SECOND REGULAR SESSION

HOUSE BILL NO. 2508

99TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE GREEN.

6392H.01I

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 37, RSMo, by adding thereto one new section relating to the Missouri office of equal opportunity.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 37, RSMo, is amended by adding thereto one new section, to be
2 known as section 37.675, to read as follows:

37.675. 1. There is hereby established in the office of administration the "Missouri
2 **Office of Equal Opportunity". All authority, powers, and privileges of the state office of**
3 **equal employment opportunity, which was established by executive order, shall be**
4 **transferred to the Missouri office of equal opportunity.**
5 **2. The Missouri office of equal opportunity shall have the mission to ensure that**
6 **all present and prospective employees are afforded equal opportunity at all levels and**
7 **phases of employment within state government with respect to, but not limited to, hiring,**
8 **recruiting, training, benefits, promotions, transfers, layoffs, demotions, terminations, rate**
9 **of compensation, and recalls from layoffs. It shall also work to ensure that the state does**
10 **not discriminate against any person on account of age, ancestry, color, disability, national**
11 **origin, race, religion, sex, sexual orientation, or veteran status.**
12 **3. (1) The governor shall, by and with the advice and consent of the senate, appoint**
13 **an officer to head the Missouri office of equal opportunity.**
14 **(2) Subject to appropriations, the commissioner of administration shall provide the**
15 **officer with such facilities, staff, resources, equipment, and supplies as are necessary to**
16 **carry out the duties set forth herein. The officer shall submit a proposal each fiscal year**

17   **to the commissioner of administration detailing the needs of the Missouri office of equal**
18   **opportunity.**
19   **(3) The officer shall be the state's chief compliance officer to ensure that the state**
20   **is complying with all federal and state laws concerning equal employment opportunity and**
21   **workforce diversity.**
22   **4. The Missouri office of equal opportunity shall have the following duties and**
23   **responsibilities:**
24   **(1) The Missouri office of equal opportunity shall have primary responsibility for**
25   **assisting in the coordination and implementation of workforce diversity programs**
26   **throughout all departments and offices of the state government;**
27   **(2) The Missouri office of equal opportunity shall advise the governor on issues**
28   **regarding equal employment opportunity, workforce diversity, and efforts to administer**
29   **workforce diversity action goals and timetables for implementation throughout the**
30   **departments and offices of the state government;**
31   **(3) The Missouri office of equal opportunity shall review progress reports of state**
32   **departments and offices and shall meet biannually with each department director to**
33   **evaluate departmental results and determine the course of future workforce diversity goals,**
34   **timetables, recruiting, planning, and implementation. The results of each meeting shall be**
35   **reported in writing to the commissioner of administration;**
36   **(4) By January first of each year, the Missouri office of equal opportunity shall**
37   **provide a report to the commissioner of administration, general assembly, and governor**
38   **that summarizes the activities of each department and that contains recommendations for**
39   **additional programs to accomplish the mission of the Missouri office of equal opportunity;**
40   **and**
41   **(5) The Missouri office of equal opportunity shall monitor all departments and**
42   **offices of the state government and assist them to ensure equal employment opportunity.**
43   **5. Each state department shall submit a revised workforce diversity plan to the**
44   **Missouri office of equal opportunity by September thirtieth of each year. The primary**
45   **responsibility for developing the workforce diversity plan shall rest with each department**
46   **director. The Missouri office of equal opportunity shall review and approve each**
47   **submitted plan.**

<div align="center">✓</div>