

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 medical or physical health condition that makes you unable to work.
- To care for your spouse, child or parent with a serious medical or physical health condition.
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military service member.

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 take 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 #288(m) for the full details.

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

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

- You work for a covered employer.
- You have worked for your employer at least 12 months.
- You have at least 2,550 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

Ref: 28-2 CFR §625.500

WH1420 REV 04/23

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discriminating, 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 nature 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 employers. 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.

SWHD WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR

CODE OF VIRGINIA § 40-1-28.7-8 COVENANTS NOT TO COMPETE PROHIBITED; EXCEPTIONS; CIVIL PENALTY.

A. As used in this section:

"Covenant not to compete" means a covenant or agreement, including a provision of a contract of employment, between an employer and employee that restrains, prohibits, or otherwise restricts an individual's ability, following the termination of the individual's employment, to compete with his former employer. A "covenant not to compete" shall not restrict an employee from providing a service to a customer or client of the employer if the employee does not intend to solicit or induce the customer or client.

"Low-wage employee" means an employee if whose average weekly earnings, calculated by dividing the employee's earnings during the period of 52 weeks immediately preceding the date of termination of employment by 52, or if an employee worked fewer than 52 weeks, by the number of weeks that the employee was actually paid during the 52-week period, are less than the average weekly wage for the Commonwealth as determined pursuant to subsection B of § 60-2-500 or, regardless of the average weekly earnings, is entitled to overtime compensation under the provisions of 29 U.S.C. § 207 for any hours worked in excess of 40 hours in a workweek. "Low-wage employee" includes interns, students, apprentices, or trainees employed, with or without pay, at a trade or occupation in order to gain work or educational experience. "Low-wage employee" also includes an individual who has independently contracted with another person to perform services independent of an employment relationship and who is compensated for such services by such person at an hourly rate that is less than the median hourly wage for the Commonwealth for all occupations as reported for the preceding year, by the Bureau of Labor Statistics of the U.S. Department of Labor. For the purposes of this section, "low-wage employee" shall not include any employee whose earnings are derived, in whole or in part, predominantly, from sales commissions, incentives, or bonuses paid to the employee by the employer.

B. No employer shall enter into, enforce, or threaten to enforce a covenant not to compete with any low-wage employee.

C. Nothing in this section shall serve to limit the creation or application of nondisclosure agreements intended to prohibit the taking, misappropriation, threatening to misappropriate, or sharing of certain information to which an employee has access, including trade secrets, as defined in § 58-1-336, and proprietary or confidential information.

D. A low-wage employee may bring a civil action in a court of competent jurisdiction against any former employer or other person that attempts to enforce a covenant not to compete against such employee in violation of this section. An action under this section shall be brought within two years of the employee (i) the date the covenant not to compete was signed, (ii) the date the low-wage employee learns of the covenant not to compete, (iii) the date the employment relationship is terminated, or (iv) the date the employer takes any step to enforce the covenant not to compete. The court shall have jurisdiction to void any covenant not to compete with a low-wage employee and to order all appropriate relief, including enjoining the conduct of any person or employer, ordering payment of reasonable damages, and awarding lost compensation, damages, and reasonable attorney fees and costs. No employer may discharge, threaten, or otherwise discriminate or retaliate against a low-wage employee for bringing a civil action pursuant to this section.

E. Any employer that violates the provisions of subsection B as determined by the Commissioner shall be subject to a civil penalty of \$10,000 for each violation. Civil penalties owed under this subsection shall be paid to the Commissioner for deposit in the State Treasury.

F. If the court finds a violation of the provisions of this section, the plaintiff shall be entitled to recover reasonable costs, including costs and reasonable fees for expert witnesses, and attorney fees from the former employer or other person who attempts to enforce an unlawful covenant not to compete against such plaintiff.

G. Every employer shall post a copy of this section or a summary approved by the Department in the same location where other employee notices required by state or federal law are posted. An employer that fails to post a copy of this section or an approved summary of this section shall be assessed by the Department a written warning for the first violation, shall be subject to a civil penalty not to exceed \$500 for a second violation, and shall be subject to a civil penalty not to exceed \$1,000 for a third and each subsequent violation as determined by the Commissioner. Civil penalties owed under this subsection shall be paid to the Commissioner for deposit in the general fund.

The Commissioner shall prescribe procedures for the payment of proposed assessments or penalties that are not contested by employers. Such procedures shall include provisions for an employee to consent to abatement of the alleged violation and to pay a proposed penalty or a negotiated sum in lieu of such penalty without admission of any liability arising from such alleged violation.

Ref: Code of Virginia § 40-1-28.7-1

RESOURCES FOR VIRGINIA VETERANS

The following resources are available at no cost to all Virginia's veterans.

Education, Transition, Employment & Benefits Services

- Veterans Education, Transition and Employment (VETE) ensures that every veteran or eligible person has a full and fair opportunity to reach his or her fullest potential through access to GI Bill approved post-secondary education, training/education, certifications, career preparation and workforce entry services.
- Benefits Connects Virginia Veterans to benefits and services they have earned including health, disability, compensation, pensions, disability claims appeals, and others.

Legal Services

- Office of the Attorney General Legal Resources www.oag.state.va.us
- Virginia Lawyer Referral Service (State Bar) www.vlrs.com/vlrs lawyer

Unemployment Benefits

- Virginia Employment Commission Phone: 1-866-832-2363 | www.vec.virginia.gov
- Virginia Tax Phone: (804) 367-8031 | www.tax.virginia.gov

U.S. Department of Veterans Affairs Veterans Crisis Call 988, press 1 or text 838255

All calls and texts are free and confidential.

www.veteranscrisisline.net

Ref: Code of Virginia § 40-1-28.7-1

EITC Earned Income Tax Credit

Life's a little easier with EITC

EITC provides a boost to help pay your bills or save for a rainy day. EITC is for people who work for someone else or own or run a business or a farm. To qualify, you must have low to mid income and meet the following rules.

To qualify, you and your spouse (if filing a joint return):

- Generally must be a U.S. citizen or resident alien all year
- Must have earned income
- Must have a Social Security number that is valid for employment issued on or before the due date of the return (including extensions)
- Cannot have investment income, such as interest income, over a certain amount
- Must have a qualifying child and meet other requirements if you are married but not filing a joint return
- May not be a qualifying child of another person
- May not file Form 2556 (related to foreign earned income)

You must also have a qualifying child or if you do not have a qualifying child:

- You or your spouse (if filing a joint return) must be at least age 25 but under age 65,
- You and your spouse (if filing a joint return) must live in the United States for more than half the year, and
- You and your spouse (if filing a joint return) must not qualify as a dependent of another person.

To claim the EITC, you have to file a federal tax return even if you owe no tax and are not required to file. File your tax return as soon as you have all the information you need about how much you earned. However, refunds for returns claiming the EITC can be issued before mid-February. This delay applies to the entire refund, not just the portion associated with the EITC.

Do you want help with the EITC?

- Go to www.irs.gov/efile for free information and to check out the interactive EITC Assistant to see if you qualify for the credit and estimate the amount of your EITC.
- Visit a Volunteer Income Tax Assistance (VITA) site for free tax help and preparation. Go to www.irs.gov/VITA or call 1-800-808-8888 to find a site.
- Use FreeFile at www.irs.gov/efile for free online filing through commercially available tax preparation software.

Errors on the tax return can cause a delay in processing your claim for the tax credits.

*U.S. military personnel on extended active duty outside the United States are considered to live in the United States while on active duty.

Just imagine what you could do with the EITC.

Publication 982 (encl) (Rev. 1-2022) Catalog Number 345092 | Department of the Treasury Internal Revenue Service www.irs.gov
Ref.: Code of Virginia, § 40-1-28.7-3

VIRGINIA HUMAN RIGHTS ACT Code of Virginia - Title 2.2, Chapter 39

It is the policy of the Commonwealth of Virginia to:

Safeguard all individuals within the Commonwealth from unlawful discrimination because of race, color, religion, ethnic or national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, military status, or disability in employment, places of public accommodation, including educational institutions, and in real estate transactions; preserve the public safety, health and general welfare; and further the interests, rights and privileges of individuals within the Commonwealth; and protect citizens of the Commonwealth against unfounded charges of unlawful discrimination.

Unlawful Discriminatory Practice Defined

Conduct that violates any Virginia or federal statute or regulation governing discrimination is an unlawful discriminatory practice under the Virginia Human Rights Act.

Complaints may be filed with:

OFFICE OF THE ATTORNEY GENERAL
Office of Civil Rights
202 North 9th Street
Richmond, Virginia 23219
www.oag.state.va.us
CivilRights@oag.state.va.us
P: (804) 225-2292 | F: (804) 225-3294

STATE AND FEDERAL LABOR LAW

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

CHILD LABOR An employer must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-term jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TP 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 \$5.13 per hour if they claim to be credit against the minimum wage obligation. If an employer's tips combined with the employee's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child on 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 receive complaints and an equal amount of liquidated damages in instances of minimum wage, overtime, and other violations. The Department may initiate and 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 mine 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.
- Some laws provide greater employee protections. The Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some employees incorrectly classify workers as "independent contractors" when they are actually employees and are not exempt from the FLA.
- Some employees incorrectly classify themselves as "independent contractors" when they are actually employees and are not exempt from the FLA.
- 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.

SWHD WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR

Job Safety and Health Protection

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: <https://doh.virginia.gov/regulatory-information/>. YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.

Employers

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees, and shall comply with occupational safety and health standards issued under the law.

Employees

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Law that apply to his own actions and conduct on the job.

Inspection

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

Citation

If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

Proposed Penalty

The Law provides for mandatory penalties against private sector employers of up to \$16,287 for each serious violation and for optional penalties of up to \$16,287 for each other-than-serious violation. Penalties of up to \$16,287 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$16,848 for each such violation.

Public Sector employers, all departments, agencies, institutions or other political subdivisions of the Commonwealth, are subject to the penalty provisions of 16VAC 25-60-260.

Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.

Complaint

Employees or their representatives have the right to file a complaint with the

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Brookfield Place
6906 West Broad St., Suite 500
Richmond, Virginia 23230
VOICE: (804) 371-2327
FAX: (804) 371-6524

www.dol.virginia.gov

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Northern Virginia/Manassas
9400 Innovation Drive, Suite 120
Manassas, VA 20110
(703) 392-0900
(804) 371-3104

Abingdon
The Johnson Center
468 East Main Street, Suite 114
Abingdon, VA 26001
(540) 385-0806

Lynchburg
3704 Old Forest Road, Suite B
Lynchburg, VA 24501
(434) 385-0806

Verona
P.O. Box 772
201 Lee Highway
Verona, VA 24482
(540) 246-8900

Southwest/Roanoke
Brammarville Village
3013 Peters Creek Road
Roanoke, VA 24019
(540) 962-8680

EMPLOYERS: THIS POSTER MUST BE DISPLAYED IN A PROMINENT PLACE IN THE ESTABLISHMENT TO WHICH YOUR EMPLOYEES NORMALLY REPORT TO WORK.

Revised August 2025

Seizure First Aid

How to help someone having a seizure

1 STAY with the person until they are awake and alert after the seizure.

✓ Time the seizure ✓ Remain calm
✓ Check for medical ID

2 Keep the person **SAFE**.

✓ Move or guide away from harm

3 Turn the person onto their **SIDE** if they are not awake and aware.

✓ Keep airway clear
✓ Loosen tight clothes around neck
✓ Put something small and soft under the head

► Seizure lasts longer than 5 minutes
► Person does not return to their usual state
► Person is injured, pregnant, or sick

► Repeated seizures
► First time seizure
► Difficulty breathing
► Seizure occurs in water

✗ Do **NOT** restrain.
✗ Do **NOT** put any objects in their mouth.
✓ **Rescue medicines can be given** if prescribed by a health care professional

Call 911 if...

Do NOT

Learn More and Register for Training: epilepsy.com/firstaid

EPILEPSY FOUNDATION

epilepsy.com
24/7 Helpline: 1-800-332-1000

In Partnership with Virginia Department of Labor and Industry

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Ref. Va. Code §40-1-11.4

VIRGINIA HUMAN RIGHTS ACT REASONABLE ACCOMMODATIONS FOR PREGNANCY

Protections from Discrimination - Va. Code § 2.2-3909.1

Effective July 1, 2020, employers with five or more employees for a 20-week period in the current or preceding year must provide reasonable accommodations for pregnancy, childbirth or related medical conditions, including lactation, unless the accommodation would impose an undue hardship. Employers also may not, in response to a request for a reasonable accommodation for pregnancy:

- take adverse actions against an employee;
- deny employment or promotions or;
- require an employee to take leave if another reasonable accommodation can be provided.

Reasonable Accommodations

Examples of reasonable accommodations include: more frequent or longer bathroom breaks, breaks to express breast milk, access to a private location other than a bathroom for the expression of breast milk, acquisition or modification of equipment or access to or modification of employee seating, a temporary transfer to a less strenuous or hazardous position, assistance with manual labor, job restructuring, a modified work schedule, light duty assignments, and leave to recover from childbirth.

Interactive Process

When an employee requests an accommodation, employers must engage in a timely good faith interactive process with the employee to determine if the requested accommodation is reasonable and, if not, discuss alternative reasonable accommodations that may be provided.

Complaints

Any person who believes they were discriminated against on this basis may file a complaint with the Office of Civil Rights or seek relief by filing a civil action in state court.

OFFICE OF THE ATTORNEY GENERAL
Office of Civil Rights
202 North 9th Street
Richmond, Virginia 23219
www.oag.state.va.us
CivilRights@oag.state.va.us
P: (804) 225-2292; F: (804) 225-3294

Ref: Va. Code § 2.2-3909

VIRGINIA HUMAN RIGHTS ACT REASONABLE ACCOMMODATIONS FOR DISABILITY

Protections from Discrimination - Va. Code § 2.2-3905.1

Effective July 1, 2021, employers with more than five employees for a 20-week period in the current or preceding year must provide reasonable accommodations for pregnancy, childbirth or related medical conditions, including lactation, unless the accommodation would impose an undue hardship on the employer. "Person with a disability" means any person who has a physical or mental impairment that substantially limits one or more of her major life activities or who has a record of such impairment. Employers also may not, in response to a request for a reasonable accommodation for disability:

- take adverse actions against an employee;
- deny employment or promotions or;
- require an employee to take leave if another reasonable accommodation can be provided.

Reasonable Accommodations

Examples of reasonable accommodations include: modifying work policies, permitting the use of leave, resignation to a vacant position, acquisition or modification of equipment, assistance with manual labor, job restructuring, a modified work schedule, and light duty assignments.

Interactive Process

When an employee requests an accommodation, employers must engage in a timely, good faith interactive process with the employee to determine if the requested accommodation is reasonable and, if not, discuss alternative reasonable accommodations that may be provided.

Complaints

Any person who believes they were discriminated against on this basis may file a complaint with the Office of Civil Rights.

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Ref. Va. Code § 2.2-3905

EMERGENCY NUMBERS CALL 911

POLICE: _____

AMBULANCE: _____

PHYSICIAN: _____

HOSPITAL: _____

FIRE DEPARTMENT: _____

POISON CONTROL: _____

OSHA: _____

PAY DAY NOTICE

PAY DAY IS ON:

- ☐ MONDAY
- ☐ TUESDAY
- ☐ WEDNESDAY
- ☐ THURSDAY
- ☐ FRIDAY
- ☐ SATURDAY
- ☐ SUNDAY

PAY SCHEDULE IS:

- ☐ WEEKLY
- ☐ BIWEEKLY
- ☐ SEMI MONTHLY
- ☐ MONTHLY

PAYCHECKS ARE ISSUED ON THE:

AND _____ OF THE MONTH

AT: _____

TIME: _____

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that prohibit workplace discrimination. These laws are known as Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008. These laws prohibit discrimination on the basis of race, color, religion, sex, age, national origin, disability, and genetic information. Employers with 15 or more employees are covered by these laws. The laws also prohibit retaliation against employees who file a complaint or participate in an investigation.

Who is Protected?

- Employees covered by these laws include full-time, part-time, and temporary employees.
- Contractors and subcontractors who are working on a project for a company.
- Union members and applicants for membership.
- Job trainees.
- Independent contractors.
- Out-of-state employees who are working in Virginia.
- Out-of-state employees who are working in Virginia.
- Out-of-state employees who are working in Virginia.

What Organizations are Covered?

- State and local governments (see exceptions).
- Educational institutions (see exceptions).
- Religious organizations (see exceptions).
- Government contractors (see exceptions).
- Government contractors (see exceptions).
- Government contractors (see exceptions).

What Types of Employment Discrimination are Illegal?

- Hiring and promotion.
- Pay and benefits.
- Training and development.
- Termination.
- Harassment.
- Retaliation.
- Discrimination on the basis of race, color, religion, sex, age, national origin, disability, and genetic information.
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- Discrimination on the basis of race, color, religion, sex, age, national origin, disability, and genetic information.

What Can You Do if You Believe Discrimination has Occurred?

- File a complaint with the EEOC.
- File a lawsuit in federal court.
- File a lawsuit in state court.
- File a lawsuit in federal court.
- File a lawsuit in state court.
- File a lawsuit in federal court.

What are the EEOC's Office of Field Operations (OFO) locations?

- Atlanta, GA
- Boston, MA
- Chicago, IL
- Dallas, TX
- Denver, CO
- Detroit, MI
- Houston, TX
- Los Angeles, CA
- Miami, FL
- Minneapolis, MN
- New York, NY
- Philadelphia, PA
- Phoenix, AZ
- Portland, OR
- San Francisco, CA
- Seattle, WA
- St. Louis, MO
- Tampa, FL
- Washington, DC
- Wichita, KS

What are the EEOC's Office of Technical Assistance (OTA) locations?

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What are the EEOC's Office of Federal Operations (OFO) locations?

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