

## FED 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 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

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

**TIP CREDIT**  
Employers "may" tip credit against minimum wage if certain conditions are met. A partial wage credit based on tips received by their employees. Employer may tip credit 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 tips combined with the employer's cash wage of at least \$2.13 per hour to equal the minimum hourly wage, the employer must make up the difference.

**PUMP-OUT WORK**  
The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her nursing child for one year after the child's birth each time the employee needs to express breast milk for her nursing child. The break time, 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.

DEPARTMENT OF LABOR WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

**WHD** UNITED STATES DEPARTMENT OF LABOR

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

WH1088  
REV. 04/2023

## RI Rhode Island Department of Labor and Training (DLT) Attention Employees - MINIMUM WAGE - Rhode Island

Effective JANUARY 1, 2020, THE DLT HAS REVISITED THE MINIMUM WAGE FOR ALL EMPLOYEES

**\$16.00** (90% of Minimum Wage)

**\$14.40** (90% of Minimum Wage)

**\$12.00** (75% of Minimum Wage)

**\$3.89** (Employee housing guarantee as of Jan. 1, 2021)

**Overtime Pay** At least 1 1/2 times the regular rate of pay for all hours worked over 40 in any calendar week. The law contains exemption from overtime wage and overtime pay requirements for certain occupations or establishments.

**Mandatory Nurse Overtime** - A hospital may not require certain nurses and certified nursing assistants to work overtime in an emergency.

**Minimum Shift Work** - Employees requested or permitted to report for work at the beginning of a work shift must be provided with 3 hours work or 3 hours pay. If a full establishment employee must be provided with 4 hours work on Sunday and holidays.

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www.dlt.ri.gov

REV. 01/2026

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act (posting which includes the federal minimum wage). Where federal and state laws both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.**

## RI Department of Labor and Training (DLT) You Are Protected under Provisions of the RI EMPLOYMENT SECURITY ACT and the TEMPORARY DISABILITY INSURANCE ACT

### UNEMPLOYMENT INSURANCE BENEFITS

- File your claim for benefits with the DLT the same week you are unemployed or working reduced hours.
- File your claim online at [www.dlt.ri.gov](http://www.dlt.ri.gov) or by telephone at (401) 243-1100.
- Provide a Social Security number and name, address and telephone number of your employer for the last two years. If you are on a U.S. claim, your registration number is required.
- Collect unemployment benefits. The law requires that you must:
  - be unemployed through no fault of your own,
  - have earned minimum qualifying wages while you were working,
  - be physically able to work, available for work, and actively seeking work, and
  - register for work with DLT.

### TEMPORARY DISABILITY INSURANCE BENEFITS

Eligible for TDI Benefits - If you have become ill or injured and meet all of the requirements, you may be entitled to receive benefits:

- You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more, and
- You are under the care of an approved Qualified Health Care Provider and you have a timely report of your illness or injury to your employer within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto.
- You earned enough qualifying wages during the base period to be monetarily eligible.

**Eligible for Temporary Caregiver Insurance Benefits** - If you are caring for a seriously ill child, spouse, sibling, parent-in-law, grandchild, domestic partner, or you are bonding with a newborn child, adopted child or foster child within the first 12 months of parenting, you may be eligible to receive benefits if you meet the following requirements:

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## RI Commission for Human Rights Sexual Harassment is Against the Law

Sexual harassment is a form of discrimination that occurs when an individual makes unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature against his or her workers.

The harasser can be:

- a supervisor,
- an agent of the employer,
- a co-worker,
- a supervisor in another area,
- the same sex as the victim

Sexual harassment includes when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, or the individual's status with the individual's work performance or creates an intimidating, hostile, or offensive work environment.

Sexual harassment is a violation of state and federal laws.

The prohibition against sexual harassment does not only apply to employees. It also applies to labor organizations, employment agencies, and to individuals who aid and abet an unlawful employment practice.

**Report incidents of harassment to:**

NAME: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
PHONE: \_\_\_\_\_  
E-MAIL: \_\_\_\_\_

**RI RhODE ISLAND COMMISSION FOR HUMAN RIGHTS**  
180 Westminster Street, Tenth Floor  
Providence, RI 02903  
401-222-2661  
TDD: 401-222-2664  
Fax: 401-222-2616  
[www.richr.org](http://www.richr.org)

## RI Department of Labor and Training (DLT) HEALTHY AND SAFE FAMILIES AND WORKPLACES ACT

Pursuant to RI General Law 5-28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law.

Visit [www.dlt.ri.gov/law](http://www.dlt.ri.gov/law) or call (401) 462-WAGE (9243) for more information.

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REV. 01/2018

## RI CHAPTER 28-50 The Rhode Island Whistleblowers' Protection Act

**§ 28-50-1. Short title.** - This chapter may be cited as the "Rhode Island Whistleblowers' Protection Act."

**§ 28-50-2. Definitions.** - As used in this chapter:

- "Employee" means a person employed by any employer, and shall include, but not be limited to: at-will employees, contract employees, apprentices, prospective employees, and independent contractors.
- "Employer" means any person, partnership, association, sole proprietorship, corporation or other business entity, including any department, agency, commission, committee, board, council, bureau, or authority or any subdivision thereof in state or municipal government. The shall employ another if services are performed for wages or under any contract, bid, written or oral, express or implied.
- "Person" means an individual, sole proprietorship, partnership, corporation, association, or any other legal entity.
- "Public body" means all of the following:
  - A state officer, employee, department, division, bureau, board, commission, council, authority, or other body in the executive branch of state government.
  - Any agency, board, commission, council, member, or employee of the legislative branch of state government.
  - A county, city, town, or regional governing body, a council, school district, or a board, department, commission, agency, or any member or employee of the entity.
  - Any other body that is created by a state or local authority or that is primarily funded by the state or local authority, or any member or employee of that body.
  - A law enforcement agency or any member or employee of a law enforcement agency.
  - The judiciary and any member or employee of the judiciary.
  - Any federal agency.
- "Supervisor" means any individual to whom an employer has given the authority to direct and control the work performance of the affected employee or any individual who has the authority to take corrective action regarding the violation of a law, rule, or regulation about which the employee complains.

**§ 28-50-3. Protection.** - To ensure that employees are not discriminated against or otherwise disadvantaged because of their protected disclosures, an employer shall not discriminate against an employee regarding the employee's compensation, terms, conditions, location, or privileges of employment nor shall an employer report or threaten to report an employee's protected disclosure to any person or entity, including an employer, if such report or threat is about to report a public body, verbally or in writing, a violation that the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state, a political

subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false or

- Because an employee reports to a public body, or to an investigating, hearing, or inquiry held by the public body, or to an action or suit, or to a regulatory agency.
- Because an employee refuses to violate or assist in violating the state, or federal, or local law or regulation.
- Because the employee reports verbally or in writing to the employer or to the employer's supervisor a violation, which the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false. Provided, that if the report verbally made, the employee must establish by clear and convincing evidence that the report was made.

**§ 28-50-4. Relief and damages.** - A court, in a proceeding in an action brought under this act, shall order, as the court considers appropriate, reinstatement of the employee, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. A court may also award the complainant all or a portion of the costs of litigation, including attorneys' fees if the court determines that the employee is the prevailing party.

**§ 28-50-5. Reinstatement.** - A court, in a proceeding in an action brought under this act, shall order, as the court considers appropriate, reinstatement of the employee, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. A court may also award the complainant all or a portion of the costs of litigation, including attorneys' fees if the court determines that the employee is the prevailing party.

**§ 28-50-6. Collective bargaining.** - This chapter shall not be construed to diminish the rights of the person under any collective bargaining agreement.

**§ 28-50-7. Exemption.** - This chapter shall not be construed to require an employer to compensate an employee for participation in an investigation, hearing or inquiry held by a public body in accordance with § 28-50-3.

**§ 28-50-8. Notice period.** - An employer shall post notices and use other appropriate means to inform employees of their rights and obligations under this chapter, including posting in prominent locations in all languages known to be spoken by employees.

**§ 28-50-9. Severability.** - If any provision of this chapter is held to be applicable to any person or circumstance that is not intended or authorized, the invalidity or unenforceability shall not affect other provisions or chapters of this act which can be given effect without the invalid or unconstitutional provision or application, and to this end the provisions of this chapter are declared to be severable.

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## RI Office of Veterans Services VETERANS' BENEFITS AND SERVICES

Veterans can access the following resources and hotlines to learn about their rights, protections, benefits, and accommodations.

**Mental Health Services**  
U.S. Department of Veterans Affairs Veterans Crisis and Crisis Line  
www.veteranscrisisline.net  
Call: 988, press 1 Text: 83283 (CHAT: chat.veteranscrisisline.net)  
All calls and texts are free and confidential.

**Support for Veterans Department of Health Services**  
The Vet Center Counseling and Mental Health Services  
2024 Warwick, RI 02889  
Call: (401) 739-0167

**Self-Support Partner Gordon Fox Suicide Prevention Grant Program (SSG) for ODPSP**  
Rhode Island Behavioral Healthcare, Developmental Disabilities & Hospitals  
Mental Health Services  
www.rhbehavioral.org

**Rhode Island Office of Veterans Services**  
For Veterans programs and services, visit the Office of Veterans Services  
Call: 401-921-2119  
Website: [www.veteransaffairs.gov](http://www.veteransaffairs.gov)  
Address: 560 Jefferson Blvd., Warwick, RI 02886

**Legal Services**  
Find legal assistance tailored to veterans' needs.  
Operation Stand Down Rhode Island  
www.operationstanddown.org  
Call: 401-383-4370  
Email: [info@standdown.org](mailto:info@standdown.org)

**Tax Benefits**  
Learn about tax exemptions and other benefits available to veterans in Rhode Island.  
Rhode Island Veterans' Tax Exemptions  
Contact your local or municipal tax assessor for the most information.

**Additional Resources**  
National Domestic Violence Hotline  
1-800-799-7233  
RI Workplace Sexual Harassment Hotline  
Call: (401) 222-2661  
RI Department of Motor Vehicles  
Call: 401-222-2661  
Veterans State Department Photo Document: [www.veterans.gov](http://www.veterans.gov)  
Veterans License Plate: [www.veterans.gov](http://www.veterans.gov)

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REV. 01/2025

## FED 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 certain family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

**Eligible employees who 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 period to care for the servicemember.**

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

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

**Am I eligible to take FMLA leave?**  
You are an **eligible employee** if all of the following apply:  
- You work for a covered employer.  
- You have worked for your employer at least 12 months.  
- You have 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" requirements for FMLA leave.**

**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 federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

**How do I request FMLA leave?**  
Generally, to request FMLA leave you must:  
- Give your employer notice of your request for leave, and  
- Give notice not less than 30 days before you need FMLA leave, or  
- If advance notice is not possible, give notice as soon as possible.

**Where can I find more information?**  
Call 1-866-487-9243 or visit [dol.gov/fmla](http://dol.gov/fmla) to learn more. You have the right to request FMLA leave. If you have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

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UNITED STATES DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

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WH1420  
REV. 04/2023

## RI RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT) Notice to All Employees - Information Employees Must Post Pay Equity Act

**Pay Differentials for Comparable Work**  
Pursuant to Rhode Island General Law 5-28-618, it is unlawful for an employer to pay a differential wage based on race, color, religion, sexual orientation, gender, gender identity or expression, disability, or ancestry of origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply:  
- A seniority system that provides that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority.  
- A merit system.  
- A system that measures earnings by quantity or quality of production.  
- Geographic location when the locations correspond with different costs of living, provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living.  
- "Reasonable shift differential," which is not based upon or derived from a differential in compensation based on a protected characteristic.  
- Education, training, or experience to the extent such factors are job-related and consistent with business necessity.  
- Work-related travel, if the travel is regular and a business necessity.  
- "A bona fide factor other than a protected characteristic" which is not based upon or derived from a differential in compensation based on a protected characteristic. ... which is job-related with respect to the position in question and which is consistent with business necessity.

**Employer Wage Inquiry**  
Pursuant to Rhode Island General Law 5-28-622, employers are prohibited from inquiring into or requiring the disclosure of a job applicant's wage history, from relying on an applicant's job applicant's wage history when considering the individual's candidacy, and from setting a minimum or maximum threshold of prior wage earnings as a condition of employment.  
- An employer may, for the limited purpose of "supporting" a wage higher than the wage (initially) offered by the employer, consider and seek to confirm a job applicant's wage history if such wage history was voluntarily provided.  
- At the time of hire or internal transfer to a new position, and whenever requested by an employee, an employer shall disclose to the hiree, transferee, or inquiry addressee, the individual, the wage range for the position the individual's position.

**Wage Discrimination among Employees**  
Pursuant to Rhode Island General Law 5-28-618, it is unlawful for an employer to prohibit employees from discussing wages or asking other employees about their wages. Employers may not request or require that employees or applicants waive the right to discuss wages.

**Retaliation Prohibited**  
Any discriminatory or disciplinary action taken against an employee for exercising his or her rights under the Act, or for opposing any practice made unlawful by the Act, is prohibited. DLT is an equal opportunity employer; program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711

**Enforcement**  
Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with the DLT Director.

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REV. 12/2022

## RI Department of Labor and Training (DLT) RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT

Employees with 50 or more employees must grant an unpaid leave of absence upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.

Employees are eligible to apply for leave if they work full-time, an average of 30 hours or more per week and have been employed continuously for at least 12 months.

**Purpose of Leave** - Under the PFLA, the leave must be for one or more of the following reasons:

- Birth of a child of an employee.
- Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee.
- "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-in-law. (Serious illness is defined to mean a disabling physical or mental illness, injury, impairment, or condition that involves inpatient care in a hospital, nursing home, hospice or out-patient care requiring continuing treatment or supervision by a health care provider).

**Requests for Leave** - To be entitled to the leave, the employee must give at least 30 days' notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so. Employees may be requested to provide written certification from the physician of the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.

**School Involvement Leave** - An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12-month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; however, an employer may substitute any accrued paid vacation leave or conditions.

**Use of Sick Leave by Adoptive Parent** - An employee who allows sick time or sick leave of an employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 16 years of age or less with an employee in connection with the adoption of the child by the employee.

**Continuation of Health Benefits** - Prior to the commencement of leave, the employee must pay the employer a sum equal to the premium required to maintain the employee's health benefits in force during the period of leave, which sum is required to be returned to the employee within 10 days following return to work.

**Return from Leave** - Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits as a condition of employment.

**Prohibited Acts** - It is unlawful for an employer to interfere with, restrain or deny employees their rights provided under the Act. Any discriminatory or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.

**Enforcement** - Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, (2) by a complaint filed with the DLT Director. Civil penalties are provided for violations of the Act, or any order issued by the Director of Labor and Training.

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REV. 01/2018

## RI Department of Labor and Training (DLT) WORKERS' COMPENSATION ACT of the State of Rhode Island

**WORKERS' COMPENSATION INSURANCE COMPANIES:**  
The report must be filed within 48 hours. If not fatal, the report shall be made within 10 days of injury.

**ADJUSTING COMPANY:** \_\_\_\_\_  
TELEPHONE: \_\_\_\_\_ POLICY EFFECTIVE DATE: \_\_\_\_\_

In accordance with RI General Law 5-28-321, employers must report to the DLT Director every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least 3 days or requires medical treatment, regardless of the period of incapacity. If the injury proves fatal, the report must be filed within 48 hours. If not fatal, the report shall be made within 10 days of injury.

An injured employee shall have freedom to choose medical treatment initially. The employee's first visit to any facility under contract or agreement with the employer or insurer to provide priority care shall not be considered the employee's initial choice. For more information, call the Education Unit at (401) 462-8100, press #1. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100, press #2.

DWC-8  
REV. 01/2013

## RI Department of Labor and Training (DLT) BAN-THE-BOX

Pursuant to RI General Law 5-28-614-1, it is unlawful for an employer to include on a job application any questions regarding whether an applicant has ever been arrested, charged with or convicted of any crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this law may be fined between \$100-\$500 per violation.

Visit [www.dlt.ri.gov/law](http://www.dlt.ri.gov/law) or call (401) 462-WAGE (9243) for more information.

**Department of Labor and Training (DLT) RHODE ISLAND RIGHT-TO-KNOW**

**Ignoring This Poster Can Be Hazardous To Your Health**  
Under the RI Right-to-Know Law, your employer must tell you about the dangers of any hazardous substances in your workplace. You have a right to know:

- The common name or trade name of the substance, including the chemical name;
- The level of which exposure to the substance is hazardous, if known;
- The signs and symptoms of exposure at hazardous levels;
- The potential for flammability, explosion, and reactivity of the substance;
- Appropriate emergency treatment;
- Proper procedures for the safe use of and disposing the substance;

**The Right-to-Know Law was created to protect you.** Visit <http://www.dlt.ri.gov/osha> or call (401) 462-8570, option #4 for more information.

"Because not all signs and symptoms of exposure at hazardous levels are known, it is important that you know what is the greatest hazard of each."

DLT-47 The RI Right-to-Know Law  
REV. 01/2018

## RI NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth, menopause and related conditions.

Employees and applicants who have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth, menopause and related conditions such as the need to express breast milk for a nursing child or the need to manage the effects of vasomotor symptoms. This workplace may not:

- refuse to grant you a reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave of any other reasonable accommodation can be granted; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth, menopause or a related condition, please contact one of the following staff members:

NAME: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_ EMAIL ADDRESS: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_ EMAIL ADDRESS: \_\_\_\_\_

RI RhODE ISLAND COMMISSION FOR HUMAN RIGHTS  
180 Westminster Street, 3<sup>rd</sup> Floor  
Providence, RI 02903  
(401) 222-2661  
TTY: 401-222-2664  
[www.richr.org](http://www.richr.org)

REV. 06/2025

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

## FED 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 job, the EEOC may be able to help.

**Who is Protected?**

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

**What Types of Employment Discrimination are Illegal?**

Under the EEOC laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability
- 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, or participating in a discrimination lawsuit, investigation, or proceeding.

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

**What Organizations are Covered?**

Most private employers  
State and local governments (as employers)  
Educational institutions (as employers)  
Unions  
Staffing agencies

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

All aspects of employment, including:  
- Discharge, firing, lay-off  
- Harassment (including verbal abuse or physical conduct)  
- Hiring or promotion  
- Assignment  
- Pay (wage laws 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  
- Promotion  
- Obtaining or disclosing genetic information of employees  
- Requesting or disclosing medical information of employees

**Where can I find more information?**  
Call 1-866-487-9243 or visit [dol.gov/fmla](http://dol.gov/fmla) to learn more.

**What if my rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.**

DEPARTMENT OF LABOR AND TRAINING  
UNITED STATES DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

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## FED 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.

**Age, Sex, Sexual Orientation, Gender Identity, or National Origin**  
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 accommodations for 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 prohibits employment discrimination on the basis of disability by contractors or subcontractors.

**Individuals with Disabilities**  
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 or activity which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

DEPARTMENT OF LABOR AND TRAINING  
RHODE ISLAND

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

REV. 05/27/2023

## FED YOUR RIGHTS UNDER USERRA 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**  
You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:  
- you ensure that your employer receives advance written or verbal notice of your service;  
- you have five years or less of cumulative service in the uniformed services while serving 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  
- then an employer may not deny you:  
- initial employment;  
- reemployment;  
- retention in employment;  
- promotion; or  
- any benefit of employment

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.

U.S. Department of Labor - 1-866-487-2365 U.S. Department of Justice - Office of Special Counsel  
Employer Support of the Guard and Reserve - 1-800-336-4590

DEPARTMENT OF LABOR AND TRAINING  
UNITED STATES DEPARTMENT OF LABOR

WHD WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

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

REV. 05/2022

## FED EMPLOYEE RIGHTS 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**  
Employees are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

**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.

DEPARTMENT OF LABOR AND TRAINING  
RHODE ISLAND

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

REV. 02/2022

## FED 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 work-related 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.

**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.
- 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.

This poster is available free from OSHA.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

OSHA Occupational Safety and Health Administration  
U.S. Department of Labor

DEPARTMENT OF LABOR AND TRAINING  
UNITED STATES DEPARTMENT OF LABOR

WHD WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

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

REV. 02/2022

## RI Office of Veterans Services VETERANS' BENEFITS AND SERVICES

Veterans can access the following resources and hotlines to learn about their rights, protections, benefits, and accommodations.

**Mental Health Services**  
U.S. Department of Veterans Affairs Veterans Crisis and Crisis Line  
www.veteranscrisisline.net  
Call: 988, press 1 Text: 83283 (CHAT: chat.veteranscrisisline.net)  
All calls and texts are free and confidential.

**Support for Veterans Department of Health Services**  
The Vet Center Counseling and Mental Health Services  
2024 Warwick, RI 02889  
Call: (401) 739-0167

**Self-Support Partner Gordon Fox Suicide Prevention Grant Program (SSG) for ODPSP**  
Rhode Island Behavioral Healthcare, Developmental Disabilities & Hospitals  
Mental Health Services  
www.rhbehavioral.org

**Rhode Island Office of Veterans Services**  
For Veterans programs and services, visit the Office of Veterans Services  
Call: 401-921-2119  
Website: [www.veteransaffairs.gov](http://www.veteransaffairs.gov)  
Address: 560 Jefferson Blvd., Warwick, RI 02886

**Legal Services**  
Find legal assistance tailored to veterans' needs.  
Operation Stand Down Rhode Island  
www.operationstanddown.org  
Call: 401-383-4370  
Email: [info@standdown.org](mailto:info@standdown.org)

**Tax Benefits**  
Learn about tax exemptions and other benefits available to veterans in Rhode Island.  
Rhode Island Veterans' Tax Exemptions  
Contact your local or municipal tax assessor for the most information.

**Additional Resources**  
National Domestic Violence Hotline  
1-800-799-7233  
RI Workplace Sexual Harassment Hotline  
Call: (401) 222-2661  
RI Department of Motor Vehicles  
Call: 401-222-2661  
Veterans State Department Photo Document: [www.veterans.gov](http://www.veterans.gov)  
Veterans