

HB 1558 -- UNLAWFUL DISCRIMINATORY PRACTICES

SPONSOR: Costlow

This bill defines "color" to refer to a person's skin color, pigmentation, complexion, shade, or tone, regardless of race. In addition, the definition of "discrimination" deletes the word race and includes unfair or differential treatment based upon a person's presumed or assumed color, religion, national origin, ancestry, sex, or age as it relates to employment, disability, or familial status relating to housing. Further, the bill deletes reference to race in Section 213.040, RSMo relating to unlawful housing practice; and section 213.045 relating to discrimination in commercial real estate loans.

The bill makes it an unlawful discriminatory practice for a public entity, as defined in the bill, or private entity, to discriminate against any person in the sourcing, bidding, procurement, offering, letting, or engagement of contracts because of color, religion, national origin, sex, ancestry, age, or disability of such person. The bill does not grant preferential treatment to any person because of color, religion, national origin, sex, ancestry, age or disability of such person. The bill allows the rejection of bids, refusal to contract or termination of contract if the decision is based upon legitimate factors. Under the bill, it is not an unlawful discriminatory practice for a public entity to comply with additional State or Federal requirements relating to contract procurement.

The bill adds public entity and private entity to the list of person's in Section 213.070 that are prohibited from the commission of unlawful discriminatory practices under current law and removes reference to race.