Your Employee Rights Under the **Family and Medical Leave Act**

during at least 20 workweeks in the current or previous calendar

You work for a public agency, such as a local, state or federal

government agency. Most federal employees are covered by

Title II of the FMLA, administered by the Office of Personnel

Follow your employer's normal policies for requesting leave.

You do not have to share a medical diagnosis but must provide

enough information to your employer so they can determine whether

the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the

Your employer may request certification from a health care provide

to verify medical leave and may request certification of a qualifying

bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of

by the law but are subject to the jurisdiction of the U.S. Office of

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

The FMLA does not affect any federal or state law prohibiting

discrimination or supersede any state or local law or collective

· Give notice at least 30 days before your need for FMLA leave, or

If advance notice is not possible, give notice as soon as possible

How do I request FMLA leave?

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

Personnel Management or Congress.

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a

The birth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and

Certain qualifying reasons related to the foreign deployment of

your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need

Am I eligible to take FMLA leave?

- You are an **eligible employee** if **all** of the following apply:
- You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your

- You work for a **covered employer** if **one** of the following applies: You work for a private employer that had at least 50 employees
- on the same basis as if you had not taken leave, and You work for an elementary or public or private secondary school, Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including

Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in

How much of your requested leave, if any, will be FMLA-protected

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD



WH1420 REV 04/23

If you are eligible for FMLA leave, your **employer** <u>must</u>:

 Allow you to take job-protected time off work for a qualifying Continue your group health plan coverage while you are on leave

• The minimum age for employment is 14. · Work Permits are required for all employed minors under the age of 18. shift and location, at the end of your leave • Employers are required to keep Work Permits on file for each employed minor. · A new Work Permit is required when the employer of a minor changes.

Provisions for Individuals 14 and 15 Years of Age: **MINORS 14-15 YEARS OF AGE SHALL NOT WORK:** • Before 7:00 a.m. or after 7:00 p.m. - except from June 1st through Labor Day when the

 More than four (4) hours per day on school days More than eight (8) hours per day on non-school days • More than eighteen (18) hours in any week when school is in session for five (5) days About your FMLA rights and responsibilities, and More than six (6) days in any week More than forty (40) hours per week; and

evening hour shall be extended to 9:00 p.m.

For a list of Prohibited Occupations, contact:

Fox Valley Offices 4425 North Market Street - 3rd Floor

Georgetown American Job Center

8 Georgetown Plaza, Suite 2 Georgetown, DE 19947

Wilmington, DE 19802 (302) 761-8200

Specific Provisions for Individuals 16 and 17 Years of Age:

Not more than twelve (12) hours in a combination of school and work hours per day Must have at least eight (8) consecutive hours of non-work, non-school time in each twenty-four (24) hour period May not work more than five (5) hours continuously without a non- work period of at least thirty (30) consecutive minutes

• More than five (5) hours continuously without a non-work period of at least thirty (30)

Delaware Department of Labor Division of Industrial Affairs Email: wages@delaware.gov | Email: workpermits@delaware.gov | Website: Labor.delaware.gov

CHILD LABOR

The Delaware Department of Labor, Division of Industrial Affairs, Office of Labor Law Enforcement at any of the addresses listed.

This poster provides only general information regarding the provisions of Delaware's Child Labor Laws. The requirements of state law do not affect an employer's obligation to comply with any provisions of federal law.

Revised 01/17/2023

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

EXEMPTIONS

lef.: 29 CFR §825.300

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

Federal, State and local governments are not affected by the law. Also, the

law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

> The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft embezzlement etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests

EXAMINEE

ENFORCEMENT

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and

assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



Fox Valley Offices 4425 North Market Street - 3rd Floor Wilmington, DE 19802

(302) 761-8200 Georgetown American Job Center 8 Georgetown Plaza, Suite 2 Georgetown, DE 19947



Division of Industrial Affairs

University Office Plaza 252 Chapman Road, 2nd Floor Newark, DE 19702 (302) 761-8200

Blue Hen Corporate Center

655 S Bay Road, Ste. 2H

Dover, DE 19901

(302) 422-1134

Email: wages@delaware.gov | Email: workpermits@delaware.gov | Website: Labor.delaware.gov

MINIMUM WAGE

Regular Rate:

(302) 856-5230

effective: 06-01-15 -- \$8.25/hour effective: 01-01-19 -- \$8.75/hour

effective: 10-01-19 -- \$9.25/hour

effective: 01-01-22 -- \$10.50/hour

effective: 01-01-24 -- \$13.25/hour effective: 01-01-25 -- \$15.00/hour

effective: 01-01-23 -- \$11.75/hour

EMPLOYEES WHO RECEIVE TIPS

The minimum cash wage payable to employees who receive tips is \$2.23 per hour, effective 10/1/96.

The employer must be able to prove that the employee received the balance of the full minimum rate in tips.

NOTE: Delaware's minimum cash wage for tipped employees is greater than the cash wage required by federal law. Employers must pay Delaware's higher rate.

Tips may not be taken or retained by an employer except as required by law. Tip-pooling is permitted (under certain conditions) in an

amount not to exceed 15% of the actual tips received by the employee.

MINIMUM WAGE EXEMPTIONS:

- Employees in agriculture.
- Employees in domestic service in or about private homes. Employees of the United States Government.
- Outside commission paid salespeople. Bona fide executives, administrators, and professionals.
- Employees engaged in fishing and fish processing at sea. Volunteer workers (for educational, religious or non-profit organizations).
- Junior camp counselors employed by non-profit summer camp programs.

RECORD KEEPING REQUIREMENTS:

◆ Employers must keep records (including the rate of pay, hours worked, and amount paid for each employee for three (3) years).

Ref.: 19 Del. C. Ch. 9 § 908

Revised 01/17/2023

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must: Provide employees a workplace free from

- recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand. Prominently display this poster in the
- workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

4425 North Market Street - 3rd Floor Wilmington, DE 19802 (302) 761-8200 Georgetown American Job Center

8 Georgetown Plaza, Suite 2

Georgetown. DE 19947

(302) 856-5230



655 S Bay Road, Ste. 2H Dover, DE 19901 (302) 422-1134 University Office Plaza 252 Chapman Road, 2nd Floor Newark, DE 19702 (302) 761-8200

Blue Hen Corporate Center

655 S Bay Road, Ste. 2H

University Office Plaza 252 Chapman Road, 2nd Floor

Newark, DE 19702

Dover, DE 19901 (302) 422-1134

BREAKS

Email: wages@delaware.gov | Email: workpermits@delaware.gov | Website: Labor.delaware.gov

All employees must be offered a meal break of at least 30 consecutive minutes if the employee is scheduled to work 7.5 or

more hours per day. Must be after the first 2 hours of work and before the last 2 hours of

This rule does not apply when: The employee is a professional employee certified by the

board to work directly with children.

 There is a collective bargaining agreement or other employeremployee written agreement which provides otherwise.

State Board of Education and employed by a local school

Rules have been issued granting exemptions when: Compliance would adversely affect public safety. Only one (1) employee may perform the duties of a position.

An employer has fewer than five (5) employees on a shift at

one location (the exception would only apply to that shift). • The continuous nature of an employer's operations, such as chemical production or research experiments, requires employees to respond to urgent or unusual conditions at all times and the employees are compensated for their meal breaks.

eat meals at their work stations or other authorized locations and use restroom facilities as reasonably necessary.

Where exemptions are allowed, employees must be allowed to

Ref.: 19 Del. C. Ch. 7 § 707 Revised 01/17/2023



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655 S Bay Road, Ste. 2H (302) 422-1134

Iniversity Office Plaza 252 Chapman Road, 2nd Floo Newark, DE 19702 DEPARTMENT OF LABOR

ware.gov | Website: Labor.delaware.gov

WORKERS COMPENSATION IMPORTANT THINGS TO DO IN CASE OF INJURY

THE EMPLOYER SHALL:

Carry Workers' Compensation Insurance Coverage per Title 19, Chapter 23, 2303. Every employer shall keep record of all injuries received by employees; and within 10 days, file a First Report of Injury with the Office of Workers Compensation as per Title 19, Chapter 23, 2313. In addition, the employer should notify their Workers' compensation Insurance carrier of said injury. First Report of Injury forms are available on our website listed above.

THE EMPLOYEE SHALL:

Or someone on the employee's behalf, notify the employer as soon as possible of an accidental injury or occupational disease and request medical services if needed. Failure to give notice or to accept medical services may deprive the employee of the right to compensation. Give promptly to the employer, directly or through a supervisor, notice of any claim for compensation for the period of disability beyond the third day after the accident. In case of fatal injuries, notice must be given by one or more dependents of the deceased or by a person on their behalf. In case of failure to reach an agreement with the employer in regard to compensation under the law, file a petition with the Industrial Accident Board for a hearing on the matters at issue within two (2) years of the date of accidental injury. All forms can be obtained from the Office of Workers'

It is unlawful to retaliate against an employee because (s)he has made a complaint or given information to the Dept of Labor about possible

Compensation. (Email: dol_dia_workcomp@delaware.gov)

Compensation Labor Laws could



Ref.: 19 Del. C. Ch. 23 § 2306(c)

CALL 911

AMBULANCE: PHYSICIAN:



PAY DAY IS ON:

☐ TUESDAY ■ WEDNESDAY ☐ THURSDAY

PAY SCHEDULE IS:

□ SUNDAY

■ WEEKLY □ BIWEEKLY

PAYCHECKS ARE ISSUED ON THE:

EMERGENCY NUMBERS

POLICE: **HOSPITAL**:

■ MONDAY

☐ FRIDAY ■ SATURDAY

☐ SEMI MONTHLY

☐ MONTHLY

What Organizations are Covered?

Discharge, firing, or lay-off

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE

The law requires employers to display this poster where employees can readily see it.

civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. Certain occupations and establishments are exempt from the minimum wage, and/or overtime INFORMATION

pay provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the Comm Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime Certain full-time students, student learners, apprentices, and workers with disabilities may be



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OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

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(302) 856-5230

Wilmington, DE 19802

Georgetown, DE 19947

An employer may not do any of the following:

Employ an individual without reporting the

individual's employment to all appropriate

applicable taxes and fees for the individual.

employee's wages to the appropriate state or

federal agency within 7 days of the applicable

Pay an employee wages that are less than

the minimum wage established under state

contractor for purposes of avoiding wage, tax,

or workers' compensation obligations under

and federal law for the work performed.

Misclassify a worker as an independent

Knowingly conspire to assist, advise, or

facilitate a violation of this section.

Ref.: 19 Del. C. Ch. 11 § 1102A

4425 North Market Street - 3rd Floor

1. Rate of pay.

Fox Valley Offices

Fail to properly withhold state and federal

• Fail to forward money withheld from an

government agencies and paying all

taxes from an employee.

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work

in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old mawork outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit

of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an

based on tips received by their employees. Employers must pay tipped employees a cash wage

employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equa

breast milk for their nursing child for one year after the child's birth each time the employee needs

o express breast milk. Employers must provide a place, other than a bathroom, that is shielded

in instances of minimum wage, overtime, and other violations. The Department may litigate and/

or recommend criminal prosecution. Employers may be assessed civil money penalties for each

willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money

from view and free from intrusion from coworkers and the public, which may be used by the

certain work hours restrictions. Different rules apply in agricultural employment.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages

the minimum hourly wage, the employer must make up the difference

Delaware Department of Labo

Email: wages@delaware.gov | Email: workpermits@delaware.gov | Website: Labor.delaware.gov

Following an investigation in which the

Department makes an initial determination

that an employer has violated one or more

provisions of subsection (a) of this section,

An employer who violates this section is

subject to a civil penalty of not less than

the Department may decide to impose a civil

Each instance of a violation of subsection (a)

of this section per employee is a separate

The Department may also refer cases to the

consistent with § 841D of Title 11.

Department of Justice for criminal prosecution

WAGE THEFT

RETALIATION

An employer is subject to a civil penalty of not less than \$20,000 and not more than \$50,000 for each violation if the employer discharges or in any manner retaliates or discriminates against an individual because that individual does any of the

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University Office Plaza

Newark, DE 19702

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252 Chapman Road, 2nd Floor

Dover, DE 19901

(302) 422-1134

a. Made a complaint or provided information to the Department. \$2,000 and not more than \$20,000 for each b. Caused, or is going to cause, an investigation to be instituted.

following under this section:

c. Testified, or is going to testify, in a hearing.

Revised 01/17/2023

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Wilmington, DE 19802 (302) 761-8200 Georgetown American Job Center 8 Georgetown Plaza, Suite 2 **Delaware Department of Labor** Georgetown, DE 19947 **Division of Industrial Affairs** (302) 856-5230



Employees must be paid all wages within seven

(7) days from the close of each pay period [with

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PAYMENT OF WAGES

earned shall be paid on the next regularly

EMPLOYEES ARE REQUIRED TO: Notify employees in writing at the time of

> 2. Day, hour and place of payment. 3. Employer's fringe benefits policies.

hour or place of payment or benefits. Furnish each employee with a pay statement Amount of wages due. 2. Pay period covered by the payment.

specified) which have been made from the

Notify employees in writing of any reductions

in the rate of pay, and any changes in the day,

4. Total number of hours worked in the pay period (for employees who are paid at an hourly rate).

3. Amounts of deductions (separately

EMPLOYERS OF FOUR (4) OR MORE PAYMENT OF WAGES: · Wages must be paid at least once each month.

 If the payday falls on a non-work day, payment shall be made on the preceding work day. If an employee is not present on the regular payday, payment shall be made on the next regular workday that the employee is present or

some exceptions, see §1102(b)]

designated by an employee (upon the employee's written request). Wages may be paid in cash or by check (provided that suitable arrangements are made by the employer for cashing at a bank or other

Wages may be paid to a bank account

by mail (only if requested by the employee).

workplace). • Whenever an employee quits, resigns, is discharged, suspended or laid off, the wages

business establishment convenient to the

Employers are not permitted to deduct or withhold wages for:

2. Cash advances or charges for goods and

scheduled payday(s) either through the usual

pay channels or by mail (if requested by the

employee) as if employment had not been

suspended or terminated.

UNLAWFUL DEDUCTIONS:

Cash or inventory shortages.

services (unless there is a signed agreement specifying the amount owed and the repayment schedule) 3. Damaged Property. 4. Failure to return employer's property.

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Ref.: 19 Del. C. Ch. 7 § 716

Delaware Department of Labor Division of Industrial Affairs

NOTICE TO EMPLOYERS

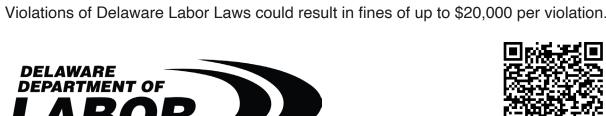
(302) 761-8200 Email: wages@delaware.gov | Email: workpermits@delaware.gov | Website: Labor.delaware.gov

Labor about possible labor law violations. Employers Are Required By Law To Display This Official Poster In A Place Accessible To Employees And Where They

It is unlawful to retaliate against an employee because (s)he has made a complaint or given information to the Department of

Regularly Pass.





Revised 01/17/2023

DELAWARE EMPLOYERS

It is your responsibility as a Delaware employer to post the mandatory Unemployment poster. This can ONLY be obtained by calling the State of Delaware, Department of Labor, Division of Unemployment Insurance at (302) 761-8482.

ATTENTION

DELAWARE WHISTLEBLOWERS' PROTECTION ACT

Delaware law prohibits an employer from taking any retaliatory action against an employee because an employee does any of the following: An employer shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or privileges of (1) Because the employee, or a person acting on behalf of the employee, reports or is about to report to a public body, verbally or in writing, a violation which the employee knows or

reasonably believes has occurred or is about to occur, unless the employee knows or has reason to know that the report is false; or

misappropriation of public or private funds or assets under the control of the employer.

(2) Because an employee participates or is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body, or a court action, in connection with a violation as defined in this chapter; or (3) Because an employee refuses to commit or assist in the commission of a violation, as defined in this chapter; or (4) Because the employee reports verbally or in writing to the employer or to the employee's supervisor a violation, which the employee knows or reasonably believes has occurred or is about to occur, unless the employee knows or has reason to know that the report is false. Provided, however that if the report is verbally made, the employee must establish by clear and convincing evidence that such report was made; or (5) Because an employee reports or is about to report to a public body, to the employer or the employee's supervisor, verbally or in writing any noncompliance or an infraction which

the employee knows or reasonably believes has occurred or is about to occur, of Chapter 80 of Title 15 unless the employee knows or has reason to believe the report is false; or

employer or a law, rule, or regulation promulgated under the laws of this State, a political subdivision of this State, or the United States, to protect any person from fraud, deceit, or

participates or is requested to participate in an investigation, hearing, trial or inquiry, of a person or entity other than employee, regarding noncompliance or an infraction of Chapter 80 of Title 15; or refuses to participate or assist in the noncompliance or an infraction of Chapter 80 of Title 15. means an act or omission by an employer, or an agent thereof, that is: a. Materially inconsistent with, and a serious deviation from, standards implemented pursuant to a law, rule, or regulation promulgated under the laws of this State, a political subdivision of this State, or the United States, to protect employees or other persons from health, safety, or environmental hazards while on the employer's premises or elsewhere; or b. Materially inconsistent with, and a serious deviation from, financial management or accounting standards implemented pursuant to a rule or regulation promulgated by the

(a) A person who alleges a violation of this chapter may bring a civil action for appropriate declaratory relief, or actual damages, or both within 3 years after the occurrence of the (b) An action commenced pursuant to subsection (a) of this section may be brought in Superior Court in the county where the alleged violation occurred, the county where the complainant resides, or the county where the person against whom the civil complaint is filed resides or has their principal place of business. (c) As used in subsection (a) of this section, "damages" means damages for injury or loss caused by each violation of this chapter (d) A court, in rendering a judgment in an action brought under this chapter, shall order, as the court considers appropriate, reinstatement of the employee, the payment of back

wages, full reinstatement of fringe benefits and seniority rights, expungement of records relating to the disciplinary action or discharge, actual damages, or any combination of

these remedies. A court may also award, as part of a judgment in an action brought under this chapter, all or a portion of the costs of litigation, including attorney's fees, if the court This chapter shall not be construed to require an employer to compensate an employee for participation in an investigation, hearing or inquiry held by a public body in accordance with § 1703 of this title Notices requirement

An employer shall post notices and use other appropriate means to keep the employer's employees informed of their protections and obligations under this chapter The burden of proof in any action brought under this chapter shall be upon the employee to show that the primary basis for the discharge, threats, or discrimination alleged to be in violation of this chapter was that the employee undertook an act protected pursuant to § 1703 of this title. (74 Del. Laws, c. 361, § 1.)



What can You Do if You Believe Discrimination has Occurred?

xecutive Order 11246, as amended, protects applicants and employees of ontractors from discrimination based on inquiring about, disclosing, or disc leir compensation or the compensation of other applicants or employees. Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the

Visit an EEOC field office (information at www.eeoc.gov/field-office)

EMPLOYERS HOLDING FEDERAL CONTRACTS

individuals with coalsimilation in initiant initiant, promotion, ruschately capabilities in initial promotion in initial promotion, ruschately capabilities in initial promotion in initial initia

TO REORDER CALL: 1-800-817-7678

WWW.COMPLIANCEPOSTER.COM

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity,

Asking About, Disclosing, or Discussing Pay

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended. Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or whose performance of discrimination are considered.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-



