

LABOR

LAWS

Since 1953

FEDERAL

ILLINOIS

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.

OF LABOR

Department of Labor

Your Rights Under Illinois

Employment Laws

This is a summary of laws that satisfies Illinois Department of Labor posting requirements.

Your Rights Under Illinois Employment Laws

day period

Meal and Rest Periods

seven consecutive days.

Hotline: 1-312-793-2804

Violent Crime Victims' Leave

shift or longer.

ONE DAY REST IN SEVEN ACT

OVERTIME PAy

At least 1¹/₂ times the regular rate of pay for all hours worked over 40

in a workweek **CHILD LABOR**

FED

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, nonhazardous 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 mployees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimu 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.

PUMP AT WORK

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their 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,

The mission of the Illinois Department of Labor is to protect and promote the wages, welfare, working conditions, and safety of Illinois workers by enforcing State labor and employment laws, providing

orvers are paid what they are owed and that employers who follow the law remain competitive.

pplies to employers with 4 or more employees. Domestic workers are covered even if the employe

only has 1 worker. Certain workers are not covered by the Minimum Wage Law and some workers may

impliance assistance to employers, and increasing public awareness of workplace protections

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

Minimum Wage & Overtime

SETS MINIMUM WAGE FOR EMPLOYEES

\$14.00 PER HOUR

\$8.40 PER HOUR

e paid less than the minimum wage under limited conditions.

ffective Jan. 1 2024

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 equirements. 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 pro independent contra Certain full-time stu

ninimum wage un Department of Labo



Provides employees with 24 consecutive hours of rest within every seven (7) consecutive

Employers may obtain permits from the Department allowing employees to voluntarily work

no later than 5 hours after the start of work, and an additional 20 minutes if working a 12 hour

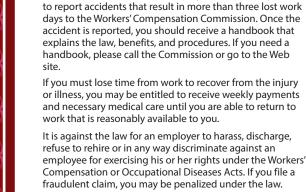
Employees working 7 1/2 continuous hours must be allowed a meal period of at least 20 minute

Provides employees who are victims of domestic, gender, or sexual violence, or other

Employees must be afforded reasonable bathroom break

either orally or in writing. To avoid possible delays, it is recommended the notice also include your name, address, telephone number, Social Security number, and a brief description of the injury or illness. LEARN YOUR RIGHTS. Your employer is required by law

and workers with d



Workers' Compensation is a system of benefits provided by

law to most workers who have job-related injuries or illnesses.

Benefits are paid for injuries that are caused, in whole or in part,

by an employee's work. This may include the aggravation of a

pre-existing condition, injuries brought on by the repetitive

use of a part of the body, heart attacks, or any other physical

problem caused by work. Benefits are paid regardless of fault

IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS,

TAKE THE FOLLOWING STEPS:

GET MEDICAL ASSISTANCE. By law, your employer

must pay for all necessary medical services required to

cure or relieve the effects of the injury or illness. Where

or vocational rehabilitation, within prescribed limits.

The employee may choose two physicians, surgeons,

or hospitals. If the employer notifies you that it has

NOTIFY YOUR EMPLOYER. You must notify your

of providers

an approved Preferred Provider Program for workers'

compensation, the PPP counts as one of your two choices

employer of the accidental injury or illness within 45 days,

necessary, the employer must also pay for physical, mental,



Springfield:

524 S. 2ND ST., SUITE 300

SPRINGFIELD, IL 62701

(866) 740-3953 (TTY)

(217) 785-5106 (Fax)

(217) 785-5100

Workers' Compensation

differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the 555 W MONROE STREET, 7TH FLOOR Act. This applies to all employer actions, including hiring, CHICAGO, IL 60661 promotion, discipline and discharge. (312) 814-6200 **REASONABLE ACCOMMODATIONS** (866) 740-3953 (TTY) (312) 814-6251 (Fax)

You also have the right to reasonable accommodations based on pregnancy and disability. This means you can ask for

reasonable changes to your job if needed because you are pregnant or disabled.

RETALIATION

It is also unlawful for employers to treat people differently because they have reported discrimination, participated in an nvestigation, or helped others exercise their right to complain about discrimination

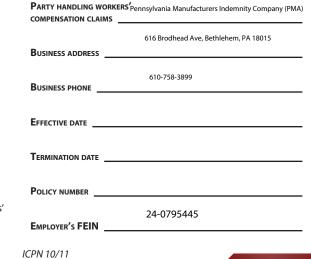
4. KEEP WITHIN THE TIME LIMITS. Generally, claims must be filed within three years of the injury or disablement from an occupational disease, or within two years of the last workers' compensation payment, whichever is later. Claims for pneumoconiosis, radiological exposure, asbestosis, or similar diseases have special requirements

Injured workers have the right to reopen their case within 30 months after an award is made if the disability increases, but cases that are resolved by a lump-sum settlement contract approved by the Commission cannot be reopened Only settlements approved by the Commission are binding.

For more information, go to the Illinois Workers' Compensation mission's Web site or call any office

Toll-free: 866/352-3033 Peoria: 309/671-3019 Rockford: 815/987-7292 Web site: www.iwcc.il.gov Chicago: 312/814-6611 Springfield: 217/785-7087 Collinsville: 618/346-3450 TDD (Deaf): 312/814-2959

BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A **PROMINENT PLACE** IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW.



DEPARTMENT OF EMPLOYMENT SECURITY

NOTICE

to workers about Unemployment Insurance Benefits

THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

FILING A CLAIM

П

The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the collection of employer contributions from liable employers. It is designed to provide living expenses while new employment is sought. Claims should be filed as soon as possible after separation from employment. Claims can be filed online at **www.ides.illinois.gov** or at the nearest Illinois Department of Employment Security office to the worker's home. To be eligible for benefits, an unemployed individual must be available for work, able to work and actively seeking work and, in addition, must not be disqualified under any provisions of the Illinois Unemployment Insurance Act.

Each employer shall deliver the pamphlet "What Every Worker Should Know About Unemployment Insurance" to each worker separated from employment for an expected duration of seven or more days. The pamphlet shall be delivered to the worker at the time of separation or, if delivery is impracticable, mailed within five days after the date of the separation to the worker's last known address. Pamphlets shall be supplied by the Illinois Department of Employment Security to each employer without cost.

A claimant may also be entitled to receive, in addition to the weekly benefit amount, an allowance for a non-working spouse or a dependent child or children. The allowance is a percentage of the average weekly wage of the claimant in his or her base period. The weekly benefit amount plus any allowance for a dependent make up the total amount payable

If, during a calendar week an employee does not work full-time because of lack of work, he or she may be eligible for partial benefits if the wages earned in such calendar week are less than his or her weekly benefit amount. For any such week, employers should provide employees with a statement of "low earnings" which should be taken to their Illinois Department of Employment Security office.

NOTE: Illinois unemployment insurance benefits are paid from a trust fund to which only employers contribute. No deductions may be made from the wages of workers for this purpose.

Unemployment insurance information is available from any Illinois Department of Employment Security office. To locate the office nearest you, call 1-800-244-5631 or access the locations though our website at www.ides.illinois.gov

BENEFITS

discrimination and retaliation

time may be used if the e

REV. 10/2011

Every claimant who files a new claim for unemployment insurance benefits must serve an unpaid waiting week for which he has filed and is otherwise eligible. The claimant's weekly benefit amount is usually a percentage of the worker's average weekly wage. The worker's average weekly wage is computed by dividing the wages paid during the two highest quarters of the base period by 26. The maximum weekly benefit amount is a percentage of the statewide average weekly wage. The minimum weekly benefit amount is \$51. The statewide average weekly wage is calculated each vear.

If Your Benefit Year Begins:	Your Base Period Will Be:		
This year between:	Last year between:		
Jan. 1 and March 31	Jan. 1 and Sept. 30 and the year		
	before between Oct. 1 and Dec. 31		
This year between:	Last year between:		
April 1 and June 30	Jan. 1 and Dec. 31		
This year between:	Last year between:		
July 1 and Sept. 30	April 1 and Dec. 31 and this year		
	between Jan. 1 and March 31		
This year between:	Last year between:		
Oct. 1 and Dec. 31	July 1 and Dec. 31 and this year		
	between Jan. 1 and June 30		

In order to be monetarily eligible, a claimant must be paid a minimum of \$1,600 during the base period with at least \$440 of that amount being paid outside the highest calendar quarter.

If you have been awarded temporary total disability benefits under a workers' compensation act or other similar acts, or if you only have worked within the last few months, your base period may be determined differently. Contact your local IDES office for more information.

REPORTING TIPS

Each employee who receives tips must report these tips to employers on a written statement or on Form UC-51, "Employee's Report of Tips," in duplicate. Employers can furnish this form on request. The report shall be submitted on the day the wages are paid, or not later than the next payday, and shall include the amount of tips received during the pay period.

TAXATION OF BENEFITS

Unemployment insurance benefits are taxable if you are required to file a state or federal income tax return. You may choose to have federal and/or Illinois state income tax withheld from your weekly benefits. Since benefits are not subject to mandatory income tax withholding, if you do not choose to withhold, you may be required to make estimated tax payments using Internal Revenue Service Form 1040 ES and Illinois Department of Revenue Form IL 1040 ES.

For additional information, call these toll-free numbers:

Internal Revenue Service 1-800-829-1040. Illinois Department of Revenue 1-800-732-8866

This poster fulfills all posting requirements for the Illinois Department of Employment Security. EMPLOYERS ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.



For information on filing a complaint please call: 312-793-6797 or visit the website: labor.illinois.gov/vessa

REQUIRED POSTING FOR EMPLOYERS ACCOMMODATIONS VESSA provides that employees are entitled to reasonable accommodations to VESSA provides employees who are victims of domestic violence, sexual violence, gender violence, or address the needs of the victim(s). Accommodations include, but are not limited to, an adjustment to any other crime of violence, and employees who have a family or household member who is a victim of the job structure, workplace facility, work requirements, or telephone number, seating assignment, or such violence, with unpaid, job-guaranteed leave; reasonable accommodations; and protections from physical security of the work area

DISCRIMINATION AND RETALIATION VESSA prohibits employers from discriminating, retaliating, or

REV. 08/2012

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dents, student learners, apprentices,		si
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WH1088

REV. 04/2023



Printed by the Authority of State of Illinois 12/23 IOCI 24-1010

of, a company with a Federal contract or subcontract, you are

Race, Color, Religion, Sex, Sexual Orientation,

Executive Order 11246, as amended, prohibits employment

Asking About, Disclosing, or Discussing Pay

compensation of other applicants or employees.

Executive Order 11246, as amended, protects applicants and

Section 503 of the Rehabilitation Act of 1973, as amended,

classification, referral, and other aspects of employment by

reasonable accommodation to the known physical or mental

employees of Federal contractors from discrimination based on

protects qualified individuals with disabilities from discrimination

in hiring, promotion, discharge, pay, fringe benefits, job training,

Federal contractors. Disability discrimination includes not making

imitations of an otherwise qualified individual with a disability

affirmative action to employ and advance in employment qualified

individuals with disabilities at all levels of employment, including

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

veterans (i.e., within three years of discharge or release from active

duty), active duty wartime or campaign badge veterans, or Armed

Retaliation is prohibited against a person who files a complaint of

discrimination, participates in an OFCCP proceeding, or otherwise

Any person who believes a contractor has violated its

authorities should contact immediately:

Race, Color, National Origin, Sex

opposes discrimination by Federal contractors under these Federal

nondiscrimination or affirmative action obligations under OFCCP's

The Office of Federal Contract Compliance Programs (OFCCP)

If you are deaf, hard of hearing, or have a speech disability, please

may also be contacted by submitting a question online to OFCCP's

J.S. Government, Department of Labor and on OFCCP's "Contact

PROGRAMS OR ACTIVITIES RECEIVING

FEDERAL FINANCIAL ASSISTANCE

n addition to the protections of Title VII of the Civil Rights Act

amended, prohibits discrimination on the basis of race, color or

national origin in programs or activities receiving Federal financial

of 1964, as amended, Title VI of the Civil Rights Act of 1964, as

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

any program or activity which receives Federal financial assistance

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

Discrimination is prohibited in all aspects of employment

mployment discrimination on the basis of sex in educational

programs or activities which receive Federal financial assistance

Us" webpage at https://www.dol.gov/agencies/ofccp/contact.

Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under

dial 7–1–1 to access telecommunications relav services. OFCCP

advance in employment, disabled veterans, recently separated

who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take

nquiring about, disclosing, or discussing their compensation or the

ex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all

Gender Identity, National Origin

aspects of employment.

Disability

the executive level.

Retaliatior

Protected Veteran Status

Forces service medal veterans.

U.S. Department of Laboi

Washington, D.C. 20210

assistance.

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

200 Constitution Avenue, N.W.

protected under Federal law from discrimination on the following

discrimination by Federal contractors based on race, color, religion,

REV. 12/2023

FED **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT**

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

PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other ights 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 (armored car, alarm and guard), and of pharmaceutical manufacturers, distributors and

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

Your Employee Rights Under the Family and Medical Leave Act

possible.

qualifying exigency.

leave rights.

What is FMLA leave?

FED

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

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

- The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes
- you unable to work To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may** take up to 26 workweeks of FMLA leave in a single 12-month eriod to care for the servicemembe

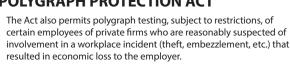
You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

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 nployer'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 1,250 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. Airline flight crew employees have different "hours of service"

- You work for a covered employer if one of the following applies:
- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year You work for an elementary or public or private secondary
- school, or You work for a public agency, such as a local, state or



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

REV. 06/2023

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

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.

1-866-487-9243

If advance notice is not possible, give notice as soon as

You **do not have to share a medical diagnosis** but must provide

enough information to your employer so they can determine

whether the leave qualifies for FMI A protection. You must also

inform your employer if FMLA leave was previously taken or

approved for the same reason when requesting additional leave.

provider to verify medical leave and may request certification of a

Your **employer may request certification** from a health care

The FMLA does not affect any federal or state law prohibiting

discrimination or supersede any state or local law or collective

bargaining agreement that provides greater family or medical

State employees may be subject to certain limitations in pursuit

conditions. Most federal and certain congressional employees are

Allow you to take job-protected time off work for a

job with the same pay, benefits and other working

Your **employer cannot interfere with your FMLA rights** or

For example, your employer cannot retaliate against you for

After becoming aware that your need for leave is for a reason

that may qualify under the FMLA, your employer must confirm

whether you are eligible or not eligible for FMLA leave. If your

employer determines that you are eligible, your **employer must**

About your FMLA rights and responsibilities, and

If you believe your rights under the FMLA have been violated, you

employer in court. Scan the QR code to learn about our WHD

nay file a complaint with WHD or file a private lawsuit against your

Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

How much of your requested leave, if any, will be FMLA-

threaten or punish you for exercising your rights under the law.

requesting FMLA leave or cooperating with a WHD investigation

Continue your group health plan coverage while you are on

leave on the same basis as if you had not taken leave, and

Allow you to return to the same job, or a virtually identical

conditions, including shift and location, at the end of your

also covered by the law but are subject to the jurisdiction of the

U.S. Office of Personnel Management or Congress

gualifying reason

notify you in writing

complaint process.

protected leave

What does my employer need to do?

If you are eligible for FMLA leave, your employer must:

of direct lawsuits regarding leave for their own serious health

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



WH1462

discrimination, or participating in a discrimination lawsuit investigation, or proceeding

- Most private employers State and local governments (as employers) Educational institutions (as employers)

What Employment Practices can be Challenged as

aspects of employment, including: Discharge, firing, or lay-off

Hiring or promotion Assignment Pay (unequal wages or compensation)

Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Benefits

- Job training Classification Referral
- Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from
- opposing discrimination, filing a charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or interferes
 - with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or
 - pregnancy accor What can You Do if You Believe Discrimination has
- **Occurred**? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of
- discrimination (180 or 300 days, depending on where you live/ vork). You can reach the EEOC in any of the following ways:
 - **Submit** an inquiry through the EEOC's public portal: Individuals with Disabilities https://publicportal.eeoc.gov/Portal/Login.aspx Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in
 - 1-800-669-4000 (toll free) I-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at Visit
- www.eeoc.gov/field-office) E-Mail info@eeoc.gov



Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

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

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



Age (40 and older) Disability REV. 02/2022 Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic ervices, or family medical history) Retaliation for filing a charge, reasonably opposing

FED

Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy

What Organizations are Covered?

job, the EEOC may be able to help.

temporary employees

Job applicants

Employees (current and former), including managers and

Union members and applicants for membership in a union

Sex (including pregnancy, childbirth, and related medical

What Types of Employment Discrimination are

Under the EEOC's laws, an employer may not discriminate against

conditions, sexual orientation, or gender identity)

I, regardless of your immigration status, on the bases of:

Who is Protected?

Race

Color

Religior

National origin

Staffing agencies

'HIS NOTICE MUST BE DISPLAYED IN A CONSPICUOUS PLACE ON THE PREMISES OF THE EMPLOYER WHERE **OTHER NOTICES ARE POSTED.**

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal

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

Discriminatory? Harassment (including unwelcome verbal or physical conduct)

