

HB 628 -- Unlawful Discriminatory Employment Practices

Sponsor: Byrd

This bill prohibits an employer from discriminating against an employee or applicant for employment because he or she opposed any unlawful employment practice or made a charge, testified, assisted, or participated in an investigation, proceeding, or hearing of a human rights violation.

Any party to an action regarding a human rights violation is entitled to a trial by jury. The dollar amount of court awards for each complaining party is limited depending on the number of employees employed by the respondent. The court awards for human rights violations specified in the bill are limited to unlawful employment practices. The State of Missouri and any of its political subdivisions cannot have punitive damages awarded against them.