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

#### Who is Protected?

Employees (current and

State and local governments

former), including managers applicants for membership and temporary employees in a union Job applicants

What Organizations are Covered? Most private employers Educational institutions

Union members and

(as employers)

Staffing agencies

or participating in a

discrimination lawsuit,

investigation, or proceeding.

Unions

What Types of Employment Discrimination

are Illegal?

 Color Religion

Disability

(as employers)

 National origin Sex (including pregnancy and related conditions, sexual orientation, or gender identity) Age (40 and older)

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) • Retaliation for filing a charge, reasonably opposing discrimination,

#### What Employment Practices can be Challenged as Discriminatory?

Assignment

Pay (unequal wages or

held religious belief,

observance or practice

compensation)

Failure to provide

All aspects of employment, including: Discharge, firing, or lay-off Job training Classification Harassment (including unwelcome verbal or Referral physical conduct) Hiring or promotion

 Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably reasonable accommodation discourage someone from for a disability or a sincerelyopposing discrimination, filing a charge, or participating in an

investigation or proceeding.

 Benefits What can You Do if You Believe Discrimination has Occurred?

discrimination (180 or 300 days, depending on where you live/ work). You can reach the EEOC in any of the following ways: **Submit** an inquiry through the EEOC's public portal:

delay, because there are strict time limits for filing a charge of

Contact the EEOC promptly if you suspect discrimination. Do not

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)

an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

#### **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. 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 discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation **Gender Identity, National Origin** 

Executive Order 11246, as amended, prohibits employment discrimination 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.

**Asking About, Disclosing, or Discussing Pay** Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

#### Disability

financial assistance.

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

**Protected Veteran Status** 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 employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

#### Retaliation

1-800-397-6251 (toll-free)

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210

If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact.

#### PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

#### Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal

#### **Individuals with Disabilities**

Section 504 of the Rehabilitation Act of 1973, as amended prohibits employment discrimination on the basis of disability Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, such assistance

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

The birth of a child or placement of a child for adoption or foster care;

child, or parent

may take leave intermittently or on a reduced schedule

equivalent pay, benefits, and other employment terms and conditions

Have worked for the employer for at least 12 months;

FMLA leave was previously taken or certified

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

To bond with a child (leave must be taken within one year of the child's birth or placement);

To care for the employee's spouse, child, or parent who has a qualifying serious health condition.

of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period

• For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;

For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse,

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees

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 insurance coverage as if the employees were not on leave.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave,

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice,

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

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the

esponsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective

continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which

an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures

certification is incomplete, it must provide a written notice indicating what additional information is required.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with

opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

Have at least 1.250 hours of service in the 12 months before taking leave:\* and

\*Special "hours of service" requirements apply to airline flight crew employees.

LEAVE **ENTITLEMENTS** BENEFITS & **PROTECTIONS** 

**ELIGIBILITY** 

REQUESTING

REQUIREMENTS

**LEAVE** 

**EMPLOYER** 

**ENFORCEMENT** 



For additional information or to file a complaint: 1-866-4-USWAGE

bargaining agreement that provides greater family or medical leave rights.

www.dol.gov/whd U.S. Department of Labor | Wage and Hour Division



WH1420 REV 04/16

# This Employer Participates in E-Verify



**IMPORTANT:** If the Government cannot confirm that you are authorized to work, this employer is required to provide you written instructions and an opportunity to contact SSA and/or DHS before taking adverse action against you, including

all employers to verify the identity and employment eligibility all persons hired to work in the United States.

For more information on E-Verify. please contact DHS at:



If you believe that your employer has

violated its responsibilities under this

program or has discriminated against

(USCIS) photograph.



(DHS), with information from each new employee's Form I-9 to confirm work ermanent resident and employment authorization cards with the official U.S. Citizenship and Immigration Services'

terminating your employment.

to re-verify current employees and may not limit or influence the choice of documents presented for use on the Form I-9.

in any program or activity which receives Federal financial assistance.

you should immediately contact the Federal agency providing

(Revised 10/20/2022)



Federal law requires

you during the verification process based upon your national origin or citizenship status, please call the Office of Special Counsel at Employers may not use E-Verify to pre-screen job applicants or 1-800-255-7688 (TDD: 1-800-237-2515).



- 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

of an eye.

- 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
- 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.

#### **Employers must:**

- reporting a work-related injury or illness.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss
- Provide required training to all workers in a language and vocabulary they can understand.
- Post OSHA citations at or near the place of the alleged violations.
- 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

## **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.

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

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work CHILD LABOR

in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit

**TIP 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 employee'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. 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

to express breast milk. Employers are also required to provide a place, other than a bathroom.

milk for her nursing child for one year after the child's birth each time such employee has a need

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.

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

ADDITIONAL **INFORMATION** 

discharging workers who file a complaint or participate in any proceeding under the FLSA. • Certain occupations and establishments are exempt from the minimum wage, and/or overtime

• 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









THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from

#### discriminating against past and present members of the uniformed services, and applicants to the uniformed services. REEMPLOYMENT RIGHTS **HEALTH INSURANCE PROTECTION**

job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal

You have the right to be reemployed in your civilian job if you leave that

- notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and you have not been separated from service with a disqualifying
- discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to

military service or, in some cases, a comparable job.

#### RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you:

- are a past or present member of the uniformed service; have applied for membership in the uniformed service; or are obligated to serve in the uniformed service;
- then an employer may not deny you:
- any benefit of employment because of this status.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this







an employer for violations of USERRA.



# Equal Employment Opportunity is

#### Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations Applicants to and employees of most private employers, state and local governments, educational institutions,

employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

#### discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect employees, or their family members. qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and

of race, color, religion, sex (including pregnancy), or national origin. Religious

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

#### applicants and employees 40 years of age or older from discrimination based on referral, and other aspects of employment.

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as impairments). EEOC field office information is available at www.eeoc.gov or amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in in most telephone directories in the U.S. Government or Federal Government the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

The Age Discrimination in Employment Act of 1967, as amended, protects

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, and employees from discrimination based on genetic information in hiring, job training, classification, referral, and other aspects of employment, on the basis promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants,

#### RETALIATION

filing, is available at www.eeoc.gov.

All of these Federal laws prohibit covered entities from retaliating against a accommodation to the known physical or mental limitations of an otherwise qualified person who files a charge of discrimination, participates in a discrimination individual with a disability who is an applicant or employee, barring undue hardship. proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000

(toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing

section. Additional information about EEOC, including information about charge

#### **Employers Holding Federal Contracts or Subcontracts**

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

#### Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

#### DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ

and advance in employment disabled veterans, recently separated veterans (within

RACE, COLOR, NATIONAL ORIGIN, SEX In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination

is covered by Title VI if the primary objective of the financial assistance is

provision of employment, or where employment discrimination causes or may

Education Amendments of 1972 prohibits employment discrimination on the

cause discrimination in providing services under such programs. Title IX of the

basis of sex in educational programs or activities which receive Federal financial

#### (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded). RETALIATION

three years of discharge or release from active duty), other protected veterans

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or

affirmative action obligations under the authorities above should contact

immediately: The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government,

#### **Programs or Activities Receiving Federal Financial Assistance**

USQ Virtual Bulletin Board

#### **INDIVIDUALS WITH DISABILITIES**

Department of Labor.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

EEOC-P/E-1 (Revised 11/09)

# IFYOU HAVETHE RIGHT TO WORK



# DON'T LETANYONETAKE ITAWAY

Form I-9 or using E-Verify (this may violate the

to work, your citizenship or immigration status shouldn't get in the way. Neither should the place you were born or another aspect of your national origin. A part of U.S. immigration laws protects legally-authorized workers from discrimination based on their citizenship status and national origin. You can read this law at 8 U.S.C. § 1324b.

f you have the skills, experience, and legal right Call IER if an employer:

The Immigrant and Employee Rights Section (IER) may be able to help if an employer treats you unfairly in violation of this law.

Does not hire you or fires you because of your national origin or citizenship status (this may violate a part of the law at 8 U.S.C. § 1324b(a)(1)) Treats you unfairly while checking your right to work in the U.S., including while completing the The law can be complicated. Call IER to get more information on protections from discrimination based on citizenship status and national origin. Immigrant and Employee Rights Section (IER)

1-800-255-7688

IER@usdoj.gov

www.justice.gov/ier

U.S. Department of Justice, Civil Rights Division, Immigrant

This guidance document is not intended to be a final agency action, has no legally binding effect, and has no force or effect of law. The document may be rescinded or modified at the Department's discretion, in accordance with applicable laws. The Department's guidance documents, including this guidance, do not establish legally enforceable responsibilities beyond what is required by the terms of the applicable statutes, regulations, or binding judicial precedent. For more information, see "Memorandum for All Components: Prohibition of Improper Guidance Documents," from Attorney General Jefferson B. Sessions III, November 16, 2017.



## EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

#### law at 8 U.S.C. § 1324b(a)(1) or (a)(6)) Retaliates against you because you are speaking up for your right to work as protected by this law The law that IER enforces is 8 U.S.C. § 1324b. The (the law prohibits retaliation at 8 U.S.C. § 1324b(a)(5)) and Employee Rights Section, January 2019 regulations for this law are at 28 C.F.R. Part 44.



TTY 1-800-237-2515

# **Job Safety and Health**

**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.

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

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

in the private sector, subject to restrictions, to certain prospective

in a workplace incident (theft, embezzlement, etc.) that resulted in

of pharmaceutical manufacturers, distributors and dispensers.

certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered

employees of security service firms (armored car, alarm, and guard), and

The Act also permits polygraph testing, subject to restrictions, of certain

employees of private firms who are reasonably suspected of involvement

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

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

to have test results disclosed to unauthorized persons.

**ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER

WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

also bring their own court actions.

WAGE AND HOUR DIVISION

before testing, the right to refuse or discontinue a test, and the right not

assess civil penalties against violators. Employees or job applicants may

**PROHIBITIONS** Employers are generally prohibited from requiring or requesting

rights under the Act.

economic loss to the employer.

lie detector tests.

**EXAMINEE** 

**RIGHTS** 

#### All workers have the right to: A safe workplace.

Raise a safety or health concern with

in your workplace.

related injury or illness, without being retaliated against. Receive information and training on job hazards, including all hazardous substances

your employer or OSHA, or report a work-

- 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
- (by phone, online or by mail) if you have been retaliated against for using your rights.





## Provide employees a workplace free from

- Comply with all applicable OSHA standards.
- Prominently display this poster in the workplace
- On-Site Consultation services are available to



#### initial employment reemployment; retention in employment; promotion; or

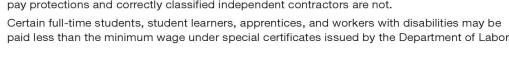
In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

















☆ If you leave your job to perform military service, you have the right

to elect to continue your existing employer-based health plan

Even if you don't elect to continue coverage during your military

service, you have the right to be reinstated in your employer's

The U.S. Department of Labor, Veterans Employment and Training

Service (VETS) is authorized to investigate and resolve complaints of

For assistance in filing a complaint, or for any other information on

USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at

https://www.dol.gov/agencies/vets/. An interactive online USERRA

Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra

may request that your case be referred to the Department of Justice or

☆ If you file a complaint with VETS and VETS is unable to resolve it, you

the Office of Special Counsel, as applicable, for representation.

☆ You may also bypass the VETS process and bring a civil action against

for service-connected illnesses or injuries.

**ENFORCEMENT** 

USERRA violations.

coverage for you and your dependents for up to 24 months while in

health plan when you are reemployed, generally without any waiting

periods or exclusions (e.g., pre-existing condition exclusions) except





