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

### What is FMLA leave?

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 2-month period for

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 gualifying 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 for the servicemember

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 #28M(c) for more information

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 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

work location

lef.: 29 CFR §825.300

Airline flight crew employees have different "hours of service" requirements

> You work for a covered employer if one of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar

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 Management.

## How do I request FMLA leave?

Generally, to request FMLA leave you must:

you are eligible or not eligible for FMLA leave. If your employer Follow your employer's normal policies for requesting leave. determines that you are eligible, your employer must notify you in · 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 writing: About your FMLA rights and responsibilities, and

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 same reason when requesting additional leave.

Your employer may request certification from a health care provide to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.



leave

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

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

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

assess civil penalties against violators. Employees or job applicants may

What does my employer need to do?

Allow you to take job-protected time off work for a qualifying

on the same basis as if you had not taken leave, and

Continue your group health plan coverage while you are on leave

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 threater

or punish you for exercising your rights under the law. For example,

After becoming aware that your need for leave is for a reason that

may qualify under the FMLA, your employer must confirm whether

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

SCAN ME

WH1420 REV 04/23

Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

your employer cannot retaliate against you for requesting FMLA leave

If you are eligible for FMLA leave, your employer must:

shift and location, at the end of your leave

or cooperating with a WHD investigation



CHILD LABOR

ENFORCEMENT

## **BASED ON**

religion, race, color, national origin, sex disability, age<sup>1</sup>, marital status<sup>1</sup>, height<sup>2</sup>, weight<sup>2</sup>, arrest record<sup>2</sup>, genetic information<sup>2</sup>, and familial status<sup>3</sup>

Persons with disabilities needing accommodations for employment must notify their employers in writing within 182 days. Under the education article, age and marital status are prohibited considerations for admissions only <sup>2</sup> in employment only <sup>3</sup> in housing only



	BEGINNING	JULY 24, 2009		
	The law requires employers to display this	s poster where emp	loyees can readily see it.	
OVERTIME PAY CHILD LABOR	At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. 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 certain work hours restrictions. Different rules apply in agricultural employment.	ADDITIONAL	<ul> <li>civil money penalties may be assessed for each child serious injury of any minor employee, and such asses are determined to be willful or repeated. The law also workers who file a complaint or participate in any proc</li> <li>Certain occupations and establishments are exempted.</li> </ul>	sments may be doubled when the violations prohibits retaliating against or discharging eeding under the FLSA. pt from the minimum wage, and/or overtime
TIP CREDIT	Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.	INFORMATION	<ul> <li>pay provisions. Certain narrow exemptions also ap</li> <li>Special provisions apply to workers in American Sa Mariana Islands, and the Commonwealth of Puerto</li> <li>Some state laws provide greater employee protect</li> <li>Some employers incorrectly classify workers as "in actually employees under the FLSA. It is important because employees (unless exempt) are entitled to</li> </ul>	amoa, the Commonwealth of the Northern P Rico. ions; employers must comply with both. idependent contractors" when they are to know the difference between the two o the FLSA's minimum wage and overtime
PUMP AT WORK	The FLSA requires employers to provide reasonable break time for a nursing employee to express 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 from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.		<ul> <li>pay protections and correctly classified independent</li> <li>Certain full-time students, student learners, apprering paid less than the minimum wage under special certain context.</li> </ul>	tices, and workers with disabilities may be
ENFORCEMENT	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 penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened	Rd: 20 GR g316.4	WHE WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR	1-866-487-9243 2000 www.dol.gov/agencies/whd
GRETCHE	Michigan Department of Labo Wage and H PO Bo Lansing, MI	our Divisi k 30476 48909-793	on 76	MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY SUSAN CORBIN
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**EMPLOYEE RIGHTS** 

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

DIRECTOR

**GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME** GOVERNOR

Coverage

The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018, as amended, covers employers who employ 2 or more employees 16 years of age and older.

	Minimum Hourly Wage Rate						
	Employees must be paid at least:						
	Effective Date	Minimum Hourly Wage Rate	Tipped	85%** Rate			
			Minimum Hourly Rate	Reported Average Hourly Tips			
	January 1, 2023	\$10.10*	\$3.84	\$6.26	\$8.59		
	January 1, 2024	\$10.33*	\$3.93	\$6.40	\$8.78		
	January 1, 2025	\$10.56*	\$4.01	\$6.55	\$8.98		
	*An increase in the minimum hourly wage rate as prescribed in subsection (1) does not take effect if the unemployment rate for this state, as determined by the						

Bureau of Labor Statistics, United States Department of Labor, is 8.5% or greater for the calendar year preceding the calendar year of the prescribed increase. An increase in the minimum hourly wage rate as prescribed in subsection (1) that does not take effect pursuant to this subsection takes effect in the first calendar year following a calendar year for which the unemployment rate for this state, as determined by the Bureau of Labor Statistics, United States Department of Labor, is less than 8.5%.

\*\*Minors 16-17 years of age may be paid 85% of the minimum hourly wage rate.

## **Training Wage**

A training wage of \$4.25 per hour may be paid to employees 16 to 19 years of age for the first 90 calendar days of employment.

**Overtime** 

Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a workweek. The following are exempt from overtime requirements: employees exempt from the minimum wage provisions of

## **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.

<b>PROHIBITIONS</b> Employers are generally prohibited from requiring or requesting employee or job applicant to take a lie detector test, and from discha disciplining, or discriminating against an employee or prospective employer for refusing to take a test or for exercising other rights under the Act.	irging, <b>RIGHTS</b> bloyee
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EXEMPTIONS 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 ENFORCEMENT 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 LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

results disclosed to unauthorized persons.

also bring their own court actions.

The Act also permits polygraph testing, subject to restrictions, of certain

GOVERNOR GENERAL REQUIREMENTS - PAID MEDICAL LEAVE ACT\* Coverage he Paid Medical Leave Act, 2018 Public Act 338, as amended by 2018 Public Act 369, effective March 29, 2019, covers employers who employ 50 or more individuals. The act covers individuals engaged in service to an employer in the business of

GRETCHEN WHITMER

e employer and from whom an employer is required to withhold for federal income tax purposes. An eligible employee doe not include executive, administrative, and professional overtime exempt employees, employees covered by a private collective pargaining agreement that is in effect, employees of the United States government, another state, or a political subdivision o another state, individuals whose primary work location is not in this state, individuals 16-19 years of age being paid the youth raining wage in accordance with the Improved Workforce Opportunity Wage Act, temporary employees as described in the ichigan Employment Security Act, variable hour employees as defined by 26 CFR 54.4980H-1, employees covered by the Railway Labor Act and Railroad Unemployment Insurance Act, individuals employed by an employer for 25 weeks or fewer in a alendar vear for a job scheduled for 25 weeks or fewer, individuals who worked, on average, fewer than 25 hours per wee Juring the immediately preceding calendar year. (See section 2 of The Paid Medical Leave Act, 2018 Public Act 338.)

Michigan Department of Labor and Economic Opportunity

Wage and Hour Division PO Box 30476 Lansing, MI 48909-7976

REQUIRED POSTER

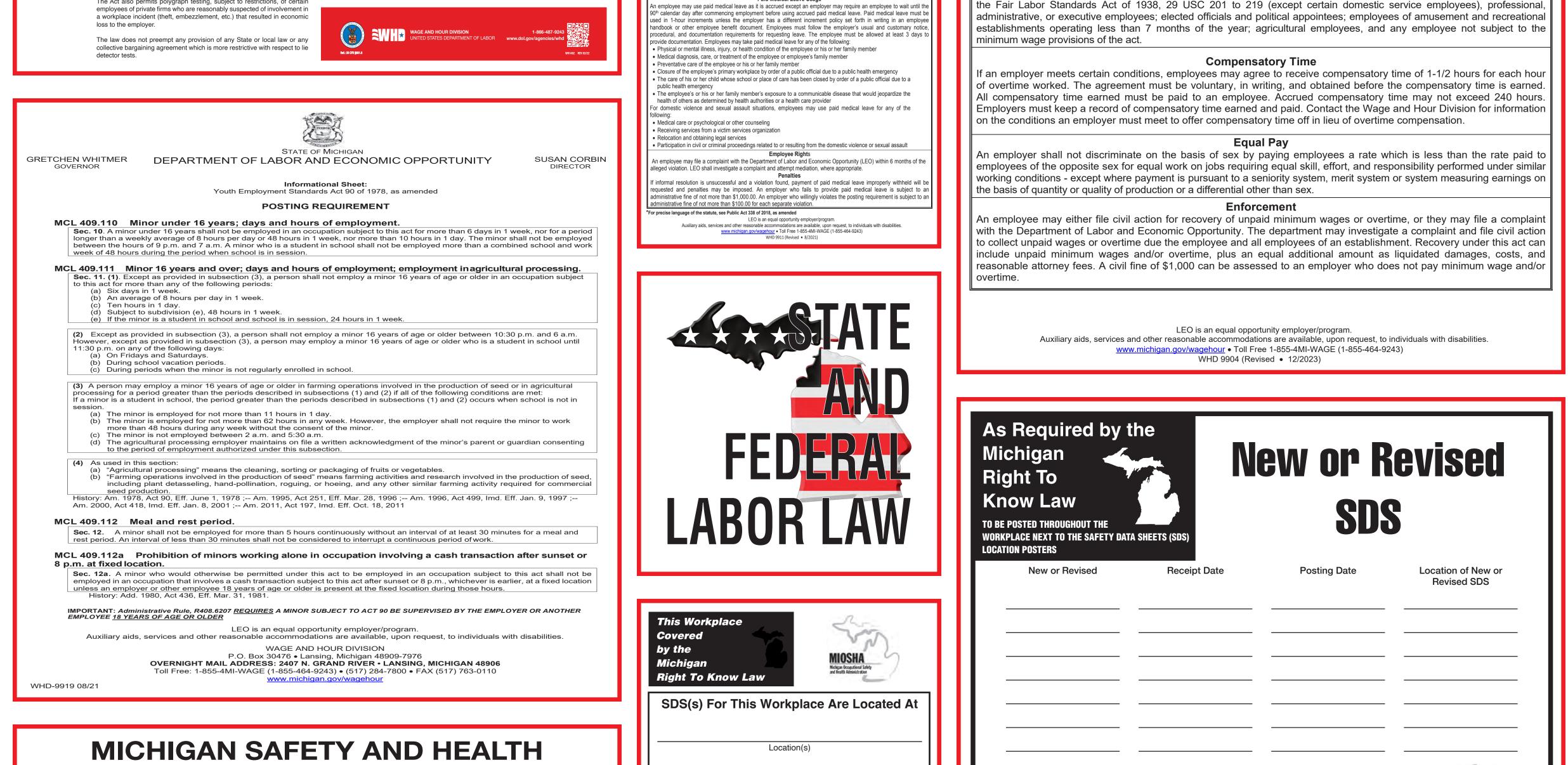
SUSAN CORBIN

DIRECTOR

#### Paid Medical Leave Accrual

Paid medical leave accrual begins on March 29, 2019, or upon commencement of the employee's employment, whichever is ater. Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year. A benefit year is any consecutive 12nonth period used by an employer to calculate an eligible employee's benefits. Employees can carry over up to 40 hours o inused accrued paid medical leave from one benefit year to the next; however, employers are not required to allow employees to use more than 40 hours in a single benefit year. An employer may provide the total amount of paid medical leave all at once by providing at least 40 hours at the beginning of the benefit year or on the date that the individual becomes eligible during the penefit year on a prorated basis. If an employer adopts this practice, it does not have to permit employees to carry over unuse eave to the next benefit year. (See section 3 of the Paid Medical Leave Act, 2018 Public Act 338). Paid Medical Leave Usage

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 complaint process



## **PROTECTION ON THE JOB**

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 P.A. 154, AS AMENDED, REQUIRES POSTING OF THIS DOCUMENT IN A CENTRAL AND CONSPICUOUS LOCATION. FAILURE TO DO SO MAY RESULT IN A PENALTY.

The Michigan Occupational Safety and Health Act (MIOSH Act), Act No. 154 of **COMPLAINTS**: Employees and employee representatives who believe that an the Public Acts of 1974, as amended, provides job safety and health protection unsafe or unhealthful condition exists in their workplace have the right to request for Michigan employees through the maintenance of safe and healthful working an inspection by giving written notice to the Michigan Department of Labor and conditions. Under the MIOSH Act and a state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic danger, the Department should be notified in the most expedient manner without Opportunity is responsible for administering the Act. Department representatives regard to a written notice. The names of complainants will be kept confidential conduct job site inspections and investigations to ensure compliance with the Act 🛛 and not revealed upon the request of the employee. Employees also have the and with safety and health standards.

The contents of this poster describe many important provisions of the Act. These provisions apply equally to employers and employees in either private industry or the public sector

#### **EMPLOYER REQUIREMENTS**: MIOSHA requires that each employer:

- Furnish to each employee employment and a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to the employee.
- Comply with promulgated rules and standards and with orders issued pursuant to the Act.
- 3. Post this and other notices and use other appropriate measures to keep his or her employees informed of their protection and obligations under the Act, including the provisions of applicable rules and standards.
- Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related fatality. Notification may be accomplished by calling 1-800-858-0397.
- Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related inpatient hospitalizations, amputations and losses of an eye. Notification may be accomplished by calling 844-464-6742 (4MIOSHA)
- 6. Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that employee.
- Afford an employee an opportunity with or without compensation to attend all meetings between the Michigan Department of Labor and Economic Opportunity and the employer relative to any appeal of a citation by the employer.
- Give the representative of employees the opportunity to accompany the department during the inspection or investigation of a place of employment and to prohibit the suffering of any loss of wages or fringe benefits or discriminate against the representative of employees for time spent participating in the inspection, investigation, or opening and closing conferences.
- Provide personal protective equipment, at the employer's expense, when it is specifically required by a MIOSHA standard.
- 10. Not permit an employee, other than an employee whose presence is necessary to avoid, correct or remove an imminent danger, to operate equipment or engage in a process which has been tagged by the Department and which is the subject of an order issued by the Department identifying that an imminent danger exists
- or harmful physical agents in concentrations or at levels which exceed those prescribed by a MIOSHA standard.

#### **EMPLOYEE REQUIREMENTS**: MIOSHA requires that each employee:

- Comply with promulgated rules and standards and with orders issued pursuant to the Act
- Not remove, displace, destroy, or carry off a safeguard furnished or provided for use in a place of employment, or interfere in any way with the use thereof by any other person

INSPECTIONS/INVESTIGATIONS: Inspections and investigations are conducted by trained personnel. The Act requires that an employer representative and a representative of employees be given an opportunity to accompany the department representative for the purpose of aiding in the inspection or investigation.

If a representative of employees does not participate, the department representative will consult with a number of employees concerning matters of Lansing, Michigan 48909-8143 safety or health in the place of employment.

MIOSHA

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Economic Opportunity. If a condition exists which may present an immediate right to bring unsafe or unhealthful conditions to the attention of the department representative during the conduct of an inspection or investigation.

The Act provides that employees may not be discharged or in any manner discriminated against for filing a complaint or exercising any of their rights under the Act. An employee who believes he or she has been discriminated against may file a complaint with the Michigan Department of Labor and Economic Opportunity within 30 days of the alleged discrimination.

The U.S. Department of Labor is monitoring the operation of the Michigan Occupational Safety and Health Administration (MIOSHA) to assure the effective administration of the state act. Any person may make a written complaint regarding the state administration of the state act directly to the Regional Office of OSHA, 230 South Dearborn, Chicago, Illinois 60604.

CITATIONS: If upon inspection or investigation the Michigan Department of Labor and Economic Opportunity believes that a requirement of the Act has been violated, a citation alleging such violation and setting a time period for correction will be issued to the employer. The citation must be prominently posted at or near the place of the alleged violation for three days or until the violation is corrected, whichever is later.

The Act provides for first instance penalties of up to \$7,000 for a violation. Penalties of up to \$7,000 per day may be assessed for failure to correct a violation within a proposed abatement period. Any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$70,000 for each such violation. Employers may appeal the alleged citation, the proposed penalties or the abatement periods to the Department and to the Board of Health and Safety Compliance and Appeals. Employees may appeal the abatement period in a similar manner. Employees also may appeal to the Board of Health and Safety Compliance and Appeals any decision issued by the Department in response to an employer appeal.

Criminal penalties also are provided for in the Act. A person who knowingly makes a false statement or report pursuant to the Act upon conviction is punishable by a fine of up to \$10,000 or may be imprisoned for not more than 6 months or both. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of up to \$10,000 or by imprisonment for not more than one year or both. A second conviction doubles the maximum monetary penalty and is punishable by imprisonment for up to three years.

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE:: The act encourages employers and employees to reduce workplace hazards voluntarily.

The Michigan Department of Labor and Economic Opportunity offers limited 11. To promptly notify an employee who was or is being exposed to toxic materials on-site consultation assistance to employers to assist them in achieving compliance with occupational safety and health standards. Training specialists are available and can give advice on the correction of hazardous conditions and on the development of safety and health systems. Department staff are available to conduct seminars and training relative to occupational safety and health for both employer and employee groups. Requests for service should be addressed to the department at the address shown below

> The U.S. Department of Labor will continue to enforce federal standards governing maritime operations of long shoring, shipbuilding, ship breaking and ship repairing. These issues are not covered by the Michigan Plan for Occupational Safety and Health.

### MORE INFORMATION:

Michigan Department of Labor and Michigan Occupational Safety and 530 W. Allegan Street, P.O. Box 3 www.michigan.gov/miosha

## THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

Ν	/IOSHA Complaint Hotline	1-800-866-4674
F	Fatality Hotline	1-800-858-0397
Ν	/IOSHA Injuries/IIInesses Reporting	1-844-464-6742
		4 5 4 7 00 4 7 7 00

Location(s)

Person(s) responsible for SDS(s)

#### Phone

Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for those hazardous chemicals in their workplace.

Employees cannot be discharged or discriminated against for exercising their rights including the request for information on hazardous chemicals.

Employees must be notified and given direction (by employer posting) for locating Safety Data Sheets and the receipt of new or revised SDS(s).

When the employer has not provided a SDS, employees may request assistance in obtaining SDS from the:

Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration General Industry Safety and Health Division (517) 284-7750 Construction Safety and Health Division and Asbestos Licensing (517) 284-7680 www.michigan.gov/miosha

MIOSHA/CET #2105 (Rev. 12/19)

Ref.: MCL 408-1014j LEO is an equal opportunity employer/program.

## **ATTENTION EMPLOYEES**

The Michigan Whistleblowers' Protection Act (469 P.A. 1980) creates certain protections and obligations for employees and employers under Michigan law.

### **PROTECTIONS:**

It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you or a person acting on your behalf reports or is about to report a violation or a suspected violation of federal, state or local laws, rules or regulations to a public body.

It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you take part in a public hearing, investigation, inquiry or court action.

#### **OBLIGATIONS:**

The Act does not diminish or impair either your rights or the rights of your employer under any collective bargaining agreement

The Act does not require your employer to compensate you for your participation in a public hearing, investigation, inquiry, or court action.

The Act does not protect you from disciplinary action if you make a report to a public body that you know is false.

#### **ENFORCEMENT:**

If you believe that your employer has violated this Act you may bring civil action in circuit court within 90 days of the alleged violation of the Act

#### PENALTIES:

Persons found in violation of this Act may be subject to a civil fine of up to \$500.00.

If your employer has violated this Act the court can order your reinstatement, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. The court may also award all or a portion of the costs of litigation, including reasonable attorney fees and witness fees to the complainant if the court believes such an award is appropriate.

This poster is provided as a *courtesy* of the Michigan Occupational Safety and Health Administration (MIOSHA). MIOSHA does not enforce the Michigan Whistleblowers' Protection Act (469 P.A. 1980)



Federal OSHA funds. MIOSHA/CET #2106 (Revised 12/19) LEO is an equal opportunity employer/program.



Ref.: MCL 408.1014i

## Notice To All Employees:

## Information about Unemployment Benefits

This employer is covered by the

## MICHIGAN EMPLOYMENT SECURITY ACT

Unemployment benefits are payable to qualified and eligible workers of this employer through Michigan's Unemployment Insurance Agency.

## File an unemployment claim online

If you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web Account Manager (MiWAM) at michigan.gov/uia. Click on MiWAM for Workers

A claim for benefits begins the week it is filed. File your claim the first week you become unemployed.

For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at michigan.gov/uia.

UIA is an equal opportunity employer/program. Auxiliary aids, services and other easonable accommodations are available upon request to individuals with disabilitie



#### STATE OF MICHIGAN DEPARTMENT OF LABOR AND CONOMIC OPPORTUNITY UNEMPLOYMENT INSURANCE AGENCY

Michigan Department of Labor and Economic Opportunity Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.105; Paid for with federal funds.

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity 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 able to help. Who is Protected? • Employees (current and former), including managers and temporary employees • Job applicants	Hiring or promotion     Assignment     Pay (unequal wages or compensation)     Failure to provide reasonable accommodation for a disability; pregnancy,     childbirth, or related medical condition; or a sincerely-held religious belief,     observance or practice     Benefits     Job training     Classification		The Department of Labor's Office of Federal Contract Compliance Programs (DFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin	Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1–800–837–8251 (toll-free)
Union members and applicants for membership     in a union	Orderation     Orderation     Otalaning or disclosing genetic information     of employees     Requesting or disclosing medical information	Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of	If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.	
What Organizations are Covered?         • Most private employers         • State and local governments (as employers)         • Educational institutions (as employers)         • Unions         • Staffing agencies		by each of a sciosing medical mormation by each of that might reasonably discourage someone from opposing	opportunity in all aspects of employment.	gov/sz/ or by calling an OFCCP is help besis at <u>https://orccp/iei/ueiss.tor</u> gov/sz/ or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at <u>https://www.dol.gov/agencies/ofccp/contact.</u>
		discrimination, filing a charge, or participating in an investigation or proceeding	Asking About, Disclosing, or Discussing Pay	
		that coerces, intimidates, threatens, or interferes with someone ng their rights, or someone assisting or encouraging someone else to e rights, regarding disability discrimination (including accommodation) or icy accommodation	Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
		n You Do if You Believe Discrimination has Occurred?	Disability	Race, Color, National Origin, Sex
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: • Race • Color • Religion • National origin • Sax (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) • Age (40 and older) • Disability • Genetic information (including employer reguests for, or purchase, use, or		Tou boin fou beneve bischinnation has occurred.	Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified	Race, Color, National Origin, Sex
		e EEOC promptly if you suspect discrimination. Do not delay, because strict time limits for filing a charge of discrimination (180 or 300 days, on where you live/work). You can reach the EEOC in any of the vays:	individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an	In addition to the protections of Title VII of the Civil Rights Act of 1964, as amend 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 addivities receiving Federal financial assistance. Employment discrimination is covered by Title VI if
		an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx	otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 502 also requires that Federal contractors take affirmative action to employ and advance in employment qualified	the primary objective 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 prohibits employment discrimination on the basis of sex in educational programs or
		1–800–669–4000 (toll free) 1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)	individuals with disabilities at all levels of employment, including the executive level. Protected Veteran Status	g) prohibite etriphymetric discrimination of the datas of sex in ecucational programs of activities which receive Federal financial assistance. Individuals with Disabilities
disclosure of genetic tests, genetic services, or family medical history) • Retaliation for filing a charge, reasonably opposing discrimination, or prediction in a discrimination in the method of the service of the	Visit	an EEOC field office (information at www.eeoc.gov/field-office)	The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative	Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment

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action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active discharge discharge discharge in bedrage veterance and Amad Francescopic in the discharge discharge and a set of the set

rcion, or threats related to exercising rights regarding disability E-Mail info@eeoc.gov

d Economic Opportunity d Health Administration 0643

LABOR & ECONOMIC OPPORTUNITY





