

FIRST REGULAR SESSION

HOUSE BILL NO. 96

100TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE GREEN.

0205H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapter 37, RSMo, by adding thereto one new section relating to the Missouri office of equal opportunity.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 37, RSMo, is amended by adding thereto one new section, to be known as section 37.675, to read as follows:

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

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

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

(2) Subject to appropriations, the commissioner of administration shall provide the officer with such facilities, staff, resources, equipment, and supplies as are necessary to carry out the duties set forth herein. The officer shall submit a proposal each fiscal year

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17 to the commissioner of administration detailing the needs of the Missouri office of equal
18 opportunity.

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

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

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

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

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

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

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

43 5. Each state department shall submit a revised workforce diversity plan to the
44 Missouri office of equal opportunity on or before September thirtieth of each year. The
45 primary responsibility for developing the workforce diversity plan shall rest with each
46 department director. The Missouri office of equal opportunity shall review and approve
47 each submitted plan.

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