

HB 3425 -- UNLAWFUL DISCRIMINATORY ACTIONS

SPONSOR: Thomas

This bill prohibits discrimination based upon a person's sexual orientation, gender identity, or veteran status. Such discrimination includes unlawful housing practices, denial of loans or other financial assistance, denial of membership into an organization relating to the selling or renting of dwellings, unlawful employment practices, and denial of the right to use public accommodations.

Discrimination is defined to include any unfair treatment based on a person's presumed or assumed race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, age as it relates to employment, disability, veteran status, or familial status as it relates to housing, regardless of whether the presumption or assumption as to the characteristic is correct.

Currently, any person alleging an unlawful discriminatory practice must file a complaint with the Missouri Commission on Human Rights. This bill allows the person to file a petition in the circuit court of the county in which the alleged unlawful discriminatory practice occurred without first filing a complaint with the Commission.

The bill additionally repeals provisions abrogating case law relating to summary judgment motions and jury instructions.

This bill is the similar to HB 1460 (2025) and HB 2478 (2024).