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

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

Follow your employer's normal policies for requesting leave.

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

enough information to your employer so they can determine whether

the leave qualifies for FMLA protection. You must also inform your

employer if FMLA leave was previously taken or approved for the

Your employer may request certification from a health care provided

to verify medical leave and may request certification of a qualifying

bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of

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

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

The FMLA does not affect any federal or state law prohibiting

discrimination or supersede any state or local law or collective

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

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

How do I request FMLA leave?

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

Personnel Management or Congress.

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

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

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

leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet FMLA leave is not paid leave, but you may choose, or be required

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

by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need

Am I eligible to take FMLA leave?

- You are an eligible employee if all of the following apply:
- You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

Your employer has at least 50 employees within 75 miles of your

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

Your employer cannot interfere with your FMLA rights or threater or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation After becoming aware that your need for leave is for a reason that

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

may qualify under the FMLA, your employer must confirm whether

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

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

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



WH1420 REV 04/23

lef.: 29 CFR §825.300

Form AR-P Ark. Code Ann. \$11-9-403, 407 AWCC Rule 7 Updated: 06-16-14

ARKANSAS WORKERS' COMPENSATION COMMISSION

324 Spring Street, Little Rock, AR 72201 Mail: P. O. Box 950, Little Rock, AR 72203-0950 Little Rock Office - 1-800-622-4472 / 501-682-3930 Springdale Office - 1-800-852-5376 / 479-751-2790



WORKERS' COMPENSATION INSTRUCTIONS TO **EMPLOYERS AND EMPLOYEES**

All employees of this establishment entitled to benefits under the provisions of the Arkansas workers' compensation laws are hereby notified that their employer has secured the payment of such compensation as may at any time be due employees or their dependents. This employer is required by state law to provide workers' compensation coverage or this employer has waived the exclusion or exemption from the operation of the workers' compensation laws, and the employer certifies by the display of this poster that workers' compensation coverage is now provided by a workers' compensation insurance policy or by enrollment in the Arkansas Self-Insurance Program or by the Public Employee Claims Division of the Arkansas Insurance Department

> (Place label indicating Insurer's Name, Claims Office Address, Claims Office Phone Number and Policy Expiration Date)

IN CASE OF JOB-RELATED INJURIES OR OCCUPATIONAL DISEASES

The Employer Shall: Provide all necessary medical, surgical and hospital treatment, as required by law, following the injury and for such additional time as

- ordered by the Workers' Compensation Commission. Provide compensation payments in accordance with the provisions of the law. The first installment of compensation becomes due on
- the 15th day after the employer has notice of the injury or death, except in those cases where liability has been denied by the employer. Provide prompt reporting of accidents to appropriate parties.
 - Keep a record of all injuries received by its employees.

The Employee Shall:

The employee shall report the injury to the employer on Form N and to a person or at a place specified by the employer, unless the injury either renders the employee physically or mentally unable to do so, or the injury is made known to the employer immediately after it occurs. The employer shall not be responsible for disability, medical, or other benefits prior to receipt of the employee's notice of injury. All reporting procedures specified by the employer must be reasonable and shall afford each employee reasonable notice of the reporting requirements. The foregoing shall not apply when an employee requires emergency medical treatment outside the employer's normal business hours; however, in that event, the employee shall cause a report of the injury to be made to the employer on the employer's next regular business day.

Failure to give such notice shall not bar any claim (1) if the employer had knowledge of the injury or death, (2) if the employee had no knowledge that the condition or disease arose out of and in the course of employment, or (3) if the Commission excuses such failure on the grounds that for some satisfactory reason such notice could not be given. Objection to failure to give notice must be made at or before the first hearing on the claim.

Statutory Information:

Ark. Code Ann. § 11-9-514(b) states: "Treatment or services furnished or prescribed by any physician other than the ones selected according to the foregoing, except emergency treatment, shall be at the claimant's expense." Ark. Code Ann. § 11-9-514(f), however, indicates: When compensability is controverted, subsection (b) shall not apply if: The employee requests medical assistance in writing prior to seeking the same as a result of an alleged compensable injury; and

- The employer refuses to refer the employee to a medical provider within forty-eight (48) hours after such written request as provided above; and
- The alleged injury is later found to be a compensable injury; and The employer has not made a previous offer of medical treatment

If you have any questions regarding your rights under the Arkansas workers' compensation laws, you may call an Arkansas Workers' Compensation Commission legal advisor at our toll-free number listed above.

All employers who come within the operation of the Arkansas workers' compensation laws and have complied with its provisions must post this notice in a CONSPICUOUS place in or about their place or places of business.

Ref.: AWCC Rule 099.07



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.

83704

082024

Employers must: Provide employees a workplace free from

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

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

programs in every state.



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

Important Notice to Employees and Applicants

This poster includes mandatory employee notices to inform you of your rights. This information must be posted at all times and available for your review. If you have any questions about these postings, please contact this company's management.

ARKANSAS Division of **WORKFORCE**SERVICES

NOTICE TO EMPLOYEES **HOW TO CLAIM UNEMPLOYMENT INSURANCE**

Employees of are covered by the Division of Workforce Services Law.

The Law provides Unemployment Benefits for unemployed workers and under certain conditions for those working only

As a covered employee, your employer has contributed to or will reimburse the Arkansas Unemployment Trust Fund from which benefits are paid. **NO DEDUCTIONS CAN BE MADE** FROM YOUR WAGES FOR THIS PURPOSE. Be sure your employer has your correct Social Security Number.

A. If and when you know you are going to be out of work for a calendar week or more, YOU SHOULD PROMPTLY:

File a claim for benefits through the Division of Workforce Services.

We will try to help locate work for you both before benefit payments start and while they are being paid.

B. If you are attached to a regular employer, working less than full time due entirely to lack of work, you may be eligible for partial Unemployment Insurance Benefits.

In that case, claim partial benefits --promptly --by reporting the facts (dates, wages, employer). Do not delay doing this.

Our Local Office will answer questions and supply further information.

Full time Local Offices are situated in the following cities to provide services to Unemployment Insurance Claimants:

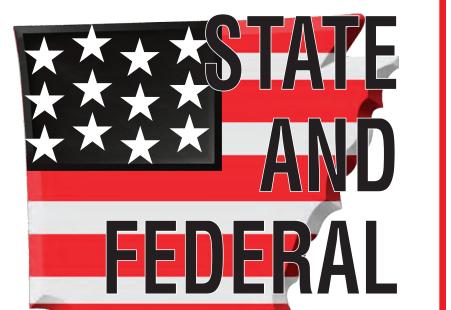
Conway Hope **Paragould** Pine Bluff El Dorado **Hot Springs Fayetteville** Jonesboro Russellville **Forrest City Little Rock** Searcy **West Memphis Fort Smith** Mena Harrison Monticello

CAUTION: False statements to obtain benefits, concealment of material facts, or failure to report earnings for the purpose of obtaining or increasing Unemployment Insurance Payments, are violations of criminal laws and lead to

Các Dịch Vụ Thông Dịch/Phiên Dịch có sẵn qua văn phòng địa phương của quý vị. --- ຫ້ອງການເ

DWS-ARK-237 (Rev. 1-07) v12052023

Ref.: Arkansas Code, Sec. 11-10-520



EMERGENCY NUMBERS CALL 911

LABORLAW

POLICE: **AMBULANCE:**

HOSPITAL:

FIRE DEPARTMENT:

POISON CONTROL:

OSHA:

PHYSICIAN:

PAY DAY NOTICE

PAY DAY IS ON:

■ MONDAY **□** TUESDAY

☐ FRIDAY **□** SATURDAY

☐ THURSDAY

□ WEDNESDAY

□ WEEKLY □ SEMI MONTHLY

□ BIWEEKLY

PAY SCHEDULE IS:

☐ MONTHLY

 National origin Sex (including pregnancy, childbirth, and related medica conditions, sexual orientation, or gender identity) Age (40 and older)

PAYCHECKS ARE ISSUED ON THE:

AND OF THE MONTH

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

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.

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

OVERTIME PAY 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.

Different rules apply in agricultural employment. 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 TIP CREDIT

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.

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.

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

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

· 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 correctly classified independent · Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.



work requirements

CHILD LABOR

INFORMATION

PROHIBITIONS

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR www.dol.gov/agencies/whd

· Some state laws provide greater employee protections; employers must comply with both.

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.

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.

Employers are generally prohibited from requiring or requesting any

employee or job applicant to take a lie detector test, and from discharging,

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

The law does not preempt any provision of any State or local law or any

collective bargaining agreement which is more restrictive with respect to lie

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

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

EXAMINEE

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.

assess civil penalties against violators. Employees or job applicants may

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

also bring their own court actions.



ARKANSAS DEPARTMENT OF LABOR AND LICENSING

NOTICE

to employer & employee

MINIMUM WAGE All employees covered by Arkansas Code 11-4-202 to 11-4-220 must be paid a minimum wage of at least:

\$11.00 an hour effective January 1, 2021 with an allowance for gratuities not to exceed \$8.37 COVERAGE The Arkansas Minimum Wage applies to an employer

of four (4) or more persons. Common exemptions *Executive, administrative or professional employees. *Outside commission-paid salesmen. *Students whose work is a part of a bona fide vocational training program. *Students who work in the schools they are attending.

*Employees of the United States. STUDENT RATE

*Some farm laborers.

*Independent contractors

Any full-time student attending any accredited institution of education within the State of Arkansas, and who is employed to work an amount not to exceed twenty (20) hours during weeks that school is in session or forty (40) hours during weeks when school is not in session, such rate of wage shall be equal to not less than eighty-five (85%) of the applicable minimum wage provided a Student Certificate of Eligibility is obtained from the Arkansas Department of Labor and Licensing. Student workers subject to the 85% provision of the applicable minimum wage rate and a gratuity allowance shall not be paid less than the base wage guaranteed any other employee subject to a gratuity allowance.

HANDICAPPED WORKERS The Director has established rules for employment of these workers. For further information contact the Department of Labor and Licensing.

STUDENT-LEARNERS A "Student-Learner" is a person who is receiving regular instructions in an accredited school and who is employed on a part-time basis in a bona fide training program. For further information contact the Department of Labor and Licensing.

OVERTIME PAY

Overtime compensation must be paid at the rate of one and one-half times the regular hourly rate of pay

for hours worked in excess of 40 hours in a workweek. This overtime provision shall not be applicable with respect to employers with less than 4 employees, or agricultural employees.

A workweek is a regularly recurring period of 168

hours in the form of seven consecutive 24-hour

The Director of the Division of Labor or his

may question any employees to find out if

ENFORCEMENT

representatives have the authority to: enter and inspect any place of employment in the State to examine books, payrolls, and records having to do with wages and hours. He may copy these records if necessary and

the law is being obeyed; require written or sworn statements from an employer about his employees' earnings and hours of work; and enforce all administrative rules.

DEDUCTIONS FROM THE MINIMUM WAGE No deduction from the applicable minimum wage may

be made except those authorized or required by law or by rule of the Director of Labor, however, deductions which are not otherwise prohibited and which are for the employee's benefit may be made if authorized in writing by the employee.

Commission (EEOC) enforces Federal laws that

If you believe you've been discriminated against

Union members and applicants for membership

What Organizations are Covered?

at work or in applying for a job, the EEOC may be

All employers subject to the Minimum Wage Law must keep accurate records for a period of three (3) years. These records must include

the name, address, occupation, rate of pay, hours

KEEPING OF RECORDS

worked and the amount paid each pay period for all employees covered by the law. In addition, every employer who claims an allowance for tips, board, lodging, apparel or other items or services as part of the applicable minimum wage rate, must maintain daily records showing for each employee the amounts claimed as allowances and must maintain records which will substantiate the amount of tips actually received by the employee or the employer's reasonable cost in supplying items or services to the employee. **EQUAL PAY ACT**

No employer in the State of Arkansas shall discriminate in the payment of wages as

between the sexes or shall pay any female in his employ, salary or wage rate less than the rates paid to male employees for comparable work. Provided, however, that nothing in this Act shall prohibit a variation in rates of pay based upon a difference in seniority, experience, training, skill, ability, or difference in duties and services performed, or difference in the shift or time of the day worked, or any other reasonable differentiation except difference in sex. Every employer shall keep and maintain records of the salaries and wage rates, job classifications and other terms and conditions of employment of the persons employed by him and such records shall be preserved for a period of three (3) years.

PENALTIES Any employer who willfully hinders or delays the Director or his authorized representative in

the performance of his duties in the enforcement of

the Minimum Wage Law or of any rule issued under it shall be subject to a civil penalty of not less than fifty dollars (\$50.00) and not more than one thousand dollars (\$1,000.00) for each violation. For the purpose of this subsection, each such violation shall constitute a separate offense. Any employer who willfully discharges or in any other manner willfully discriminates against any employee because such employee has made any complaint to his employer, to the Director of Labor, or his authorized representative that he has not been paid minimum wages in accordance with the law, or because such employee has caused to be instituted or is about to cause to be instituted any proceeding under or related to the law, or because any such proceeding shall be deemed in violation of the Minimum Wage Law and shall be subject to a civil penalty of not less than fifty dollars (\$50.00) and not more than one thousand dollars (\$1,000.00) for each violation. For the purpose of this section, each day the violation continues shall constitute a separate offense. In addition to the civil penalty, the Director of Labor is authorized to petition any court of competent jurisdiction to enjoin or restrain any person, firm, corporation, partnership, or association who violates the provision of the law or

EMPLOYEES REMEDIES The Director of Labor may enforce Arkansas minimum wage law by instituting legal action to

recover any wages due. An employee may bring an action for equitable and monetary relief against an employer if the employer pays the employee less than the minimum wages, including overtime wages, to which the employee is entitled. The employee shall not be required to exhaust administrative remedies before bringing an action. An employee may recover the full amount of wages due plus costs and a reasonable attorney's fee. The employee may also be awarded an additional amount up to but not greater than the amount of wages found to be due, to be paid as liquidated damages for willful violations.

required. NOTE: All state and federal laws regarding work activities and hours will remain in effect and will be enforced. Enhanced civil and criminal penalties for child labor law violations were provided by Act 687 of 2023.

CHILD LABOR

After August 1, 2023, permits will no longer be

State law regulates the employment of minors under the age of 17. Special provisions govern the employment of children in the entertainment industry, otherwise, children who are 14 and 15 years of age

*More than 8 hours a day. *More than 6 days a week. *More than 48 hours a week. Before 6:00 a.m. nor after 7:00 p.m. except on nights preceding non-school days, such children

may work until 9:00 p.m.

*More than 6 days a week.

Children under 14 may not be employed except in the entertainment industry, as newspaper carriers, bat boys or bat girls of professional baseball clubs, sports referees, to hand harvest short season crops, or by their parents or guardians during school vacation.

Children who are 16 years of age may not work:

day; no more than ten 10 hours in a twenty-four hour

*More than 10 consecutive hours in any one

*More than 54 hours a week. *Before 6:00 a.m. nor after 11:00 p.m. except that the limitations of 6:00 a.m. and 11:00 p.m. shall not apply to children 16 years of age employed

on nights preceding non-school days in occupations

determined by rule of the Arkansas Department of

Labor and Licensing to be sufficiently safe for their employment. Provided, however, that no boy or girl between the ages of 16 and 18 shall be subject to the provisions of this Act if: (a) such boy or girl is a graduate of any

high school, vocational school or technical school; such boy or girl is married or is a Act 647 of 1987 allows for the employment of children in the entertainment industry provided the child is issued an Entertainment Work Permit by the Director

5,000.00 for each violation. IF YOU HAVE QUESTIONS CONCERNING THE ARKANSAS MINIMUM WAGE LAW.

of Labor. Child labor violations result in a civil money

penalty of not less than \$100.00 and not more than

TELEPHONE 682-4500. WAGE COLLECTION ACT employee in the collection of wages due him or her for work performed. Work performed shall include all or any work or service performed by any person employed for any period of time where the wages or salary or remunerations for such work or services are to be paid at stated intervals or at the termination of such employment, or for physical work actually performed by an independent contractor, provided that the amount in controversy does not exceed the

contact the Arkansas Labor Department and THIS POSTER CONTAINS **ONLY A SUMMARY** Copies of the complete laws and administrative rules are available from the Department of Labor

and Licensing.

sum of two thousand dollars (\$2,000,00). Employees

who need help in collecting wages due them should

ARKANSAS DEPARTMENT OF LABOR AND LICENSING **DIVISION OF LABOR** 900 WEST CAPITOL SUITE 400 **LITTLE ROCK, ARKANSAS 72201** PHONE (501) 682-4500 FAX (501) 682-4506 TDD (800) 285-1131

EMPLOYERS SUBJECT TO THE MINIMUM WAGE ACT ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.

Know Your Rights: Workplace Discrimination is Illegal

□ SUNDAY

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

Under the EEOC's laws, an employer may not discriminate

Who is Protected?

and temporary employees

Genetic information (including employer requests for or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit restigation, or proceeding

· Harassment (including unwelcome verbal

or physical conduct)

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

 Job training Employees (current and former), including managers • Obtaining or disclosing genetic information of employees Requesting or disclosing medical information Conduct that might reasonably discourage someone

· 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

assisting or encouraging someone else to exercise rights, regarding disability discrimination (including What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discriminati

from opposing discrimination, filing a charge, or

Conduct that coerces, intimidates, threatens, or inte

with someone exercising their rights, or someone

participating in an investigation or proceeding

the following ways: Submit an inquiry through the EEOC's public portal https://publicportal.eeoc.gov/Portal/Login. 1-800-669-4000 (toll free)

Do not delay, because there are strict time limits for filing

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

1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone an EEOC field office (information a www.eeoc.gov/field-office)

The Department of Labor's Office of Federal Contract

Compliance Programs (OFCCP) enforces the

Additional information about the EEOC,

www.eeoc.gov.

including information about filing a charge **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

executive level.

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 telecommu relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an

U.S. Department of Labor

Washington, D.C. 20210

200 Constitution Avenue, N.W.

Any person who believes a contractor has violated

OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Program

OFCCP regional or district office, listed in most telephon

directories under U.S. Government, Department of Labo

imination or affirmative action obligations under

https://www.dol.gov/agencies/ofccp/contact PROGRAMS OR ACTIVITIES **RECEIVING FEDERAL FINANCIAL ASSISTANCE**

Race, Color, National Origin, Sex

receiving Federal financial assistance. Employment

of the financial assistance is provision of employment,

cause discrimination in providing services under such

programs. Title IX of the Education Amendments of 1972

prohibits employment discrimination on the basis of sex i

educational programs or activities which receive Federal

ination is covered by Title VI if the primary objective

and on OFCCP's "Contact Us" webpage at

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

Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires rmative action to recruit, employ, and advance in mployment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release

tected under Federal law from discrimination on the

Sexual Orientation, Gender Identity,

Executive Order 11246, as amended, prohibits

Asking About, Disclosing, or

employment discrimination by Federal contractors based

Executive Order 11246, as amended, protects applicants

and employees of Federal contractors from discrimination

compensation or the compensation of other applicants or

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 reasona

tions of an otherwise qualified individual with a

disability who is an applicant or employee, barring undue

hardship to the employer. Section 503 also requires that

Federal contractors take affirmative action to employ

and advance in employment qualified individuals with

disabilities at all levels of employment, including the

accommodation to the known physical or mental

on race, color, religion, sex, sexual orientation, gender

identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects o

Race, Color, Religion, Sex,

National Origin

Discussing Pay

from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans. nondiscrimination and affirmative action commitments of Retaliation is prohibited against a person who files a companies doing business with the Federal Government. complaint of discrimination, participates in an OFCCP

If you are applying for a job with, or are an employee of, a proceeding, or otherwise opposes discrimination by

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