person associated with [him] such person in
 28 connection with such loan or other financial assistance, or of the present or prospective owners,
 29 lessees, tenants, or occupants, of the dwellings in relation to which such loan or other financial
 30 assistance is to be made or given.

31 213.050. It shall be unlawful to deny any person access to or membership or participation in
 32 any multiple listing service, real estate brokers' organization or other service organization, or facility
 33 relating to the business of selling or renting dwellings, on account of race, color, religion, national
 34 origin, ancestry, sex, sexual orientation, gender identity, disability, or familial status.

35 213.055. 1. It shall be an unlawful employment practice:

36 (1) For an employer, because of the race, color, religion, national origin, sex, sexual
 37 orientation, gender identity, ancestry, age or disability of any individual:

38 (a) To fail or refuse to hire or to discharge any individual, or otherwise to discriminate
 39 against any individual with respect to his or her compensation, terms, conditions, or privileges of
 40 employment, because of such individual's race, color, religion, national origin, sex, sexual
 41 orientation, gender identity, ancestry, age or disability;

42 (b) To limit, segregate, or classify [his] such person's employees or [his] such person's
 43 employment applicants in any way which would deprive or tend to deprive any individual of
 44 employment opportunities or otherwise adversely affect [his] such person's status as an employee,
 45 because of such individual's race, color, religion, national origin, sex, sexual orientation, gender
 46 identity, ancestry, age or disability;

47 (2) For a labor organization to exclude or to expel from its membership any individual or to
 48 discriminate in any way against any of its members or against any employer or any individual

1 employed by an employer because of race, color, religion, national origin, sex, sexual orientation,
2 gender identity, ancestry, age or disability of any individual; or to limit, segregate, or classify its
3 membership, or to classify or fail or refuse to refer for employment any individual, in any way which
4 would deprive or tend to deprive any individual of employment opportunities, or would limit such
5 employment opportunities or otherwise adversely affect [his] such individual's status as an employee
6 or as an applicant for employment, because of such individual's race, color, religion, national origin,
7 sex, sexual orientation, gender identity, ancestry, age or disability; or for any employer, labor
8 organization, or joint labor-management committee controlling apprenticeship or other training or
9 retraining, including on-the-job training programs to discriminate against any individual because of
10 [his] such individual's race, color, religion, national origin, sex, sexual orientation, gender identity,
11 ancestry, age or disability in admission to, or employment in, any program established to provide
12 apprenticeship or other training;

13 (3) For any employer or employment agency to print or circulate or cause to be printed or
14 circulated any statement, advertisement or publication, or to use any form of application for
15 employment or to make any inquiry in connection with prospective employment, which expresses,
16 directly or indirectly, any limitation, specification, or discrimination, because of race, color, religion,
17 national origin, sex, sexual orientation, gender identity, ancestry, age or disability unless based upon
18 a bona fide occupational qualification or for an employment agency to fail or refuse to refer for
19 employment, or otherwise to discriminate against, any individual because of [his] such individual's
20 race, color, religion, national origin, sex, sexual orientation, gender identity, ancestry, age as it
21 relates to employment, or disability, or to classify or refer for employment any individual on the
22 basis of his race, color, religion, national origin, sex, sexual orientation, gender identity, ancestry,
23 age or disability.

24 2. Notwithstanding any other provision of this chapter, it shall not be an unlawful
25 employment practice for an employer to apply different standards of compensation, or different
26 terms, conditions or privileges of employment pursuant to a bona fide seniority or merit system, or a
27 system which measures earnings by quantity or quality of production or to employees who work in
28 different locations, provided that such differences or such systems are not the result of an intention or
29 a design to discriminate, and are not used to discriminate, because of race, color, religion, sex, sexual
30 orientation, gender identity, national origin, ancestry, age or disability, nor shall it be an unlawful
31 employment practice for an employer to give and to act upon the results of any professionally
32 developed ability test, provided that such test, its administration, or action upon the results thereof, is
33 not designed, intended or used to discriminate because of race, color, religion, national origin, sex,
34 sexual orientation, gender identity, ancestry, age or disability.

35 3. Nothing contained in this chapter shall be interpreted to require any employer,
36 employment agency, labor organization, or joint labor-management committee subject to this chapter
37 to grant preferential treatment to any individual or to any group because of the race, color, religion,
38 national origin, sex, sexual orientation, gender identity, ancestry, age or disability of such individual
39 or group on account of an imbalance which may exist with respect to the total number or percentage
40 of persons of any race, color, religion, national origin, sex, sexual orientation, gender identity,
41 ancestry, age or disability employed by any employer, referred or classified for employment by any
42 employment agency or labor organization, admitted to membership or classified by any labor
43 organization, or admitted to or employed in any apprenticeship or other training program, in
44 comparison with the total number or percentage of persons of such race, color, religion, national
45 origin, sex, sexual orientation, gender identity, ancestry, age or disability in any community, state,
46 section, or other area, or in the available workforce in any community, state, section, or other area.

47 4. Notwithstanding any other provision of this chapter, it shall not be an unlawful
48 employment practice for the state or any political subdivision of the state to comply with the

1 provisions of 29 U.S.C. 623 relating to employment as firefighters or law enforcement officers.

2 213.065. 1. All persons within the jurisdiction of the state of Missouri are free and equal and
3 shall be entitled to the full and equal use and enjoyment within this state of any place of public
4 accommodation, as hereinafter defined, without discrimination or segregation on the grounds of
5 race, color, religion, national origin, sex, sexual orientation, gender identity, ancestry, or disability.

6 2. It is an unlawful discriminatory practice for any person, directly or indirectly, to refuse,
7 withhold from or deny any other person, or to attempt to refuse, withhold from or deny any other
8 person, any of the accommodations, advantages, facilities, services, or privileges made available in
9 any place of public accommodation, as defined in section 213.010 and this section, or to segregate or
10 discriminate against any such person in the use thereof on the grounds of race, color, religion,
11 national origin, sex, sexual orientation, gender identity, ancestry, or disability.

12 3. The provisions of this section shall not apply to a private club, a place of accommodation
13 owned by or operated on behalf of a religious corporation, association or society, or other
14 establishment which is not in fact open to the public, unless the facilities of such establishments are
15 made available to the customers or patrons of a place of public accommodation as defined in section
16 213.010 and this section.

17 213.070. It shall be an unlawful discriminatory practice:

18 (1) To aid, abet, incite, compel, or coerce the commission of acts prohibited under this
19 chapter or to attempt to do so;

20 (2) To retaliate or discriminate in any manner against any other person because such person
21 has opposed any practice prohibited by this chapter or because such person has filed a complaint,
22 testified, assisted, or participated in any manner in any investigation, proceeding or hearing
23 conducted pursuant to this chapter;

24 (3) For the state or any political subdivision of this state to discriminate on the basis of race,
25 color, religion, national origin, sex, sexual orientation, gender identity, ancestry, age, as it relates to
26 employment, disability, or familial status as it relates to housing; or

27 (4) To discriminate in any manner against any other person because of such person's
28 association with any person protected by this chapter.

29 213.101. The provisions of this chapter shall be construed to accomplish the purposes
30 thereof and any law inconsistent with any provision of this chapter shall not apply. Nothing
31 contained in this chapter shall be deemed to repeal any of the provisions of any law of this state
32 relating to the discrimination because of race, color, religion, national origin, sex, sexual orientation,
33 gender identity, ancestry, age, disability, or familial status."; and

34
35 Further amend said bill by amending the title, enacting clause, and intersectional references
36 accordingly.