

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 12-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 qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military service member.

An eligible employee who is the spouse, child, parent or next of kin of a covered service member with a serious injury or illness may be eligible for a covered service member's leave in a single 12-month period to care for the service member.

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 #2816(a) 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 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 for 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.

Ref: 2023 CPL #825.000

STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR

THE WHISTLEBLOWERS' PROTECTION ACT - RSA 275-E

An employer shall not discharge, threaten, or discriminate against any public or private employee

- If the employee, in good faith, reports or causes to be reported an alleged violation of any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States;
- Or, the employee objects to or refuses to participate in any activity that the employee, in good faith, believes is a violation of the law or rule;
- Or, the employee refuses to execute a directive which the employee, in good faith, believes violates a law or rule adopted under the laws of this state, a political subdivision of this state or the United States;
- Or, the employee participates in an investigation, hearing, or inquiry conducted by any governmental entity or any court action which concerns allegations that the employee has violated any law or rule adopted under the laws of this state, a political subdivision of this state, or the United States.

RIGHTS AND REMEDIES - RSA 275-E:4

After the employee has made a reasonable effort to maintain or restore his/her rights through any grievance procedure or similar process available to the employer

And has filed a written complaint with the New Hampshire Department of Labor.

He/she may request a hearing with the New Hampshire Department of Labor, which can result in a judgment to order reinstatement, payment of fringe benefits, seniority rights, and injunctive relief.

ADDITIONAL RIGHTS AND REMEDIES FOR PUBLIC EMPLOYEES ONLY - RSA 275-E:5 and 9

Public employees can raise complaints to the New Hampshire Department of Labor, which has the authority to investigate complaints and information concerning the possible existence of any activity constituting fraud, waste, or abuse in the expenditure of any public funds, whether state, local, or relating to programs and operations involving the procurement of any supplies, services, or construction by governmental entities within the state.

The identity of the person who filed the complaint shall not be disclosed without his or her written consent, unless such disclosure is to a law enforcement agency that is conducting a criminal investigation.

No governmental entity shall take any retaliatory action against a public employee who, in good faith, files a complaint under this section and the public employee shall be afforded all protections under RSA 275-E:2.

No governmental entity shall threaten, discipline, demote, fire, transfer, reassign, or discriminate against a public employee who files a complaint with the department of labor under RSA 275-E:5 or otherwise discloses or threatens to disclose activities or information that the employee reasonably believes violates RSA 275-E:2, represents a gross mismanagement or waste of public funds, property, or manpower, or evidences an abuse of authority or a danger to the public health and safety.

Inspection Division
PO Box 2076
Concord NH 03302-2076
Telephone - (603) 271-1492 & 271-3176

Rudolph W. Ogden, III
Deputy Commissioner

Ken Merrifield
Commissioner

Ref: 02-01-18

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

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

OVERTIME PAY At least 1 1/2 times the regular rate of pay for the hours worked over 40 in a workweek.

CHILD LABOR An employer 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 16 and 17 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hour restrictions. Different rules apply to agricultural employment.

TIP CREDIT Employees of "food establishments" 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 employer'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.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a space, 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.

ENFORCEMENT The Department has authority to receive complaints and an equal amount of liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or seek injunctive relief. Employers may be assessed civil money penalties for willful or repeated violations 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

Certain occupations and establishments are exempt from the minimum wage, and/or overtime provisions. Certain narrow exemptions also apply to the jump 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 pay protections and contracts classified independent contractors are not. Certain full-time students, student teachers, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR

1-800-847-6898

Ref: 02-01-18

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 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.

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 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 (armed car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of involvement of private firms who are reasonably suspected of certain 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 RIGHTS 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.

ENFORCEMENT 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.

WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR

1-800-847-6898

Ref: 02-01-18

NOTICE REQUIREMENTS FOR FRINGE BENEFITS

Section Lab 803.03 Notification and Records, of the New Hampshire Code of Administrative Rules provides as follows:

"Every employer shall provide his/her employees with a written or posted detailed description of employment practices and policies as they pertain to paid vacations, holidays, sick leave, bonuses, severance pay, personal days, payment of the employee's expenses, pension and all other fringe benefits" per RSA 275:49.

Written Information Regarding Fringe Benefits Are Located At:

Location(s) _____

Supervisor(s) _____

Ref: State of New Hampshire RSA 803.03

STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR

WORKER'S RIGHT TO KNOW ACT

Revised Statutes Annotated Chapter 277-A, as amended

EMPLOYEES

YOU HAVE A RIGHT TO KNOW ABOUT TOXIC SUBSTANCES USED IN THIS WORKPLACE

The New Hampshire "Right to Know" law (RSA 277-A) guarantees that:

- You have the right to request complete information, in the form of a Material Safety Data Sheet, from your employer on any toxic substance you may have contact with. Your employer must respond to this request within five working days.
- You have the right to request complete information, in the form of a Material Safety Data Sheet, from your employer on any toxic substance you may have contact with. Your employer must respond to this request within five working days.
- You are trained by your employer in the safe use and handling of these toxic materials.

To learn more about the toxic materials used in this workplace, and to obtain Material Safety Data Sheets, contact the employer representative listed below.

(EMPLOYER REPRESENTATIVE'S NAME)

NH DEPARTMENT OF LABOR
PO BOX 2076
CONCORD NH 03302-2076
Ref: State of New Hampshire RSA 277-A:6

Rudolph W. Ogden, III
Deputy Commissioner

Ken Merrifield
Commissioner

Ref: 02-01-18

EMPLOYMENT DISCRIMINATION IS AGAINST THE LAW IN NEW HAMPSHIRE

Based on:

- Race
- Color
- Age
- National Origin
- Sex
- Gender Identity
- Sexual Orientation
- Religion
- Marital Status
- Pregnancy
- Physical Disability
- Mental Disability

New Hampshire Commission for Human Rights
Concord, NH 03301
For information call: 603.271.2767
nh.gov/hrc

Attention New Hampshire Employers

Re: Workers' Compensation poster

In order to be in complete compliance with the State of New Hampshire, employers are required to post the Workers' Compensation notice. This can ONLY be obtained by calling your workers' compensation carrier.

UNEMPLOYMENT NOTICE

If you become partially or totally unemployed:

Filing in person
File a claim in person at the office nearest you and register for work.
Example: If your last day of work was a Friday and you worked a full week, visit the office nearest you the following week. Office Hours: 8am - 4:30pm Monday - Friday

Filing over the Internet
File an online and register for work at www.nh.gov/hrc.
Example: If your last day of work was a Friday and you worked a full week, do not open your claim on-line that week. Open your claim the following Sunday - Saturday (before midnight).

Who pays for Unemployment Compensation Taxes?
Employers pay the tax that is deposited in the Unemployment Compensation Trust Fund from which benefits are paid.

Eligibility for Unemployment Compensation is determined on an individual basis and based on the law. You have to open a claim and then file a claim each week to know if you are eligible.

NEW HAMPSHIRE EMPLOYMENT SECURITY OFFICES

Berlin	Conway	Littleton	Potomac
Claremont	Kennebec	Manchester	Somersworth
Concord	Lacota	Nashua	

NHES is a proud member of America's Workforce Network and NH WORKS
NHES is an Equal Opportunity Employer and complies with the Americans with Disabilities Act.
Auxiliary aids and services are available upon request to individuals with disabilities.
TTY/TDD Access: Relay NH - 1-800-735-2964

Ref: 02-01-18

STATE AND FEDERAL LABOR LAW

NEW HAMPSHIRE TITLE XXIII LABOR CHAPTER 281-A WORKERS' COMPENSATION

281-A:64 Safety Provisions; Administrative Penalty. -
I. Every employer shall provide employees with safe employment. Safe employment includes but is not limited to furnishing personal protective equipment, safety appliances and safeguards ensuring that such equipment, appliances, and safeguards are used regularly; and adopting work methods and procedures which will protect the life, health, and safety of the employees. For the purposes of this section, "employer" shall include railroads, even if the employees of such railroads receive compensation for work injuries under federal law rather than RSA 281-A.
II. All employers with 15 or more employees shall prepare, with the assistance of the commissioner, a current written safety program and file this program with the commissioner. After a written safety program has been filed, the program shall be reviewed and updated by the employer at least every 2 years. Employer programs shall, in addition to the specific rules and regulations regarding worker safety, include the process of warnings, job suspension, and job termination for violations of the safety rules and regulations set forth in the program.
III. Every employer of 15 or more employees shall establish and administer a joint loss management committee composed of equal numbers of employer and employee representatives. Employee representatives shall be selected by the employees. If workers are represented by a union, the union shall select the employee representatives.

Source: 1990, 254:36, 1994, 3:19, 1997, 34:9, 10, eff. Jan. 1, 1998, 2010, 134:1, eff. July 14, 2010, 2012, 144:1, 2, 4, 1, eff. Jan. 1, 2013.

Job Safety and Health IT'S THE LAW!

OSHA Occupational Safety and Health Administration

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related 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.

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.

Contact OSHA. We can help.

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

State of New Hampshire Department of Labor

Criteria to Establish an Employee or Independent Contractor

"Employee" means and includes every person who may be permitted, required, or directed by any employer, in consideration of direct or indirect gain or profit, to engage in any employment, but shall not include any person exempted from the definition of employee as stated in RSA 281-A:2, VII(b)(2), (3), or (4), or RSA 281-A:2, VII(b), or any person providing services as part of a residential placement for individuals with developmental, acquired, or sensory disabilities, or any person who meets all of the following criteria:

- The person possesses or has applied for a federal employer identification number or social security number, or in the alternative, has agreed in writing to carry out the responsibilities imposed on employers under this chapter.
- The person has control and discretion over the means and manner of performance of the work, in that the result of the work, rather than the means or manner by which the work is performed, is the primary element bargained for by the employer.
- The person has control over the time when the work is performed, and the time of performance is not dictated by the employer. However, this shall not prohibit the employer from reaching an agreement with the person as to completion schedule, range of work hours, and maximum number of work hours to be provided by the person, and in the case of entertainment, the time such entertainment is to be presented.
- The person hires and pays the person's assistants, if any, and to the extent such assistants are employees, supervises the details of the assistants' work.
- The person holds himself or herself out to be in business for himself or herself or is registered with the state as a business and the person has continuing or recurring business liabilities or obligations.
- The person is responsible for satisfactory completion of work and may be held contractually responsible for failure to complete the work.
- The person is not required to work exclusively for the employer.

INSPECTION DIVISION
P O BOX 2076
CONCORD NH 03302-2076
(603) 271-1492 & 271-3176

Rudolph W. Ogden, III
Deputy Commissioner

Ken Merrifield
Commissioner

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE

Ref.: State of New Hampshire RSA 279:27

Rev. 02-01-18

STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR

NEW HAMPSHIRE MINIMUM WAGE LAW

Revised Statutes Annotated Chapter 279, as amended

Unless otherwise provided by statute, no person, firm, or corporation shall employ any employee at an hourly rate lower than that set forth in the federal minimum wage law, as amended.

\$7.25 PER HOUR EFFECTIVE SEPTEMBER 1, 2008

Exempts from RSA 279 are:

- Employees engaged in Household Labor, Domestic Labor, Farm Labor, Outside Sales Representatives, Summer Camps for Minors, Newspaper Carriers, Non-Professional Ski Patrol and Golf Caddies.

OVERTIME PAY: Those employees covered by RSA 279, with the following exceptions, shall in addition to their regular compensation, be paid at the rate of one and one-half for all time worked in excess of 40 hours in any one week:

- Any employee employed by an amusement, stadium, or recreational establishment if:
 - It does not operate for more than 7 months in any calendar year; or
 - during the preceding calendar year, its average receipts for any 6 months of such year were not more than 50 percent of average receipts for the other 6 months of such year.
- Any employee of employers covered under the provisions of the Federal Fair Labor Standards Act.

Tipped employees of a restaurant, hotel, motel, inn, or other establishment that normally and regularly receive more than \$30 a month in tips directly from the customer will receive a base rate from the employer of not less than 45 percent of the applicable federal minimum wage. Restaurants shall include an establishment in a temporary or permanent building, kept, used, maintained, advertised, and held out to the public to be a place where meals are regularly prepared or served for which a charge is made and where seating and table service is available for customers or where delivery services are available. The term does not include establishments which do not primarily prepare and serve food.

Ref: State of New Hampshire RSA 279:27

INSPECTION DIVISION
PO BOX 2076
CONCORD, NH 03302-2076
(603) 271-1492 & 271-3176

Rudolph W. Ogden, III
Deputy Commissioner

Ken Merrifield
Commissioner

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE

Rev. 02-01-18

STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR

PROTECTIVE LEGISLATION LAW

Wages In This Establishment Will Be Paid On:

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

PAYMENT OF WAGES. All wages due an employee must be paid on a weekly or biweekly basis. The Labor Commissioner may, upon written petition showing good and sufficient reason, permit payment of wages less frequently, except it shall be at least once each calendar month.

NOTICE TO EMPLOYEE. Employer must notify employee in writing when hiring of the rate of pay, or any changes prior to change; make available in writing; or by posted notice, employee practices and policies on vacation pay, sick leave and other fringe benefits; furnish employee statement of deductions each payday.

LUNCH OR EATING PERIOD. An employer may not require an employee to work more than five consecutive hours without granting him an one-half hour lunch or eating period, except if it is feasible for the employee to eat during the performance of his/her work, and the employer permits him/her to do so.

ACCESS TO PERSONNEL FILE. Every employer shall provide a reasonable opportunity for an employee who so requests to inspect such employee's personnel file and upon request provide such employee with a copy of all part of the file.

WITHHOLDING WAGES. Employer may not withhold or divert any portion of an employee's wages unless required or empowered by state or federal law or unless by written authorization by the employer for a lawful purpose accruing to the benefit of the employee, per regulation promulgated by the Commissioner.

INSPECTION DIVISION
PO BOX 2076
CONCORD, NH 03302-2076
TELEPHONE - (603) 271-1492 & 271-3176

Rudolph W. Ogden, III
Deputy Commissioner

Ken Merrifield
Commissioner

Ref.: State of New Hampshire RSA Ch.275

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE

Rev. 02-01-18

OSHA Occupational Safety and Health Administration

This poster is available free from OSHA.

Contact OSHA. We can help.

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

STATE OF NEW HAMPSHIRE DEPARTMENT OF LABOR

EQUAL PAY RSA 275:37

It is illegal in New Hampshire under both state and federal law to pay employees different wages for the same work based solely on sex. If you think that your employer has violated this provision, please contact the New Hampshire Department of Labor, 95 Pleasant St., Concord, NH 03301

Phone: (603) 271-1492, 271-6294, or 271-3176
Fax: (603) 271-2889
Email: EqualPay@nh.gov

You may file a wage claim by downloading the form at: <http://www.nh.gov/departmentoflabor/equalpayclaim.pdf>

The full text of RSA 275:37 Equal Pay may be found at this link: <http://www.gencourt.state.nh.us/nhstatem/XXII/275-37.htm>

Effective Date: January 1, 2015

INSPECTION DIVISION
PO BOX 2076
CONCORD NH 03302-2076
Telephone - (603) 271-1492 & 271-3176

Rudolph W. Ogden, III
Deputy Commissioner

Ken Merrifield
Commissioner

Ref: 02/05/18

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that prohibit workplace discrimination against workers in applying for a job, hiring, firing, promotion, or other terms and conditions of employment.

Who is Protected?

- Employees (current and former) including managers and supervisory employees
- Applicants for a job
- Contractors
- Individuals who are harassed by their employer

What Organizations are Covered?

- Private employers with 15 or more employees
- State and local government employers
- Employers with federal contracts or subcontracts
- Employers with federal subcontracts
- Employers with federal subcontracts
- Employers with federal subcontracts

What Types of Employment Discrimination are Illegal?

- Race
- Color
- Sex
- Age
- Disability
- Religion
- Genetic information
- Sexual orientation
- Marital status
- Retaliation

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking
- Discrimination based on status as a victim of human trafficking
- Discrimination based on status as a victim of human trafficking

What Employment Practices may be Challenged as Discriminatory?

- Hiring and promotion
- Pay (wages, overtime or compensation)
- Job assignments and responsibilities
- Performance evaluations
- Discipline or suspension
- Termination or discharge
- Retaliation
- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination based on marital status
- Discrimination based on pregnancy, childbirth, or related medical conditions
- Discrimination based on military service
- Discrimination based on status as a victim of domestic violence, sexual assault, or stalking
- Discrimination based on status as a victim of human trafficking

What Types of Employment Discrimination are Illegal?

- Sexual harassment
- Retaliation
- Discrimination based on race, color, sex, religion, age, disability, marital status, genetic information, or sexual orientation
- Discrimination based on national origin
- Discrimination based on citizenship
- Discrimination based on ancestry
- Discrimination based on genetic information
- Discrimination