

HB 2311 -- UNLAWFUL DISCRIMINATORY PRACTICES

SPONSOR: Merideth (80)

This bill removes housing related discrimination provisions from the Missouri Human Rights Act and establishes the "Missouri Fair Housing Act" for such claims. The Missouri Human Rights Act as amended applies only to employment and public accommodation discrimination claims.

MISSOURI HUMAN RIGHTS ACT

The bill modifies the definition of "because" to be that the protected criterion was a motivating factor to the adverse decision or action, and modifies the definition of "employer" to include any person acting in the interest of an employer.

MISSOURI FAIR HOUSING ACT

The repealed provisions of the Missouri Human Rights Act relating to discrimination in housing practices are reenacted in substantially the same form as part of the Missouri Fair Housing Act. The bill provides that certain housing practices are unlawful if taken because of a person's race, color, religion, national origin, ancestry, sex, disability or familial status. The term "because" is defined to mean that the protected criterion was a contributing factor in the adverse decision or action.

WHISTLEBLOWER'S PROTECTION ACT

The bill amends the definition of employer in the Whistleblower's Protection Act to include any person directly acting in the interest of an employer. The bill also amends the definition of "The Motivating Factor" to "Motivating Factor."