



Associated Students

UNIVERSITY of MISSOURI

Est. 1975 | Columbia, Kansas City, Rolla, and St. Louis

Resolution 4 (2017)

A Resolution to Promote Accountability, Diversity, and Inclusivity by Opposing Certain Provisions of H.B. 552, otherwise known as the “Human Rights Act”

Presented by Steven Chaffin, Executive Director

Whereas under current law, a plaintiff bringing forth a discrimination lawsuit would have to prove that it was a contributing factor for adverse employment conditions, housing or public accommodations;

Whereas H.B. 552 would amend the law to require plaintiffs alleging discrimination to prove that it was the motivating factor for adverse employment conditions, housing or public accommodations;

Whereas under current law, a plaintiff winning such a discrimination lawsuit would have the right to seek punitive damages from the institution charged with adverse employment conditions, housing or public accommodations;

Whereas H.B. 552 would amend the law, barring plaintiffs winning such a discrimination lawsuit from seeking punitive damages from public entities;

Whereas the passage of this law undermines the work of university administrators who have worked to make the University of Missouri System more inclusive and welcoming to a diverse audience of students, faculty, and staff members;

Whereas passage of this law undermines the recent passage of UM Collected Rules and Regulations supported by this organization, namely, CRR 600.060 titled “Equity Resolution Processes for Resolving Complaints of Discrimination, Harassment, or Sexual Misconduct against an Institution”; now, therefore, be it

Resolved, that the Associated Students of the University of Missouri (ASUM):

- Oppose H.B. 552’s amendment to require plaintiffs alleging discrimination to prove that it was the motivating factor for adverse employment conditions, housing or public accommodations.
- Oppose H.B. 552’s amendment to bar plaintiffs winning discrimination lawsuits against public institutions of higher education from receiving punitive damages.
- Oppose the decision of the University of Missouri System to support H.B. 552’s punitive damages amendment.