EMPLOYEE RIGHTS **UNDER THE FAMILY AND MEDICAL LEAVE ACT**

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

weeks of unpaid, job-protected leave in a 12-month period for the The birth of a child or placement of a child for adoption or foster To bond with a child (leave must be taken within 1 year of the

For qualifying exigencies related to the foreign deployment of a

military member who is the employee's spouse, child, or

An employee does not need to use leave in one block. When it is

Eligible employees who work for a covered employer can take up to 12 Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. While employees are on FMLA leave, employers must continue health child's birth or placement); To care for the employee's spouse, child, or parent who has a Upon return from FMLA leave, most employees must be restored to the qualifying serious health condition; same job or one nearly identical to it with equivalent pay, benefits, and For the employee's own qualifying serious health condition that other employment terms and conditions. makes the employee unable to perform the employee's job;

any proceeding under or related to the FMLA. An eligible employee who is a covered servicemember's spouse, child. parent, or next of kin may also take up to 26 weeks of FMLA leave in a ELIGIBILITY REQUIREMENTS single 12-month period to care for the servicemember with a serious An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must: Have worked for the employer for at least 12 months; medically necessary or otherwise permitted, employees may take leave

An employer may not interfere with an individual's FMLA rights or

retaliate against someone for using or trying to use FMLA leave,

opposing any practice made unlawful by the FMLA, or being involved i

 Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite. *Special "hours of service" requirements apply to airline flight crew REQUESTING LEAVE Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an

ployee must notify the employer as soon as possible and, generally, follow the employer's usual procedures. Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating

EMPLOYER RESPONSIBILITIES Once an employer becomes aware that an employee's need for leave is or a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible. nust also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility. Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FML Employees may file a complaint with the U.S. Department of Labor Wage and Hour Division, or may bring a private lawsuit against ar

discrimination or supersede any state or local law or collect bargaining agreement that provides greater family or medical leave

For additional information or to file a complaint:

1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



WH1420 REV 04/16

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

EXEMPTIONS

Ref.: 29 USC, Ch. 28, Sec. 2619

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.

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 (armored 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

EXAMINEE RIGHTS

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

ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

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

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 In addition, any policy or practice limiting or prohibiting the use of any language in the

workplace is a prohibited form of discrimination unless such limitation or prohibition is job-related and based upon business necessity 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 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. The U.S. Supreme Court, in the case of Bostock v. Clayton Cty., Georgia. U.S. 140 S. Ct. 1731 (2020), as well as other federal court cases, have extended sex discrimination to include prohibition of employment discrimination on the basis of sexual orientation

and gender identity 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 In addition, applicants and employees must be provided with a reasonable

accommodation for religious beliefs and practices, except when the accommodation

Military Status Ohio law prohibits discrimination on the basis of *military status* 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, employees who leave employment to perform military service, which

includes the performance of duty, on a voluntary or involuntary basis, in a uniformed service, under competent authority, must be reemployed upon conclusion of such

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 In addition, applicants and employees must be provided with a reasonable accommodation for their disabilities, except when the accommodation imposes an

undue hardship. 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

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 any investigation, proceeding or hearing.

- ENFORCEMENT

complaints of discrimination and harassment in employment. Complaints must be filed with the OCRC within two years of the last act of discrimination or harassment.

The Ohio Civil Rights Commission (OCRC) investigates

imposes an undue hardship.

For more information or assistance in filing a complaint, please call toll free: 1-888-278-7101. TTY (614) 752-2391 or visit our website at: www.crc.ohio.gov Publication Date 08-22

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.

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

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.

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

APPLY FOR WORK AT YOUR NEAREST OHIOMEANSJOBS CENTER

Department of Mike DeWine Ohio Job and Family Services JFS 55341 (Rev. 10/2021)

This institution is an equal opportunity provider and employer A proud partner of the American Job Center network. Auxiliary aids and services are available upon request to individuals with disabilities.

Matt Damschroder



EMERGENCY NUMBERS CALL 911

AMBULANCE: PHYSICIAN: HOSPITAL:

FIRE DEPARTMENT:

POISON CONTROL:

OSHA:

POLICE:

PAY DAY NOTICE

PAY DAY IS ON:

☐ THURSDAY

□ MONDAY ☐ FRIDAY ☐ TUESDAY ☐ SATURDAY ■ WEDNESDAY □ SUNDAY

PAY SCHEDULE IS:

□ WEEKLY **□** SEMI MONTHLY **□** BIWEEKLY ■ MONTHLY

PAYCHECKS ARE ISSUED ON THE:

AND

TIME:

OF THE MONTH

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

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

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Marian slands, 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 paic less than the minimum wage under special certificates issued by the Department of Labor





of Commerce Division of Industrial Compliance

Department

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in

OVERTIME PAY At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek

NURSING

MOTHERS

Ohio

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

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based of

per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combine

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.

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast

milk. Employers are also required to 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

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 ma

also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties

os received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13

STATE OF OHIO

www.com.ohio.gov

MINOR LABOR LAWS

Mike DeWine. Governor Jon Husted, Lt. Governor Sheryl Maxfield,

(Rev. 9/13/16)

Mike DeWine

Jon Husted

Sheryl Maxfield

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 5 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

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:

1. During school hours except where specifically permitted by Chapter 4109 2. 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 3. For more than 3 hours a day in any school day

4. For more than 18 hours in any school week 5. For more than 8 hours in any day when school is not in session 6. 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:

1. 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 2. After 11 p.m. on any night preceding a day that school is in session

PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE 1. All manufacturing; mining; processing; public messenger service 2. Work in freezers and meat coolers and all preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing and stocking)

3. Transportation; storage; communications; public utilities; construction; repair 4. Work in boiler or engine rooms; maintenance or repair of machinery

7. Loading or unloading goods to and from trucks

5. Outside window washing from window sills or scaffolding and/or ladders 6. Cooking and baking; operating, setting up, adjusting, cleaning, oiling or repairing power-driven food slicers, grinders, food choppers, cutters, bakery

8. All warehouse work except office and clerical 9. 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

1. Occupations involving slaughtering, meat-packing, processing or 10. Power-driven woodworking machines rendering 11. Coal mines 2. Power-driven bakery machines 12. Occupations in connection with mining, other than coal 13. Logging and sawmilling

3. Occupations involved in the manufacture of brick, tile and kindred 14. Motor vehicle occupations 4. Occupations involved in the manufacture of chemicals 15. Maritime and longshoreman occupations 5. Manufacturing or storage occupations involving explosives

6. Occupations involving exposure to radioactive substances and to ionizing radiations 7. Power-driven paper products machines

9. Occupations involved in the operation of power-driven circular saws,

8. Power-driven metal forming, punching and shearing machines

17. Excavation operations 18. Power-driven and hoisting apparatus 19. Roofing operations

20. Wrecking, demolition, and shipbreaking.

band saws and guillotine shears 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:

1. Be in compliance with all applicable Ohio and Federal laws relating to the employment of minors 2. Provide at least one supervisor who is over the age of eighteen, for each six minor employees 3. Have been and be in compliance with Ohio's Motor Vehicle Financial Responsibility, Unemployment Compensation, Workers' Compensation, and all

4. Require all minors to work at least in pairs 5. Not employ any minor who does not have an appropriate Age and Schooling Certificate

9. Not employ minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 8 p.m.

6. Provide each minor employee with a photo identification card 7. Not employ any minor in any door-to-door sales activity during school hours except where specifically permitted 8. Not employ minors under 16 in door-to-door sales activity before 7 a.m. or after 7 p.m.

*For Exceptions 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 Web site 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.

An Equal Opportunity Employer and Service Provider

Ref.: ORC 4109.08

Department Ohio of Commerce Division of Industrial Compliance

STATE OF OHIO

A Minimum Wage of

\$5.05 per hour PLUS TIPS

2023 MINIMUM WAGE

NON-TIPPED EMPLOYEES

"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 \$372,000 shall pay their employees no less than the current federal minimum wage rate.

"Employees" 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

"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. Employers 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.

wage rate for hours in excess of 40 hours in one work week, except for employers grossing less than RECORDS TO BE KEPT BY THE EMPLOYER

An employer shall pay an employee for overtime at a wage rate of one and one-half times the employee's

Each employer shall keep records for at least three years, available for copying and inspection by the Director of the Ohio Department of Commerce, showing the following information concerning each

C. Occupation D. Rate of Pay E. Amount paid each pay period

F. Hours worked each day and each work week The records may be opened for inspection or copying at any reasonable time and no employer shall hinder or delay the Director of the Ohio Department of Commerce in the performance of these duties. SUB-MINIMUM WAGE RATE

To prevent the curtailment of opportunities for employment and avoid undue hardship to individuals

TTY/TDD: 1-800-750-0750. An Equal Opportunity Employer and Service Provider. (REV. 9/30/22)

whose earning capacity is affected or impaired by physical or mental deficiencies or injuries, a sub-

2. Any individual employed as a baby-sitter in the employer's home, or a live-in companion to a sick, convalescing, or elderly person whose principal duties do not include housekeeping;

INDIVIDUALS EXEMPT FROM MINIMUM WAGE

1. Any individual employed by the United States

3. Any individual employed as an outside salesman compensated by commissions or in a bona fide executive, administrative, or professional capacity, or computer professionals; 4. Any individual who volunteers to perform services for a public agency which is a State, a political subdivision of a State, or an interstate government agency, if

(i) the individual receives no compensation or is paid expenses, 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

5. Any individual who works or provides personal services of a charitable nature in a hospital or health astitution for which compensation is not sought or contemplated;

6. 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 7. 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

ninimum wage may be paid, as provided in the rules and regulations set forth by the Director of the Ohio or U.S. Department of Labor websites For further information about minimum wage issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance, 6606 Tussing Road, Reynoldsburg, Ohio 43068. Phone: 614-644-2239.

POST IN A CONSPICUOUS PLACE

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) at work or in applying for a job, the EEOC may be able to help. Job applicants

Ohio Rev. Code §4111.09

What Types of Employment Discrimination are Illegal? National origin

What Organizations are Covered?

State and local governments (as employers)

Age (40 and older)

What Employment Practices can be Challenged as

All aspects of employment, including

Failure to provide reasonable accommodation for a disability or a sincerely-held religious belief, observance or practice Job training Requesting or disclosing medical information of employees

an EEOC field office (information at www.eeoc.gov/field-office)

EMPLOYERS HOLDING FEDERAL CONTRACTS

info@eeoc.gov

vailable at www.eeoc.gov.

OR SUBCONTRACTS

in any of the following ways:

closing, or discussing their compensation or the compensation of othe What can You Do if You Believe Discrimination has Section 503 of the Rehabilitation Act of 1973, as amended, protects Contact the EEOC promptly if you suspect discrimination. Do not dela because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC Submit an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone)

Protected Veteran Status

If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from

Race, Color, Religion, Sex, Sexual Orientation, Gender

by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Executive Order 11246, as amended, protects applicants and employees

Asking About, Disclosing, or Discussing Pay

Identity, National Origin
Executive Order 11246, as amended, prohibits employment discrimination

imination on the following bases:

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans. Retaliation is prohibited against a person who files a complaint of Programs (OFCCP) enforces the nondiscrimination and affirmative action

Any person who believes a contractor has violated its nondiscrimination

If you are deaf, hard of hearing, or have a speech disability, please dis be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional o district office, listed in most telephone directories under U.S. Governmen Department of Labor and on OFCCP's "Contact Us" webpage at https:// PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

Individuals with Disabilities

The Office of Federal Contract Compliance Programs (OFCCP)

functions of the job.

prohibited in all aspects of employment against persons with disabilities

who, with or without reasonable accommodation, can perform the essent

83735 Compliance Poster Company™ 012023

