

House _____ Amendment NO. _____

Offered By

1 AMEND Senate Substitute No. 2 for Senate Committee Substitute for Senate Bill No. 802, Page 3,
2 Section 37.020, Line 68, by inserting after all of said section and line the following:

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4 "37.675. 1. There is hereby established in the office of administration the "Missouri Office
5 of Equal Opportunity". All authority, powers, and privileges of the state office of equal
6 employment opportunity, which was established by executive order, shall be transferred to the
7 Missouri office of equal opportunity.

8 2. The Missouri office of equal opportunity shall have the mission to ensure that all present
9 and prospective employees are afforded equal opportunity at all levels and phases of employment
10 within state government with respect to, but not limited to, hiring, recruiting, training, benefits,
11 promotions, transfers, layoffs, demotions, terminations, rate of compensation, and recalls from
12 layoffs. It shall also work to ensure that the state does not discriminate against any person on
13 account of age, ancestry, color, disability, national origin, race, religion, sex, sexual orientation, or
14 veteran status.

15 3. (1) The governor shall, by and with the advice and consent of the senate, appoint an
16 officer to head the Missouri office of equal opportunity.

17 (2) Subject to appropriations, the commissioner of administration shall provide the officer
18 with such facilities, staff, resources, equipment, and supplies as are necessary to carry out the duties
19 set forth herein. The officer shall submit a proposal each fiscal year to the commissioner of
20 administration detailing the needs of the Missouri office of equal opportunity.

21 (3) The officer shall be the state's chief compliance officer to ensure that the state is
22 complying with all federal and state laws concerning equal employment opportunity and workforce
23 diversity.

24 4. The Missouri office of equal opportunity shall have the following duties and
25 responsibilities:

26 (1) The Missouri office of equal opportunity shall have primary responsibility for assisting
27 in the coordination and implementation of workforce diversity programs throughout all departments
28 and offices of the state government;

29 (2) The Missouri office of equal opportunity shall advise the governor on issues regarding
30 equal employment opportunity, workforce diversity, and efforts to administer workforce diversity
31 action goals and timetables for implementation throughout the departments and offices of the state
32 government;

33 (3) The Missouri office of equal opportunity shall review progress reports of state
34 departments and offices and shall meet biannually with each department director to evaluate
35 departmental results and determine the course of future workforce diversity goals, timetables,
36 recruiting, planning, and implementation. The results of each meeting shall be reported in writing

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1 to the commissioner of administration;

2 (4) By January first of each year, the Missouri office of equal opportunity shall provide a
3 report to the commissioner of administration, general assembly, and governor that summarizes the
4 activities of each department and that contains recommendations for additional programs to
5 accomplish the mission of the Missouri office of equal opportunity; and

6 (5) The Missouri office of equal opportunity shall monitor all departments and offices of the
7 state government and assist them to ensure equal employment opportunity.

8 5. Each state department shall submit a revised workforce diversity plan to the Missouri
9 office of equal opportunity by September thirtieth of each year. The primary responsibility for
10 developing the workforce diversity plan shall rest with each department director. The Missouri
11 office of equal opportunity shall review and approve each submitted plan."; and

12
13 Further amend said bill by amending the title, enacting clause, and intersectional references
14 accordingly.