
In Saint Joseph, it's important to know your

RIGHTS

Do you feel that you have been discriminated against based on:

- Employment
- Buying or renting a house
- Race, color, religion, sex, national origin, ancestry, marital status, disability, sexual orientation, gender identity
- As a member of the uniformed services

If yes, you have the right to file a request for mediation assistance, a voluntary process that employers and housing providers are encouraged to participate in. This mediation process does not provide a right to pursue damages or a binding legal remedy in a court of law.

A request for mediation assistance can be filed by calling the City of St. Joseph legal department at 816-271-4680, emailing hrc@stjoemo.org, or submitting online at stjosephmo.gov.

There are also options at the state and federal level as well. Missouri law or federal law provide rights and remedies that are not available under St. Joseph's non-discrimination ordinance, including the right to recover monetary damages.

A claim may be brought under state law by visiting https://labor.mo.gov/mohumanrights/File_Complaint and initiating the claim process with the Missouri Commission on Human Rights.

Information about filing a claim under federal law is available on the Equal Employment Opportunity Commission's website at <https://www.eeoc.gov/filing-charge-discrimination>.

State and federal law may have limited protections for claims based on sexual orientation or gender identity; protections against discrimination based on these classifications is an emerging area of the law.

If you experience discrimination based on a classification described above, you may also want to consider consulting an attorney to discuss your rights and the best forum in which you should consider bringing a claim. You should also be aware that many rights to bring claims have strict time limitations; so don't delay in pursuing your claims or seeking out legal assistance from an attorney.

A Request for Mediation form is available on the Human Rights Commission page at stjosephmo.gov.

