

HOUSE AMENDMENT NO. ____
TO
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Offered By

AMEND House Amendment No. ____ to House Committee Substitute for House Bill No. 1202,
Page 1, Line 1, by inserting after the number "1202," the following:

"Page 1, Section 34.195, Line 2, by inserting after said section and line the following:

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

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

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

(1) To assist in the coordination and implementation of workforce diversity programs throughout all departments and offices of state government;

(2) To advise the governor on issues regarding equal employment opportunity, workforce diversity, efforts to administer workforce diversity action goals, and timetables for implementation throughout the departments and offices of state government;

(3) To review progress reports of state departments and offices and meet biannually with each department director to evaluate departmental results and determine the course of future

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1 workforce diversity goals, timetables, recruiting, planning, and implementation. The results of each
2 meeting shall be reported in writing to the commissioner of administration;

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

7 (5) To monitor all departments and offices of state government and assist them in ensuring
8 equal employment opportunity.

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

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14 Further amend said bill,"; and

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16 Further amend said bill by amending the title, enacting clause, and intersectional references
17 accordingly.

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19 THIS AMENDS SUBSTITUTE AMENDMENT 2454H03.09H.