

**PROGRAM DESCRIPTION**

**Department of Labor and Industrial Relations**

**HB Section(s): 7.905**

**Program Name: Missouri Commission on Human Rights**

**Program is found in the following core budget(s): Commission on Human Rights**

**1a. What strategic priority does this program address?**

Opportunity: Invest in our workforce for today and tomorrow.  
Preventing and eliminating unlawful discrimination.

**1b. What does this program do?**

- Receives and investigates complaints of discrimination to determine if unlawful discrimination occurred.
- Attempts conciliation and settlement between the parties of unlawful discrimination cases.
- Conducts public hearings if complaints are not resolved via conciliation.
- Educates and trains employees, employers, organized groups, housing providers, tenants, and Missouri citizens regarding their rights and responsibilities under the law to prevent discrimination.

**2a. Provide an activity measure(s) for the program.**

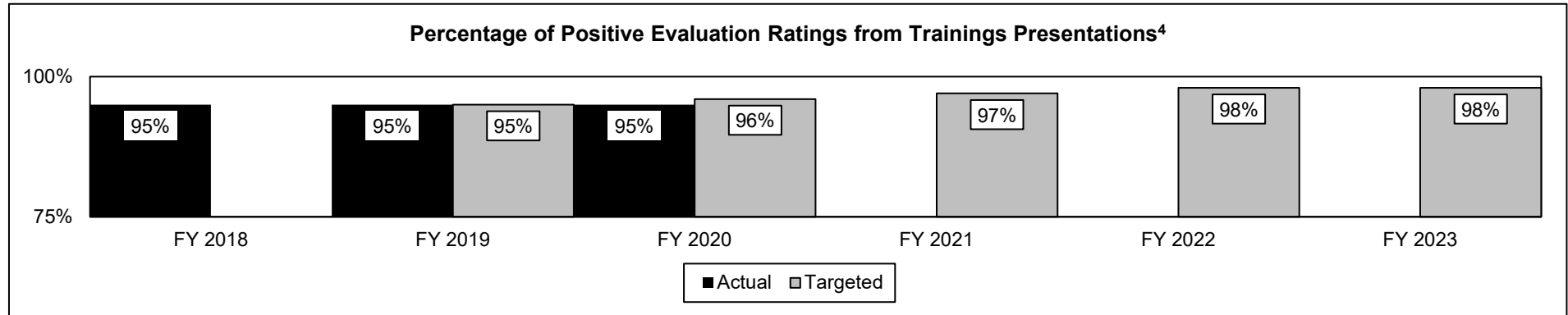
	FY 2018 Actual	FY 2019		FY 2020		FY 2021 Projected	FY 2022 Projected	FY 2023 Projected
		Projected	Actual	Projected	Actual			
Persons Trained <sup>1, 3</sup>	7,830	4,000	5,738	6,000	6,045	4,000	5,000	5,000
Cases Investigated <sup>2</sup>	1,508	1,355	1,276	1,300	1,403	1,300	1,300	1,500
Cases Received <sup>2</sup>	1,706	1,700	1,607	1,650	1,105	1,105	1,105	1,105

<sup>1</sup> The FY2018 increase in persons trained is attributed to increased activity due to changes in Statute and making presentations as part of larger conferences to train on the new Statute change.

<sup>2</sup> The decrease in the projected number of cases investigated beginning in FY2021 is due to changes in the Statute, decreased staffing, and the termination of the work sharing agreement with Housing and Urban Development (HUD), and due to Covid-19 affecting the number of cases being filed.

<sup>3</sup> While MCHR and our stakeholders navigate to adjust to the transition to virtual leaning in FY2021, our numbers will be lower.

**2b. Provide a measure(s) of the program's quality.**



<sup>4</sup> FY 2018 was the baseline year for this measure.

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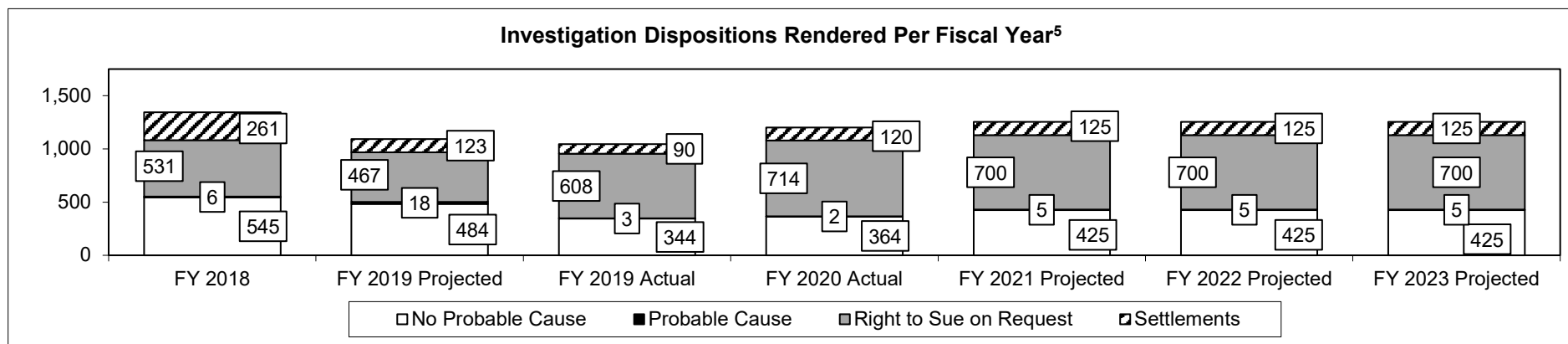
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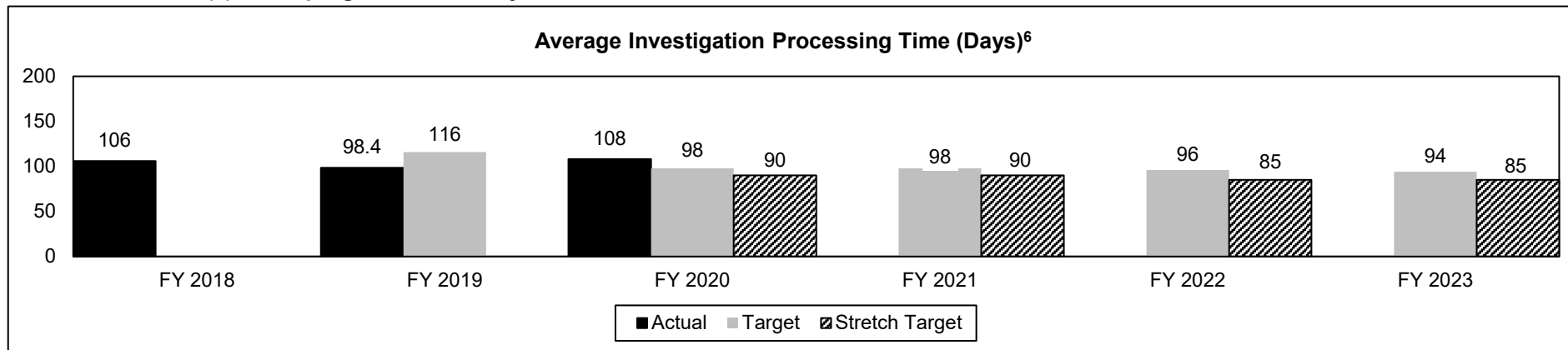
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**2c. Provide a measure(s) of the program's impact.**



<sup>5</sup> Does not include those that were closed administratively for failure to cooperate, where MCHR had no jurisdiction, or where parties could not be located, which account for 15% of cases.

**2d. Provide a measure(s) of the program's efficiency.**



<sup>6</sup> A new investigative procedure has been added to close cases lacking merit sooner, which will decrease the average processing time.

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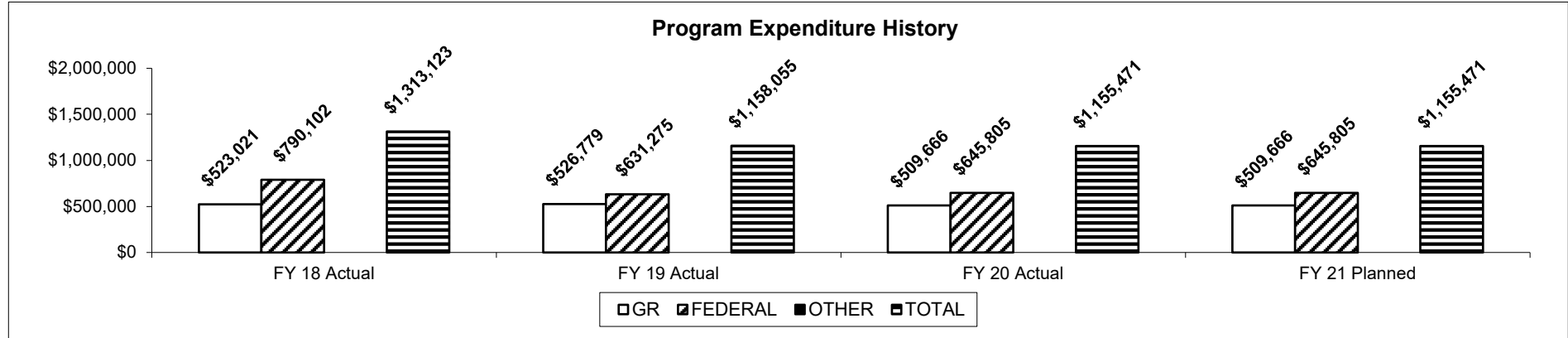
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**3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)**



**4. What are the sources of the "Other " funds?**

N/A

**5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)**

Chapter 213, RSMo; Title VII of the Civil Rights Act of 1964; The Age Discrimination in Employment Act; and the Americans with Disabilities Act Amendments Act of 2008 and the Equal Pay Act.

**6. Are there federal matching requirements? If yes, please explain.**

No

**7. Is this a federally mandated program? If yes, please explain.**

No. However, the Commission has a worksharing contract with the Equal Employment Opportunity Commission (EEOC).