

# Important Missouri



And A Bonus  
U.S. Supreme  
Court Case  
Affecting  
Federal Court  
Litigation

# State Law Developments

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# SCOTUS



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*Muldrow v. City of St  
Louis Missouri,  
601 U.S. 346 (2024)*

- ✓ Issue: Does an employee challenging a transfer under Title VII prove he/she suffered a heightened (ie. significant or material) standard of harm?
- ✓ Holding: No. An employee must only show “some harm” respecting her employment terms and conditions.
- ✓ “terms and conditions” covers more than the economic/tangible.



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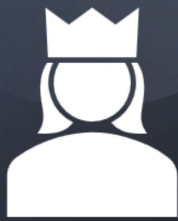








**The CROWN Act**  
(Applies in educational settings only ... for now)



- ✓ The Missouri CROWN Act was signed into law on July 9, 2025, and prohibits discrimination based on natural hair texture and protective styles in elementary and secondary educational institutions within the state.
- ✓ The act, which creates the "Missouri Creating a Respectful and Open World for Natural Hair (CROWN) Act," aims to protect students and ensure they can embrace styles like braids, locks, and twists without fear of unfair treatment or bias in schools.

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