

FIRST REGULAR SESSION

# HOUSE BILL NO. 1395

103RD GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE FUCHS.

2701H.02I

JOSEPH ENGLER, Chief Clerk

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## AN ACT

To repeal sections 213.010, 213.020, 213.030, 213.040, 213.041, 213.045, 213.050, 213.070, 213.075, 213.076, 213.077, 213.085, 213.095, 213.101, 213.111, 213.112, 213.126, 213.135, and 510.265, RSMo, and to enact in lieu thereof twenty-eight new sections relating to unlawful discriminatory practices, with penalty provisions.

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

Section A. Sections 213.010, 213.020, 213.030, 213.040, 213.041, 213.045, 213.050, 213.070, 213.075, 213.076, 213.077, 213.085, 213.095, 213.101, 213.111, 213.112, 213.126, 213.135, and 510.265, RSMo, are repealed and twenty-eight new sections enacted in lieu thereof, to be known as sections 213.010, 213.020, 213.030, 213.070, 213.075, 213.077, 213.085, 213.095, 213.101, 213.111, 213.126, 213.135, 213.150, 213.151, 213.152, 213.155, 213.158, 213.161, 213.164, 213.167, 213.170, 213.173, 213.176, 213.179, 213.182, 213.185, 213.188, and 510.265, to read as follows:

213.010. As used in ~~[this chapter]~~ **sections 213.010 to 213.137**, the following terms shall mean:

(1) "Age", an age of forty or more years but less than seventy years, except that it shall not be an unlawful employment practice for an employer to require the compulsory retirement of any person who has attained the age of sixty-five and who, for the two-year period immediately before retirement, is employed in a bona fide executive or high policy-making position, if such person is entitled to an immediate nonforfeitable annual retirement benefit from a pension, profit sharing, savings or deferred compensation plan, or any combination of such plans, of the employer, which equals, in the aggregate, at least forty-four thousand dollars;

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.

11 (2) "Because" or "because of", as it relates to the adverse decision or action, the  
12 protected criterion was ~~[the motivating]~~ **a contributing** factor;

13 (3) "Commission", the Missouri commission on human rights;

14 (4) "Complainant", a person who has filed a complaint with the commission alleging  
15 that another person has engaged in a prohibited discriminatory practice;

16 (5) "Disability", a physical or mental impairment which substantially limits one or  
17 more of a person's major life activities, being regarded as having such an impairment, or a  
18 record of having such an impairment, which with or without reasonable accommodation does  
19 not interfere with performing the job~~;~~ **or** utilizing the place of public accommodation~~;~~ ~~or~~  
20 ~~occupying the dwelling in question. For purposes of this chapter,~~. The term "disability"  
21 does not include current~~;~~ illegal use of, or addiction to, a controlled substance as such term  
22 is defined by section 195.010; however, a person may be considered to have a disability if that  
23 person:

24 (a) Has successfully completed a supervised drug rehabilitation program and is no  
25 longer engaging in the illegal use of, and is not currently addicted to, a controlled substance or  
26 has otherwise been rehabilitated successfully and is no longer engaging in such use and is not  
27 currently addicted;

28 (b) Is participating in a supervised rehabilitation program and is no longer engaging  
29 in illegal use of controlled substances; or

30 (c) Is erroneously regarded as currently illegally using, or being addicted to, a  
31 controlled substance;

32 (6) "Discrimination", conduct proscribed herein, taken because of race, color,  
33 religion, national origin, ancestry, sex, ~~[or]~~ age as it relates to employment, **or** disability~~;~~ ~~or~~  
34 ~~familial status as it relates to housing~~;

35 (7) ~~["Dwelling", any building, structure or portion thereof which is occupied as, or  
36 designed or intended for occupancy as, a residence by one or more families, and any vacant  
37 land which is offered for sale or lease for the construction or location thereon of any such  
38 building, structure or portion thereof;~~

39 (8) ~~"Employer", [a person engaged in an industry affecting commerce who has six or  
40 more employees for each working day in each of twenty or more calendar weeks in the  
41 current or preceding calendar year, and shall include] the state, [or] any political or civil  
42 subdivision thereof, [or] any person employing six or more persons within the state, **or any  
43 person directly acting in the interest of an employer,** but "employer" does not include  
44 corporations and associations owned ~~[or]~~ **and** operated by religious or sectarian  
45 ~~organizations. "Employer" shall not include:~~~~

46 (a) ~~The United States;~~

47 (b) ~~A corporation wholly owned by the government of the United States;~~

48 ~~(c) An individual employed by an employer;~~

49 ~~(d) An Indian tribe;~~

50 ~~(e) Any department or agency of the District of Columbia subject by statute to~~  
 51 ~~procedures of the competitive service, as defined in 5 U.S.C. Section 2101; or~~

52 ~~(f) A bona fide private membership club, other than a labor organization, that is~~  
 53 ~~exempt from taxation under 26 U.S.C. Section 501(c)] **groups;**~~

54 ~~[(9)]~~ **(8)** "Employment agency" includes any person or agency, public or private,  
 55 regularly undertaking with or without compensation to procure employees for an employer or  
 56 to procure for employees opportunities to work for an employer **and includes any person**  
 57 **acting in the interest of such a person or agency;**

58 ~~[(10)]~~ **(9)** "Executive director", the executive director of the Missouri commission on  
 59 human rights;

60 ~~[(11) "Familial status", one or more individuals who have not attained the age of~~  
 61 ~~eighteen years being domiciled with:~~

62 ~~(a) A parent or another person having legal custody of such individual; or~~

63 ~~(b) The designee of such parent or other person having such custody, with the written~~  
 64 ~~permission of such parent or other person. The protections afforded against discrimination~~  
 65 ~~because of familial status shall apply to any person who is pregnant or is in the process of~~  
 66 ~~securing legal custody of any individual who has not attained the age of eighteen years;~~

67 ~~[(12)]~~ **(10)** "Human rights fund", a fund established to receive civil penalties as  
 68 required by federal regulations and as set forth by subdivision (2) of subsection 11 of section  
 69 ~~[213.075]~~ **213.167**, and which will be disbursed to offset additional expenses related to  
 70 compliance with the Department of Housing and Urban Development regulations;

71 ~~[(13)]~~ **(11)** "Labor organization" includes any organization which exists for the  
 72 purpose, in whole or in part, of collective bargaining or of dealing with employers concerning  
 73 grievances, terms or conditions of employment, or for other mutual aid or protection in  
 74 relation to employment;

75 ~~[(14)]~~ **(12)** "Local commissions", any commission or agency established prior to  
 76 August 13, 1986, by an ordinance or order adopted by the governing body of any city,  
 77 constitutional charter city, town, village, or county;

78 ~~[(15)]~~ **(13)** "Person" includes one or more individuals, corporations, partnerships,  
 79 associations, organizations, labor organizations, legal representatives, mutual companies,  
 80 joint stock companies, trusts, trustees, trustees in bankruptcy, receivers, fiduciaries, or other  
 81 organized groups of persons;

82 ~~[(16)]~~ **(14)** "Places of public accommodation", all places or businesses offering or  
 83 holding out to the general public, goods, services, privileges, facilities, advantages or  
 84 accommodations for the peace, comfort, health, welfare and safety of the general public or

85 such public places providing food, shelter, recreation and amusement, including, but not  
86 limited to:

87 (a) Any inn, hotel, motel, or other establishment which provides lodging to transient  
88 guests, other than an establishment located within a building which contains not more than  
89 five rooms for rent or hire and which is actually occupied by the proprietor of such  
90 establishment as ~~his~~ **the proprietor's** residence;

91 (b) Any restaurant, cafeteria, lunchroom, lunch counter, soda fountain, or other  
92 facility principally engaged in selling food for consumption on the premises, including, but  
93 not limited to, any such facility located on the premises of any retail establishment;

94 (c) Any gasoline station, including all facilities located on the premises of such  
95 gasoline station and made available to the patrons thereof;

96 (d) Any motion picture house, theater, concert hall, sports arena, stadium, or other  
97 place of exhibition or entertainment;

98 (e) Any public facility owned, operated, or managed by or on behalf of this state or  
99 any agency or subdivision thereof, or any public corporation; and any such facility supported  
100 in whole or in part by public funds;

101 (f) Any establishment which is physically located within the premises of any  
102 establishment otherwise covered by this section or within the premises of which is physically  
103 located any such covered establishment, and which holds itself out as serving patrons of such  
104 covered establishment;

105 ~~[(17) "Rent" includes to lease, to sublease, to let and otherwise to grant for~~  
106 ~~consideration the right to occupy premises not owned by the occupant;~~

107 ~~(18)]~~ **(15)** "Respondent", a person who is alleged to have engaged in a prohibited  
108 discriminatory practice in a complaint filed with the commission;

109 ~~[(19) "The motivating factor", the employee's protected classification actually played~~  
110 ~~a role in the adverse action or decision and had a determinative influence on the adverse~~  
111 ~~decision or action;~~

112 ~~(20)]~~ **(16)** "Unlawful discriminatory practice", any act that is unlawful under ~~this~~  
113 ~~chapter] sections 213.010 to 213.137.~~

213.020. 1. There is hereby created a "Missouri Commission on Human Rights". It  
2 shall consist of eleven members, with no less than one from each of the congressional districts  
3 of this state, serving without compensation, to be appointed by the governor with the advice  
4 and consent of the senate. One of the members shall be appointed chairperson by the  
5 governor. Appointments to the commission shall be for a term of six years. No more than six  
6 members at any one time shall be members of the same political party. In the event of the  
7 death or resignation of any member, his **or her** successor shall be appointed to serve for the  
8 unexpired period of the term for which such member had been appointed.

9           2. ~~[The]~~ A function of the commission shall be to encourage fair treatment for and to  
10 foster mutual understanding and respect among, and to discourage discrimination **in**  
11 **employment and public accommodation** against, any racial, ethnic, religious, or other  
12 group protected by ~~[this chapter]~~ **sections 213.010 to 213.137**, members of these groups, or  
13 persons with disabilities.

14           3. Any local commission created and established prior to August 13, 1986, by an  
15 ordinance adopted by the governing body of any city, constitutional charter city, town,  
16 village, or county, shall have the power and authority to seek to eliminate and prevent  
17 discrimination in employment~~[-, housing,]~~ and public accommodation~~[-]~~ and to establish  
18 related programs, which shall be certified by the commission as substantially equivalent. The  
19 power and authority of such commissions to initiate and pursue administrative proceedings  
20 and remedies shall be solely as provided in section 213.135.

213.030. 1. The powers and duties of the commission shall be:

2           (1) To seek to eliminate and prevent discrimination **in employment and in places of**  
3 **public accommodation** because of race, color, religion, national origin, ancestry, sex, age as  
4 it relates to employment, **or** disability~~[-, or familial status as it relates to housing]~~ and to take  
5 other actions against discrimination because of race, color, religion, national origin, ancestry,  
6 sex, age, **or** disability~~[-, or familial status as provided by law; and]~~. The commission is hereby  
7 given general jurisdiction and power for such purposes;

8           (2) To implement the purposes of this chapter first by conference, conciliation and  
9 persuasion so that persons may be guaranteed their civil rights and goodwill be fostered;

10           (3) To formulate policies to implement the purposes of this chapter and to make  
11 recommendations to agencies and officers of the state and political subdivisions in aid of such  
12 policies and purposes;

13           (4) To appoint such employees as it may deem necessary, fix their compensation  
14 within the appropriations provided and in accordance with the wage structure established for  
15 other state agencies, and prescribe their duties;

16           (5) To obtain upon request and utilize the services of all governmental departments  
17 and agencies to be paid from appropriations to this commission;

18           (6) To adopt, promulgate, amend, and rescind suitable rules and regulations to carry  
19 out the provisions of this chapter and the policies and practices of the commission in  
20 connection therewith;

21           (7) To receive, investigate, initiate, and pass upon complaints alleging discrimination  
22 in employment~~[-, housing]~~ or in places of public ~~[accommodations]~~ **accommodation** because  
23 of race, color, religion, national origin, ancestry, sex, age as it relates to employment, **or**  
24 disability~~[-, or familial status as it relates to housing]~~ and to require the production for

25 examination of any books, papers, records, or other materials relating to any matter under  
26 investigation;

27 (8) To hold hearings, subpoena witnesses, compel their attendance, administer oaths,  
28 to take the testimony of any person under oath, and, in connection therewith, to require the  
29 production for examination of any books, papers or other materials relating to any matter  
30 under investigation or in question before the commission;

31 (9) To issue publications and the results of studies and research which will tend to  
32 promote goodwill and minimize or eliminate discrimination in [~~housing,~~] employment or in  
33 places of public accommodation because of race, color, religion, national origin, ancestry,  
34 sex, age as it relates to employment, or disability[~~, or familial status as it relates to housing~~];

35 (10) To provide each year to the governor and to the general assembly a full written  
36 report of all its activities and of its recommendations;

37 (11) To adopt an official seal;

38 (12) To cooperate, act jointly, enter into cooperative or work-sharing agreements with  
39 the United States Equal Employment Opportunity Commission, the United States Department  
40 of Housing and Urban Development, and other federal agencies and local commissions or  
41 agencies to achieve the purposes of this chapter;

42 (13) To accept grants, private gifts, bequests, and establish funds to dispose of such  
43 moneys so long as the conditions of the grant, gift, or bequest are not inconsistent with the  
44 purposes of this chapter and are used to achieve the purposes of this chapter;

45 (14) To establish a human rights fund as defined in section 213.010, for the purposes  
46 of administering sections [~~213.040, 213.045, 213.050,~~] 213.070, 213.075, [~~and 213.076~~]  
47 **213.152, 213.158, 213.161, and 213.164.**

48 2. No rule or portion of a rule promulgated under the authority of this chapter shall  
49 become effective unless it has been promulgated pursuant to the provisions of section  
50 536.024.

213.070. [~~1-~~] It shall be an unlawful discriminatory practice [~~for an employer,~~  
2 ~~employment agency, labor organization, or place of public accommodation~~]:

3 (1) To aid, abet, incite, compel, or coerce the commission of acts prohibited under  
4 [~~this chapter~~] **sections 213.010 to 213.137**, or to attempt to do so;

5 (2) To retaliate or discriminate in any manner against any other person because such  
6 person has opposed any practice prohibited by [~~this chapter~~] **sections 213.010 to 213.137** or  
7 because such person has filed a complaint, testified, assisted, or participated in any manner in  
8 any investigation, proceeding or hearing conducted pursuant to [~~this chapter~~] **sections**  
9 **213.075 to 213.137**;

10 (3) For the state or any political subdivision of this state to discriminate on the basis  
11 of race, color, religion, national origin, sex, ancestry, age[;] as it relates to employment, **or**  
12 disability[~~, or familial status as it relates to housing~~]; or

13 (4) To discriminate in any manner against any other person because of such person's  
14 association with any person protected by ~~[this chapter]~~ **sections 213.010 to 213.137.**

15 ~~[2. This chapter, in addition to chapter 285 and chapter 287, shall provide the~~  
16 ~~exclusive remedy for any and all claims for injury or damages arising out of an employment~~  
17 ~~relationship.]~~

213.075. 1. ~~[As a jurisdictional condition precedent to filing a civil action under this~~  
2 ~~chapter,]~~ Any person claiming to be aggrieved by an unlawful discriminatory practice ~~[shall]~~  
3 **may** make, sign, and file with the commission a verified complaint in writing, within one  
4 hundred eighty days of the alleged act of discrimination, which shall state the name and  
5 address of the ~~[employer, employment agency, labor organization, or place of public~~  
6 ~~accommodation]~~ **person** alleged to have committed the unlawful discriminatory practice and  
7 which shall set forth the particulars thereof and such other information as may be required by  
8 the commission. The complainant's agent, attorney or the attorney general may, in like  
9 manner, make, sign, and file such complaint. ~~[The failure to timely file a complaint with the~~  
10 ~~commission shall deprive the commission of jurisdiction to investigate the complaint. The~~  
11 ~~commission shall make a determination as to its jurisdiction with respect to all complaints.~~  
12 ~~Notwithstanding any other provision of this chapter to the contrary, if a complaint is not filed~~  
13 ~~with the commission within one hundred eighty days of the alleged act of discrimination, the~~  
14 ~~commission shall lack jurisdiction to take any action on such a complaint other than to~~  
15 ~~dismiss the complaint for lack of jurisdiction. The failure to timely file a complaint with the~~  
16 ~~commission may be raised as a complete defense by a respondent or defendant at any time,~~  
17 ~~either during the administrative proceedings before the commission, or in subsequent~~  
18 ~~litigation, regardless of whether the commission has issued the person claiming to be~~  
19 ~~aggrieved a letter indicating his or her right to bring a civil action and regardless of whether~~  
20 ~~the employer asserted the defense before the commission.]~~

21 2. Any complaint which is filed with the federal Equal Employment Opportunity  
22 Commission or other federal agencies with which the commission has a work-sharing or  
23 deferral agreement, or with a local commission which has been certified as substantially  
24 equivalent by the commission, shall be deemed filed with the commission on the date that  
25 such complaint is received by such federal agency or local commission. A copy of all  
26 complaints filed with a local commission with the authority to enforce the provisions of ~~[this~~  
27 ~~chapter is to]~~ **sections 213.010 to 213.137 shall** be forwarded to the commission within seven  
28 days of the filing thereof with such local commission. If a local commission has jurisdiction  
29 to hear a complaint filed with the commission, such complaint shall be deemed to have been

30 filed with the local commission on the date on which such complaint was filed with the  
31 commission. The commission shall, within seven days of the receipt of a complaint which a  
32 local commission has jurisdiction to hear, forward a copy thereof to such local commission.

33 3. After the filing of any complaint, the executive director shall, with the assistance of  
34 the commission's staff, promptly investigate the complaint, and if the director determines  
35 after the investigation that probable cause exists for crediting the allegations of the complaint,  
36 the executive director shall immediately endeavor to eliminate the unlawful discriminatory  
37 practice complained of by conference, conciliation and persuasion, and shall report the results  
38 to the commission. The investigation, determination of probable cause and conciliation shall  
39 be conducted according to such rules, regulations and guidelines as the commission shall  
40 prescribe.

41 4. A person who is not named as a respondent in a complaint, but who is identified as  
42 a respondent in the course of investigation, may be joined as an additional or substitute  
43 respondent upon written notice, pursuant to such rules, regulations, and guidelines as the  
44 commission shall prescribe. Such notice, in addition to complying with the requirements of  
45 such rules, regulations, and guidelines, shall also state the reason why the person to whom the  
46 notice is addressed has been joined as a party.

47 5. In case of failure to eliminate such discriminatory practice as found in the  
48 investigation, if in the judgment of the chairperson of the commission circumstances so  
49 warrant, there shall be issued and served in the name of the commission, a written notice,  
50 together with a copy of the complaint, as it may have been amended, requiring the person  
51 named in the complaint, hereinafter referred to as "respondent", to answer the charges of the  
52 complaint at a hearing, at a time and place to be specified in the notice, before a panel of at  
53 least three members of the commission sitting as the commission or before a hearing  
54 examiner licensed to practice law in this state who shall be appointed by the executive  
55 director and approved by the commission. The place of the hearing shall be in the office of  
56 the commission or such other place designated by it, except that if the respondent so requests,  
57 in writing, the hearing shall be held in the county of such person's residence or business  
58 location at the time of the alleged unlawful discriminatory practice. A copy of the notice shall  
59 also be served on the complainants.

60 6. ~~In all cases where a written notice of hearing has been issued and a party has not~~  
61 ~~elected the option to proceed in circuit court as set forth in section 213.076, the procedures set~~  
62 ~~forth for a hearing shall apply.~~

63 7.] The commission shall be a party to the action and shall be represented before the  
64 panel or the hearing examiner by the office of the attorney general or, when so delegated by  
65 the attorney general, a staff attorney of the commission. Neither the hearing examiner nor



66 any member of the panel shall have participated in the investigation of the complaint.  
67 Evidence concerning endeavors at conciliation shall be excluded.

68 ~~[8-]~~ 7. The respondent may file a written verified answer to the complaint and appear  
69 at the hearing in person or otherwise with or without counsel, and submit testimony. At the  
70 discretion of the hearing examiner or the panel, the complainant may be allowed to intervene,  
71 thereby becoming a party to the action with the right to present testimony in person or by  
72 counsel, provided the complainant at all times shall be treated as a party for the purpose of  
73 discovery and the taking of depositions. The commission or complainant intervenor shall  
74 have the power to reasonably and fairly amend any complaint, and the respondent shall have  
75 like power to amend any answer. The testimony taken at the hearing shall be under oath and  
76 be transcribed.

77 ~~[9-]~~ 8. In any contested case before the commission, any party may take and use  
78 written interrogatories, requests for production of documents and other materials, and  
79 requests for admissions, and all other forms of discovery authorized by rules of civil  
80 procedure in the same manner, upon, and under the same conditions, and upon the same  
81 notice, as is or may hereafter be provided for with respect to the taking and using of written  
82 interrogatories, requests for production of documents and other materials, and requests for  
83 admissions, and all other forms of discovery authorized by rules of civil procedure in civil  
84 actions in the circuit court. The panel or hearing examiner shall have the authority to impose  
85 sanctions in the same manner as set forth in the rules of civil procedure.

86 ~~[10-]~~ 9. The hearing shall be conducted in the manner provided by chapter 536.

87 ~~[11-]~~ 10. When the case is heard by a panel of the commission, the chairperson of the  
88 commission shall select the hearing panel and the presiding officer. The presiding officer  
89 shall have full authority to call and examine witnesses, admit or exclude evidence and rule  
90 upon all motions and objections. The panel shall state its findings of fact and conclusions of  
91 law, and if, upon all the evidence at the hearing, the panel finds[=

92 ~~(1)~~ that a respondent has engaged in an unlawful discriminatory practice [~~as defined~~  
93 ~~in this chapter~~], the commission shall issue and cause to be served on the respondent an order  
94 requiring the respondent to cease and desist from the unlawful discriminatory practice. The  
95 order shall require the respondent to take such affirmative action, as in the panel's judgment  
96 will implement the purposes of [~~this chapter~~] **sections 213.010 to 213.137** including, but not  
97 limited to, payment of back pay; hiring; reinstatement or upgrading; restoration to  
98 membership in any respondent labor organization; [~~the extension of full, equal and~~  
99 ~~unsegregated housing;~~] the extension of full, equal, and unsegregated public  
100 accommodations; [~~extension of a commercial real estate loan or other financial assistance;~~  
101 ~~extension or restoration of membership or participation in any multiple listing service or other~~

102 ~~real estate service organization or facility;] payment of actual damages; and the submission of~~  
103 ~~a report of the manner of compliance[;~~

104 ~~(2) That a respondent has engaged or is about to engage in a violation of section~~  
105 ~~213.040, 213.045, 213.050, or 213.070, to the extent that the alleged violation of section~~  
106 ~~213.070 relates to or involves a violation of one or more of such other sections or relates to or~~  
107 ~~involves the encouraging, aiding, or abetting of a violation of such other sections, the~~  
108 ~~commission may, in addition to the relief provided in subdivision (1) of this subsection, assess~~  
109 ~~a civil penalty against the respondent, for purposes of vindicating the public interest:~~

110 ~~(a) In an amount not exceeding two thousand dollars if the respondent has not been~~  
111 ~~adjudged to have violated one or more of the sections enumerated in subdivision (2) of this~~  
112 ~~subsection within five years of the date of the filing of the complaint;~~

113 ~~(b) In an amount not exceeding five thousand dollars if the respondent has been~~  
114 ~~adjudged to have committed one violation of the sections enumerated in subdivision (2) of~~  
115 ~~this subsection within five years of the date on which the complaint is filed;~~

116 ~~(c) In an amount not exceeding ten thousand dollars if the respondent has been~~  
117 ~~adjudged to have committed two or more prior violations of the sections enumerated in~~  
118 ~~subdivision (2) of this subsection within seven years of the date on which the complaint is~~  
119 ~~filed.~~

120

121 ~~All civil penalties set forth in this subsection shall be paid to the human rights fund].~~

122 ~~[12.] 11.~~ If, upon all the evidence, the panel finds that a respondent has not engaged in  
123 any unlawful discriminatory practice, the panel shall state its findings of fact and conclusions  
124 of law and shall issue and cause to be served on the complainant and respondent an order  
125 dismissing the complaint.

126 ~~[13.] 12.~~ When the case is heard by a hearing examiner, the examiner shall have all  
127 powers described in subdivision (8) **of subsection 1** of section 213.030 and subsection ~~[11]~~  
128 **10** of this section, for the purpose of the hearing. The hearing examiner shall make findings  
129 of fact and conclusions of law and shall recommend to the commission an order granting such  
130 relief as provided in subsection ~~[11]~~ **10** of this section or dismissing the complaint as to the  
131 respondent as provided in subsection ~~[12]~~ **11** of this section, in accordance with such findings.

132 ~~[14.] 13.~~ A panel of at least three members of the commission, sitting as the  
133 commission, shall review the record, findings and recommended order of the hearing  
134 examiner. The panel shall thereafter accept or amend the recommended order which shall  
135 become the order of the commission. All orders shall be served on the complainant and  
136 respondent, and copies shall be delivered to the attorney general and such other public  
137 officers as the commission deems proper.

138           ~~[15.]~~ 14. No order of the commission issued pursuant to this section shall affect any  
139 contract, sale, encumbrance or lease consummated before the issuance of such order and  
140 involving a bona fide purchaser without actual notice of the charge filed pursuant to this  
141 section.

142           ~~[16.]~~ 15. Any person aggrieved by an order of the commission may appeal as  
143 provided in chapter 536.

213.077. 1. During the period beginning with the filing of a complaint under section  
2 213.075, and ending with the filing of a charge, setting of a complaint for hearing or dismissal  
3 of a complaint pursuant to the provisions of that section, the executive director and the  
4 commission staff shall, to the extent feasible, engage in settlement and/or conciliation with  
5 respect to the complaint. Any settlement and conciliation agreement negotiated during such  
6 period shall be an agreement between the complainant and respondent and shall be subject to  
7 approval by the executive director. Nothing said or done in the course of settlement or  
8 conciliation under this section shall be made public or used as evidence in any subsequent  
9 proceeding under ~~[this chapter]~~ **sections 213.010 to 213.137**, without the written consent of  
10 the complainant and respondent.

11           2. If a complaint has been filed pursuant to section 213.055, 213.065 or 213.070,  
12 alleging commission of an unlawful employment practice or discrimination in public  
13 accommodations:

14           (1) During investigation, the public shall not have access to records relating to the  
15 complaint, nor shall any information relating thereto be released to the public;

16           (2) During investigation, the complainant and respondent shall only have access to  
17 records they provided until the point at which disclosure is allowed at hearing, or if a request  
18 for civil action is made under section 213.111 for a right to or other legal proceedings  
19 pursuant to federal, state or local discrimination laws that require disclosure;

20           (3) Settlement agreements, executed during investigation shall be disclosed to the  
21 public only by agreement of the complainant and respondent;

22           (4) After closure of a complaint, the public may only have access to the complaint  
23 and closure documents by agreement of the complainant and respondent;

24           (5) Excluding a finding of probable cause, after an investigation closure, the  
25 complainant and respondent may have access to the investigative file except for sensitive or  
26 confidential records and records relating to witnesses who have requested anonymity. With  
27 respect to records that the commission has obtained from other government agencies, the  
28 commission ~~[will]~~ **shall** observe any statutory confidentiality provisions imposed on the  
29 originating agencies;

30           (6) A conciliation agreement shall be disclosed to the public only by agreement of the  
31 complainant and respondent;

32 (7) After failure of conciliation attempts, the complainant and respondent may have  
33 access to copies of the investigative file, except for sensitive or confidential records and  
34 records relating to witnesses who have requested anonymity;

35 (8) To achieve the purposes of ~~[this chapter]~~ **sections 213.010 to 213.137**, this  
36 subsection shall not apply to disclosure of information to representatives of interested federal,  
37 state or local civil or human rights agencies.

38 ~~[3. If a complaint is filed alleging violation of section 213.040, 213.045, 213.050, or~~  
39 ~~213.070, to the extent that the alleged violation of section 213.070 relates to or involves~~  
40 ~~violations of one or more of the other above enumerated sections or relates to or involves the~~  
41 ~~encouraging, aiding or abetting of violation of such sections:~~

42 ~~(1) The public, complainant and respondent shall have access to records relating to~~  
43 ~~the complaint in the same manner as set forth in subdivisions (1), (2), (4), (5), (7), and (8) of~~  
44 ~~subsection 2 of this section;~~

45 ~~(2) Any settlement or conciliation agreement entered into by the complainant and~~  
46 ~~respondent shall be made public unless the parties thereto otherwise agree and the executive~~  
47 ~~director determines that disclosure is not required to further the purpose of this chapter.]~~

213.085. 1. All final decisions, settlement agreements, conciliation agreements,  
2 findings, rules and orders of the commission under any provision of ~~[this chapter]~~ **sections**  
3 **213.010 to 213.137** shall be in writing. Parties to proceedings shall each be sent a copy of the  
4 commission's decision and order in the proceedings.

5 2. Any person who is aggrieved by a final decision, finding, rule or order of the  
6 commission may obtain judicial review by filing a petition in the circuit court of the county of  
7 proper venue within thirty days after the mailing or delivery of the notice of the commission's  
8 final decision.

9 3. Judicial review shall be in the manner provided by chapter 536, as it may be  
10 amended or superseded from time to time. The venue of such cases shall, at the option of the  
11 appealing party, be in the circuit court of Cole County or in the county of the appealing party's  
12 residence, or if the appealing party is a corporation, domestic or foreign, having a registered  
13 office or business office in this state, in the county of its registered office or business office.

14 4. If no proceeding for review is instituted in the circuit court within the time herein  
15 prescribed, the commission may obtain an order in a proceeding brought in the circuit court of  
16 the county wherein the unlawful discriminatory practice which is the subject of the  
17 commission's order occurred, or the county wherein any person required in the order to cease  
18 and desist from an unlawful discriminatory practice, or to take other affirmative action,  
19 resides or conducts business. The record on the commission's petition for enforcement shall  
20 consist solely of duly certified records of the commission showing that it has jurisdiction over  
21 the respondent, that the procedure prescribed by this action has been complied with, and a

22 certified copy of the commission's order with proof of service. On such a petition, the inquiry  
 23 of the court shall be limited to a determination of whether the action of the commission is in  
 24 excess of its statutory authority or jurisdiction and whether the respondent has substantially  
 25 complied with the order of the commission.

26 5. Where no proceeding for judicial review is filed within the time established under  
 27 subsection ~~[3]~~ **2** of this section, and the commission has not filed a petition for enforcement of  
 28 its order in the circuit court, any person entitled to relief may, after the expiration of sixty  
 29 days from the date of the commission's order, file a petition for enforcement of the  
 30 commission's decision in a circuit court having proper venue thereof. The contents of the  
 31 petition and the jurisdiction of the court shall be as set forth in subsection 4 of this section.

32 6. Where a suit for enforcement of a commission order has been filed pursuant to  
 33 either subsection 4 or 5 of this section, the circuit court shall issue its order enforcing the  
 34 commission decision, unless the party against whom enforcement is sought affirmatively  
 35 shows that:

36 (1) The court is without jurisdiction or venue;

37 (2) Such commission order violates the provisions of the constitution of this state or  
 38 of the United States;

39 (3) The commission order is beyond its statutory authority or jurisdiction; or

40 (4) The party has substantially complied with the order of the commission.

41 7. Where the commission deems there has been a breach of the terms or conditions of  
 42 a settlement agreement or conciliation agreement, the commission shall institute an action in  
 43 circuit court to enforce the terms of the agreement or to obtain the appropriate remedy for  
 44 such breach. Nothing in this subsection shall prohibit the parties to such agreement from  
 45 personally filing suit to enforce this subsection.

213.095. Any person who shall willfully violate an order of the commission **issued**  
 2 **and served under section 213.075** shall be guilty of a class C misdemeanor.

213.101. ~~[1-]~~ The provisions of ~~[this chapter]~~ **sections 213.010 to 213.137** shall be  
 2 construed to accomplish the purposes thereof and any law inconsistent with any provision of  
 3 ~~[this chapter]~~ **those sections** shall not apply. Nothing contained in ~~[this chapter]~~ **sections**  
 4 **213.010 to 213.137** shall be deemed to repeal any of the provisions of any law of this state  
 5 relating to discrimination because of race, color, religion, national origin, sex, ancestry, age,  
 6 **or disability**~~[-, or familial status]~~.

7 ~~[2- The general assembly hereby expressly abrogates the case of McBryde v. Ritenour~~  
 8 ~~School District, 207 S.W.3d 162 (Mo.App. E.D. 2006), and its progeny as it relates to the~~  
 9 ~~necessity and appropriateness of the issuance of a business judgment instruction. In all civil~~  
 10 ~~actions brought under this chapter, a jury shall be given an instruction expressing the business~~  
 11 ~~judgment rule.~~

12           3. ~~If an employer in a case brought under this chapter files a motion pursuant to rule~~  
13 ~~74.04 of the Missouri rules of civil procedure, the court shall consider the burden-shifting~~  
14 ~~analysis of McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973), and its progeny to be~~  
15 ~~highly persuasive for analysis in cases not involving direct evidence of discrimination.~~

16           4. ~~The general assembly hereby expressly abrogates by this statute the cases of~~  
17 ~~Daugherty v. City of Maryland Heights, 231 S.W.3d 814 (Mo. 2007) and its progeny as they~~  
18 ~~relate to the contributing factor standard and abandonment of the burden-shifting framework~~  
19 ~~established in McDonnell Douglas Corp. v. Green, 411 U.S. 792 (1973).~~

20           5. ~~The general assembly hereby expressly abrogates by this statute the holding in~~  
21 ~~Hurst v. Kansas City Mo. School District, 437 S.W.3d 327 (Mo.App. W.D. 2014), that~~  
22 ~~Missouri Approved Instruction 19.01 may be applied to actions brought pursuant to this~~  
23 ~~chapter, and the holding in Thomas v. McKeever's Enterprises, Inc., 388 S.W.3d 206~~  
24 ~~(Mo.App. W.D. 2012), that juries shall not be instructed that plaintiffs bear the burden of~~  
25 ~~establishing "but for" causation in actions brought pursuant to this chapter.~~

26           6. ~~The general assembly hereby abrogates all Missouri approved jury instructions~~  
27 ~~specifically addressing civil actions brought under this chapter which were in effect prior to~~  
28 ~~August 28, 2017.]~~

213.111. 1. If, after one hundred eighty days from the filing of a complaint alleging  
2 an unlawful discriminatory practice pursuant to section 213.055, 213.065 or 213.070 to the  
3 extent that the alleged violation of section 213.070 relates to or involves a violation of section  
4 213.055 or 213.065, or subdivision (3) ~~[of subsection 1]~~ of section 213.070 as it relates to  
5 employment ~~[and]~~ **or** public accommodations, the commission has not completed its  
6 administrative processing and the person aggrieved so requests in writing, the commission  
7 shall issue to the person claiming to be aggrieved a letter indicating his or her right to bring a  
8 civil action within ninety days of such notice against the respondent named in the complaint.  
9 ~~[If, after the filing of a complaint pursuant to sections 213.040, 213.045, 213.050 and~~  
10 ~~213.070, to the extent that the alleged violation of section 213.070 relates to or involves a~~  
11 ~~violation of sections 213.040, 213.045 and 213.050, or subdivision (3) of subsection 1 of~~  
12 ~~section 213.070 as it relates to housing, and the person aggrieved so requests in writing, the~~  
13 ~~commission shall issue to the person claiming to be aggrieved a letter indicating his or her~~  
14 ~~right to bring a civil action within ninety days of such notice against the respondent named in~~  
15 ~~the complaint. The commission may not at any other time or for any other reason issue a~~  
16 ~~letter indicating a complainant's right to bring a civil action.]~~ Such an action may be brought  
17 in any circuit court in any county in which the unlawful discriminatory practice is alleged to  
18 have ~~[been committed]~~ **occurred**, either before a circuit or associate circuit judge. Upon  
19 issuance of this notice, the commission shall terminate all proceedings relating to the  
20 complaint. No person may file or reinstate a complaint with the commission after the

21 issuance of a notice under this section relating to the same practice or act. Any action brought  
22 in court under this section shall be filed within ninety days from the date of the commission's  
23 notification letter to the individual but no later than two years after the alleged cause occurred  
24 or its reasonable discovery by the alleged injured party.

25       2. **Notwithstanding the fact that a person has not filed a complaint with the**  
26 **commission as provided under section 213.075, a person claiming to be aggrieved may**  
27 **bring a civil action in any circuit court in any county in which the unlawful**  
28 **discriminatory action is alleged to have occurred, either before a circuit or associate**  
29 **circuit judge.**

30       3. The court may grant as relief, as it deems appropriate, any permanent or temporary  
31 injunction, temporary restraining order, or other order, and may award to the plaintiff actual  
32 and punitive damages, and may award court costs and reasonable ~~attorney~~ **attorney's** fees to  
33 the prevailing party, other than a state agency or commission or a local commission; except  
34 that, a prevailing respondent may be awarded **court costs and** reasonable ~~attorney~~  
35 **attorney's** fees only upon a showing that the case was without foundation.

36       ~~[3.]~~ 4. Any party to any action initiated under this section has a right to a trial by jury.

37       ~~[4. The sum of the amount of actual damages, including damages for future pecuniary~~  
38 ~~losses, emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life,~~  
39 ~~and other nonpecuniary losses, and punitive damages awarded under this section shall not~~  
40 ~~exceed for each complaining party:~~

41       ~~(1) Actual back pay and interest on back pay; and~~

42       ~~(2) (a) In the case of a respondent who has more than five and fewer than one~~  
43 ~~hundred one employees in each of twenty or more calendar weeks in the current or preceding~~  
44 ~~calendar year, fifty thousand dollars;~~

45       ~~(b) In the case of a respondent who has more than one hundred and fewer than two~~  
46 ~~hundred one employees in each of twenty or more calendar weeks in the current or preceding~~  
47 ~~calendar year, one hundred thousand dollars;~~

48       ~~(c) In the case of a respondent who has more than two hundred and fewer than five~~  
49 ~~hundred one employees in each of twenty or more calendar weeks in the current or preceding~~  
50 ~~calendar year, two hundred thousand dollars; or~~

51       ~~(d) In the case of a respondent who has more than five hundred employees in each of~~  
52 ~~twenty or more calendar weeks in the current or preceding calendar year, five hundred~~  
53 ~~thousand dollars.~~

54       ~~5. In any employment-related civil action brought under this chapter, the plaintiff~~  
55 ~~shall bear the burden of proving the alleged unlawful decision or action was made or taken~~  
56 ~~because of his or her protected classification and was the direct proximate cause of the~~  
57 ~~elaimed damages.]~~

213.126. 1. Whenever the attorney general has a reasonable cause to believe that any person or group of persons is engaged in a pattern or practice of resistance to the full enjoyment of any of the rights granted by this chapter or that any group of persons has been denied any of the rights granted by this chapter, and such denial raises an issue of general public importance, he **or she** may bring a civil action to any appropriate state court by filing with it a complaint setting forth the facts and requesting such preventive relief, including, but not limited to, an application for a permanent or temporary injunction, restraining order, or other order against the person or persons responsible for such pattern or practice or denial of rights, as he **or she** deems necessary to ensure the full enjoyment of the rights granted by this chapter.

2. If, at any time following the filing of a complaint alleging violation of one or more of the provisions of sections ~~[213.040]~~ **213.055** to 213.070 **or sections 213.152 to 213.164**, the chairperson determines that prompt judicial action is necessary to carry out the purposes of this chapter, the chairperson may authorize a civil action for appropriate temporary or preliminary relief pending final disposition of the complaint under the provisions of this chapter. Upon receipt of such authorization, the attorney general may commence and maintain an action seeking temporary or preliminary relief of an equitable nature in the circuit court of the county in which the respondent resides or in any county in which respondent conducts business.

3. Upon request by the commission, the attorney general shall take appropriate action in circuit court to enforce a subpoena issued by the commission.

4. The attorney general may file suit to enforce a settlement or conciliation agreement or any order of the commission referred by the commission or executive director.

213.135. 1. Any local commission authorized under subsection 3 of section 213.020 and certified by the commission as substantially equivalent shall, pursuant to the provisions of this section, have power and authority to hear complaints of violations of this chapter that are alleged to have been committed within the city, town, village or county which created the commission, provided that no complaint against the state of Missouri, including the University of Missouri system, or any official, officer, employee, department, agency, or other agent or servant thereof shall be entertained by a municipal or county commission as authorized in subsection 3 of section 213.020. Such authority may only be exercised in a manner consistent with the provisions of this chapter. In furtherance of the authority granted in this section, local commissions shall be empowered to hold hearings, subpoena witnesses, compel their attendance, administer oaths, to take the testimony of any person under oath, and to require the production for examination of any books, papers or other materials relating to any matter under investigation or in question before the commission.



14           2. Any local commission authorized under subsection 3 of section 213.020 may be  
15 empowered by the legislative body of the city, town, village or county it serves to exercise the  
16 powers granted in this section, any provision of law, charter or ordinance to the contrary  
17 notwithstanding.

18           3. Proceedings before the local commission shall be consistent with the requirements  
19 of section 213.075 [~~with the exceptions that~~] **if the matter relates to unlawful**  
20 **discriminatory conduct proscribed under sections 213.010 to 213.137. If the matter**  
21 **relates to conduct proscribed under sections 213.150 to 213.188, proceedings shall be**  
22 **consistent with the requirements of section 213.167.** In the context of these proceedings,  
23 the references to the attorney general therein shall apply to an attorney or counselor for the  
24 city, town, village or county, and [~~that~~] contested cases before the local commission shall be  
25 heard by a hearing examiner who shall present to the local commission, or to a panel of  
26 members thereof, proposed findings of fact, proposed conclusions of law, and a proposed  
27 order, or who shall, if the municipal ordinance so provides, render findings of fact,  
28 conclusions of law, and an order. Hearings before local commissions shall either be tape  
29 recorded or held before a certified court reporter.

30           4. The order of a local commission shall not be final for appeal purposes until filed  
31 with and reviewed by a hearing examiner of the commission. The order shall be filed with the  
32 commission within thirty days of the date the local commission entered its order. Within  
33 fifteen days of the filing of the order the local commission shall transmit the transcript of the  
34 hearing previously reduced to writing to the commission. The local commission shall prepare  
35 the transcript of the hearing and file with it all exhibits, whether received or rejected, with the  
36 commission. The commission hearing examiner shall issue an opinion within ninety days of  
37 receipt of the local commission's complete hearing record. Thirty days from the date of  
38 issuance of the opinion, the order of the local commission shall become final for purposes of  
39 appeal and may be appealed in the same manner as any other decision of the commission as  
40 set out in section 213.085 **for matters relating to unlawful discriminatory conduct**  
41 **proscribed under sections 213.010 to 213.137 or as set out in section 213.176 for matters**  
42 **relating to conduct proscribed under sections 213.150 to 213.188.** If no opinion is issued  
43 by the hearing examiner within ninety days, the local commission's decision shall be  
44 considered final for purposes of appeal and may be appealed in the same manner as any other  
45 decision of the commission as set out in section 213.085 **for matters relating to unlawful**  
46 **discriminatory conduct proscribed under sections 213.010 to 213.137 or as set out in**  
47 **section 213.176 for matters relating to conduct proscribed under sections 213.150 to**  
48 **213.188.**

49           5. If no appeal from a final order of a local commission has been filed within thirty  
50 days, a petition for enforcement of the order may be filed in the circuit court as provided in

51 section 213.085 for matters relating to unlawful discriminatory conduct proscribed  
52 under sections 213.010 to 213.137 or as set out in section 213.176 for matters relating to  
53 conduct proscribed under sections 213.150 to 213.188.

54 6. Local commissions may adopt procedural rules relating to the investigation,  
55 settlement and conciliation of complaints and conduct of hearings, provided that such rules  
56 and regulations are consistent with the provisions and spirit of this chapter. Such rules and  
57 regulations shall be subject to review by the Missouri commission on human rights, and shall  
58 not become effective until approved thereby. The commission shall have authority to  
59 approve, disapprove, or approve with amendments any local commission rules submitted to it.  
60 In the event that the commission approves local commission rules and regulations with  
61 amendments, such rules shall become effective when the amendments are adopted by the  
62 local commission.

213.150. 1. Sections 213.150 to 213.188 shall be known as the "Missouri Fair  
2 Housing Act".

3 2. A function of the commission shall be to encourage fair treatment of racial,  
4 ethnic, religious, and other groups protected by sections 213.150 to 213.188; members of  
5 these groups; and persons with disabilities. A function of the commission shall also be to  
6 foster mutual understanding and respect among these groups, members of these groups,  
7 and persons with disabilities and to discourage discrimination in housing against these  
8 groups, members of these groups, and persons with disabilities.

9 3. The commission shall have jurisdiction and power to seek to eliminate and  
10 prevent discrimination in housing because of race, color, religion, national origin,  
11 ancestry, sex, disability, gender identity, immigration status, or familial status and to  
12 take other actions against discrimination because of race, color, religion, national origin,  
13 ancestry, sex, disability, gender identity, immigration status, or familial status. The  
14 commission is hereby given general jurisdiction and power for such purposes.

15 4. The commission shall issue publications and the results of studies and  
16 research that tend to promote goodwill and minimize or eliminate discrimination in  
17 housing because of race, color, religion, national origin, ancestry, sex, disability, gender  
18 identity, immigration status, or familial status.

19 5. The commission shall receive, investigate, initiate, and pass upon complaints  
20 alleging discrimination in housing because of race, color, religion, national origin,  
21 ancestry, sex, disability, gender identity, immigration status, or familial status and  
22 require the production, for examination, of any books, papers, records, or other  
23 materials relating to any matter under investigation.

24 6. Any local commission created and established prior to August 13, 1986, by an  
25 ordinance adopted by the governing body of any city, constitutional charter city, town,

26 village, or county shall have the power and authority to seek to eliminate and prevent  
27 discrimination in housing and to establish related programs that shall be certified by the  
28 commission as substantially equivalent. Such commissions shall be certified in the same  
29 manner as in section 213.131. The power and authority of such commissions to initiate  
30 and pursue administrative proceedings and remedies shall be solely as provided in  
31 section 213.135.

213.151. For purposes of sections 213.150 to 213.188, the following terms mean:

- 2 (1) "Because" or "because of", as it relates to the adverse decision or action, the  
3 protected criterion was a contributing factor;
- 4 (2) "Commission", the Missouri commission on human rights;
- 5 (3) "Complainant", a person who has filed a complaint with the commission  
6 alleging that another person has engaged in a prohibited discriminatory practice;
- 7 (4) "Disability", a physical or mental impairment that substantially limits one or  
8 more of a person's major life activities, being regarded as having such an impairment,  
9 or a record of having such an impairment, that with or without reasonable  
10 accommodation does not interfere with occupying the dwelling in question. The term  
11 "disability" does not include current illegal use of, or addiction to, a controlled  
12 substance, as such term is defined in section 195.010; however, a person may be  
13 considered to have a disability if that person:
  - 14 (a) Has successfully completed a supervised drug rehabilitation program and is  
15 no longer engaging in the illegal use of, and is not currently addicted to, a controlled  
16 substance or has otherwise been rehabilitated successfully and is no longer engaging in  
17 such use and is not currently addicted;
  - 18 (b) Is participating in a supervised drug rehabilitation program and is no longer  
19 engaging in illegal use of controlled substances; or
  - 20 (c) Is erroneously regarded as currently illegally using or being addicted to a  
21 controlled substance;
- 22 (5) "Discrimination", any unfair treatment based on race, color, religion,  
23 national origin, ancestry, sex, disability, gender identity, immigration status, or familial  
24 status;
- 25 (6) "Dwelling", any building, structure, or portion thereof that is occupied as, or  
26 designed or intended for occupancy as, a residence by one or more families and any  
27 vacant land that is offered for sale or lease for the construction or location thereon of  
28 any such building, structure, or portion thereof;
- 29 (7) "Executive director", the executive director of the Missouri commission on  
30 human rights;

31           **(8) "Familial status", one or more individuals who have not attained eighteen**  
32 **years of age being domiciled with:**

33           **(a) A parent or another person having legal custody of such individual; or**

34           **(b) The designee of a parent or other person having legal custody of such**  
35 **individual, with the written permission of such parent or other person.**

36

37 **The protections afforded against discrimination on the basis of familial status shall**  
38 **apply to any person who is pregnant or is in the process of securing legal custody of any**  
39 **individual who has not attained eighteen years of age;**

40           **(9) "Gender identity", the gender-related identity, appearance, mannerisms, or**  
41 **other gender-related characteristics of an individual, with or without regard to the**  
42 **individual's assigned sex at birth;**

43           **(10) "Human rights fund", the fund established by the Missouri commission on**  
44 **human rights under section 213.030;**

45           **(11) "Immigration status", a person's authorized lawful presence or**  
46 **unauthorized unlawful presence in the United States, including the actual or**  
47 **perceived citizenship or immigration status of such person;**

48           **(12) "Local commission", any commission or agency established prior to August**  
49 **13, 1986, by an ordinance or order adopted by the governing body of any city,**  
50 **constitutional charter city, town, village, or county;**

51           **(13) "Person", one or more individuals, corporations, partnerships, associations,**  
52 **organizations, legal representatives, mutual companies, joint-stock companies, trusts,**  
53 **trustees, trustees in bankruptcy, receivers, fiduciaries, or other organized groups of**  
54 **persons;**

55           **(14) "Rent", to lease, to sublease, to let, and otherwise to grant for consideration**  
56 **the right to occupy premises not owned by the occupant;**

57           **(15) "Respondent", a person who is alleged to have engaged in a prohibited**  
58 **discriminatory practice in a complaint filed with the commission;**

59           **(16) "Unlawful discriminatory housing practice", any act that is unlawful under**  
60 **sections 213.150 to 213.188.**

**213.152. 1. It shall be an unlawful discriminatory housing practice:**

2           **(1) To refuse to sell or rent after the making of a bona fide offer, to refuse to**  
3 **negotiate for the sale or rental of, to deny, or to otherwise make unavailable a dwelling**  
4 **to any person because of race, color, religion, national origin, ancestry, sex, disability,**  
5 **gender identity, immigration status, or familial status;**

6           **(2) To discriminate against any person in the terms, conditions, or privileges of**  
7 **sale or rental of a dwelling or in the provision of services or facilities in connection**

8 therewith because of race, color, religion, national origin, ancestry, sex, disability,  
9 gender identity, immigration status, or familial status;

10 (3) To make, print, or publish, or cause to be made, printed, or published, any  
11 notice, statement, or advertisement with respect to the sale or rental of a dwelling that  
12 indicates any preference, limitation, or discrimination based on race, color, religion,  
13 national origin, ancestry, sex, disability, gender identity, immigration status, or familial  
14 status or that indicates an intention to make any such preference, limitation, or  
15 discrimination;

16 (4) To represent to any person because of race, color, religion, national origin,  
17 ancestry, sex, disability, gender identity, immigration status, or familial status that any  
18 dwelling is not available for inspection, sale, or rental if such dwelling is in fact so  
19 available;

20 (5) To induce or attempt to induce any person to sell or rent any dwelling by  
21 representations regarding the entry or prospective entry into the neighborhood of a  
22 person or persons of a particular race, color, religion, national origin, ancestry, sex,  
23 disability, gender identity, immigration status, or familial status;

24 (6) To discriminate in the sale or rental of, or to otherwise make unavailable or  
25 deny, a dwelling to any buyer or renter because of a disability of:

26 (a) That buyer or renter;

27 (b) A person residing in or intending to reside in that dwelling after it is so sold,  
28 rented, or made available; or

29 (c) Any person associated with that buyer or renter; or

30 (7) To discriminate against any person in the terms, conditions, or privileges of  
31 sale or rental of a dwelling, or in the provision of services or facilities in connection with  
32 such dwelling, because of a disability of:

33 (a) That person;

34 (b) A person residing in or intending to reside in that dwelling after it is so sold,  
35 rented, or made available; or

36 (c) Any person associated with that person.

37 2. For purposes of this section and sections 213.158 and 213.161, discrimination  
38 includes:

39 (1) A refusal to permit, at the expense of the person with the disability,  
40 reasonable modifications of existing premises occupied or to be occupied by such person  
41 if such modifications may be necessary to afford such person full enjoyment of the  
42 premises, except that in the case of a rental, the landlord may, if it is reasonable to do so,  
43 condition permission for a modification on the renter's agreeing to restore the interior of

44 the premises to the condition that existed before the modification, reasonable wear and  
45 tear excepted;

46 (2) A refusal to make reasonable accommodations in rules, policies, practices, or  
47 services when such accommodations may be necessary to afford such person equal  
48 opportunity to use and enjoy a dwelling; or

49 (3) In connection with the design and construction of covered multifamily  
50 dwellings for first occupancy after March 13, 1991, a failure to design and construct  
51 those dwellings in such a manner that:

52 (a) The public use and common use portions of such dwellings are readily  
53 accessible to and usable by persons with a disability;

54 (b) All the doors designed to allow passage into and within all premises within  
55 such dwellings are sufficiently wide to allow passage by persons in wheelchairs; and

56 (c) All premises within such dwellings contain the following features of adaptive  
57 design:

58 a. An accessible route into and through the dwelling;

59 b. Light switches, electrical outlets, thermostats, and other environmental  
60 controls in accessible locations;

61 c. Reinforcements in bathroom walls to allow later installation of grab bars; and

62 d. Usable kitchens and bathrooms such that an individual in a wheelchair can  
63 maneuver about the space.

64 3. As used in subdivision (3) of subsection 2 of this section, the term "covered  
65 multifamily dwellings" means:

66 (1) Buildings consisting of four or more units if such buildings have one or more  
67 elevators; and

68 (2) Ground floor units in buildings consisting of four or more units.

69 4. Compliance with the appropriate requirements of the American National  
70 Standard for Buildings and Facilities, commonly cited as "ANSI A117.1", providing  
71 accessibility and usability for people with physical disabilities, suffices to satisfy the  
72 requirements of paragraph (a) of subdivision (3) of subsection 2 of this section.

73 5. If a unit of general local government has incorporated into its laws the  
74 requirements set forth in subdivision (3) of subsection 2 of this section, compliance with  
75 such laws shall be deemed to satisfy the requirements of that subdivision. Such  
76 compliance shall be subject to the following provisions:

77 (1) A unit of general local government may review and approve newly  
78 constructed covered multifamily dwellings for the purpose of making determinations as  
79 to whether the design and construction requirements of subdivision (3) of subsection 2  
80 of this section are met;

81           **(2) The commission shall encourage, but shall not require, the units of general**  
82 **local government to include in their existing procedures for the review and approval of**  
83 **newly constructed covered multifamily dwellings determinations as to whether the**  
84 **design and construction of such dwellings are consistent with subdivision (3) of**  
85 **subsection 2 of this section and shall provide technical assistance to units of general local**  
86 **government and other persons to implement the requirements of subdivision (3) of**  
87 **subsection 2 of this section; and**

88           **(3) Nothing in sections 213.150 to 213.188 shall be construed to require the**  
89 **commission to review or approve the plans, designs, or construction of all covered**  
90 **multifamily dwellings to determine whether the design and construction of such**  
91 **dwellings are consistent with the requirements of subdivision (3) of subsection 2 of this**  
92 **section.**

93           **6. Nothing in sections 213.150 to 213.188 shall be construed to invalidate or limit**  
94 **any law of the state or any political subdivision of the state, or any other jurisdiction in**  
95 **which sections 213.150 to 213.188 shall be effective, that requires dwellings to be**  
96 **designed and constructed in a manner that affords persons with disabilities greater**  
97 **access than is required by sections 213.150 to 213.188.**

98           **7. Nothing in this section, section 213.158, or section 213.161 shall require that a**  
99 **dwelling be made available to an individual whose tenancy would constitute a direct**  
100 **threat to the health or safety of other individuals or whose tenancy would result in**  
101 **substantial physical damage to the property of others.**

102           **8. Nothing in this section, section 213.158, or section 213.161 shall limit the**  
103 **applicability of any reasonable local or state restriction regarding the maximum**  
104 **number of occupants permitted to occupy a dwelling, nor shall any provision in this**  
105 **section, section 213.158, or section 213.161 regarding familial status apply with respect**  
106 **to housing for older persons.**

107           **9. (1) As used in this section, "housing for older persons" means housing:**

108           **(a) Provided under any state or federal program that the commission determines**  
109 **is specifically designed and operated to assist elderly persons as defined in the state or**  
110 **federal program;**

111           **(b) Intended for, and solely occupied by, persons sixty-two years of age or older;**  
112 **or**

113           **(c) Intended and operated for occupancy by at least one person fifty-five years of**  
114 **age or older per unit.**

115           **(2) In determining whether housing qualifies as housing for older persons under**  
116 **this subsection, the commission shall develop regulations that require at least the**  
117 **following factors:**

118           **(a) The existence of significant facilities and services specifically designed to**  
119 **meet the physical or social needs of older persons or, if the provision of such facilities**  
120 **and services is not practicable, that such housing is necessary to provide important**  
121 **housing opportunities for older persons;**

122           **(b) That at least eighty percent of the units are occupied by at least one person**  
123 **fifty-five years of age or older per unit; and**

124           **(c) The publication of, and adherence to, policies and procedures that**  
125 **demonstrate an intent by the owner or manager to provide housing for persons fifty-**  
126 **five years of age or older.**

127           **10. Housing shall not fail to meet the requirements for housing for older persons**  
128 **by reason of:**

129           **(1) Persons residing in such housing as of August 28, 2025, who do not meet the**  
130 **age requirements of paragraph (b) or (c) of subdivision (1) of subsection 9 of this**  
131 **section, provided that new occupants of such housing meet the age requirements of**  
132 **paragraph (b) or (c) of subdivision (1) of subsection 9 of this section; or**

133           **(2) Unoccupied units, provided that such units are reserved for occupancy by**  
134 **persons who meet the age requirements of paragraph (b) or (c) of subdivision (1) of**  
135 **subsection 9 of this section.**

136           **11. Nothing in this section, section 213.158, or section 213.161 shall prohibit**  
137 **conduct against a person because such person has been convicted by any court of**  
138 **competent jurisdiction of the illegal manufacture or distribution of a controlled**  
139 **substance, as defined by section 195.010.**

140           **12. (1) Nothing in sections 213.150 to 213.188 shall prohibit a religious**  
141 **organization, association, or society; or any nonprofit institution or organization**  
142 **operated, supervised, or controlled by or in conjunction with a religious organization,**  
143 **association, or society; from limiting the sale, rental, or occupancy of dwellings that it**  
144 **owns or operates for other than a commercial purpose to persons of the same religion,**  
145 **or from giving preference to such persons, unless membership in such religion is**  
146 **restricted on account of race, color, or national origin.**

147           **(2) Nothing in sections 213.150 to 213.188 shall prohibit a private club, not in**  
148 **fact open to the public, which as an incident to its primary purpose or purposes provides**  
149 **lodging that it owns or operates for other than a commercial purpose, from limiting the**  
150 **rental or occupancy of such lodging to its members or from giving preference to its**  
151 **members.**

152           **13. Nothing in sections 213.150 to 213.188, other than the prohibitions against**  
153 **discriminatory advertising in subdivision (3) of subsection 1 of this section, shall apply**  
154 **to:**



155           **(1) The sale or rental of any single-family house by a private individual owner,**  
156 **provided the following conditions are met:**

157           **(a) The private individual owner does not own or have any interest in more than**  
158 **three single-family houses at any one time; and**

159           **(b) The house is sold or rented without the use of a real estate broker, agent, or**  
160 **salesperson or the facilities of any person in the business of selling or renting dwellings**  
161 **and without publication, posting, or mailing of any advertisement. If the owner selling**  
162 **the house does not reside in it at the time of the sale or was not the most recent resident**  
163 **of the house prior to such sale, the exemption in this section shall apply to only one such**  
164 **sale in any twenty-four-month period; or**

165           **(2) Rooms or units in dwellings containing living quarters occupied or intended**  
166 **to be occupied by no more than four families living independently of each other if the**  
167 **owner maintains and occupies one of such living quarters as his or her residence.**

**213.155. 1. No declaration or other governing document of a homeowners'**  
2 **association shall include a restrictive covenant in violation of section 213.152.**

3           **2. Notwithstanding any other provision of law or provision of the governing**  
4 **documents, the board of directors of a homeowners' association shall amend, without**  
5 **approval of the owners, any declaration or other governing document that includes a**  
6 **restrictive covenant in violation of section 213.152 and shall restate the declaration or**  
7 **other governing document without the restrictive covenant but with no other change to**  
8 **the declaration or governing document.**

9           **3. If, after providing written notice to a homeowners' association requesting that**  
10 **the association delete a restrictive covenant in violation of section 213.152, the**  
11 **association fails to delete the restrictive covenant within thirty days of receiving the**  
12 **notice, the Missouri commission on human rights, a city or county in which a common**  
13 **interest development is located, or any person may bring an action against the**  
14 **homeowners' association for injunctive relief to enforce the provisions of subsections 1**  
15 **and 2 of this section. The court may award attorney's fees to the prevailing party.**

**213.158. It shall be unlawful for any bank, building and loan association,**  
2 **insurance company, or other corporation, association, firm, or enterprise whose**  
3 **business consists in whole or in part of the making of commercial real estate loans to**  
4 **deny a loan or other financial assistance because of race, color, religion, national origin,**  
5 **ancestry, sex, disability, gender identity, immigration status, or familial status to a**  
6 **person applying therefor for the purpose of purchasing, constructing, improving,**  
7 **repairing, or maintaining a dwelling. It shall be unlawful to discriminate against such**  
8 **person in fixing of the amount, interest rate, duration, or other terms or conditions of**  
9 **such loan or other financial assistance because of the race, color, religion, national**

10 **origin, ancestry, sex, disability, gender identity, immigration status, or familial status of**  
11 **such person or of any person associated with such person or of the present or**  
12 **prospective owners, lessees, tenants, or occupants of the dwellings.**

**213.161. It shall be unlawful to deny any person access to, or membership or**  
2 **participation in, any multiple listing service, real estate brokers' organization, or other**  
3 **service organization, or any facility relating to the business of selling or renting**  
4 **dwellings, because of race, color, religion, national origin, ancestry, sex, disability,**  
5 **gender identity, immigration status, or familial status.**

**213.164. It shall be an unlawful discriminatory housing practice:**

2 **(1) To aid, abet, incite, compel, or coerce the commission of acts prohibited**  
3 **under sections 213.150 to 213.188 or to attempt to do so;**

4 **(2) To retaliate or discriminate in any manner against any person because such**  
5 **person has opposed any practice prohibited by sections 213.150 to 213.188 or because**  
6 **such person has filed a complaint, testified, assisted, or participated in any manner in**  
7 **any investigation, proceeding, or hearing conducted in accordance with sections 213.150**  
8 **to 213.188;**

9 **(3) For the state or any political subdivision of this state to discriminate in**  
10 **housing on the basis of race, color, religion, national origin, sex, ancestry, disability,**  
11 **gender identity, immigration status, or familial status; or**

12 **(4) To discriminate in any manner against any person because of such person's**  
13 **association with an individual protected by sections 213.150 to 213.188.**

**213.167. 1. Any person claiming to be aggrieved by an unlawful discriminatory**  
2 **housing practice may make, sign, and file with the commission a verified complaint in**  
3 **writing, within one hundred eighty days of the alleged act of discrimination, which shall**  
4 **state the name and address of the person alleged to have committed the unlawful**  
5 **discriminatory housing practice and which shall set forth the particulars thereof and**  
6 **such other information as may be required by the commission. The complainant's**  
7 **agent, attorney, or the attorney general may, in like manner, make, sign, and file such**  
8 **complaint.**

9 **2. Any complaint that is filed with a federal agency with which the commission**  
10 **has a work-sharing or deferral agreement, or with a local commission that has been**  
11 **certified as substantially equivalent by the commission, shall be deemed filed with the**  
12 **commission on the date that such complaint is received by such federal agency or local**  
13 **commission. A copy of all complaints filed with a local commission with the authority to**  
14 **enforce the provisions of sections 213.150 to 213.188 shall be forwarded to the**  
15 **commission within seven days of the filing thereof with such local commission. If a local**  
16 **commission has jurisdiction to hear a complaint filed with the commission, such**

17 **complaint shall be deemed to have been filed with the local commission on the date on**  
18 **which such complaint was filed with the commission. The commission shall, within**  
19 **seven days of the receipt of a complaint that a local commission has jurisdiction to hear,**  
20 **forward a copy thereof to such local commission.**

21 **3. After the filing of any complaint, the executive director shall, with the**  
22 **assistance of the commission's staff, promptly investigate the complaint, and if the**  
23 **executive director determines after the investigation that probable cause exists for**  
24 **crediting the allegations of the complaint, the executive director shall immediately**  
25 **endeavor to eliminate the unlawful discriminatory housing practice complained of by**  
26 **conference, conciliation, and persuasion and shall report the results to the commission.**  
27 **The investigation, determination of probable cause, and conciliation shall be conducted**  
28 **according to such rules, regulations, and guidelines as the commission shall prescribe.**

29 **4. A person who is not named as a respondent in a complaint but who is**  
30 **identified as a respondent in the course of an investigation may be joined as an**  
31 **additional or substitute respondent upon written notice under such rules, regulations,**  
32 **and guidelines as the commission shall prescribe. Such notice, in addition to complying**  
33 **with the requirements of such rules, regulations, and guidelines, shall also state the**  
34 **reason the person to whom the notice is addressed has been joined as a party.**

35 **5. In a case of failure to eliminate such discriminatory practice as found in the**  
36 **investigation, if the chair of the commission deems it warranted under the**  
37 **circumstances, there shall be issued and served in the name of the commission a**  
38 **written notice, together with a copy of the complaint, as it may have been amended,**  
39 **requiring the person named in the complaint, hereinafter referred to as the**  
40 **"respondent", to answer the charges of the complaint at a hearing, at a time and**  
41 **place to be specified in the notice, before a panel of at least three members of the**  
42 **commission, sitting as the commission, or before a hearing examiner licensed to practice**  
43 **law in this state who shall be appointed by the executive director and approved by the**  
44 **commission. The place of the hearing shall be in the office of the commission or such**  
45 **other place designated by the commission, except that if the respondent so requests, in**  
46 **writing, the hearing shall be held in the county of such respondent's residence or**  
47 **business location at the time of the alleged unlawful discriminatory housing practice. A**  
48 **copy of the notice shall also be served on the complainant.**

49 **6. If a written notice of hearing has been issued and a party has not elected to**  
50 **proceed in circuit court as set forth in section 213.170, the procedures set forth for a**  
51 **hearing in this section and in chapter 536 shall apply.**

52 **7. The commission shall be a party to the action and shall be represented before**  
53 **the panel or the hearing examiner by the office of the attorney general or, if so delegated**

54 by the attorney general, a staff attorney of the commission. Neither the hearing  
55 examiner nor any member of the panel shall have participated in the investigation of the  
56 complaint. Evidence concerning endeavors at conciliation shall be excluded.

57       8. The respondent may file a written verified answer to the complaint and  
58 appear at the hearing, in person or otherwise, with or without counsel, and submit  
59 testimony. At the discretion of the hearing examiner or the panel, the complainant may  
60 be allowed to intervene, thereby becoming a party to the action with the right to present  
61 testimony in person or by counsel, provided the complainant at all times shall be treated  
62 as a party for the purpose of discovery and the taking of depositions. The commission  
63 or complainant intervenor shall have the power to reasonably and fairly amend any  
64 complaint, and the respondent shall have like power to amend any answer. The  
65 testimony taken at the hearing shall be under oath and be transcribed.

66       9. In any contested case before the commission, any party may take and use  
67 written interrogatories, make and use requests for production of documents and other  
68 materials, make and use requests for admissions, and utilize all other forms of discovery  
69 authorized by the rules of civil procedure in the same manner, upon, and under the  
70 same conditions, and upon the same notice, as is or may hereafter be provided for with  
71 respect to interrogatories, requests for production, requests for admissions, and all  
72 other forms of discovery authorized by rules of civil procedure in civil actions in the  
73 circuit court. The panel or hearing examiner shall have the authority to impose  
74 sanctions in the same manner as set forth in the rules of civil procedure.

75       10. The hearing shall be conducted in the manner provided by chapter 536.

76       11. If the case is heard by a panel of the commission, the chair of the commission  
77 shall select the hearing panel and the presiding officer. The presiding officer shall have  
78 full authority to call and examine witnesses, admit or exclude evidence, and rule upon  
79 all motions and objections. The panel shall state its findings of fact and conclusions of  
80 law, and if, upon all the evidence at the hearing, the panel finds:

81       (1) That a respondent has engaged in an unlawful discriminatory housing  
82 practice, the commission shall issue and cause to be served on the respondent an order  
83 requiring the respondent to cease and desist from the unlawful discriminatory housing  
84 practice. The order shall require the respondent to take such affirmative action as the  
85 panel judges necessary to implement the purposes of sections 213.150 to 213.188  
86 including, but not limited to, the extension of full, equal, and unsegregated housing;  
87 extension of a commercial real estate loan or other financial assistance; extension or  
88 restoration of membership or participation in any multiple listing service or other real  
89 estate service organization or facility; payment of actual damages; and the submission  
90 of a report of the manner of compliance; or

91           **(2) That a respondent has engaged or is about to engage in a violation of section**  
92 **213.152, 213.158, 213.161, or 213.164 to the extent that the alleged violation of section**  
93 **213.164 relates to or involves a violation of one or more of such other sections or relates**  
94 **to or involves the encouraging, aiding, or abetting of a violation of such other sections,**  
95 **the commission may, in addition to the relief provided in subdivision (1) of this**  
96 **subsection, assess a civil penalty against the respondent, for the purpose of vindicating**  
97 **the public interest:**

98           **(a) In an amount not exceeding two thousand dollars if the respondent has not**  
99 **been adjudged to have violated one or more of the sections enumerated in this**  
100 **subdivision within five years of the date of the filing of the complaint;**

101           **(b) In an amount not exceeding five thousand dollars if the respondent has been**  
102 **adjudged to have committed one violation of the sections enumerated in this subdivision**  
103 **within five years of the date on which the complaint is filed; or**

104           **(c) In an amount not exceeding ten thousand dollars if the respondent has been**  
105 **adjudged to have committed two or more prior violations of the sections enumerated in**  
106 **this subdivision within seven years of the date on which the complaint is filed.**

107

108 **All civil penalties set forth in this subsection shall be paid to the human rights fund.**

109           **12. If, upon all the evidence, the panel finds that a respondent has not engaged in**  
110 **any unlawful discriminatory housing practice, the panel shall state its findings of fact**  
111 **and conclusions of law and shall issue and cause to be served on the complainant and**  
112 **respondent an order dismissing the complaint.**

113           **13. If the case is heard by a hearing examiner, the examiner shall have all powers**  
114 **described in subdivision (8) of subsection 1 of section 213.030 and subsection 11 of this**  
115 **section for the purpose of the hearing. The hearing examiner shall make findings of fact**  
116 **and conclusions of law and shall recommend to the commission an order granting such**  
117 **relief as provided in subsection 11 of this section or dismissing the complaint as to the**  
118 **respondent as provided in subsection 12 of this section, in accordance with such**  
119 **findings.**

120           **14. A panel of at least three members of the commission, sitting as the**  
121 **commission, shall review the record, findings, and recommended order of the hearing**  
122 **examiner. The panel shall thereafter accept or amend the recommended order, which**  
123 **shall become the order of the commission. All orders shall be served on the complainant**  
124 **and respondent, and copies of all orders shall be delivered to the attorney general and**  
125 **such other public officers as the commission deems proper.**

126           **15. No order of the commission issued in accordance with this section shall affect**  
127 **any contract, sale, encumbrance, or lease consummated before the issuance of such**

128 order and involving a bona fide purchaser without actual notice of the charge filed  
129 under this section.

130 16. Any person aggrieved by an order of the commission may appeal as provided  
131 in chapter 536.

213.170. 1. When a written notice of hearing is issued alleging a violation of  
2 section 213.152, 213.158, 213.161, or 213.164, a complainant or respondent may elect to  
3 have the claims asserted in that complaint decided in a civil action under the provisions  
4 of this section in lieu of a hearing under the provisions of section 213.167. Written  
5 notice of an election made under this subsection shall be filed with the commission and  
6 all parties within twenty days of the date on which the written notice of hearing is placed  
7 in the mail by the commission staff.

8 2. If a party elects under the provisions of this section to have the claims asserted  
9 in a written notice issued by the chair decided in a civil action, the chair shall  
10 immediately direct staff attorneys employed by the commission to commence and  
11 maintain a civil action on behalf of the complainant. Such action shall be commenced  
12 within thirty days of the election. All expenses of the claimant related to a civil action  
13 brought under this section shall be paid by the commission.

14 3. Any person aggrieved with respect to the issues to be determined in a civil  
15 action instituted under this section may intervene as of right in a civil action.

16 4. In a civil action instituted under this section, if the court finds that an  
17 unlawful discriminatory housing practice has occurred or is about to occur, the court  
18 may grant all relief as set forth in section 213.185. If monetary relief is sought for the  
19 benefit of an aggrieved person who is not a party to the civil action, the court shall not  
20 award such relief if such person has not complied with discovery orders issued by the  
21 court.

22 5. The commission shall have authority to hire such attorneys as may be  
23 necessary to perform duties assigned to it under this section.

213.173. 1. During the period beginning with the filing of a complaint under  
2 section 213.167 and ending with the filing of a charge, setting of a complaint for hearing,  
3 or dismissal of a complaint under the provisions of that section, the executive director  
4 and the commission staff shall, to the extent feasible, engage in settlement or conciliation  
5 with respect to the complaint. Any settlement and conciliation agreement negotiated  
6 during such period shall be an agreement between the complainant and respondent and  
7 shall be subject to approval by the executive director. Nothing said or done in the course  
8 of settlement or conciliation under this section shall be made public or used as evidence  
9 in any subsequent proceeding under sections 213.150 to 213.188 without the written  
10 consent of the complainant and respondent.

11           **2. If a complaint is filed alleging a violation of section 213.152, 213.158, 213.161,**  
12 **or 213.164:**

13           **(1) During the investigation, the public shall not have access to records relating**  
14 **to the complaint, nor shall any information relating thereto be released to the public;**

15           **(2) During the investigation, the complainant and respondent shall have access**  
16 **to only those records that they have personally provided, until the point at which**  
17 **disclosure is allowed at a hearing; however, if a request for civil action is made under**  
18 **section 213.185, the complainant and respondent shall have access to those records**  
19 **under applicable federal, state, or local discrimination laws that require disclosure;**

20           **(3) After closure of a complaint, the public shall have access to only the**  
21 **complaint and closure documents by agreement between the complainant and**  
22 **respondent;**

23           **(4) Excluding a finding of probable cause, after an investigation closure, the**  
24 **complainant and respondent shall have access to the investigative file, except for**  
25 **sensitive or confidential records and records relating to witnesses who have requested**  
26 **anonymity. With respect to records that the commission has obtained from other**  
27 **government agencies, the commission shall observe any statutory confidentiality**  
28 **provisions imposed on the originating agencies;**

29           **(5) After failure of conciliation attempts, the complainant and respondent shall**  
30 **have access to copies of the investigative file, except for sensitive or confidential records**  
31 **and records relating to witnesses who have requested anonymity; and**

32           **(6) Any settlement or conciliation agreement entered into by the complainant**  
33 **and respondent shall be made public unless the parties thereto agree otherwise and the**  
34 **executive director determines that disclosure is not required to further the purposes of**  
35 **sections 213.150 to 213.188.**

36           **3. To achieve the purposes of sections 213.150 to 213.188, the provisions of**  
37 **subsection 2 of this section shall not apply to disclosure of information to representatives**  
38 **of interested federal, state, or local civil or human rights agencies.**

**213.176. 1. All final decisions, settlement agreements, conciliation agreements,**  
2 **findings, rules, and orders of the commission under any provision of sections 213.150 to**  
3 **213.188 shall be in writing. Parties to proceedings shall each be sent a copy of the**  
4 **commission's decision and order in the proceedings.**

5           **2. Any person who is aggrieved by a final decision, finding, rule, or order of the**  
6 **commission may obtain judicial review by filing a petition in the circuit court of the**  
7 **county of proper venue within thirty days after the commission's final decision has been**  
8 **made known.**

9           **3. Judicial review shall be in the manner provided by chapter 536, as it may be**  
10 **amended or superseded from time to time. The venue of such cases shall, at the option**  
11 **of the appealing party, be in the circuit court of Cole County or in the county of the**  
12 **appealing party's residence or, if the appealing party is a corporation, domestic or**  
13 **foreign, having a registered office or business office in this state, in the county of its**  
14 **registered office or business office.**

15           **4. If no proceeding for review is instituted in the circuit court within the time**  
16 **herein prescribed, the commission may obtain an order in a proceeding brought in:**

17           **(1) The circuit court of the county wherein the unlawful discriminatory housing**  
18 **practice that is the subject of the commission's order occurred;**

19           **(2) The circuit court of the county wherein any person required in the order to**  
20 **cease and desist from an unlawful discriminatory housing practice resides or conducts**  
21 **business; or**

22           **(3) The circuit court of the county wherein any person required in the order to**  
23 **take other affirmative action resides or conducts business.**

24

25 **The record on the commission's petition for enforcement shall consist solely of duly**  
26 **certified records of the commission showing that it has jurisdiction over the respondent**  
27 **and that the procedure prescribed by this action has been complied with and contains a**  
28 **certified copy of the commission's order with proof of service. On such a petition, the**  
29 **inquiry of the court shall be limited to a determination of whether the action of the**  
30 **commission is in excess of its statutory authority or jurisdiction and whether the**  
31 **respondent has substantially complied with the order of the commission.**

32           **5. If no proceeding for judicial review is filed within the time established under**  
33 **subsection 2 of this section and the commission has not filed a petition for enforcement**  
34 **of its order in the circuit court, any person entitled to relief may, after the expiration of**  
35 **sixty days from the date of the commission's order, file a petition for enforcement of the**  
36 **commission's decision in a circuit court having proper venue thereof. The contents of**  
37 **the petition and the jurisdiction of the court shall be as set forth in subsection 4 of this**  
38 **section.**

39           **6. If a suit for enforcement of a commission order has been filed under either**  
40 **subsection 4 or 5 of this section, the circuit court shall issue its order enforcing the**  
41 **commission decision unless the party against whom enforcement is sought affirmatively**  
42 **shows that:**

43           **(1) The court is without jurisdiction or venue;**

44           **(2) Such commission order violates the provisions of the Constitution of**  
45 **Missouri or the Constitution of the United States;**



46           **(3) The commission order is beyond its statutory authority or jurisdiction; or**

47           **(4) The party has substantially complied with the order of the commission.**

48           **7. If the commission deems there has been a breach of the terms or conditions of**  
49 **a settlement agreement or conciliation agreement, the commission shall institute an**  
50 **action in circuit court to enforce the terms of the agreement or to obtain the appropriate**  
51 **remedy for such breach. Nothing in this subsection shall prohibit the parties to such**  
52 **agreement from personally filing suit to enforce this subsection.**

**213.179. Any person who willfully violates an order of the commission issued**  
2 **and served under section 213.167 shall be guilty of a class C misdemeanor.**

**213.182. The provisions of sections 213.150 to 213.188 shall be construed to**  
2 **accomplish the purposes thereof, and any law inconsistent with any provision of sections**  
3 **213.150 to 213.188 shall not apply. Nothing contained in sections 213.150 to 213.188**  
4 **shall be deemed to repeal any of the provisions of any law of this state relating to**  
5 **discrimination because of race, color, religion, national origin, sex, ancestry, age,**  
6 **disability, gender identity, immigration status, or familial status.**

**213.185. 1. If, after the filing of a complaint under section 213.152, 213.158,**  
2 **213.161, or 213.164, the person claiming to be aggrieved so requests in writing, the**  
3 **commission shall issue to the person claiming to be aggrieved a letter indicating his or**  
4 **her right to bring a civil action within ninety days of such notice against the respondent**  
5 **named in the complaint. Such an action may be brought in any circuit court in any**  
6 **county in which the unlawful discriminatory housing practice is alleged to have**  
7 **occurred, either before a circuit or associate circuit judge. Upon issuance of this notice,**  
8 **the commission shall terminate all proceedings relating to the complaint. No person**  
9 **may file or reinstate a complaint with the commission after the issuance of a notice**  
10 **under this section relating to the same practice or act. Any action brought in court**  
11 **under this subsection shall be filed within ninety days from the date of the commission's**  
12 **notification letter to the individual but no later than two years after the alleged cause**  
13 **occurs or its reasonable discovery by the alleged injured party.**

14           **2. Notwithstanding the fact that a person has not filed a complaint with the**  
15 **commission as provided under section 213.167, a person claiming to be aggrieved may**  
16 **bring a civil action in any circuit court in any county in which the unlawful**  
17 **discriminatory housing practice is alleged to have occurred, either before a circuit or**  
18 **associate circuit judge.**

19           **3. The court may grant as relief, as it deems appropriate, any permanent or**  
20 **temporary injunction, temporary restraining order, or other order; may award to the**  
21 **plaintiff actual and punitive damages; and may award court costs and reasonable**

22 attorney’s fees to the prevailing party, other than a state agency or commission or a local  
 23 commission.

24 4. Notwithstanding subsection 3 of this section to the contrary, a prevailing  
 25 respondent shall be awarded court costs and reasonable attorney’s fees only upon a  
 26 showing that the case is without foundation.

27 5. Any party to an action initiated under this section has a right to a trial by jury.  
 213.188. Legally permissible actions under section 441.020 shall be subject to the  
 2 provisions of sections 213.150 to 213.188 only if a primary motive for the section 441.020  
 3 action is not any of the factors listed in section 441.020.

510.265. 1. No award of punitive damages against any defendant shall exceed the  
 2 greater of:

- 3 (1) Five hundred thousand dollars; or
- 4 (2) Five times the net amount of the judgment awarded to the plaintiff against the  
 5 defendant.

6

7 Such limitations shall not apply if the state of Missouri is the plaintiff requesting the award of  
 8 punitive damages, or the defendant pleads guilty to or is convicted of a felony arising out of  
 9 the acts or omissions pled by the plaintiff.

10 2. The provisions of this section and sections 510.261 and 510.263 shall not apply to  
 11 civil actions brought under section ~~[213.111]~~ **213.185** that allege a violation of section  
 12 ~~[213.040, 213.045, 213.050, or 213.070, to the extent that the alleged violation of section~~  
 13 ~~213.070 relates to or involves a violation of section 213.040, 213.045, or 213.050, or~~  
 14 ~~subdivision (3) of subsection 1 of section 213.070 as it relates to housing]~~ **213.152, 213.158,**  
 15 **213.161, or 213.164.**

- 2 ~~[213.040. 1. It shall be an unlawful housing practice:~~
- 3 ~~(1) To refuse to sell or rent after the making of a bona fide offer, to~~  
 4 ~~refuse to negotiate for the sale or rental of, to deny or otherwise make~~  
 5 ~~unavailable, a dwelling to any person because of race, color, religion, national~~  
 6 ~~origin, ancestry, sex, disability, or familial status;~~
- 7 ~~(2) To discriminate against any person in the terms, conditions, or~~  
 8 ~~privileges of sale or rental of a dwelling, or in the provision of services or~~  
 9 ~~facilities in connection therewith, because of race, color, religion, national~~  
 10 ~~origin, ancestry, sex, disability, or familial status;~~
- 11 ~~(3) To make, print, or publish, or cause to be made, printed, or~~  
 12 ~~published any notice, statement or advertisement, with respect to the sale or~~  
 13 ~~rental of a dwelling that indicates any preference, limitation, or discrimination~~  
 14 ~~because of race, color, religion, national origin, ancestry, sex, disability, or~~  
 15 ~~familial status, or an intention to make any such preference, limitation, or~~  
~~discrimination;~~

16           (4) ~~To represent to any person because of race, color, religion, national~~  
 17 ~~origin, ancestry, sex, disability, or familial status that any dwelling is not~~  
 18 ~~available for inspection, sale, or rental when such dwelling is in fact so~~  
 19 ~~available;~~

20           (5) ~~To induce or attempt to induce any person to sell or rent any~~  
 21 ~~dwelling by representations regarding the entry or prospective entry into the~~  
 22 ~~neighborhood of a person or persons because of a particular race, color,~~  
 23 ~~religion, national origin, ancestry, sex, disability, or familial status;~~

24           (6) ~~To discriminate in the sale or rental of, or to otherwise make~~  
 25 ~~unavailable or deny, a dwelling to any buyer or renter because of a disability~~  
 26 ~~of:~~

27           ~~(a) That buyer or renter;~~

28           ~~(b) A person residing in or intending to reside in that dwelling after it~~  
 29 ~~is so sold, rented, or made available; or~~

30           ~~(c) Any person associated with that buyer or renter;~~

31           (7) ~~To discriminate against any person in the terms, conditions, or~~  
 32 ~~privileges of sale or rental of a dwelling, or in the provision of services or~~  
 33 ~~facilities in connection with such dwelling, because of a disability of:~~

34           ~~(a) That person;~~

35           ~~(b) A person residing in or intending to reside in that dwelling after it~~  
 36 ~~is so sold, rented, or made available; or~~

37           ~~(c) Any person associated with that person.~~

38           2. ~~For purposes of this section and sections 213.045 and 213.050,~~  
 39 ~~discrimination includes:~~

40           (1) ~~A refusal to permit, at the expense of the person with the disability,~~  
 41 ~~reasonable modifications of existing premises occupied or to be occupied by~~  
 42 ~~such person if such modifications may be necessary to afford such person full~~  
 43 ~~enjoyment of the premises, except that, in the case of a rental, the landlord~~  
 44 ~~may, where it is reasonable to do so, condition permission for a modification~~  
 45 ~~on the renter's agreeing to restore the interior of the premises to the condition~~  
 46 ~~that existed before the modification, reasonable wear and tear excepted;~~

47           (2) ~~A refusal to make reasonable accommodations in rules, policies,~~  
 48 ~~practices, or services, when such accommodations may be necessary to afford~~  
 49 ~~such person equal opportunity to use and enjoy a dwelling; or~~

50           (3) ~~In connection with the design and construction of covered~~  
 51 ~~multifamily dwellings for first occupancy after March 13, 1991, a failure to~~  
 52 ~~design and construct those dwellings in such a manner that:~~

53           ~~(a) The public use and common use portions of such dwellings are~~  
 54 ~~readily accessible to and usable by persons with a disability;~~

55           ~~(b) All the doors designed to allow passage into and within all~~  
 56 ~~premises within such dwellings are sufficiently wide to allow passage by~~  
 57 ~~persons with a disability in wheelchairs; and~~

58           ~~(c) All premises within such dwellings contain the following features~~  
 59 ~~of adaptive design:~~

60           ~~a. An accessible route into and through the dwelling;~~

61           ~~b. Light switches, electrical outlets, thermostats, and other~~  
 62 ~~environmental controls in accessible locations;~~

63                   e. Reinforcements in bathroom walls to allow later installation of grab  
64 bars; and

65                   d. Usable kitchens and bathrooms such that an individual in a  
66 wheelchair can maneuver about the space.

67                   3. As used in subdivision (3) of subsection 2 of this section, the term  
68 "covered multifamily dwelling" means:

69                   (1) Buildings consisting of four or more units if such buildings have  
70 one or more elevators; and

71                   (2) Ground floor units in other buildings consisting of four or more  
72 units.

73                   4. Compliance with the appropriate requirements of the American  
74 National Standard for Buildings and Facilities providing accessibility and  
75 usability for people with physical disabilities, commonly cited as "ANSI  
76 A117.1", suffices to satisfy the requirements of paragraph (a) of subdivision  
77 (3) of subsection 2 of this section.

78                   5. Where a unit of general local government has incorporated into its  
79 laws the requirements set forth in subdivision (3) of subsection 2 of this  
80 section, compliance with such laws shall be deemed to satisfy the requirements  
81 of that subdivision. Such compliance shall be subject to the following  
82 provisions:

83                   (1) A unit of general local government may review and approve newly  
84 constructed covered multifamily dwellings for the purpose of making  
85 determinations as to whether the design and construction requirements of  
86 subdivision (3) of subsection 2 of this section are met;

87                   (2) The commission shall encourage, but may not require, the units of  
88 local government to include in their existing procedures for the review and  
89 approval of newly constructed covered multifamily dwellings, determinations  
90 as to whether the design and construction of such dwellings are consistent with  
91 subdivision (3) of subsection 2 of this section, and shall provide technical  
92 assistance to units of local government and other persons to implement the  
93 requirements of subdivision (3) of subsection 2 of this section;

94                   (3) Nothing in this chapter shall be construed to require the  
95 commission to review or approve the plans, designs or construction of all  
96 covered dwellings, to determine whether the design and construction of such  
97 dwellings are consistent with the requirements of subdivision (3) of subsection  
98 2 of this section.

99                   6. Nothing in this chapter shall be construed to invalidate or limit any  
100 law of the state or political subdivision of the state, or other jurisdiction in  
101 which this chapter shall be effective, that requires dwellings to be designed  
102 and constructed in a manner that affords persons with disabilities greater  
103 access than is required by this chapter.

104                   7. Nothing in this section and sections 213.045 and 213.050 requires  
105 that a dwelling be made available to an individual whose tenancy would  
106 constitute a direct threat to the health or safety of other individuals or whose  
107 tenancy would result in substantial physical damage to the property of others.

108                   8. Nothing in this section and sections 213.045 and 213.050 limits the  
109 applicability of any reasonable local or state restriction regarding the  
110 maximum number of occupants permitted to occupy a dwelling, nor does

111 any provision in this section and sections 213.045 and 213.050 regarding  
112 familial status apply with respect to housing for older persons.

113 9. As used in this section and sections 213.045 and 213.050, "housing  
114 for older persons" means housing:

115 (1) Provided under any state or federal program that the commission  
116 determines is specifically designed and operated to assist elderly persons, as  
117 defined in the state or federal program;

118 (2) Intended for, and solely occupied by, persons sixty two years of  
119 age or older; or

120 (3) Intended and operated for occupancy by at least one person fifty-  
121 five years of age or older per unit. In determining whether housing qualifies as  
122 housing for older persons under this subsection, the commission shall develop  
123 regulations which require at least the following factors:

124 (a) The existence of significant facilities and services specifically  
125 designed to meet the physical or social needs of older persons, or if the  
126 provision of such facilities and services is not practicable, that such housing is  
127 necessary to provide important housing opportunities for older persons; and

128 (b) That at least eighty percent of the units are occupied by at least one  
129 person fifty five years of age or older per unit; and

130 (c) The publication of, and adherence to, policies and procedures  
131 which demonstrate an intent by the owner or manager to provide housing for  
132 persons fifty five years of age or older.

133 10. Housing shall not fail to meet the requirements for housing for  
134 older persons by reason of:

135 (1) Persons residing in such housing as of August 28, 1992, who do  
136 not meet the age requirements of subdivision (2) or (3) of subsection 9 of this  
137 section, provided that new occupants of such housing meet the age  
138 requirements of subdivision (2) or (3) of subsection 9 of this section; or

139 (2) Unoccupied units, provided that such units are reserved for  
140 occupancy by persons who meet the age requirements of subdivision (2) or (3)  
141 of subsection 9 of this section.

142 11. Nothing in this section or section 213.045 or 213.050 shall prohibit  
143 conduct against a person because such person has been convicted by any court  
144 of competent jurisdiction of the illegal manufacture or distribution of a  
145 controlled substance, as defined by section 195.010.

146 12. Nothing in this chapter shall prohibit a religious organization,  
147 association, or society, or any nonprofit institution or organization operated,  
148 supervised or controlled by or in conjunction with a religious organization,  
149 association, or society, from limiting the sale, rental or occupancy of dwellings  
150 which it owns or operates for other than a commercial purpose to persons of  
151 the same religion, or from giving preference to such persons, unless  
152 membership in such religion is restricted on account of race, color, or  
153 national origin. Nor shall anything in this chapter prohibit a private club not in  
154 fact open to the public, which as an incident to its primary purpose or purposes  
155 provides lodging which it owns or operates for other than a commercial  
156 purpose, from limiting the rental or occupancy of such lodging to its members  
157 or from giving preference to its members.

158 ~~13. Nothing in this chapter, other than the prohibitions against~~  
 159 ~~discriminatory advertising in subdivision (3) of subsection 1 of this section,~~  
 160 ~~shall apply to:~~

161 ~~(1) The sale or rental of any single family house by a private~~  
 162 ~~individual owner, provided the following conditions are met:~~

163 ~~(a) The private individual owner does not own or have any interest in~~  
 164 ~~more than three single family houses at any one time; and~~

165 ~~(b) The house is sold or rented without the use of a real estate broker,~~  
 166 ~~agent or salesperson or the facilities of any person in the business of selling or~~  
 167 ~~renting dwellings and without publication, posting or mailing of any~~  
 168 ~~advertisement. If the owner selling the house does not reside in it at the~~  
 169 ~~time of the sale or was not the most recent resident of the house prior to such~~  
 170 ~~sale, the exemption in this section applies to only one such sale in any twenty-~~  
 171 ~~four-month period; or~~

172 ~~(2) Rooms or units in dwellings containing living quarters occupied or~~  
 173 ~~intended to be occupied by no more than four families living independently of~~  
 174 ~~each other, if the owner actually maintains and occupies one of such living~~  
 175 ~~quarters as his or her residence.]~~

2 ~~[213.041. 1. No declaration or other governing document of a~~  
 3 ~~homeowners' association shall include a restrictive covenant in violation of~~  
 4 ~~section 213.040.~~

5 ~~2. Notwithstanding any other provision of law or provision of the~~  
 6 ~~governing documents, the board of directors of a homeowners' association~~  
 7 ~~shall amend, without approval of the owners, any declaration or other~~  
 8 ~~governing document that includes a restrictive covenant in violation of section~~  
 9 ~~213.040, and shall restate the declaration or other governing document without~~  
 10 ~~the restrictive covenant but with no other change to the declaration or~~  
 11 ~~governing document.~~

12 ~~3. If after providing written notice to a homeowners' association~~  
 13 ~~requesting that the association delete a restrictive covenant in violation of~~  
 14 ~~section 213.040, and the association fails to delete the restrictive covenant~~  
 15 ~~within thirty days of receiving the notice, the Missouri commission on human~~  
 16 ~~rights, a city or county in which a common interest development is located, or~~  
 17 ~~any person may bring an action against the homeowners' association for~~  
 18 ~~injunctive relief to enforce the provisions of subsections 1 and 2 of this~~  
 19 ~~section. The court may award attorney's fees to the prevailing party.~~

20 ~~4. The provisions of this section shall become effective on January 1,~~  
~~2006.]~~

2 ~~[213.045. It shall be unlawful for any bank, building and loan~~  
 3 ~~association, insurance company or other corporation, association, firm or~~  
 4 ~~enterprise whose business consists in whole or in part in the making of~~  
 5 ~~commercial real estate loans, to deny a loan or other financial assistance~~  
 6 ~~because of race, color, religion, national origin, ancestry, sex, disability or~~  
 7 ~~familial status to a person applying therefor for the purpose of purchasing,~~  
 8 ~~construction, improving, repairing, or maintaining a dwelling, or to~~  
~~discriminate against him in fixing of the amount, interest rate, duration or~~

9 other terms or conditions of such loan or other financial assistance, because of  
 10 ~~the race, color, religion, national origin, ancestry, sex, disability, or familial~~  
 11 ~~status of such person or of any person associated with him in connection with~~  
 12 ~~such loan or other financial assistance, or of the present or prospective owners,~~  
 13 ~~lessees, tenants, or occupants, of the dwellings in relation to which such loan~~  
 14 ~~or other financial assistance is to be made or given.]~~

2 ~~[213.050. It shall be unlawful to deny any person access to or~~  
 3 ~~membership or participation in any multiple listing service, real estate brokers'~~  
 4 ~~organization or other service organization, or facility relating to the business of~~  
 5 ~~selling or renting dwellings, because of race, color, religion, national origin,~~  
~~ancestry, sex, disability, or familial status.]~~

2 ~~[213.076. 1. When a written notice of hearing is issued alleging~~  
 3 ~~violation of section 213.040, 213.045, 213.050, or 213.070, to the extent that~~  
 4 ~~the alleged violation of section 213.070 relates to or involves violation of one~~  
 5 ~~or more of such other sections or relates to or involves the encouraging, aiding~~  
 6 ~~or abetting of violation of such sections, a complainant or respondent may~~  
 7 ~~elect to have the claims asserted in that complaint decided in a civil action~~  
 8 ~~under the provisions of this section in lieu of a hearing pursuant to the~~  
 9 ~~provisions of section 213.075. Written notice of an election made pursuant to~~  
 10 ~~this subsection shall be filed with the commission and all parties within twenty~~  
 11 ~~days of the date on which the written notice of hearing is placed in the mail by~~  
 12 ~~the commission staff.~~

12 ~~2. Where a party has made an election pursuant to the provisions of~~  
 13 ~~this section, to have the claims asserted in a written notice issued by the~~  
 14 ~~chairperson, decided in a civil action, the chairperson shall immediately direct~~  
 15 ~~staff attorneys employed by the commission to commence and maintain a civil~~  
 16 ~~action on behalf of the complainant. Such action shall be commenced within~~  
 17 ~~thirty days of the election. All expenses of the claimant related to a civil~~  
 18 ~~action brought under this section shall be paid by the commission.~~

19 ~~3. Any person aggrieved with respect to the issues to be determined in~~  
 20 ~~a civil action instituted pursuant to this section may intervene as of right in a~~  
 21 ~~civil action.~~

22 ~~4. In a civil action instituted pursuant to this section, if the court finds~~  
 23 ~~that an unlawful discriminatory practice has occurred or is about to occur, the~~  
 24 ~~court may grant all relief as set forth in section 213.111. If monetary relief is~~  
 25 ~~sought for benefit of an aggrieved person who is not a party to the civil action,~~  
 26 ~~the court shall not award such relief if such person has not complied with~~  
 27 ~~discovery orders issued by the court.~~

28 ~~5. The commission shall have authority to hire such attorneys as may~~  
 29 ~~be necessary to perform duties assigned to it pursuant to this section.]~~

2 ~~[213.112. Legally permissible actions pursuant to section 441.020 are~~  
 3 ~~subject to the provisions of this chapter only if a primary motive for the section~~  
~~441.020 action is not any of the factors listed in section 441.020.]~~