

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 employers.

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 in military service.

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 take up to **26 workweeks** of FMLA 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 to **reduce** your schedule by working fewer hours each day or week. Read Fact Sheet #2816(j) 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.

Am I eligible to take FMLA leave?

You are an eligible employee if **all** of the following apply:

- You work for a covered employer.
- You have worked for your employer at least 12 months.
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

Ref.: 29 CFR §625.300

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

You work for a **covered employer** if one of the following applies:

- You work for a private employer that had at least 50 employees during at least 50 workweeks in the current or previous calendar year.
- You work for an elementary or public or private secondary school.
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, to request FMLA leave you must:

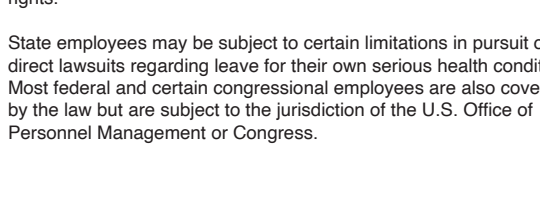
- Follow your employer's normal policies for requesting leave.
- Give notice at least 30 days before you need FMLA leave, or if advance notice is not possible, give notice as soon as possible.

You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether you have the FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave.

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

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

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



WH1420 REV 04/23

What does my employer need to do?

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

- Allow you to take job-protected time off work for a qualifying reason.
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your employer **cannot** interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing.

About your FMLA rights and responsibilities, and

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

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 complaint process.**



WH1420 REV 04/23

IDAHO LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

based on religion, race, color, sex, age (40+), disability and national origin. The law also prohibits retaliation against individuals who exercise their rights under Idaho's antidiscrimination laws.

The Commission also offers educational programs for businesses, human resource organizations and other agencies free of charge.

Ref.: 29 CFR §625.300

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 all hours worked over 40 in a workweek.

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 certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer's tips combined with their employee'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, other than in 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 INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee protections; employers must comply with both.
- Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certifications issued by the Department of Labor.



WH1085 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.

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 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.



WH1420 REV 04/23

LA LEY DE IDAHO PROHÍBE DISCRIMINACIÓN EN EL EMPLEO

por causa de incapacidad, religión, raza, color, sexo, origen nacional o edad. La ley también prohíbe represalias contra individuos que ejercen sus derechos bajo las leyes contra discriminación en Idaho.

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

Ref.: 29 CFR §625.300

NOTICE: ALL EMPLOYEES

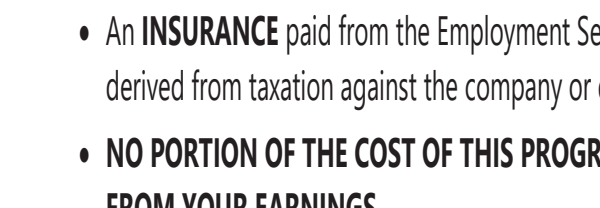
UNEMPLOYMENT INSURANCE BENEFITS

This firm is subject to the Employment Security Law of the state of Idaho.

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

Unemployment insurance

- An **INSURANCE** paid from the Employment Security Trust Fund, a fund derived from taxation against the company or employer.
- NO PORTION OF THE COST OF THIS PROGRAM IS DEDUCTIBLE FROM YOUR EARNINGS.**
- Claims for unemployment insurance must be filed online at labor.idaho.gov/claimantportal.
- Navigators are available to help understand and correctly file for unemployment insurance in person at any of the department's offices. Find locations at labor.idaho.gov/office directory.
- Don't delay or you could lose your benefits.
- Claims should be filed immediately after separation.



WH1085 REV 04/23

AVISO: A TODOS LOS EMPLEADOS

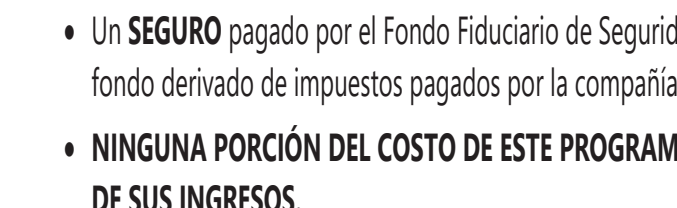
BENEFICIOS DE SEGURO DE DESEMPEÑO

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

Todos los empleados, excepto aquellos específicamente exonerados, están asegurados para recibir compensación durante los periodos de desempleo involuntario.

El seguro de desempleo

- Un **SEGURO** pagado por el Fondo Fiduciario de Seguridad de Empleo, un fondo derivado de impuestos pagados por la compañía o empleador.
- NINGUNA PORCIÓN DEL COSTO DE ESTE PROGRAMA ES DEDUCIDA DE SUS INGRESOS.**
- Los reclamos del seguro de desempleo deben ser archivados por el Portal del Reclamante en labor.idaho.gov/claimantportal.
- Hay orientadores disponibles para ayudarlo a entender y solicitar el seguro de desempleo en cualquier oficina del departamento de Trabajo de Idaho. Busque ubicaciones en labor.idaho.gov/office directory.
- No se demore en archivar su reclamo o podría perder sus beneficios.
- Los reclamos deben ser archivados inmediatamente después de su separación laboral.



WH1085 REV 04/23

SEX DISCRIMINATION

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

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

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

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

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

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

Idaho Commission on Human Rights
317 West Main Street
Second Floor
Boise, ID 83725-0660
Ph: (208) 334-2873
Toll Free: (888) 249-7025
FAX: (208) 334-2664
HRC.Inquiry@labor.idaho.gov

STATE AND FEDERAL LABOR LAW

Attention Idaho Employers

Re: Workers' Compensation poster

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

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

IDAHO DEPARTMENT OF LABOR

317 W. Main St., Boise, ID 83725-0910
(208) 332-8942
labor.idaho.gov

IDAHO MINIMUM WAGE LAW

SECTION 44-1502. IDAHO CODE: Except as hereinafter otherwise provided, no employer shall pay to any of his employees any wages compiled at a rate of less than:

\$7.25 PER HOUR
AS OF JULY 24, 2009

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

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

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

SECTION 44-606. IDAHO CODE: All wages due to a separated employee must be paid the earlier of the next regularly scheduled payday or within 10 days of separation, weekends and holidays excluded. If the separated employee makes a written request for earlier payment, all wages then due must be paid within 48 hours, weekends and holidays excluded.

The Wage and Hour Section of the Idaho Department of Labor is responsible for the administration of the Idaho Minimum Wage and the Wage Payment Act.

For more information, view the Department's Guide to Idaho labor laws available online at www.labor.idaho.gov/content/uploads/2024/10/Guide-to-Idaho-Labor-Laws_2024.pdf (English) and www.labor.idaho.gov/content/uploads/2024/10/Guia-acorda-de-las-leyes-de-trabajo-de-Idaho_2024.pdf (Spanish), or at any local office, otherwise, call Post Falls (208) 457-8788; Boise (208) 332-3575; Pocatello (208) 238-6710; or Bunley (208) 678-5518. Dial 711 for Idaho Relay Service.

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

EMPLOYMENT OF WORKERS WITH DISABILITIES OR APPRENTICES MUST BE IN CONFORMANCE WITH SECTION 44-1506 AND 44-1508, IDAHO CODE.

FOR ADDITIONAL INFORMATION, PLEASE CONTACT THE ADDRESS STATED ON THIS BULLETIN OR LABOR.IDAHO.GOV.

The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodation is available upon request. Dial 711 for Idaho Relay Service.
October 2024
Ref.: Idaho Code, Title 44, Ch. 15, Sec. 1507

LEY DEL SALARIO MÍNIMO DE IDAHO

SECCIÓN 44-1502 DEL CÓDIGO DE IDAHO: Con excepción de lo que se especifica aquí, ningún empleador les pagará a sus empleados ningún salario calculado a una tasa menor de:

\$7.25 POR HORA
24 DE JULIO DE 2009

EMPLEADOS CON PROPINA: Los empleados que reciben una ocupación en la que por costumbre o normalmente reciben más de treinta dólares (\$30.00) mensuales de propina, recibirán un salario mínimo de \$3.35 por hora. Si las combinaciones de propina y salario combinado exceden el salario mínimo por hora, el empleador deberá cubrir la diferencia.

SUELDO DE OPORTUNIDAD: A los empleados menores de 20 años de edad se les puede pagar \$4.25 por hora durante los primeros 90 días consecutivos (hábiles y no hábiles) en los que han trabajado para una sola empresa.

SECCIÓN 44-1504 DEL CÓDIGO DE IDAHO: EXCEPCIONES DEL SALARIO MÍNIMO: Las provisiones de esta acta no se aplican a ningún empleado en una actividad capacitada ejecutiva, administrativa o profesional, empleados de servicio doméstico, a cualquier persona empleada como vendedor particular, empleados por temporada de un programa de campamentos sin fines de lucro, o cualquier joven menor de dieciséis (16) años que trabaje medio tiempo o tiempo parcial en una actividad que no implique sustanciables responsabilidades de un empleado; o cualquier persona que trabaje en agricultura si: dicho trabajador tiene más de dieciséis (16) años de edad y es trabajador de temporada de cosecha pagado por contrato en una operación que generalmente y por costumbre se reconoce como una donde se paga por contrato en la región de trabajo y donde el empleado viene a dicho sitio de una residencia permanente y trabaja menos de 13 semanas durante el año de calendario agrícola; o dicho trabajador tiene 16 años o menos; o trabaja como un trabajador de temporada de cosecha y es empleado por contrato en una operación que generalmente y por costumbre se reconoce como una donde se paga por contrato en la región de trabajo; y está empleado en el mismo rancho que sus padres o personas que se le pagan a la misma tarifa que los padres o trabajadores mayores de 16 años de edad que trabajan en el mismo rancho; o es un empleado que participa en la ganadería de terreno abierto (ganadería y la cría) de ganado.

SECCIÓN 44-606 DEL CÓDIGO DE IDAHO: Todo salario que se le deba a un empleado que está siendo separado debe pagarse el día de pago más cercano al día de los 10 primeros días después de haber sido separado, excluyendo los fines de semana y días de fiesta. Si el empleado que está siendo separado no puede ir a su oficina, se debe pagar dentro de las próximas 48 horas, excluyendo los fines de semana y días festivos.

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

Para más información, vea el "Guía de las Leyes del Trabajo de Idaho" del departamento disponible en línea en www.labor.idaho.gov/content/uploads/2024/10/Guide-to-Idaho-Labor-Laws_2024.pdf (Inglés) y www.labor.idaho.gov/content/uploads/2024/10/Guia-acorda-de-las-leyes-de-trabajo-de-Idaho_2024.pdf (Español), o en una de las oficinas locales, también puede llamar al (208) 457-8788 en Post Falls, al (208) 332-3575 en Boise, al (208) 238-6710 en Pocatello o al (208) 678-5518 en Bunley. Llame al 711 para el servicio relevo (Relay) de Idaho.

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

EL EMPLEO DE TRABAJADORES CON INCAPACIDADES O APRENDICES DEBE SER CONFORME CON SECCIÓN 44-1506 Y 44-1508 DEL CÓDIGO DE IDAHO.

PARA OBTENER MÁS INFORMACIÓN O HORAS ADICIONALES, COMUNIQUESE A LA DIRECCIÓN EN ESTE BOLETÍN O EN LABOR.IDAHO.GOV.

El Departamento de Trabajo de Idaho provee servicios y oportunidades de empleo equitativos. Acomodaciones razonables disponibles a petición. Llame al 711 para el servicio relevo (Relay) de Idaho.
Octubre 2024
Ref.: Idaho Code, Title 44, Ch. 15, Sec. 1507

Job Safety and Health IT'S THE LAW!

U.S. Department of Labor 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.

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

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.

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.

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

EMERGENCY NUMBERS CALL 911

POLICE: _____
AMBULANCE: _____
PHYSICIAN: _____
HOSPITAL: _____
FIRE DEPARTMENT: _____
POISON CONTROL: _____
OSHA: _____

PAY DAY NOTICE

PAY DAY IS ON:
MONDAY
TUESDAY
WEDNESDAY
THURSDAY
FRIDAY
SATURDAY
SUNDAY

PAY SCHEDULE IS:
WEEKLY
BIWEEKLY
SEMI-MONTHLY
MONTHLY

PAYCHECKS ARE ISSUED ON THE: _____ AND _____ OF THE MONTH
AT: _____
TIME: _____

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected? Employees (current and former), including managers and temporary employees. Union members and applicants for membership in a union.

What Organizations are Covered? State and local government (see employees). Educational institutions (see employees). Unions. Staffing agencies.

What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:

Race
Color
Religion
National origin
Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
Age (40 and older)
Disability (including physical impairment, genetic tests, or purchase, use, or disclosure of genetic tests, requests for, or provision of, medical information)
Retaliation for filing a charge, reasonably opposing employment, or participating in a discrimination lawsuit, investigation, or proceeding.

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including:

Discharge, firing, or layoff
Harrassment (including unlawful verbal or physical conduct)
Hiring or promotion
Assignment
Pay (including wages or compensation)
Failure to provide reasonable accommodation for a disability (physical, cognitive, or related medical condition), or a sincerely-held religious belief, observance or practice
Benefits and training
Classification
Retaliation
Outing or disclosing genetic information of employees
Requesting or disclosing medical information of employees
Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, participating in an investigation or proceeding
Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or interferes with, or encourages someone else to exercise their rights, regarding disability discrimination (including accommodation)