MISSOURI COMMISSION ON HUMAN RIGHTS

Discrimination in Employment Is Prohibited

www.labor.mo.gov/mhumanrights

The Missouri Human Rights Act makes it illegal to discriminate in any aspect of employment because of an individual’s race, color, religion, national origin, ancestry, sex, disability or age (40 through 69).

The Missouri Human Rights Act applies to:

- Private employers with six or more employees
- All apprenticeship or training programs
- All labor organizations
- All all-state and local government agencies

Fair Employment

Discriminatory employment practices prohibited by the Missouri Human Rights Act include:

- Firing and firing, compensation, assignment or classification of employees, transfer, promotion, layoff or recall, job advertisements, recruitment, testing, use of company facilities, training and apprenticeship development programs, fringe pay, paid vacation, retirement plans, or disability leave, or other terms and conditions of employment
- Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age
- Retaliation against an individual for filing a complaint of discrimination, participation in a discrimination investigation or hearing, or opposing discriminatory practices
- Discriminating in any aspect of employment against an individual because of his or her association with one person in one of the protected categories.

An employment agency includes any person or agency, public or private, regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer.

The Missouri Human Rights Act is designed to provide:

- A mechanism to prevent and eliminate discrimination, and to provide equitable and timely resolutions of discrimination claims through enforcement of the Missouri Human Rights Act.

CONTACT US

Missouri Commission on Human Rights (MCHR)
3315 W. Truman Blvd., Suite 212
Jefferson City, MO 65102-1129
573-751-3325
Toll-Free Discrimination Complaint Hotline: 877-778-4236
TDD/TTY: 800-735-2966
Relay Missouri: 711

Workers’ Compensation

Employer Information

The Missouri Division of Workers’ Compensation ( DWC) is responsible for enforcing the employer’s duty to maintain the insurance and to ensure the employee is provided the proper medical care for an injury or illness that occurred during employment. The Division administers programs for workers who have been injured on the job.

Penalties for Failed to Comply

- Failure to do so may jeopardize your ability to receive benefits
- Noncompliance

Workers’ Safety

Steps to Take When an Injury Occurs

1. Notify your employer immediately (written notice must be provided within 30 days of the injury). If you notify your employer orally, a paper copy of the notice of injury must be provided to you within five days of the date on which the injury was reported to the employer by the employee.

2. Follow the Division’s established criteria for reporting a workplace injury. All employees have a responsibility to report injuries to their employer.

3. Get more information about the benefits available under the Workers’ Compensation Program or about the steps you may take to get the benefits you need.

REMINDER: If you think you have been improperly classified or subjected to a biased or discriminatory practice or you have been denied a benefit, you have an obligation to immediately inform your employer.

Employee Fraud

With some exceptions, all employers with five or more employees, and construction industry employers with one or more employees, are required to take steps to ensure their workers’ compensation benefits are used for workers’ compensation purposes and are not misused by the employer.

- Employer Noncompliance

Workers’ Compensation Law Benefits

Workers’ Compensation Law Benefits

Workers’ Safety

FRAUD/ NONCOMPLIANCE

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