

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.
- 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 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 worked at least 1,250 hours 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

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests both for pre-employment screening and 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 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 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 EMPLOYERS AND JOB APPLICANTS CAN READILY SEE IT.

DEPARTMENT OF LABOR & INDUSTRY

BUREAU OF WORKERS' COMPENSATION

EMPLOYEE WORKPLACE NOTICE

PUBLIC SECTOR

Pennsylvania Worker and Community Right to Know Act

The Pennsylvania Worker and Community Right to Know Act requires that information about hazardous substances in the workplace and in the environment is available to public sector employees and employees of private sector workplaces not covered by the Federal Occupational Safety and Health Administration (OSHA) Hazard Communication Standard and to all persons living or working in the state. Employee rights listed below are further defined in the Worker and Community Right to Know Act (P.L. 734, No. 159) and Regulations. For additional information, contact the Department of Labor & Industry, Bureau of Workers' Compensation, Health & Safety Division, 651 Boas Street, Harrisburg, PA 17121, or by phone (717) 772-1635, or by email at RA.LL.BWC.SAFETY@pa.gov.

Employee Workplace Notice:

Public sector employers (including state and local government agencies and public schools and public universities) and private sector employers not covered by the OSHA Hazard Communication Standard must post this notice informing employees of their rights under the law. This notice must be posted prominently in the workplace at a location where employee notices are normally posted.

Training:

Public sector employers and private sector employers not covered by the OSHA Hazard Communication Standard must provide an annual education and training program to employees exposed to hazardous substances. The training program may be presented either in written form or in training sessions.

Hazardous Substance Survey Form:

The Hazardous Substance Survey Form (HSSF) provides an inventory of the hazardous substances found in the workplace during the prior calendar year. All employers must complete a workplace HSSF annually. Public sector employers and private sector employers not covered by OSHA must post the HSSF prominently in the workplace and must provide a copy to any employee upon request.

Work Area List:

The Work Area List names the hazardous substances used or produced in a specific work area in the workplace. Public sector employers and private sector employers not covered by the OSHA Hazard Communication Standard must update a Work Area List at least annually, must provide a copy to any employee of the work area upon request, and must offer a copy to any employee newly assigned to that work area.

Safety Data Sheet:

The Safety Data Sheet (SDS) provides detailed information about a hazardous substance. In public sector workplaces and private sector workplaces not covered by the OSHA Hazard Communication Standard, an SDS must be accessible in the work area where the hazardous substance it describes is used. SDSs must be readily available to employees without the intervention or permission of management or supervisors, and any employee may obtain and examine an SDS for any hazardous substance in the workplace. If an

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

LIBC-262 REV 09-24

OSHA CARES

As an employee, you have the right to:

- A safe workplace
- Speak up about safety and health concerns without retaliation
- Report an injury or illness
- Training in a manner you understand
- Be provided required safety equipment
- Request an OSHA inspection and speak with the inspector
- File a complaint with OSHA about workplace hazards
- Free safety and compliance assistance from OSHA at any time

THAT YOU GO HOME SAFE

Call us at 800-321-OSHA or visit OSHA.gov/workers

OSHA 3165-02R-2020

Abstract of the Equal Pay Law

Must be Posted in a Conspicuous Place in Every Pennsylvania Business Governed by the Equal Pay Law

Discrimination on Basis of Sex Prohibited: Prohibits discrimination by any employer in any place of employment between employees on the basis of sex, by paying wages to any employee at a rate less than the rate paid to employees of the opposite sex for work under equal conditions and jobs which require equal skills. Provides that variation in payment of wages is not prohibited when based on a seniority, training or merit increase system that does not discriminate on the basis of sex.

Records Required: Requires employer to keep and maintain records of wages, wage rates, job classifications and other terms and conditions of employment of the persons employed, as the Secretary of Labor & Industry shall prescribe. Requires that employers post an abstract of the law.

Penalties: Provides for a fine of not less than \$50 nor more than \$200, or imprisonment of not less than 30 days nor more than 60 days, for: (1) employer who willfully and knowingly violates provisions of the act, or discharges or otherwise discriminates against an employee who makes a complaint, institutes, or testifies at, proceedings under the act; and (2) employer who fails to keep required records, falsifies such records, hinders, delays, or otherwise interferes with the Secretary or his authorized representative in the performance of his duties in the enforcement of the act. Each day a violation continues shall constitute a separate offense.

Administration: Empowers the Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to make effective the provisions of the act.

Collection of Unpaid Wages in Case of Discrimination: Provides for the collection of unpaid wages due under the act and in addition, an equal amount of liquidated damages and reasonable attorney's fee and costs. Authorizes the Secretary of Labor & Industry and upon an employee's request, to take assignment of such a wage claim for collection.

More Information is Available Online

Additional information about the Equal Pay Law is available online at: www.state.pa.us. PA Keyword: Labor & Industry. Click on "Labor Law Compliance" under Quick Links.

LIBC-8 REV 2-07

PENNSYLVANIA UNEMPLOYMENT COMPENSATION

Under the provisions of the Pennsylvania Unemployment Compensation (UC) Law, I am registered with the Pennsylvania Department of Labor & Industry as:

EMPLOYER NAME: _____

ADDRESS: _____

PA UC ACCOUNT NUMBER: _____

The UC Law can provide you with an income during periods when you are either partially or totally unemployed through no fault of your own.

If you became UNEMPLOYED or YOUR HOURS ARE REDUCED due to LACK OF WORK, the company, department, agency, commission, or bureau where you worked may provide you with a completed **Form UC-1609**. How to complete the relevant section of UC benefits.

IMPORTANT

Your UC application will be dated effective the week in which you actually file the application for benefits. You should file a new claim or re-open an existing claim during the first week in which you are unemployed or your hours are reduced. You may risk losing some benefit eligibility if you file after the first week you are unemployed.

NOTE: To file an application for UC benefits, you will need to provide your:

- Social Security Number
- Alien registration number (if not a U.S. citizen)
- Complete mailing and home address
- Name, address, and account number of employer(s) from Form UC-1509
- Dates of employment and reasons for leaving
- Most recent pay stub (optional but helpful)
- Personal Identification Number (PIN) (if you have from a prior claim)

You may file your new application, re-open an existing claim or get information about the UC Program online at www.uc.pa.gov, or by calling the UC Service Center at 888-313-7284. (Hearing Impaired) at 888-334-0466.

When claiming UC benefits, you must report gross wages that you earned during any week for which you are claiming UC benefits. Computer crosschecking is used to detect the illegal report of UC earnings resulting from unreported work and earnings, as well as unreported penalties.

WARNING: Whenever you have questions or any problem regarding your UC claim, contact your UC Service Center. Do not take outside advice. Outside advice may be incorrect and could adversely affect your eligibility to receive UC benefits.

A person who knowingly makes a false statement or knowingly withholds information to obtain UC benefits commits a criminal offense under section 803 of the UC Law, 43 P.S. §871, and may be subject to a fine, imprisonment, restitution and loss of future benefits.

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

LIBC-700 REV 1-17

STATE AND FEDERAL LABOR LAW

COMMONWEALTH OF PENNSYLVANIA HUMAN RELATIONS COMMISSION

PUBLIC ACCOMMODATION PROVISIONS PENNSYLVANIA HUMAN RELATIONS ACT

(Act of October 27, 1955, P.L. 744, As Amended)

Under this Act, a public accommodation is any accommodation which is open to, accepts or solicits the patronage of the general public, including government services.

It is unlawful for any owner, lessee, proprietor, manager, superintendent, agent, or employee of any public accommodation to discriminate against any person in the full use and enjoyment of such public accommodation, on the basis of race, color, religion, sex, ancestry, national origin, disability, kinship association with a person with a disability, use of a guide or support animal due to blindness, deafness or physical disability, or because the user is a handler or trainer of such animals.

This notice, which has been prepared and distributed by the Pennsylvania Human Relations Commission, must be posted by any owner, lessee, proprietor or manager of a public accommodation. Notices must be posted conspicuously in easily accessible and well-lit places at the public accommodation, where they may be readily seen by those seeking or granting any of the accommodations, advantages, facilities or privileges of such public accommodation.

Complaints must be filed within 180 days of the alleged act of discrimination.

For further information, write, phone or visit the Pennsylvania Human Relations Commission:
Executive Offices: 555 Walnut Street, Suite 808 - Harrisburg, PA 17101
(717) 787-4410 • (717) 787-7279 (TTY) • www.pa.gov/PHRC

To file a complaint, contact the Regional Office nearest you:

Pittsburgh 301 5th Ave., Suite 300 Pitt Plaza Pittsburgh, PA 15222 (412) 595-5395 (412) 566-5171 (TTY)	Harrisburg 555 Walnut Street, Suite 808 Harrisburg, PA 17101 (717) 787-9780 (717) 787-7279 (TTY)	Philadelphia 110 N. 8th Street, Suite 501 Philadelphia, PA 19107 (215) 560-2406 (215) 560-3559 (TTY)
--	---	---

LIBC-500 REV 09-22

COMMONWEALTH OF PENNSYLVANIA HUMAN RELATIONS COMMISSION

EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

(Act of October 27, 1955, P.L. 744, As Amended)

PURPOSE OF PROVISIONS

The purpose of the employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, ancestry, age (40 and above), sex, national origin, non-job related disability, kinship association with a disabled individual, possession of a diploma based on passing a general education development test, or willingness or refusal to participate in abortion or sterilization.

UNLAWFUL DISCRIMINATORY PRACTICES

It is unlawful—on the basis of the facts listed below—for an employer, labor union or employment agency to:

- Discriminate in hiring, promotion, demotion, discharge, or other terms, conditions and privileges of employment.
- Deny membership rights and privileges in any labor organization.
- Deny any person equal opportunity to be referred for employment.
- Refuse to contract or otherwise discriminate in contracting with any independent contractor as defined by Section 6(a) of the Act.

It is also unlawful for any person, employer, labor union or employment agency to retaliate against an individual because the individual has filed a complaint with the Commission, or has otherwise participated in any Commission proceeding, or for any person to aid or abet any unlawful discriminatory practice under the Human Relations Act.

PARTIES SUBJECT TO THE ACT

The employment provisions of the Pennsylvania Human Relations Act apply to: (1) Employers of 4 or more persons, including units of state and local government, and (2) Employment agencies.

WHO MAY FILE A COMPLAINT

Complaints may be filed within 180 days of the alleged act of discrimination by any of the following: (1) Any person who believes he or she has been discriminated against; (2) The Pennsylvania Human Relations Commission; (3) The Attorney General of Pennsylvania; or (4) An employer whose employees have compliance with the provisions of the Act.

PARTIES EXEMPT FROM THE ACT

The employment provisions of the Pennsylvania Human Relations Act do not apply to: (1) Any individual employed in agriculture or domestic service; (2) Any individual who, as part of his or her employment, resides in the personal residence of the employer; (3) Any individual employed by the parent, spouse or child.

WHO MUST POST THIS NOTICE

Every employer, labor organization and employment agency subject to the employment provisions of this Act is required by law to post this notice in a conspicuous, easily accessible and well-lit location conspicuous to employees by applicants, employees or members.

WARNING: Removing, defacing, covering up or destroying this notice is a violation of the Pennsylvania Crimin. Code and may subject you to fine or imprisonment.

For further information, write, phone or visit the Pennsylvania Human Relations Commission:
Executive Offices: 555 Walnut Street, Suite 808 - Harrisburg, PA 17101
(717) 787-4410 • (717) 787-7279 (TTY) or visit us at www.pa.gov/PHRC

To file a complaint, contact the Regional Office nearest you:

Pittsburgh 301 5th Ave., Suite 300 Pitt Plaza Pittsburgh, PA 15222 (412) 595-5395 (412) 566-5171 (TTY)	Harrisburg 555 Walnut Street, Suite 808 Harrisburg, PA 17101 (717) 787-9780 (717) 787-7279 (TTY)	Philadelphia 110 North 8th Street, Suite 501 Philadelphia, PA 19107 (215) 560-2406 (215) 560-3559 (TTY)
--	---	--

LIBC-500 REV 09-22

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.

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

OVERTIME PAY

CHILD LABOR

Employees 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. Youth 14 and 15 years old may work outside school hours in 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 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 her 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 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 certificates issued by the Department of Labor.

1-866-487-9243
www.dol.gov/agencies/whd

WH1083 REV 04/23

MINIMUM WAGE LAW SUMMARY

MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY PENNSYLVANIA BUSINESS GOVERNED BY THE MINIMUM WAGE ACT

Minimum Wage Rate

\$7.25 per hour

Effective July 24, 2009
(Except as Described)

Overtime Rate

Workers shall be paid 1½ times their regular rate of pay after 40 hours worked in a workweek
(Except as Described)

The Pennsylvania Minimum Wage Act establishes a level Minimum Wage and Overtime Rate for employees. It also sets forth compliance-related duties for the Department of Labor & Industry and for employers. In addition, the Minimum Wage Act provides penalties for noncompliance. This summary is for general information only and is not an official position formally adopted by the Department of Labor & Industry.

TIPPED EMPLOYEES:

An employer may pay a minimum of \$2.83 per hour to an employee who makes \$3.38.00 per month in tips. The employer may make up the difference if the tips and \$2.83 do not meet the regular Pennsylvania minimum wage.

KEEPING RECORDS:

Every employer must maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

EXEMPTIONS:

Overtime applies to certain employment specialties.

SPECIAL ALLOWANCES FOR:

Students, learners and people with disabilities, upon application only.

EXEMPTIONS FROM BOTH Minimum Wage and Overtime Rates

- Learners and students (bona fide high school or college), after obtaining a Special Certificate from the Bureau of Labor Law Compliance, 651 Boas Street, Room 1301, Harrisburg, PA 17121-0750) may be paid 85% of the minimum wage as follows:
Learners: 40 hours a week. Maximum eight weeks.
Students: Up to 20 hours a week. Up to 40 hours a week during school vacation periods.
- Individuals with a physical or mental deficiency or injury may be paid less than the applicable minimum wage if a license producing a rate commensurate with productivity is obtained from the Bureau of Labor Law Compliance, 651 Boas Street, Room 1301, Harrisburg, PA 17121-0750, and a federal certificate is obtained under Section 14(c) of the Fair Labor Standards Act from the U.S. Department of Labor.

EXEMPTIONS from Overtime Rates

- A seaman
- Any salesman, partman or mechanic primarily engaged in selling and servicing automobiles, trailers, trucks, farm implements or tractors; if employed by a non-manufacturing establishment primarily engaged in the selling of such vehicles to ultimate purchasers. (Example: 51% of business is selling as opposed to 49% in servicing such vehicles)
- Taxicab driver
- Any employee of a motor carrier the Federal Secretary of Transportation has power to establish qualifications and maximum hours of service under 49 U.S.C. Section 3102 (b)(1) and (2) (relating to requirements for qualifications, hours of service, safety and equipment standards)
- Any employee engaged in the processing of maple sap into sugar (other than refined sugar)
- City or town of 100,000 population or less, if it is not part of a standard metropolitan statistical area having a total population in excess of 100,000; or city or town of 25,000 population or less, which is part of such an area but is at least 40 airline miles from the principal city in the area.
- The hours of an employee of an air carrier subject to the provisions of Title II of the Railway Labor Act (Public Law 68-257, 44 Stat. 577, 45 U.S.C. § 181 et seq.) when:
the hours are voluntarily worked by the employee pursuant to a shift-trading practice under which the employee has the opportunity to reduce hours worked in any workweek by voluntarily offering a shift for trade or reassignment; or
the required hours of work, wages and overtime compensation have been agreed to either in a collective bargaining agreement between the employer and labor organization representing employees for purposes of collective bargaining or pursuant to a voluntary agreement or understanding arrived at between the employer and employee

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

LIBC-1 REV 09-22

QUESTIONS/COMPLAINTS

CONTACT:	COUNTIES SERVED:
Bureau of Labor Law Compliance Altoona District Office 1130 12th Avenue Suite 200 Altoona, PA 16601-3488 Phone: 814-940-6224 or 877-792-8198	Armstrong Bedford Blair Cambria Cameron Centre Clarion Clearfield
Bureau of Labor Law Compliance Harrisburg District Office 651 Boas Street, Room 1301 Harrisburg, PA 17121-0750 Phone: 717-787-4671 or 800-932-0665	Adams Columbia Cumberland Dauphin Franklin York
Bureau of Labor Law Compliance Philadelphia District Office 110 North 8th St., Suite 203 Philadelphia, PA 19107 Phone: 215-560-1858 or 877-817-9497	Bucks Chester Delaware Montgomery Philadelphia
Bureau of Labor Law Compliance Pittsburgh District Office 301 5th Avenue, Suite 330 Pittsburgh, PA 15222 Phone: 412-565-5300 or 877-504-8354	Allegheny Beaver Butler Crawford Erie
Bureau of Labor Law Compliance Scranton District Office 201-B State Office Bldg. 100 Lackawanna Avenue Scranton, PA 18503 Phone: 570-963-4577 or 877-214-3862	Berks Bradford Carbon Lackawanna Lehigh Lucerne Lycoming
	Susquehanna Tioga Union Wayne Wyoming

More information is available online at www.dli.pa.gov. PA Keyword: Minimum Wage. From the Web site you can submit a complaint form, find answers to frequently asked questions and read more about the Minimum Wage Act.

REMEMBER: IT IS IMPORTANT TO TELL YOUR EMPLOYER ABOUT YOUR INJURY

The name, address and telephone number of your employer's workers' compensation insurance company, third-party administrator (TPA), or person handling workers' compensation claims for your company, are shown below:

Employer Name: (Complete all applicable spaces)	IF SOMEONE OTHER THAN INSURER IS HANDLING CLAIMS: (Complete all applicable spaces)	Date Posted: (Complete all applicable spaces)	IF SOMEONE OTHER THAN SELF-INSURER IS HANDLING CLAIMS: (Complete all applicable spaces)
Name of Insurance Company:	Name of TPA (Claims administrator):	Name of person handling claims at the self-insured:	Name of TPA (Claims administrator):
Address:	Address:	Address:	Address:
Telephone Number:	Telephone Number:	Telephone Number:	Telephone Number:
Insurer Code:	Telephone Number:	Insurer Code:	Telephone Number:

Any individual filing misleading or incomplete information knowingly and with the intent to defraud is in violation of Section 1102 of the Pennsylvania Workers' Compensation Act, 77 P.S. §109.22, and may also be subject to criminal and civil penalties under 18 Pa.C.S. §4117 (relating to insurance fraud).

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program

LIBC-500 REV 09-22

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces laws that prohibit workplace discrimination based on race, color, religion, sex, national origin, age, disability, and genetic information.

Who is Protected? Employees and job applicants who are protected by these laws include:
- Men and women
- People of all races and ethnicities
- People of all religions
- People of all national origins
- People of all ages (40 and over)
- People with disabilities
- People with genetic information

What Organizations are Covered? Most private employers, state and local governments, and labor unions are covered. Federal government contractors are also covered.

What Types of Employment Discrimination are Prohibited? Discrimination on the basis of race, color, religion, sex, national origin, age, disability, and genetic information is prohibited in all aspects of employment, including hiring, firing, promotion, demotion, and pay.

What if I am Harassed? Harassment based on race, color, religion, sex, national origin, age, disability, and genetic information is prohibited. Harassment includes verbal abuse, threats, and physical contact.

What if I am Retaliated Against? Retaliation against an employee for filing a complaint or participating in an EEOC proceeding is prohibited.

How to File a Complaint: Complaints should be filed with the EEOC within 180 days of the date of the alleged discrimination.

What if I am Discriminated Against? If you believe you have been discriminated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Harassed? If you believe you have been harassed, you should contact the EEOC or your state or local fair employment practices agency.

What if I am Retaliated Against? If you believe you have been retaliated against, you should contact the E