

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

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

Eligible employees can take up to **12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you.
- Your serious mental or physical health condition that makes you unable to work.
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military 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 than four hours each day or week. Read Fact Sheet (2024) 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 you are employed on 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 notice, and
- Your employer has at least 50 employees within 75 miles of your work location.

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 is protected under the FMLA, your employer must **inform** 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.

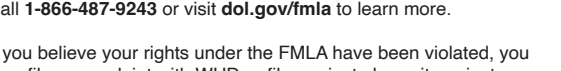


Attention Ohio Employers

Re: Workers' Compensation

Ohio law requires every employer with one or more employees to obtain workers' compensation coverage. To obtain coverage you must complete the Application for Ohio Workers' Compensation Coverage (U-3). This can be obtained by contacting the Ohio Bureau of Workers' Compensation at 1-800-644-6292 or visiting bwc.ohio.gov.

It is your responsibility as an Ohio employer to post the mandatory Workers' Compensation poster.



Department of Services & Family Services

Division of Industrial Compliance

NOTICE TO EMPLOYEES

THIS EMPLOYER PROVIDES UNEMPLOYMENT INSURANCE COVERAGE FOR EMPLOYEES

Employees who become unemployed (or are working less than full-time) may be eligible for unemployment insurance benefits.

Apply by phone at 1-877-644-6562 (OHIOJOB) or online at <http://unemployment.ohio.gov>

Be prepared to provide the following information when applying:

- Social Security number
- Driver's license or State ID number
- Names, Social Security numbers, and dates of birth of all dependent children
- Employer's identification notice (pay stubs or W2 form)
- Name and address of all other employers for whom work was performed during the past 18 months

APPLY FOR WORK AT YOUR NEAREST OHIO MEANS JOBS CENTER

Mike DeWine, Governor | Matt Damschroder, Director | JFS 53341 (Rev. 1/2024)

This institution is an equal opportunity provider and employer. A proud partner of the American Job Center network.

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 16 and 18 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply to agriculture.

TIP CREDIT Employees of "food and beverage" employers 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 cash combined with the employee's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must pay the remaining difference to the employee.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a space, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT The Department has authority to 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 seek civil penalties. Employers may be assessed civil monetary penalties for each willful or repeated violation of the minimum wage of overtime pay provisions of the law. Civil monetary penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil monetary 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 violator is determined to be willful or repeated. The law also prohibits retaliating against or discharging an employee who files a complaint or participates 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 employees (notably classified as "independent contractors" when they are actually employees) are exempt from FLSA. It is important to understand the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and contractors, classified independent contractors are not.
- Certain full-time students, student teachers, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



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 or 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.

EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violators 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.



Know Your Rights

EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

The Ohio Civil Rights Act protects applicants and employees of private employers, state, county and local governments, educational institutions, labor organizations, employment agencies and personnel placement services from unlawful discriminatory employment practices.

Race and Color Ohio law prohibits discrimination on the basis of race or color in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment. In addition, any facially neutral employment policy or practice that results in a discriminatory impact on the basis of race or color is a prohibited form of discrimination unless such policy or practice is job-related and based upon business necessity.

National Origin and Ancestry Ohio law prohibits discrimination on the basis of national origin or ancestry in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

Sex, Including Pregnancy, Sexual Orientation, and Gender Identity Ohio law prohibits discrimination on the basis of sex or pregnancy in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment. Women affected by pregnancy, childbirth or related medical condition must be afforded leave for a reasonable period of time and may not be discharged under a policy providing insufficient or no leave.

Religion Ohio law prohibits discrimination on the basis of religion in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

Disability Ohio law prohibits discrimination on the basis of disability in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment. In addition, applicants and employees must be provided with a reasonable accommodation for their disabilities, except when the accommodation imposes an undue hardship.

Age Ohio law prohibits discrimination against persons 40 years of age or older on the basis of age in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

Harassment Ohio law prohibits harassment in the workplace on any basis set forth herein, which includes the creation of a racially or sexually hostile work environment, verbally or physically abusive treatment, and requiring submission to sexual advances as a condition of employment, continued employment or promotion. In addition, all reasonable steps should be taken to prevent and promptly correct harassment in the workplace, which includes the establishment of a policy against harassment and a procedure for receiving, investigating and remedying complaints of workplace harassment.

Retaliation Ohio law prohibits retaliation against any person because that person has opposed any unlawful discriminatory practice, or because that person has made a charge, testified, assisted or participated in any manner in an investigation, proceeding or hearing. In addition, applicants and employees must be provided with a reasonable accommodation for religious beliefs and practices, except when the accommodation imposes an undue hardship.

ENFORCEMENT For more information or assistance in filing a complaint, please call toll free 1-888-276-7101, TTY (614) 752-2391 or visit our website at www.crcr.ohio.gov

Publication Date 08-22

STATE AND FEDERAL LABOR LAW

Mike DeWine, Governor | Matt Damschroder, Director | JFS 53341 (Rev. 1/2024)

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MINOR LABOR LAWS

www.com.ohio.gov

OHIO REVISED CODE CHAPTER 4109 "MINOR" MEANS ANY PERSON LESS THAN 18 YEARS OF AGE

WORKING PERMITS: Every minor 14 through 17 years of age must have a working permit unless otherwise stated in Chapter 4109.

WAGE AGREEMENT: No employer shall give employment to a minor without agreeing with him/her as to the wages or compensation he/she shall receive for each day, week, month, year or per piece for work performed.

REST PERIOD: No employer shall employ a minor more than 2 consecutive hours without a rest period of at least 30 minutes.

LIST OF MINORS EMPLOYED: Employer shall keep a list of minors employed at each establishment and a list must be posted in a conspicuous place to which all minor employees have access.

TIME RECORDS: Every employer shall keep a time book or other written record showing actual starting and stopping time of each work and rest period. These records must be kept for two (2) years.

RESTRICTIONS ON WORKING HOURS FOR MINORS 14 AND 15 YEARS OF AGE

No person under 16 shall be employed:

- During school hours except where specifically permitted by Chapter 4109
- Before 7 a.m. or after 9 p.m. from June 1st to September 1st or during any school holiday of 5 school days or more; or after 7 p.m. at any other time
- For more than 3 hours a day in any school day
- For more than 18 hours in any school week
- For more than 8 hours in any day when school is not in session
- For more than 40 hours in any week that school is not in session nor during school hours, unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education.

RESTRICTIONS ON WORKING HOURS FOR MINORS 16 and 17 YEARS OF AGE

No person 16 or 17 who is required to attend school shall be employed:

- Before 7 a.m. on any day that school is in session or 6 a.m. if the person was not employed after 8 p.m. the previous night
- After 11 p.m. on any night preceding a day that school is in session.

PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE

- All manufacturing, mining, processing, public messenger service rendering
- Work in freezers and meat coolers and all preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing and stocking)
- Transportation; storage; communications; public utilities; construction; repair
- Work in boiler or engine rooms; maintenance or repair of machinery
- Outside window washing from window sills or scaffolding and/or ladders
- Cooking and baking; operating, setting up, adjusting, cleaning, oiling or repairing power-driven food slicers, grinders, food choppers, cutters, bakery type mixers
- Loading or unloading goods to and from trucks
- All warehouse work except office and clerical
- Work in connection with cars and trucks involving the use of pits, racks or lifting apparatus or involving the inflation of any tire mounted on a rim equipped with a removable retaining ring.

PROHIBITED OCCUPATIONS FOR MINORS 14 through 17 YEARS OF AGE

- Occupations involving slaughtering, meat-packing, processing or rendering
- Power-driven bakery machines
- Occupations involved in the manufacture of brick, tile and kindred products
- Occupations involved in the manufacture of chemicals
- Manufacturing or storage occupations involving explosives
- Occupations involving exposure to radioactive substances and to ionizing radiations
- Power-driven paper products machines
- Power-driven metal forming, punching and shearing machines
- Occupations involved in the operation of power-driven circular saws, band saws and gullotine shears
- Power-driven woodworking machines
- Coal mines
- Occupations in connection with mining, other than coal
- Logging and sawmilling
- Motor vehicle occupations
- Maritime and longshoreman occupations
- Fairroads
- Excavation operations
- Power-driven and hoisting apparatus
- Roofing operations
- Wrecking, demolition, and shipbreaking.

MINORS UNDER 16 YEARS OF AGE MAY NOT ENGAGE IN DOOR-TO-DOOR EMPLOYMENT UNLESS

The for-profit employer is REGISTERED with the Ohio Department of Commerce: DOOR-TO-DOOR SALES EMPLOYERS SHALL:

- Be in compliance with all applicable Ohio and Federal laws relating to the employment of minors
- Provide at least one supervisor who is over the age of eighteen, for each six minor employees
- Have been and be in compliance with Ohio's Motor Vehicle Financial Responsibility, Workers' Compensation, Unemployment Compensation, and all other applicable laws
- Require all minors to work at least in pairs
- Not employ any minor who does not have an appropriate Age and Schooling Certificate
- Provide each minor employee with a photo identification card
- Not employ any minor in any door-to-door sales activity during school hours except where specifically permitted
- Not employ minors under 16 in door-to-door sales activity before 7 a.m. or after 7 p.m.
- Not employ minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 8 p.m.

***For Exemptions to Coverage See Chapter 4109.06**

This is a summary of ORC 4109. This summary does not include all of the requirements for minor labor laws. Persons should refer to 4109 for specific requirements applicable to them. This information can be accessed through the Ohio Department of Commerce website at www.com.ohio.gov.

POST IN A CONSPICUOUS PLACE

For further information about Minor Labor issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance & Labor, 6606 Tussing Road, Reynoldsburg, Ohio 43068, Phone: 614-644-2239, TTY/TDD: 800-750-0750.

Ref.: ORC 4109.08 An Equal Opportunity Employer and Service Provider (REV. 11/2023)

2025 MINIMUM WAGE

www.com.ohio.gov

NON-TIPPED EMPLOYEES

A Minimum Wage of \$10.70 per hour

"Non-Tipped Employees" includes any employee who does not engage in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips.

"Employers" who gross less than \$394,000 shall pay their employees no less than the current federal minimum wage rate.

"Employer" under the age of 16 shall be paid no less than the current federal minimum wage rate.

"Current Federal Minimum Wage" is \$7.25 per hour.

TIPPED EMPLOYEES

A Minimum Wage of \$5.35 per hour PLUS TIPS

"Tipped Employees" includes any employee who engages in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips. Employees electing to use the tip credit provision must be able to show that tipped employees receive at least the minimum wage when direct or cash wages and the tip credit amount are combined.

OVERTIME INDIVIDUALS EXEMPT FROM MINIMUM WAGE

- Any individual employed by the United States;
- Any individual employed as a baby-sitter in the employer's home, or a live-in housekeeper to a sick, convalescing, or elderly person whose principal duties do not include companionship;
- Any individual employed as an outside salesman compensated by commissions or in a bona fide executive, administrative, or computer professional;
- Any individual who volunteers to perform services for a public agency which is a State, a political subdivision of a State, or an instrument government agency;
- (i) the individual receives no compensation or a paid expense, reasonable benefits, or a nominal fee to perform the services for which the individual volunteered; and (ii) such services are not the same type of services which the individual is employed to perform for such public agency;
- Any individual who works or provides personal services of a charitable nature in a hospital or health institution for which compensation is not sought or contemplated;
- Any individual in the employ of a camp or recreational area for children under eighteen years of age and owned and operated by a non-profit organization or group of organizations;
- Employees of a solely family owned and operated business who are family members of an owner.

* For information about additional exemptions, please visit the Ohio Division of Industrial Compliance at www.com.ohio.gov.

POST IN A CONSPICUOUS PLACE

Ohio Film Code §4111.09

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.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

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

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

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 FRIDAY

TUESDAY SATURDAY

WEDNESDAY SUNDAY

THURSDAY

PAY SCHEDULE IS:

WEEKLY SEMI MONTHLY

BIWEEKLY 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 laws that prohibit employment discrimination against workers who apply for a job, are hired, or are on the job.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Applicants for employment
- Job applicants
- Employees and former employees who have been discharged, laid off, or retired
- Employees and former employees who have been reinstated after a period of absence
- Employees and former employees who have been rehired after a period of absence
- Employees and former employees who have been promoted after a period of absence
- Employees and former employees who have been demoted after a period of absence
- Employees and former employees who have been transferred after a period of absence
- Employees and former employees who have been reassigned after a period of absence
- Employees and former employees who have been reemployed after a period of absence

What Organizations are Covered?

- Private employers with at least 15 employees
- State and local governments (see employers)
- Education institutions (see students)
- Training programs
- Employment agencies
- Labor unions
- Government contractors
- Government subcontractors
- Government grantees
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What Types of Employment Discrimination are Illegal?

It is illegal to discriminate against workers on the basis of:

- Race
- Color
- Sex
- Sexual orientation
- Gender identity
- Religion
- National origin
- Age
- Disability
- Genetic information
- Marital status
- Political affiliation
- Protected veteran status
- Retaliation
- Unlawful harassment
- Unlawful discrimination against workers who have applied for a job, are hired, or are on the job
- Unlawful discrimination against workers who have been discharged, laid off, or retired
- Unlawful discrimination against workers who have been reinstated after a period of absence
- Unlawful discrimination against workers who have been rehired after a period of absence
- Unlawful discrimination against workers who have been promoted after a period of absence
- Unlawful discrimination against workers who have been demoted after a period of absence
- Unlawful discrimination against workers who have been transferred after a period of absence
- Unlawful discrimination against workers who have been reassigned after a period of absence
- Unlawful discrimination against workers who have been reemployed after a period of absence

What Employment Practices can be Challenged as Discriminatory?

- Hiring and promotion
- Job assignment or reassignment
- Pay (including equal pay or compensation)
- Benefit plans (including retirement, health, and other benefits)
- Training and development
- Discipline or other disciplinary actions
- Termination or discharge
- Retaliation
- Unlawful harassment
- Unlawful discrimination against workers who have applied for a job, are hired, or are on the job
- Unlawful discrimination against workers who have been discharged, laid off, or retired
- Unlawful discrimination against workers who have been reinstated after a period of absence
- Unlawful discrimination against workers who have been rehired after a period of absence
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- Unlawful discrimination against workers who have been reemployed after a period of absence

Any person who believes a violation has occurred may file a charge with the EEOC. A charge must be filed within 180 days of the date of the alleged violation, or 300 days if the charge is filed with a federal agency or state or local government agency.

The EEOC will investigate the charge and attempt to resolve the dispute. If the dispute is not resolved, the EEOC may file a lawsuit on behalf of the worker.

PROHIBITED ACTS OF DISCRIMINATION

Section 107 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in the employment of any individual who is employed by or for the Federal Government. This prohibition applies to all Federal agencies, including the Executive Branch, the Judiciary, and the Independent Branch.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in the employment of any individual who is employed by or for the Federal Government. This prohibition applies to all Federal agencies, including the Executive Branch, the Judiciary, and the Independent Branch.

Section 508 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in the procurement of goods and services by the Federal Government. This prohibition applies to all Federal agencies, including the Executive Branch, the Judiciary, and the Independent Branch.

Section 506 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in the employment of any individual who is employed by or for the Federal Government. This prohibition applies to all Federal agencies, including the Executive Branch, the Judiciary, and the Independent Branch.

Section 509 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in the employment of any individual who is employed by or for the Federal Government. This prohibition applies to all Federal agencies, including the Executive Branch, the Judiciary, and the Independent Branch.