

HB 1183 -- UNPAID INTERNS

SPONSOR: Fitzwater

This bill includes acts of sexual harassment against unpaid interns in the Missouri Human Rights Act's definition of an unlawful employment practice. In addition to employer liability for specified direct acts of sexual harassment, liability for an unlawful employment practice may occur when an employer knows or reasonably knows of conduct constituting sexual harassment and fails to take corrective action.

Individual elected public officials may be considered to be employers under the bill and may be personally liable for violations. Defenses including sovereign immunity, official immunity, and legislative immunity are explicitly waived in civil actions related to unlawful employment practices.