Complaint of Discrimination

If an individual believes that he or she has been unlawfully discriminated against in one of these areas, then he or she may file a written complaint with the City of Columbia Human Rights Commission. The alleged discrimination must have occurred within the city limits and filed within 180 days from the date of the last alleged act.

Mediation

The Columbia Human Rights Commission offers mediation services to all parties who are willing to participate. If a complainant and respondent are able to resolve the dispute to both parties' satisfaction, then the investigation will end and the complaint will be closed.

Violations

All complaints will be investigated and ruled upon by the City of Columbia Human Rights Commission. If the commission believes a violation to have occurred, the report will be forwarded to the City Prosecutor's Office where it may be prosecuted.

CITY OF COLUMBIA

Human Rights Commission

The Columbia Human Rights Commission was created in 1974. It is comprised of seven (7) volunteer members and holds regular public meetings. Its purposes are to endeavor to minimize or eliminate discriminatory practices in the community and to advise Columbia City Council on human rights issues. For more information about the Commission, contact the City of Columbia Law Department.

City of Columbia – Law Department

701 E. Broadway, 2nd Floor
P.O. Box 6015
Columbia, MO 65205-6015
(573) 817-5024
HumanRights@CoMo.gov

www.CoMo.gov

If you feel you have been unlawfully discriminated against or have questions about discrimination, please contact us! Complaint forms are available by mail or the City's website.

City of Columbia

Human Rights COMMISSION

Fighting Discrimination

an informational guide regarding your equal rights to employment, housing and public accommodations

Discrimination

It is unlawful for any person to discriminate against another individual in
(1) Employment
(2) Housing; or
(3) Public Accommodations

Protected Categories

The City's law protects individuals from discrimination based on:

- Age (employment only, ages 40-69)
- Ancestry
- Color
- Disability
- Familial Status (housing only)
- Gender Identity
- Marital Status
- National Origin
- Race
- Religion
- Sex
- Sexual Orientation

Housing

This applies to landlords, rental managers, property owners, real estate agents, and lenders. Discriminatory housing practices prohibited include:

- Refusing to rent or sell housing
- Lying about the availability of housing
- Evicting someone
- Sexually harassing tenants
- Discriminating in the terms of housing such as amount of rent, use of facilities, maintenance
- Refusing to make a mortgage loan or imposing different conditions on the loan
- Refusing to allow an individual with a disability to make reasonable modifications to a dwelling to accommodate a disability

Public Accommodations

This applies to businesses offering goods or services to the general public. Discriminatory practices prohibited include:

- Refusing to provide service or sell goods
- Failing to provide accessible facilities (including entrances, parking and restrooms) to a person with a disability
- Setting different terms or conditions for services or facilities
- Failing to reasonably accommodate an individual's disability to allow him or her to use and enjoy the place of public accommodation

Employment

This applies to employers and persons acting in the interest of employers. Discriminatory employment practices prohibited include:

- Hiring and firing, compensation, assignment or classification of employees, transfer, promotion, or layoff
- Sexually harassing employees
- Recruitment or job advertisements, training programs, retirement plans or disability leave, or other terms and conditions of employment
- Harassment on the basis of race, color, religion, national origin, ancestry, disability, age, marital status, gender identity or sexual orientation