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

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.

The birth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work,

Eligible employees can take up to 12 workweeks of FMLA leave in a

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

To care for your spouse, child or parent with a serious mental or

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 work for a covered employer State employees may be subject to certain limitations in pursuit of You have worked for your employer at least 12 months, direct lawsuits regarding leave for their own serious health conditions You have at least 1,250 hours of service for your employer during Most federal and certain congressional employees are also covered the 12 months before your leave, and by the law but are subject to the jurisdiction of the U.S. Office of Your employer has at least 50 employees within 75 miles of your

You work for an elementary or public or private secondary school,

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

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.

- If you are eligible for FMLA leave, your **employer** <u>must</u>: You work for a **covered employer** if **one** of the following applies: Allow you to take job-protected time off work for a qualifying You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar
 - Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave

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

determines that you are eligible, your employer must notify you in About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected

may qualify under the FMLA, your employer must confirm whether

you are eligible or not eligible for FMLA leave. If your employer

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

SCAN ME

lef.: 29 CFR §825.300

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

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

> 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

> employees of security service firms (armored car, alarm, and guard), and of

pharmaceutical manufacturers, distributors and dispensers.

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

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.



SEX DISCRIMINATION

Sexual Harassment

Sexual harassment is unwelcome sexual conduct that is severe enough, or occurs often enough, to interfere with an employee's ability to do his or her job. Sexual harassment takes many forms, such as touching, sexual comments, or jokes, displays of pornographic materials, indecent exposure, assault, or even rape. Sexual harassment occurs in many different work environments and victimizes both men and women. The harasser may be a person of the opposite sex or the same sex. It is the effect of the sexual conduct, not the harasser's intent that determines whether the law has been violated. Victims of sexual harassment should not try to ignore it or assume it is a joke or an accident. Sexual harassment is a wrongful use of power. Experience shows that harassment will continue or increase if it is ignored.

Employers may be liable for sexual harassment whether it comes from a supervisor, a co-worker, or even from non-employees, such as customers or contractors.

Job Assignments

Even though jobs usually are no longer advertised as "male jobs" or "female jobs," some employers still maintain informal job segregation. Often this is based on stereotyped ideas of "appropriate" work for men and women. Such stereotypes include, for example, that men are less capable of assembling intricate equipment or that women are less capable of selling construction tools or automobile parts. Sometimes job segregation is based on habit or just the way the work has been done in the past. The principle of nondiscrimination requires that persons be considered for jobs based on individual capacities and not because of any characteristics generally attributed to their sex.

The refusal to hire an individual because of the preferences of coworkers, the employer, clients or customers is a form of illegal sex discrimination. There are a very few instances in which sex will be recognized as a bona fide occupational qualification (BFOQ).

Equal Pay

State and federal anti-discrimination statutes and equal pay laws require that men and women be given equal pay for equal work. To determine whether two jobs should be paid equally, the jobs need not be identical, but they must be substantially equal. It is job content, not job titles, that determines whether jobs are substantially equal. Wage differences based on seniority, merit, quantity, or quality of production or other factors other than sex are permitted

Pregnancy Discrimination

There is one simple rule employers should follow in dealing with pregnant employees: treat women affected by pregnancy or related medical conditions the same way you treat others with temporary disabilities.

The term "maternity leave" often is used to describe disability or sick leave due to pregnancy as well as leave to recuperate from childbirth. If an employer allows leave for temporary disabilities not related to pregnancy, it may not deny leave for pregnancy-related disabilities or apply different terms or conditions to such leave. An employer may not specify the time that maternity leave commences - such as six weeks before delivery, or when the pregnancy "shows." An employer must use the same procedures to determine a pregnant employee's ability to work as it uses to determine any other temporarily disabled employee's ability

Parental Leave

Parental leave is leave to care for a child of any age, to develop a healthy parent-child relationship, or to help a family adjust to the presence of a newborn or adopted child. It is distinguished from maternity leave discussed above, which is a form of medical leave allowed to female employees who cannot work temporarily because of pregnancy or related medical conditions. If an employer chooses to grant paid or unpaid parental leave, the same leave benefits must be provided to male and female employees.

Fetal Protection Policies Fetal protection policies sometimes exclude "all women," "all women of

childbearing capacity," "all women of childbearing age" or "all pregnant women" from a work site containing hazards to a fetus. Any policy that excludes members of one sex from a workplace for the purpose of protecting fetuses cannot be justified under the laws prohibiting sex discrimination. Individuals who can perform the essential functions of a job must be considered eligible for employment, regardless of the presence of workplace hazards to fetuses.

Retaliation against an individual who has engaged in a protected

activity is unlawful. "Protected activity" means opposing conduct which a person, in good faith, reasonably believes to be unlawful under the anti-discrimination statutes or participating in Commission proceedings, which are set up for the enforcement of the anti-discrimination statutes. Idaho Commission on Human Rights

317 West Main Street Second Floor Boise, ID 83735-0660 Ph: (208) 334-2873

Toll Free: (888) 249-7025 FAX: (208) 334-2664

HRC.Inquiry@labor.idaho.gov

Job Safety and Health

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.

IT'S THE LAW!

- 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

IDAHO LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT based on religion, race, color, sex, age (40+), disability and national origin. The law also prohibits retaliation against individuals who exercise their rights under Idaho's antidiscrimination laws. The Commission also offers educational programs for businesses, human resource organizations and other agencies free of charge.

IDAHO HUMAN RIGHTS COMMISSION 317 W. Main St. Boise, ID 83735 t: 208.334.2873 f: 208.334.2664 An Equal Opportunity Employer and Service Provider. Reasonable accommodations are available upon request. Dial 711 for TTY Idaho Relay Service DAHO LA LEY DE IDAHO PROHIBE DISCRIMINACIÓN EN EMPLEO por causa de incapacidad, religión, raza, color, sexo,

origen nacional o edad. La ley también prohíbe represalias contra individuos que ejercen sus derechos bajo las leyes contra discriminación en Idaho.

La Comisión también ofrece programas educativos para negocios, organizaciones de recursos humanos, y otras agencias sin costo.

IDAHO HUMAN RIGHTS COMMISSION 317 W. Main St. Boise, ID 83735 t: 208.334.2873 f: 208.334.2664 An Equal Opportunity Employer and Service Provider, Reasonable accommodations are available upon request. Dial 711 for TTY Idaho Relay Service.



Re: Workers'

In accordance with Idaho Code, Title 72, Ch. 3, Sec. 312, keep the Workers' Compensation poster displayed conspicuously to be in complete compliance. Employers shall obtain this poster from your workers' compensation insurance carrier.

Ref.: Idaho Code, Title 72, Ch. 3, Sec. 312

Attention

Compensation poster

employers are required to post and

EMERGENCY NUMBERS CALL 911

POLICE: AMBULANCE: PHYSICIAN: **HOSPITAL:** FIRE DEPARTMENT: POISON CONTROL:

PAY DAY NOTICE

PAY DAY IS ON:

■ MONDAY

OSHA:

☐ TUESDAY ■ WEDNESDAY

☐ THURSDAY

PAY SCHEDULE IS:

■ WEEKLY □ BIWEEKLY

PAYCHECKS ARE ISSUED ON THE:

☐ FRIDAY

□ SATURDAY

■ SEMI MONTHLY

☐ SUNDAY

☐ MONTHLY

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

INFORMATION

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 pay provisions. Certain narrow exemptions also apply to the pump at work requirements.

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern 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



NOTICE ALL EMPLOYEES

CHILD LABOR

ENFORCEMENT

UNEMPLOYMENT INSURANCE BENEFITS

This firm is subject to the Employment

Security Law of the State of Idaho.

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

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

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

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 may work 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

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

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

DAHO DEPT. OF LABOR

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

All employees, except those specifically exempt, are insured for compensation during periods of involuntary unemployment.

Unemployment Insurance

is what the name implies — an INSURANCE paid from the Employment Security Trust Fund, a fund derived from taxation against the company or employer.

NO PORTION OF THE COST OF THIS PROGRAM IS DEDUCTIBLE FROM YOUR EARNINGS.

Claims for Unemployment Insurance must be filed online at labor.idaho.gov/claimantportal Don't delay or you could lose your benefits.

Claims should be filed immediately after separation. **Idaho Department of Labor** 317 W. Main St., Boise, Idaho 83735-0910 208-332-8942

Idaho's unemployment insurance programs are 100% funded by U.S. Department of Labor Employment and Training Administration Idaho Department of Labor labor.idaho.gov of in y

Website: labor.idaho.gov

Ref.: Idaho Code, Title 72, Ch. 13

IDAHO

AVISO A TODOS LOS EMPLEADOS

Esta empresa esta sujeta a la Ley de Seguridad de Empleo del estado de Idaho.

BENEFICIOS DE SEGURO DE DESEMPLEO

Todos los empleados, excepto aquellos específicamente exonerados, están asegurados para recibir compensación durante

los períodos de desempleo involuntario. EL SEGURO DE DESEMPLEO ES lo que el nombre

implica — un **SEGURO** pagado por el Fondo Fiduciario de

Seguridad de Empleo, un fondo derivado de impuestos pagados

por la compañía o empleador. NINGUNA PORCIÓN DEL COSTO DE ESTE PROGRAMA ES

DEDUCIDA DE SUS INGRESOS.

Los reclamos del Seguro de Desempleo deben ser archivados por internet en el Portal del Reclamante en nuestra página web <u>labor.idaho.gov/claimantportal</u>. No se demore en archivar su reclamo o podría perder sus beneficios. Los reclamos deben ser

> Departamento del Trabajo de Idaho 317 W. Main St., Boise, Idaho 83735-0910 208-332-8942

archivados inmediatamente después de su separación laboral.

Website: labor.idaho.gov Los programas de seguro de desempleo de Idaho están financiados en un 100% por las subvenciones de la Administración de Capacitación y Empleo del Departamento de Trabajo de los EE. UU. por un total de \$40,761,255.

Idaho Department of Labor abor, idaho, gov of the in american job center

IDAHO MINIMUM WAGE LAW

no employer shall pay to any of his employees any wages computed at a rate **\$7.25 PER HOUR**

AS OF JULY 24, 2009 TIPPED EMPLOYEES: Any employee engaged in an occupation in which he customarily and regularly receives more than thirty dollars (\$30.00) a month in tips will be paid a minimum of \$3.35 per hour. If an employee's tips combined with the employer's cash wage do not equal the minimum hourly wage, the employer must make up the difference.

SECTION 44-1502, IDAHO CODE: Except as hereinafter otherwise provided,

OPPORTUNITY WAGE: Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.

SECTION 44-1504, IDAHO CODE, EXEMPTIONS FROM MINIMUM WAGE: The provisions of this act shall not apply to any employee employed in a bona fide executive, administrative, or professional capacity; to anyone engaged in domestic service; to any individual employed as an outside salesperson; to seasonal employees of a non-profit camping program; or to any child under the age of sixteen (16) years working part-time or at odd jobs not exceeding a total of four (4) hours per day with any one (1) employer; or any individual employed in agriculture if; such employee is the parent, spouse, child or other member of his employer's immediate family; or such employee is older than sixteen (16) years of age and is employed as a harvest laborer and is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized as having been paid on a piece-rate basis in the region of employment, and commutes daily from his permanent residence to the farm on which he is so employed, and has been employed in agriculture less than thirteen (13) weeks during the preceding calendar year; or such employee is sixteen (16) years of age or under and; is employed as a harvest laborer, is paid on a piece-rate basis in an operation which has been, and is customarily and generally recognized

as having been paid on a piece-rate basis in the region of employment, and is employed on the same farm as his parent or person standing in the place of his parent, and is paid at the same piece-rate basis as employees over the age of sixteen (16) years are paid on the same farm; or such employee is principally engaged in the range production of livestock.

SECTION 45-606, IDAHO CODE: All wages due a separated employee must

be paid the earlier of the next regularly scheduled payday or within 10 days of

separation, weekends and holidays excluded. If the separated employee makes

a written request for earlier payment, all wages then due must be paid within 48 hours, weekends and holidays excluded. The Wage and Hour Section of the Idaho Department of Labor is responsible

for the administration of the Idaho Minimum Wage and the Wage Payment Act.

For further information, "A Guide to Idaho Labor Laws" is available at any Idaho Department of Labor office in the state and online at labor.idaho.gov/pdf/ wagehour.pdf (English) and labor.idaho.gov/pdf/wagehourspan.pdf (Spanish) or call Kootenai County (208) 457-8789; Boise (208) 332-3570; Pocatello (208) 236-6710, ext. 3659; or Burley (208) 678-5518, ext. 3128. Dial 800-377-3529 for Idaho Relay Service.

THIS OFFICIAL NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE, IN OR ABOUT THE PREMISES WHERE ANY PERSON SUBJECT TO THE ACT IS EMPLOYED, OR IN A PLACE ACCESSIBLE TO EMPLOYEES (SECTION 44-1507, IDAHO CODE).

EMPLOYMENT OF WORKERS WITH DISABILITIES OR APPRENTICES MUST BE IN CONFORMANCE WITH SECTION 44-1505 AND 44-1506, IDAHO CODE.

FOR ADDITIONAL INFORMATION, PLEASE CONTACT THE ADDRESS STATED ON THIS BULLETIN OR ACCESS OUR WEBSITE AT http://labor.

ESTADO DE IDAHO

317 West Main Street

Departamento del Trabajo de Idaho

(R. 3/14)

STATE OF IDAHO

Idaho Department of Labor 317 W. Main St.

IDAHO

Ref.: Idaho Code, Title 44, Ch. 15, Sec. 1507

NOTICE TO EMPLOYERS:

SECCIÓN 44-1502 DEL CÓDIGO DE IDAHO: Con la excepción de lo que se trabajadores mayores de 16 años de edad que trabajan en el mismo rancho; o es especifique aquí, ningún empleador le pagará a sus empleados ningún sueldo un empleado que participa en la ganadería de terreno abierto (ganado y borregos). calculado a una taza menor de:

\$7.25 POR HORA

EMPLEADOS CON PROPINA: Los empleados que tengan una ocupación en la que por costumbre o normalmente reciban más de treinta dólares (\$30.00) mensuales de propina, recibirán un sueldo mínimo de \$3.35 por hora. Si las propinas de un empleado sumadas al salario en efectivo del empleador no equivalen al salario mínimo por hora, el empleador deberá cubrir la diferencia.

se les puede pagar \$4.25 por hora durante los primeros 90 días consecutivos (hábiles y no hábiles) en los que han trabajado para un empleador. SECCIÓN 44-1504 DEL CÓDIGO DE IDAHO, EXCEPCIONES DEL SALARIO MÍNIMO: Las provisiones de esta acta no se aplicarán a ningún empleado en una auténtica capacidad ejecutiva, administrativa, o profesional, empleados de

SUELDO DE OPORTUNIDAD: A los empleados menores de 20 años de edad

servicio doméstico, a cualquier persona empleada como vendedor particular, empleados por temporada de un programa de campamento sin fines de lucro, o cualquier joven menor de dieciséis (16) años que trabaje medio tiempo o realice trabajos variados que no excedan un total de cuatro (4) horas al día para un (1) empleador en particular; o cualquier persona que trabaja en agricultura si; dicho trabajador agrícola es el padre o madre, esposo/a, niño/a o otro miembro familiar inmediato del empleador; o dicho empleado tiene mas de dieciséis (16) años de edad y es trabajador de temporada de cosecha pagado por contrato en una operación que generalmente y por costumbre es reconocida como una donde se paga por contrato en la region de trabajo y donde el empleado viene a diario de una residencia permanente y trabaja menos de 13 semanas durante el año de calendario anterior; o dicho trabajador tiene 16 años o menos y; trabaja como un trabajador de temporada de cosecha y se le paga por contrato en una operación que generalmente y por costumbre es reconocida como una donde se paga por contrato en la región de trabajo, y esta empleado en el mismo rancho que sus padres o persona que esta en lugar de sus padres, y se le paga igual como a

LEY DEL SALARIO MÍNIMO DE IDAHO

SECCIÓN 45-606 DEL CÓDIGO DE IDAHO: Todo sueldo que se le deba a un empleado que salió del trabajo se debe pagar el día de pago más cercano o dentro de los 10 primeros días después que haya salido, excluyendo los fines de semana y días de fiesta. Si el empleado que salió lo pide por escrito, se le debe pagar dentro de las próximas 48 horas, excluyendo los fines de semana y días

La Sección de Horas y Salarios del Departamento del Trabajo de Idaho es responsable por la administración del Acta de salario mínimo y pago de sueldo

Para más información, una "Guía de las Leyes del Trabajo de Idaho", se encuentra disponible en las oficinas locales del Departamento del Trabajo de Idaho, online: labor.idaho.gov/pdf/wagehourspan.pdf o puede llamar al (208) 457-8789 en Kootenai County, al (208) 332-3570 en Boise, o al (208) 236-6710, ext. 3659 en Pocatello; o al (208) 678-5518, ext. 3128 en Burley. 800-377- 3529 (Por medio

AVISO A LOS EMPLEADORES:

del "Idaho Relay Service").

ESTE AVISO OFICIAL DEBE SER COLOCADO EN UN LUGAR VISIBLE, EN O CERCA DEL LUGAR DE TRABAJO DE CUALQUIER PERSONA A LA QUE SE APLIQUE ESTA ACTA O EN UN LUGAR ACCESIBLE A SUS EMPLEADOS (SECCIÓN 44-1507, DEL CÓDIGO DE IDAHO).

EL EMPLEO DE PERSONAS CON INCAPACIDADES O APRENDICES DEBE

SER CONFORME CON SECCION 44-1505 Y 44-1507, DEL CODIGO DE IDAHO. PARA OBTENER HOJAS ADICIONALES O INFORMACIÓN, COMUNIQUESE

A LA DIRECCION EN ESTE BOLETIN O PUEDE IMPRIMIR COPIAS DE LA RED (INTERNET) EN EL SITIO http://labor.idaho.gov EN LA SECCION DE

Commission (EEOC) enforces Federal laws that protect you from discrimination in employment If you believe you've been discriminated against at work or in applying for a job, the EEOC may be

Employees (current and former), including managers and temporary employees Union members and applicants for membership

Ref.: Idaho Code, Title 44, Ch. 15, Sec. 1507

What Organizations are Covered?

State and local governments (as employers) Educational institutions (as employers) **What Types of Employment Discrimination**

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the

conditions, sexual orientation, or gender identity)

Age (40 and older) Genetic information (including employer requests for services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsu nvestigation, or proceeding

National origin

Discharge, firing, or lay-off

or physical conduct)

Hiring or promotio

Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy What Employment Practices can be Challenged as Discriminatory?

disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance Job training Obtaining or disclosing genetic information

· Failure to provide reasonable accommodation for a

Pay (unequal wages or compensation)

Requesting or disclosing medical information · Conduct that might reasonably discourage someon from opposing discrimination, filing a charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or inte

What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discriminati Do not delay, because there are strict time limits for filing

a charge of discrimination (180 or 300 days, depending of

with someone exercising their rights, or someone

assisting or encouraging someone else to exercise

rights, regarding disability discrimination (including

accommodation) or pregnancy accommodation

where you live/work). You can reach the EEOC in any of an inquiry through the EEOC's public porta https://publicportal.eeoc.gov/Portal/Login. Sex (including pregnancy, childbirth, and related medical 1-800-669-4000 (toll free)

> 1–844–234–5122 (ASL video phone www.eeoc.gov/field-office

1-800-669-6820 (TTY)

ional information about the EEOC, including information about filing a charge of discrimination, is available at **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract

Compliance Programs (OFCCP) enforces the

Retaliation

veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans

at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephon directories under U.S. Government, Department of Labo and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact **PROGRAMS OR ACTIVITIES** RECEIVING FEDERAL FINANCIAL

Any person who believes a contractor has violated

OFCCP's authorities should contact immediately

U.S. Department of Labor

Washington, D.C. 20210

1-800-397-6251 (toll-free)

200 Constitution Avenue, N.W.

The Office of Federal Contract Compliance Program

If you are deaf, hard of hearing, or have a speech

disability, please dial 7-1-1 to access telecommunic

relay services. OFCCP may also be contacted by

submitting a question online to OFCCP's Help Desk

its nondiscrimination or affirmative action obligations unde

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

receiving Federal financial assistance. Employment

of the financial assistance is provision of employment

or where employment discrimination causes or may

cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972

basis of disability in any program or activity which receive

mination is covered by Title VI if the primary object

phibits employment discrimination on the basis of sex educational programs or activities which receive Federal Individuals with Disabilities amended, prohibits employment discrimination on the

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

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TO REORDER CALL: 1-800-817-7678 WWW.COMPLIANCEPOSTER.COM

Know Your Rights: Workplace Discrimination is Illegal

Race, Color, Religion, Sex,

on race, color, religion, sex, sexual orientation, gender action to ensure equality of opportunity in all aspects of Asking About, Disclosing, or Discussing Pay

employment discrimination by Federal contractors based

Sexual Orientation, Gender Identity,

Executive Order 11246, as amended, prohibits

National Origin

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing the

from discrimination in hiring, promotion, discharge, pa fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasona accommodation to the known physical or menta limitations of an otherwise qualified individual with a hardship to the employer. Section 503 also requires that

Section 503 of the Rehabilitation Act of 1973, as

and advance in employment qualified individuals with isabilities at all levels of employment, including the **Protected Veteran Status** The Vietnam Era Veterans' Readiustment Assistance

Act of 1974, as amended, 38 U.S.C. 4212, prohibits affirmative action to recruit, employ, and advance in

nondiscrimination and affirmative action commitments of Retaliation is prohibited against a person who files a companies doing business with the Federal Government. complaint of discrimination, participates in an OFCCP If you are applying for a job with, or are an employee of, a proceeding, or otherwise opposes discrimination by

all aspects of employment against persons with disabilities