

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 is Illegal?

Regardless of the sex, an employer may not discriminate against you, on the basis of your immigration status, on the basis of:

- Race
- Color
- Religion
- National origin

See (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

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

- Conduct that causes, 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 accommodation

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 work). You can reach the EEOC in any of the following ways:

Submit

an inquiry through the EEOC's public portal:

<https://publicportal.eeoc.gov/Portal/Login.aspx>

Call

1-800-669-4000 (toll free)
1-800-669-4020 (TDD)
1-844-234-5122 (ASL video phone)

Visit

an EEOC field office (information at www.eeoc.gov/fields-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 basis:

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

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
101 Constitution Avenue, N.W.
Washington, D.C. 20210
1-800-377-6221 (toll-free)

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 (<https://helpdesk.ofccp.gov>), or by calling an OFCCP regional or district office. Visit www.dhs.gov/easyspeaks under U.S. Government, Department of Labor, and OFCCP's Contact Us* webpage at <https://www.dhs.gov/easyspeaks/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



<h3>Discriminatory?</h3> <p>All aspects of employment, including:</p> <ul style="list-style-type: none"> Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) 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 Reterral 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 	<h3>Sexual Orientation, Gender Identity, National Origin</h3> <p>Executive Order 12946, 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.</p> <h3>Asking About, Disclosing, or Discussing Pay</h3> <p>Executive Order 12946, as amended, prohibits employers and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.</p> <h3>Disability</h3> <p>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</p>	<p>discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VII of the primary objective of the financial assistance is provision of employment, or where employment discrimination causes a project or cause may 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 financial assistance.</p> <h3>Individuals with Disabilities</h3> <p>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.</p> <p>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.</p>
<div>FED</div> <h2>What is FMLA leave?</h2> <p>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 employers.</p> <p>Eligible employees can take up to 12 workweeks of FMLA leave in a single 12-month period for:</p> <ul style="list-style-type: none"> The birth, adoption, or foster placement of a child with you and Your serious medical or physical health condition that makes you unable to work, To care for your spouse, child, or parent with a serious medical or physical health condition, and Certain qualifying reasons related to the foreign placement of your spouse, child, or parent who is a military service member. <p>An eligible employee who is the spouse, child, parent or next of kin of a covered service member 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 service member.</p> <p>Your leave is unpaid unless your FMLA leave is on a block of time when it is medically necessary or otherwise permitted.</p>	<h2>YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT</h2>	<div>REV. 06/27/2023</div> <p>You do not have to have a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave.</p> <p>Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying event.</p> <p>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 leave rights.</p> <p>State employees may be subject to certain limitations in periods of dual lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.</p> <h3>What does my employer need to do?</h3> <p>If you are eligible for FMLA leave, your employer must:</p> <ul style="list-style-type: none"> Allow you to take job-protected time off for a qualifying reason,

You may be asked to wear **interference-free in separate blocks of time, or on a recess** someone by working less hours each day or week. Read [Fact Sheet #2846](#) 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 FMLA 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.

Active fire crew employees have different "hours of service" requirements.

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 I of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, to request **FMLA leave** you must:

- Follow your employer's normal policies for requesting leave;
- Give notice at least 30 days before your need for FMLA leave; or
- If advance notice is not possible, give notice as soon as possible.

taken and:

- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting the FMLA, or cooperating with a WHD investigation.

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 notify you in writing**:

- About your FMLA rights and responsibilities; and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?


Call **1-866-487-9243** or visit [dola.com/fmla](#) to learn more.

If you believe your 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
UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

SCAN ME



WHD-410

REV. 04/2023

WHAT ARE THE EMPLOYER'S OBLIGATIONS?

When employees request a reasonable accommodation pertaining to pregnancy, the employer should take time to work with the employee to fulfill the request. Ignoring a request, retaliating against, or firing the employee requesting a reasonable accommodation could expose the employer to damages and civil penalties.

DOES AN EMPLOYER HAVE TO GRANT EVERY ACCOMMODATION REQUEST?

An employer may decline a reasonable accommodation if the accommodation would constitute an undue hardship. An accommodation creates an undue hardship if it would be significantly difficult, unduly expensive or unworkable to put into place.

WHAT ARE THE EMPLOYEE'S RIGHTS?

If you feel you need reasonable accommodations to perform your job, you must request the accommodation by communicating with your employer. Examples of pregnancy-related accommodations include, but are not limited to:

- More breaks for the bathroom, water intake, or rest
- Access to a chair or stool
- Time off for prenatal appointments
- A private, clean space for breast feeding.

FOR MORE INFORMATION:

STATE OF VERMONT
ATTORNEY GENERAL'S OFFICE:
109 STATE STREET, MONTPELIER, VT 05602
888-745-9195 or 802-828-3657
AGO.CivilRights@vermont.gov

YOU MAY ALSO CONTACT THE

HUMAN RIGHTS COMMISSION
14-16 BUDWIS ST., MONTPELIER, VT 05633
800-416-2010 or 802-828-2480
human.rights@vermont.gov
www.hrc.vermont.gov

REV. 11/2017

The Vermont Occupational Safety and Health Code (Title 21 V.S.A. Chapter 3, Sub-Chapters 4 and 5, and the rules adopted (there under) provides job safety and health protection for workers.

The purpose of the law is to assure safe and healthful working conditions throughout the State.

You have a right to a safe and healthy workplace.

IT'S THE LAW!

- You have the right to notify your employer or VOSH about workplace hazards. You may ask VOSH to keep your name confidential.
- You have the right to request a VOSH inspection if you believe that there are unsafe and unhealthful conditions in your workplace.
- You or your representative may participate in the inspection.
- You can file a complaint with VOSH within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the Vermont Occupational Safety and Health Act.
- You have a right to see VOSH citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.

• Your employer must post this notice in your workplace.
 • The Statute provides that employees may not be discharged or discriminated against in any way for filing safety or health complaints or otherwise exercising their rights under the Code.
 • The Statute also provides that employees who are discriminated against may bring a private action in Superior Court for appropriate relief including reinstatement, triple wages, damages, costs and reasonable attorney's fees.

The Occupational Safety and Health Act of 1970 (OSH Act), P.L. 91-596, assures safe and healthful working conditions for working men and women throughout the Nation. To obtain more information on OSHA federal programs, call 1-800-321-OSHA or visit OSHA's website at www.osha.gov.

The Vermont Occupational Safety and Health Administration (VOSH), in the Vermont Department of Labor, has the primary responsibility for administering the OSH Act in Vermont. To file a complaint, report an emergency, or seek VOSH advice or assistance call 1-800-287-2765.

Under a plan approved October 1, 1973, by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), the State of Vermont is providing job safety and health protection for workers throughout the State. OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding Vermont's administration of this plan directly to the Occupational Safety and Health Administration, John F. Kennedy Federal Building, Room E-340, Boston, MA, 02203, Telephone (617) 565-9860.

ASSISTANCE AND INFORMATION:

The plan provides that employers and employees may request free voluntary compliance consultative or training assistance, which is provided by non-enforcement Project WorkSAFE personnel.

Further information, including copies of the Code and of specific safety and health standards, may be obtained by contacting:

**PROJECT WORKSAFE
 DEPARTMENT OF LABOR
 5 GREEN MOUNTAIN DRIVE
 P.O. Box 488
 MONTPELIER, VERMONT 05601-0488
 TELEPHONE (888) SAFE-YES
 TOLL-FREE AT 1-888-723-3937.**

**VERMONT
 DEPARTMENT OF LABOR**

1-800-287-2765
www.labor.vermont.gov

REV. 03/2014

TWO ways to verify poster compliance!

QR CODE Scan with phone camera.

To update your labor law posters contact
J. J. Keller & Associates, Inc.
JJKeller.com/laborlaw

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