

Did You Know?

- Every year in the United States, companies pay out millions of dollars in court judgments and settlements as payment for unlawful discrimination.
- In Kansas City, a jury awarded a plaintiff \$6.8 million in a sexual harassment case.
- In most cases, harassment or discrimination lawsuits could have been avoided with the proper training.



Sign-Up Today!

Private

1-50 people.....\$40 per person
 51-100 people.....\$35 per person
 100 plus.....\$30 per person

Government

1-50 people.....\$35 per person
 51-100 people.....\$30 per person
 100 plus.....\$25 per person

The above fees are assessed per person and per course. **There is no charge for providing training to students or school classes.** To participate in the MCHR's training opportunities, please contact the Missouri Commission on Human Rights. (See back for contact information.)



Contact Information

The Missouri Commission on Human Rights
 Training Institute
 P.O. Box 1129
 Jefferson City, MO 65102-1129

To Register for Training Contact:
 Email: mchrtraining@labor.mo.gov
 Phone: 816-889-2197
 Fax: 816-889-3582
labor.mo.gov/mohumanrights

To File a Discrimination Complaint, Contact:

The Missouri Commission on Human Rights
 Jefferson City Office: 573-751-3325
 St. Louis Office: 314-340-7590
 Toll Free: 877-781-4236
labor.mo.gov/mohumanrights

Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711

MISSOURI DEPARTMENT OF LABOR & INDUSTRIAL RELATIONS

Know Your Rights

Discrimination Training & Education



A listing of training programs to help you understand the laws prohibiting discrimination in the workplace, in places of public accommodation, and in neighborhoods.

MISSOURI COMMISSION ON HUMAN RIGHTS

We rely on organizations and employers to take a proactive approach when it comes to providing training opportunities to help their employees or members successfully interact in the workplace and within their communities. To help, the Missouri Commission on Human Rights (MCHR) Training Institute offers training and education about discrimination in the workplace, in places of public accommodations (like schools), and in neighborhoods so that Missourians better understand their rights under the Missouri Human Rights Act and the rights of others. These specially designed Equal Opportunity Training Programs assist employees, employers, tenants, housing providers, landlords, and businesses in working together so that all can live in an environment free of discrimination.

Training Programs Offered through the MCHR Training Institute

Disability Awareness



This program helps participants become more comfortable interacting with persons who have mental or physical disabilities. Learn how to substitute negative phrases with “words with dignity.” Get ideas on how to accommodate persons with a mental or physical disability in all aspects of their work, housing, or business environment. Program runs 2 hours.

Sexual Harassment Prevention

This program updates participants on new developments in sexual harassment law, gives practical examples through a video, cites real-life cases, and “tests the knowledge” of the audience. Program runs 2 hours.



Other Recommended Training



The MCHR can also custom design training and course length to fit your needs, as well as provide multiple training courses to cover several areas. We also offer training on any of the protected categories (i.e., age, race and sex discrimination).

Diversity

This program is geared toward helping people understand and respect racial, cultural, and religious differences through video and interactive exercises. Program runs 2 hours.



Investigating Discrimination Complaints

This program teaches how the courts determine whether someone has been unlawfully discriminated against. Disparate treatment, reasonable accommodation, and sexual harassment are all covered. This course is great for human resource professionals. Program runs 2-4 hours.



Immigration Discrimination

This program helps employers understand the nature of discrimination due to national origin and ancestry. Participants will learn about the MCHR and Equal Employment Opportunity Commission (EEOC) regulations and test their knowledge about national origin discrimination. Program runs 2 hours.



Overview of the Missouri Human Rights Act

This program details the MCHR complaint process from intake through public hearing, explains the employment, public accommodation, and housing portions of the law, and offers suggestions on how everyone can protect themselves from unlawful discrimination. Program runs 1 hour.



Housing Discrimination

This program tests the participants' knowledge of fair housing laws, focuses on facts about accessibility for people with disabilities, explains the requirements for families with children, and discusses how property managers and owners can avoid discrimination complaints. Program runs 1.5 hours.



Predatory Lending

This program informs individuals about how to avoid high-cost loans and abusive lending practices that violate the fair housing portions of the Missouri Human Rights Act. The training provides information about the MCHR's process of investigating and resolving discrimination complaints. This program also educates individuals on recognizing predatory lending practices and gives them the information they need and the steps to take to file complaints if they are victimized. Program runs 1-2 hours.



Free School Presentations

The MCHR is available to give presentations to schools and classrooms, free of charge, regarding unlawful discrimination and the Missouri Human Rights Act. These presentations can cover important topics like sexual harassment, housing discrimination, and diversity. The MCHR has an award-winning video illustrating discrimination in housing that was made especially for a younger audience.

