

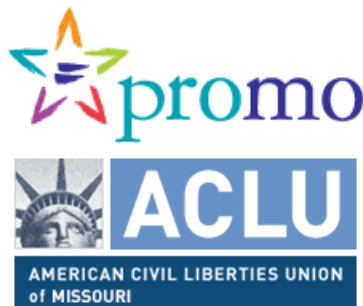
PROTECT **VULNERABLE** EMPLOYEES

There are multiple bills in the Missouri state legislature which **seek to dismantle employment non-discrimination protections in the Missouri Human Rights Act**. The Missouri Human Rights Act prohibits discrimination in housing, employment, and places of public accommodations based on race, color, religion, national origin, ancestry, sex, disability, age (in employment only), and familial status (in housing only).



These bills (SB43, HB550, HB552, HB676) make a few changes to the MHRA, but where they really hinder employees is by changing the words “**contributing factor**” to “**motivating factor**.” The person being discriminated against would have to prove that their firing or other complaint was based **solely** on their race, sex, disability, etc. Even the smallest infractions could be used against workers.

These justice advocates oppose SB43:



Proposed SB43,
HB550, HB552, HB676



Current
MO HUMAN
RIGHTS ACT



For example, if a *black/female/Jewish* plaintiff was fired from a job because of tardiness, but *white/male/Christian* employees routinely showed up late and weren't fired, the plaintiff employee could contend that *race/sex/religion* "contributed" to the boss's decision.

Bigoted bosses could evade any accusation of discrimination by claiming an employee coming in late was the "motivating factor" for a firing, Sen. Jill Schupp, D-Creve Coeur, said in initial discussion Monday night.

- St. Louis Post Dispatch