Department of Labor and Training RHODE ISLAND	EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT				
	FEDERAL MINIMUM WAGE				
This employer is subject to the provisions of the	\$7_25 PER HOUR				
WORKERS' COMPENSATION ACT	BEGINNING JULY 24, 2009				
	The law requires employers to display this poster where employees can readily see it.				
of the State of Rhode Island	CHILD LABOR 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	essed for each child labor violation that results in the death or yee, and such assessments may be doubled when the violations yeated. The law also prohibits retaliating against or discharging articipate in any proceeding under the FLSA.			
Workers' Compensation Insurance Company:	TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit Special provisions. Certain narrow Special provisions apply to we	blishments are exempt from the minimum wage, and/or overtime v exemptions also apply to the pump at work requirements. Irkers in American Samoa, the Commonwealth of the Northern			
Adjusting Company:	employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal • Some employers incorrectly cl	ter employee protections; employers must comply with both. lassify workers as "independent contractors" when they are			
Telephone: Policy Effective Date:	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 because employees (unless e pay protections and correctly of certain full-time students, students, students)	FLSA. It is important to know the difference between the two xempt) are entitled to the FLSA's minimum wage and overtime classified independent contractors are not. Jent learners, apprentices, and workers with disabilities may be age under special certificates issued by the Department of Labor.			
In accordance with Rhode Island General Law §28-32-1, the employer must report to the Director of Labor and Training every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least three (3) days or requires medical treatment, regardless of the period of incapacity. If the injury proves fatal, the report must be filed within forty-eight (48) hours. If not fatal, the report shall be made within ten (10) days of the injury.	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 wilful 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	DIVISION 1-866-487-9243 ARTMENT OF LABOR www.dol.gov/agencies/who			
An injured employee shall have the freedom to choose medical treatment initially. The employee's first visit to any facility under contract or agreement with the employer or insurer to provide priority care shall not be considered the employee's initial choice. For more information about Workers' Compensation procedures and benefits, call the Education Unit at (401) 462-8100 and press option #1 or TDD (401) 462-8006. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100 and press option #7.	Attention Employees MINIMUM WAGE - RHODE ISLAND	STATE OF ISLAND			
In accordance with Rhode Island General Law §28-29-13, this notice must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for		HOPE			
noncompliance.	Effective January 1, 2024	\$14.00			
DWC-8 (6/2020)	THIS LAW PROVIDES Hourly minimum wage for all employees	as of 1/1/24			
Ref.: Rhode Island General Law §28-29-13		\$12.60			
	EXCEPT: Full time students under 19 years of age working in a non-profit religious, educational, librarial or community services organization.	(90% of Minimum Wage) \$10.50			
The Rhode Island Right—To—Know Law	Minors 14 and 15 years of age working not more than 24 hours in a week Employees receiving gratuities (as of Jan. 1, 2017):	(75% of Minimum Wage) \$3.89			
IGNORING THIS POSTER	week. Note: The law contains exemptions from the minimum wage and/or overtime pay requirements for constitutes a separate violation.	an employer fails to pay the applicable minimum wage			
CAN BE HAZARDOUS TO YOUR HEALTH	MANDATORY NURSE OVERTIME - Pursuant to RI Law \$23-17.20-1 et. seq., a hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergent circumstance. duties in the enforcement of the law; refuses to adress and certified nurse assistants to work overtime except in an unforeseeable emergent circumstance.	ector or authorized representative in the performance of nit the Director or said representative to any place of 7 records as required; falsifies any such record; refuses to representative upon demand; or refuses to furnish a sworn			
Under the Rhode Island Right-To-Know Law, your employer must tell you	work shift must be provided with 3 hours work or 3 hours wages. Retail establishment employees must be provided with 4 hours work on Sundays and Holidays.	needed for the proper enforcement of this law, shall be \$500. Each day such violation occurs constitutes a separate			
about the dangers of any hazardous substances in your workplace.	nonfarm jobs declared hazardous by the U.S. Secretary of Labor. Youths 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours under certain conditions. Different READILY SEE IT.	LAY THIS POSTER WHERE EMPLOYEES CAN			
 the common name or trade names of the substance, including the chemical name; the level at which exposure to the substance is hazardous, if known; the effects and symptoms of exposure at hazardous levels; 	ENFORCEMENT - The Rhode Island Dept. of Labor and Training (DLT) may bring criminal action against Call (401) 462-WAGE Labor Labor	c (9243) or visit <u>www.dlt.ri.gov/ls</u> Standards Unit rtment of Labor and Training			
 the potential for flammability, explosion, and reactivity of the substance; appropriate emergency treatment; proper procedures for the safe use of and exposure to the substance; 	DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711 Ref.: Rhode Island General Law §28-12-11	DLT - L - 58 (Rev. 1/24)			

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 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 <u>all</u> 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

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?

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

The FMLA does not affect any federal or state law prohibiting

bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of

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

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

Airline flight crew employees have different "hours of service"

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,

requirements

exigency.

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

Personnel Management or Congress.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer 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 writing: If advance notice is not possible, give notice as soon as possible.

> About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave.

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 threaten

your employer cannot retaliate against you for requesting FMLA leave

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

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

shift and location, at the end of your leave

or cooperating with a WHD investigation

Where can I find more information?

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

to verify medical leave and may request certification of a qualifying 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 discrimination or supersede any state or local law or collective



DWC-8 (6/2020)

WH1420 REV 04/23

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

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.

You have a right to know:

- the effects and symptoms of exposure at the potential for flammability, explosion,
- appropriate emergency treatment; • proper procedures for the safe use of and exposure to the substance;
- proper protective equipment for safe use; and

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

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



• procedures for clean-up of leaks and spills.

Your employer must provide you with the above information. If he or she has not, make sure you ask about it. Your company representative is:

The Right-To-Know Law was created to protect you. For more information about your rights under the Hazardous Substances Right-to-Know Law, contact the R.I. Department of Labor and Training at (401) 462-8570.

"Because not knowing about the hazardous substances you work with is the greatest hazard of all."

This poster must be displayed in a conspicuous location in the workplace.

DI-	Department of Labor and Training	
	Department of Labor and Training RHODE ISLAND	

Ref.: Rhode Island General Law §28-21-1



SEXUAL HARASSMENT

IS AGAINST THE LAW

- NOTICE TO EMPLOYEES -

Rhode Island Parental & Family Medical Leave Act, which requires that employers of 50 or more employees grant an unpaid leave of absence,

upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.

Employees Eligible

DLT-L-47 (Rev. 6/2020)

Employees are eligible to apply for leave if they are full-time employees who work an average of 30 hours a week or more and have been employed continuously for at least 12 months.

Purpose of Leave The leave required to be provided under the Act must be for one or more of the following reasons: 1. Birth of a child of an employee 2. Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the

employees 3. "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-in- law. (Serious Illness is defined to mean a disabling physical or mental illness, injury, impairment or condition that involves in-patient care in a hospital, nursing home, or hospice, or out-patient care requiring continuing treatment or supervision by a health care provider). the child by the employee

at least 30 days notice of the intended date upon which the requested leave is to commence and terminate. unless prevented by medical emergency from doing so. Employees may be requested to provide written certification from a physician caring for the person who is the reason for the leave

request, which certification shall specify the probable duration **Return From Leave** Employees who are granted leave under the Act are entitled to of the requested leave

School Involvement Leave

Continuation of Health Benefits

within 10 days following return to work.

An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12 month period to attend school conferences or other school-related activities for a child of whom the employee is the parent foster parent or quardian. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; except an employee may substitute any accrued paid vacation leave or other appropriate paid leave.

Prior to the commencement of leave, the employee must pay

his employer a sum equal to the premium required to maintain

the employee's health benefits in force during the period of

leave, which sum is required to be returned to the employee

Act. Any discrimination or disciplinary action taken against an Use of Sick Leave by Adoptive Parent employee for exercising his rights under the Act, or for opposing Any employer who allows sick time or sick leave of an any practice made unlawful by the Act, is also prohibited. employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 16 years of Enforcement age or less with an employee in connection with the adoption of

Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, (2) by a complaint filed with the Director of Labor and Training of the State of Rhode Island. Civil penalties are provided for violations of the Act or any order issued by the Director of Labor and Training.

restrain, or deny employees the rights provided under the



Muman Right

Rhode Island

Notice to Employees

Working on State or Municipal Financed Construction Projects?

You must not be paid less than the Davis Bacon wage rate for each trade listed on the Wage Determination schedule posted with this notice.

Overtime rate applies when working over 8 hours a day or 40 hours a week.

Apprentice rates apply only to apprentices properly registered under approved State apprenticeship programs.

If you do not receive proper pay, you may file a complaint with the RI Department of Labor and Training and your claim will be investigated by the department. You may contact the Prevailing Wage Division at (401) 462-8580, option # 7 for additional information. In addition, please note that RI Law 37-13-17 also provides for a private right of action to collect wages and benefits.

> Rhode Island Department of Labor and Training John O. Pastore Center 1511 Pontiac Avenue, Cranston RI 02920-4407 www.dlt.ri.gov/pw

DLT-L-39 Rev. 06/2020 TTY via RI Relay 711 • Equal Opportunity Employer/Program • Auxiliary aids and services are available upon request.

DISCRIMINATION IS ILLEGAL

State and Federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation*, gender identity or expression*, physical or mental disability or age (over 40). stand Com *State only

NOTICE TO ALL EMPLOYEES

Unemployment Insurance Benefits If you become totally/partially unemployed

1. File your claim for benefits with the RI Dept. of Labor and Training (DLT) the same week you are unemployed or working reduced hours.

2. File your claim online at www.dlt.ri.gov/ui or by telephone at (401) 415-6772. Visit www.dlt.ri.gov/ui for hours of operation. For more information, visit www.dlt.ri.gov/ui or call (401) 415-6772. 3. Monday is a high-volume telephone day; you may prefer to file your claim later in the week. You will need your Social Security number and name, address and telephone numbers of your employers for the last two years. If you are not a U.S. citizen, your alien registration number is required. 4. To collect unemployment benefits, the law requires that you must:

a. Be unemployed through no fault of your own,

b. Have earned minimum qualifying wages while you were working, c. Be physically able to work, available for work and actively seeking work, and d. Register for work with the RI Dept. of Labor and Training.

You are protected under provisions of the Rhode Island Employment Security Act and the Temporary Disability Insurance Act.

Employment and Training Services If you need help finding a job:

The RI Dept. of Labor and Training offers free employment and training related services including: 1. Job referral and placement services. 2. Resource rooms with a wide range of employment and training resources. 3. Career counseling and testing to help assess aptitudes and interests. 4. Internet access for employment and training information. 5. Job Search workshops to help you develop interviewing skills. 6. Résumé writing seminars to help you create an effective resume and cover letter

Visit www.dlt.ri.gov to find a Career Center near you. You can also access many services on the Internet at www.employri.org. **Temporary Disability Insurance Benefits**

Who is Eligible for TDI Benefits?

If you have become ill or injured and meet all of the following requirements, you may be entitled to receive benefits

1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or

2. You are under the care of an approved Qualified Health Care Provider 3. You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent

thereto, and 4. You earned enough qualifying wages during the base period to be monetarily eligible.

Who is Eligible for Temporary Caregiver Insurance **Benefits?**

If you are caring for a seriously ill: child, spouse, parent, parent in-law, grandparent, domestic partner, or you are bonding with a newborn child, adopted child or foster child within the first 12 months of parenting; you may be eligible to receive benefits if you meet the following requirements: 1. You are unemployed because you are caring for a seriously ill family member or bonding with a

2. You provide the department with the required medical evidence of the seriously ill family member and your need to care for him/her or the required proof of parent child relationship for bonding claims,

3. You earned enough in qualifying wages to be monetarily eligible.

How to Apply:

Complete a TDI/TCI application. TDI claims must be filed within 90 days of the first week out of work due to illness. The DLT Director may extend this period up to 26 weeks if the individual can show a good medical reason for the delay in filing. TCI claims must be filed within 30 days after the first day of leave is taken for reasons of bonding or caregiving. TDI/TCI application may be obtained online at www.dlt.ri.gov/tdi. Or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit www.dlt.ri.gov/tdi or call (401) 462-8420.

NOTE: You may be entitled to a refund of a portion of your contributions if during the calendar year TDI contributions were deducted from your pay by more than one employer. Information may be obtained regarding a refund by calling (401) 574-8700 or writing to the RI Division of Taxation, Employer Tax Section, One Capitol Hill, Suite 36, Providence, RI 02908-5829.

1511 Porting Togetmet of Labor and Rening Auditory data and uncertained	ac Avenue, Chanaton, RI 02920 Equal Opportunity Employer ble upon request Rev. 6/3/20
Ref.: Rhode Island General Law §28-44-38;41-15	



Notice to All Employees - Information Employers Must Post

Pay Equity Act

Pay Differentials for Comparable Wor

Pursuant to Rhode Island General Law § 28- 6-18, it is unlawful for an employer to pay a differential wage based on race, color, religion, sexual orientation, gender, gender identity or expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply: "A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority." "A merit system."

"A system that measures earnings by quantity or quality of production." "Geographic location when the locations correspond with different costs of living, provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living."

"Reasonable shift differential, which is not based upon or derived from a differential in compensation based on [a protected] characteristic[]. "Education, training, or experience to the extent such factors are job-related and consistent with a business

necessity.

"Work-related travel, if the travel is regular and a business necessity." "A bona fide factor other than [a protected] characteristic[] . . . which is not based upon or derived from a differential

in compensation based on [a protected] characteristic[] . . . which is job-related with respect to the position in guestion; and which is consistent with business necessity."

Enforcement

Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with the DLT Director

Employer Wage Inquiry

+ Pursuant to Rhode Island General Law § 28- 6-22, employers are prohibited from inquiring into or requiring the disclosure of a job applicant's wage history, from relying upon a job applicant's wage history when considering the individual's candidacy, and from setting a minimum or maximum threshold of prior wage earnings as a condition of employment.

+ An employer may, for the limited purpose of "support[ing] a wage higher than the wage [initially] offered by the employer," consider and seek to confirm a job applicant's wage history if such wage history was voluntarily provided. + At the time of hire or internal transfer to a new position, and whenever requested by an employee, an employer must disclose to the hired, transferred, or inquiring individual, the wage range for the position the individual's position.

Wage Discussion among Employees

Pursuant to Rhode Island General Law § 28- 6-18, it is unlawful for an employer to prohibit employees from discussing wages or asking other employees about their wages. Employers may not request or require that employees or applicants waive the right to discuss wages.

Retaliation Prohibite

Any discriminatory or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is prohibited.

RI General Laws §28-6-18 states that this notice must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for noncompliance. l opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 7111 (Rev. 12/2022)



Sexual harassment is a form of discrimination that occurs when an individual makes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical conduct of a sexual nature against her or his

The harasser can be

Ref.: Rhode Island General Law §28-48-10

Prevailing

Wage

Overtime

Apprentices

Proper Pay

co

Requests for Leave In order to be entitled to the leave, the employee must give

be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been entitled to at the commencement of the leave

> Prohibited Acts The Act makes it unlawful for any employer to interface with,



Job Safety and Health IT'S THE LAW!

All workers have the right to:

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

This poster is available free from OSHA.

Contact OSHA. We can help.

83739

012024

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.

Hope Hope Right	The harasser can be • a supervisor • an agent of the employer • a supervisor in another area
Sexual harassment occurs when submission to or rejection of this conduct explicitly or implicitly affects an individual's	 a co-worker a non-employee the same sex as the victim
employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.	The prohibition against sexual harassment does not only apply to employers. It also applies to labor organizations, employment agencies, and to individuals who aid and abet an

work environment.	and to individuals who aid and
Sexual harassment is a violation of state and federal laws.	unlawful employment practice.

eport incidents of harassment to:	If you believe you are or have been the victim of sexual harassment, contact:
ume:	
	RHODE ISLAND COMMISSION
	FOR HUMAN RIGHTS
dress:	180 Westminster Street, Third Floor
	Providence, RI 02903
one:	401-222-2661
	TDD: 401-222-2664
	Fax: 401-222-2616
mail:	www.richr.ri.gov

NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth and related conditions. Federal law provides similar protections

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth and related conditions such as the need to express breast milk for a nursing child. This workplace may not:

- refuse to grant you the reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted;
- deny you employment opportunities based on a refusal to provide a reasonable accommodation

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth or related condition, please contact one of the following staff members:

Name	Name
Phone Number	Phone Number
Email address	Email address
Address	Address
	tim of discrimination based on pregnancy, childbirth or relat d/or denial of a reasonable accommodation, contact:
Rhod	Island Commission for Human Rights 80 Westminster Street, 3 rd Floor Providence, RI 02903
	(401) 222-2661 TTY: 401-222-2664
RICHR/July 2015 Ref.: Ch. 28-5, Sec. 28-5-7.4(www.richr. ri.gov
Ref.: Ch. 28-5, Sec. 28-5-7.4(

te law also prohibits employers from asking applicants abou	t arrest records, and makes it unlawful to ask abo
nvictions until at or after a first interview (with certain except	otions).

You have the *right* to a workplace free of harassment and discrimination.

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below:

		Commission for Human Righ
ame:	Title:	180 Westminster Street
		Third Floor
ocation:	Phone:	Providence, RI 02903
		401-222-2661
-1		TDD: 401-222-2664
nail:		www.richr.ri.gov

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

TITLE 28

Labor and Labor Relations

CHAPTER 28-50 The Rhode Island Whistleblowers' Protection Act

SECTION 28-50-3

\$ 28-50-3 Protection - An employee shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or rivileges of employment nor shall an employer report or threaten to report an employee's immigration status to Immigration and Customs Enforcement (ICE) or any other immigration agency or aw enforcement agency including local and state police:

(1) Because the employee, or a person acting on behalf of the employee, reports or is about to report to a public body, verbally or in writing, a violation which the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false, or

(2) Because an employee is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body, or a court action, or

(3) Because an employee refuses to violate or assist in violating federal, state or local law, rule or regulation, or

(4) Because the employee reports verbally or in writing to the employer or to the employee's supervisor a violation, which the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the laws of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report s false. Provided, that if the report is verbally made, the employee must establish by clear and convincing evidence that the report was made.

💓 Know Yo	ur	Rights: Work	place Discrimina	ation 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?	 Assignn Pay (un Failure childbirt 	lequal wages or compensation) to provide reasonable accommodation for a disability; pregnancy, th, or related medical condition; or a sincerely-held religious belief, noce or practice	The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) 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: Resp. Color Belizion Sex Sexuel Opicipation Conduct Interna-	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.
Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a union	 Job train Classifie Referral Obtaining of employed of	ning cation Ig or disclosing genetic information oyces	Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin 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	Washington, D.C. 20210 1–800–397–6251 (toll-free) 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
What Organizations are Covered? • Most private employers • State and local governments (as employers)	 Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding conduct that corrects, inimidates, threatens, or interfreres with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation 		opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay	submitting a question online to OFCCP's Help Desk at <u>https://ofccphelpdesk.dol.</u> gov/s/, 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>
Educational institutions (as employers) Unions Staffing agencies			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
What Types of Employment Discrimination are Illegal?	What car	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	there are a	the EEOC promptly if you suspect discrimination. Do not delay, because strict time limits for filing a charge of discrimination (180 or 300 days, g on where you live/work). You can reach the EEOC in any of the wave:	Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified 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	In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if
Color Religion National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or cender identity)	Submit	an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx	reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 diso requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment hourding the security level.	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
Age (40 and older) Disability Genetic information (including employer requests for, or purchase, use, or	Call	1–800–669–4000 (toll free) 1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)	Protected Veteran Status	activities which receive Federal financial assistance.
disclosure of genetic tests, genetic services, or family pediatistic, so- disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding	Visit	an EEOC field office (information at <u>www.eeoc.gov/field-office</u>)	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 discrimination on the basis of disability in any program or activity which receives
 participating in a discrimination lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation 	E-Mail	info@eeoc.gov	action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active	discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who with or without reasonable

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rsuant to RI General Law §28-57, you are entitled to sick and

	safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending		What Employment Practices can be Challenged as Discriminatory?	Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.	duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans. Retaliation	employment against persons wind visabilities wind, wind or windout reasonable accommodation, can perform the essential functions of the job.
	on the size of your employer and other factors as detailed in the law.		All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or bivisite londirt)	EMPLOYERS HOLDING FEDERAL CONTRACT OR SUBCONTRACTS	S Retailation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.	which receives Federal innancial assistance, you should immediately contact the Federal agency providing such assistance.
₹ S	Visit <u>www.dlt.ri.gov/wrs</u> or call (401) 462-WAGE (9243) for more information. (Rev. 1/2018)	L	o prijolali odrađalj			(Revised 6/27/2023)



