

In Saint Joseph, it's important to know your

RIGHTS

Do you feel that you have been discriminated against based on race, color religion, sex, national origin, ancestry, marital status, disability, sexual orientation, gender identity, or military status in the following situations:

- Employment
- Public Accommodation
- Housing

If yes, you may have options at the federal, state, and/or local level.

Information about filing a claim under federal law is available by visiting <https://www.eeoc.gov/filing-charge-discrimination> and initiating the claim process with the Equal Employment Commission.

Information about filing a claim under state law is available by visiting https://labor.mo.gov/mohumanrights/File_Complaint and initiating the claim process with the Missouri Commission on Human Rights.

You may call the City of St. Joseph legal department at 816-271-4680, emailing hrc@stjosephmo.gov, or determine if you qualify for mediation assistance. Mediation is a voluntary process in which employers and housing providers are encouraged to participate with the claimant in resolving the underlying issues. However, this mediation process does not provide a right to pursue damages or a binding legal remedy in a court of law. Federal and State law provide rights and remedies that are not available under St. Joseph's non-discrimination ordinance, including the right to recover monetary damages.

If you experience discrimination, 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 legal assistance from an attorney.

