

**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 1½ 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 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, non-hazardous 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 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.

**PUMP AT 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. 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.

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

1-866-487-9243  
[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)



WH1088

REV. 04/2023

**SD**

Department of Labor and Regulation

**2026 South Dakota Minimum Wage Requirement**

**\$11.85/Hour**

**MINIMUM WAGE**  
See DCLR 60-11-3 and 60-11-3-2. Employers with tipped employees may claim a cash wage of no less than \$5.925 per hour, which is no less than 50% of the state minimum wage. See DCLR 60-11-3-1. South Dakota state minimum requirements apply to all employees; however, no minimum wage requirements apply to independent contractors.

Additional information from the South Dakota Department of Labor and Regulation available at [dclr.sd.gov/employment\\_laws](http://dclr.sd.gov/employment_laws).

**CONTACT**  
For questions or to report a violation, contact the DLR Division of Labor and Management, Wage and Hour Office at:

**123 W. MISSOURI AVE.  
PIERRE, SD 57501  
PHONE: 605.773.3681**

**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 poster, which indicates 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.**

**SD**

Department of Labor and Regulation

**Summary of Workers' Compensation Law Guide to Workers' Compensation Law in South Dakota**

July 1, 2025 to June 30, 2026

**SOUTH DAKOTA DEPT. OF LABOR & REGULATION**

**dclr.sd.gov**

The Division of Labor and Management, South Dakota Department of Labor and Regulation has summarized the basic provisions of our state's workers' compensation law. However, the information contained in this brochure is general in nature and is not intended as a substitute for legal advice. Changes in the law or specific facts of a case may result in legal interpretations different from those presented here. Anyone having further questions should contact The Division.

**I. Workers' Compensation**  
Workers' compensation is an insurance program that pays medical and disability benefits for work-related injuries and illnesses. Workers' compensation applies to most employees and employers. Each covered employee has a right to benefits if injured on the job. In return, he or she forfeits the right to sue the employer for a job-related injury.

South Dakota law permits all employers to provide coverage rather than assume direct liability for workplace injuries. Thus, most employers obtain coverage by purchasing an insurance policy. Those employers that do not must prove they are financially secure enough to pay full benefits for any injuries to employees. These self-insurers are certified and regulated by the Department of Labor and Regulation.

**II. Non-covered Employees**  
The following employees are exempt:

- Domestic servants, unless working for an employer for more than 20 hours in any calendar week and for more than six weeks in any 13-week period
- Farm or agricultural laborers
- One whose employment is not in the usual course of the trade, business, occupation or profession of the employer (independent contractor). This includes real estate brokers and owner operators of trucks who are certified as exempt by the Department of Transportation
- Certain elected officials of the state or any subdivision of state government
- Workforce participants

**III. Benefits**  
Benefits are not allowed when injury is due to willful misconduct, intoxication, illegal use of drugs or failure to use a furnished safety appliance. A false designation as to health at the time of obtaining employment may also result awarding of benefits.

**A. Medical**  
The employer or insurance carrier must furnish necessary medical and surgical care, including medical services, including artificial members and body aids. Prosthetic devices, if damaged, are considered wear and tear. Replacements of hearing aids, eye glasses, contact lenses and dentures must also be furnished if damaged or destroyed in an accident or through bodily injury reasonably under the law. Medical services will be subject to a fee schedule and in no case may a health care provider charge a higher price to an injured worker who is eligible for workers' compensation benefits.

The employee has the right to make the initial selection of a medical practitioner (defined as a licensed health care provider) and must notify the employer of this selection prior to treatment or as soon as reasonably possible after treatment has been provided. The employee must obtain written permission from the employer or insurer before changing health care practitioners. The employee may obtain a second opinion at his or her own expense. An injured employee who is also a reasonable person in certain instances. Generally such expenses will only be allowed if an employee is required to travel to obtain medical treatment. The Division of Labor and Management should be contacted in regard to current rates.

**B. Disability Benefits**  
State law provides for a series of benefits during the period of disability. Failure to make payment within 10 days of the date due may result in a penalty of 10 percent of the unpaid amount. The disability benefits are as follows:

**Temporary total disability** – An employee who cannot work because of work-related injury or disease is eligible for temporary total disability benefits. Generally this inability to work must be confirmed by a medical practitioner. Payment is not made for lost work time unless an employee is incapacitated for seven consecutive days. If the incapacity lasts for seven consecutive days or more, compensation is an amount computed from the date of injury. Payments continue until a medical practitioner releases the employee for return to work or determines that the employee's condition has reached a point of maximum improvement. The weekly rate for temporary disability payments is set forth in Section III-D.

**Temporary partial disability** – If a medical practitioner allows an employee who is still recovering from an injury or disease to return to part-time or modified work, and if the employee receives a bona fide job offer, and if the employee is receiving less than his or her usual earnings, the employee may be entitled to temporary partial disability benefits. These benefits are computed on the basis of one-half the difference between the average amount earned before the injury and the average amount the employee is earning or able to earn in some suitable employment after the injury. The amount of compensation allowed for temporary partial disability cannot exceed the maximum in Section III-D.5. The total compensation for earnings and workers' compensation may not be less than the amount received for temporary total disability, unless the employee refuses suitable employment. These benefits are payable until the employee is returned to full employment or until maximum improvement.

**C. Death Benefits**  
**Permanent partial disability** – If an injury or illness results in impairment of certain members of the body, an employee may be entitled to permanent partial disability benefits. Benefits are computed by applying a determination of the employee's percentage of impairment to the number of weeks designated in the table below for full disability of that body part. This number of weeks is then multiplied by the compensation rate as set forth in Section III-D. Payments are made on a weekly or bi-weekly basis unless a lump sum payment is allowed by the Division.

Loss	Weeks
Thumb	50
First or index finger	35
Second finger	30
Third finger	30
Fourth or little finger	15
Great toe	30
Any other toe	10
Hand	150
Arm	200
Foot	125
Leg	160
Sight of eye	150
Hearing one ear	50
Hearing both ears	150

For permanent disability from back injury or others not specifically listed above, compensation is for that proportion of 312 weeks which is represented by the percentage that such permanent partial disability bears to the body as a whole.

**Permanent total disability** – An employee who is totally and permanently disabled in terms of occupational capacity, or can no longer perform services of any kind, extent and quality for which a reasonably stable labor market exists, may be entitled to compensation at the weekly rate set forth in Section III-D during the entire period of disability. In addition, cost of living adjustment is provided. The benefits may, however, be subject to review by the Department.

**Rehabilitation** – An employee suffering dismemberment from an occupational disease or an injury, and unable to return to his/her usual and customary line of employment, is entitled to receive disability compensation at the rate provided by Section III-D during the period he or she is engaged in a program of rehabilitation which is reasonably necessary for restoration to suitable, substantial and gainful employment. An injured employee desiring rehabilitation services should contact the Division of Labor and Management for further information.

**C. Death Benefits**  
If an injury causes death, compensation is payable to the employee's spouse at the rate of compensation shown in Section III-D to life or until remarriage. In the case of remarriage, a sum equal to two years of compensation will be payable to the spouse. Surviving children are eligible to receive

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**SD**

Department of Labor and Regulation

**Notice to Employers: Availability of Unemployment Compensation**

Employees in this establishment are covered under the South Dakota Reemployment Assistance (RA) law. Benefits are available to workers who become unemployed or whose working hours are reduced to less than full-time, if they are:

- Able to work,
- Available for full-time work, and
- Meet certain eligibility requirements.

*Employees who voluntarily quit without good cause, are discharged or suspended for misconduct, or refuse to accept suitable work may be denied benefits.*

You may file an RA claim in the first week employment ends or hours are reduced.

If you have questions about the status of your RA claim, you can call the Customer Service Center at 605.626.4252, email [DLRRAClaims@state.sd.us](mailto:DLRRAClaims@state.sd.us), or log in to your account.

**PLEASE POST THIS NOTICE IN A VISIBLE PLACE.**

**SOUTH DAKOTA DEPT. OF LABOR & REGULATION**

**REEMPLOYMENT ASSISTANCE DIVISION**  
420 S ROOSEVELT ST  
PO BOX 4730  
ABERDEEN, SD 57402-4730

**VI. Requirements of Employer**

**A. Record-keeping**  
Every employer coming under the provisions of this title shall keep a record of all injuries, fatal or otherwise, sustained by his employees in the course of their employment. The record shall be completed within seven days, not counting Sundays and legal holidays, after any employer has knowledge of the occurrence of an injury. The record shall be on a form approved by the Department of Labor and Regulation. The employer shall preserve the record for a period of at least four years from the date of injury.

**B. Reporting**  
If an employer is authorized to self-insure, a written report shall be made to the Department of Labor and Regulation within seven days, not counting Sundays and legal holidays, after any employer coming under the provisions of this title has knowledge of the occurrence of an injury which requires medical treatment other than minor first aid or which incapacitates the employee for a period of at least seven calendar days.

Failure to comply may result in a fine of \$100. The employer must also report the injury to its case management plan within 24 hours of the injury.

**VI. Requirements of Insurer**  
The insurer of the claimant must submit a copy of the injury report to the Department of Labor and Regulation within 10 days. Failure to comply may result in a fine of \$100.

The insurer (or the employer if self-insured) shall make an investigation of the claim and notify the injured employee and the Department of Labor and Regulation in writing within 20 days if denying liability for the reported injury in whole or in part. This period may be extended up to 30 additional days if approved by the Department of Labor and Regulation. Failure to comply may result in a \$100 fine. The insurer or self-insurer who denies liability in whole or in part must state the reasons and notify the claimant of the right to a hearing.

If the claim is denied, the injured employee has two years from the date of notification from the insurer or self-insurer to file a Petition for Hearing with the Department of Labor and Regulation.

**VII. Mediation**  
If the employer/insurer and the injured employee do not agree as to compensability in whole or in part, either party may request the Department to conduct a mediation. Lawyers are not required.

**VIII. Fraud**  
To report fraudulent collection of workers' compensation benefits contact the Department of Labor and Regulation, Division of Insurance.

**IX. Lack of Insurance or Self-Insurance**  
If an employer fails to provide workers' compensation coverage under the provisions of South Dakota law, an injured employee or the dependents of a deceased employee may proceed against the employer in an action at law to recover damages for the personal injury or death, or may elect to proceed against the employer in circuit court under the provisions of the workers' compensation law as if the employer had elected to operate thereunder. The measure of benefits for the employee shall be all medical expenses and twice the amount of disability or death compensation allowed under the law.

**X. Administration**  
Our state's workers' compensation law is administered by the Division of Labor and Management of the Department of Labor and Regulation. All work-related injuries and occupational diseases will require medical treatment, other than minor first aid, or which incapacitate the employee for a period of at least seven calendar days must be reported to the Division. In addition, the insurer or self-insurer must file the following:

- Calculation of Compensation (Form DLR-LM-110)
- Monthly Payment Reports (Form DLR-LM-107)
- Payment for Rehabilitation (Form DLR-LM-113)

**XI. More Information**  
Contact the Division of Labor and Management at:

**SOUTH DAKOTA DEPARTMENT OF LABOR AND REGULATION**  
**MISSOURI RIVER PLAZA**  
**123 W. MISSOURI AVE.**  
**PIERRE, SD 57501**  
**PHONE: 605.773.3681**  
**FAX: 605.773.4211**

Office Hours: Monday-Friday, 8 a.m. to 5 p.m. (Central time)  
Visit [dclr.sd.gov](http://dclr.sd.gov) and click on the Workers' Compensation button.

Auxiliary aids and services available upon request to individuals with disabilities. State and federal laws require the Department of Labor and Regulation to provide services to all qualified persons without regard to race, color, creed, religion, age, sex, ancestry, political affiliation or belief, national origin, or disability.

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

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

- The birth, adoption or foster placement of a child with you,
- Your serious 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 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 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.

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.

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 FMLA protection. You **must also inform your employer if FMLA leave was previously taken** or approved for the same reason when requesting additional leave.


Your employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying exigency.

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.

State employees may be subject to certain limitations in pursuit of direct 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.

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WH1088

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**SD**

Department of Labor and Regulation

**Summary of Workers' Compensation Law Guide to Workers' Compensation Law in South Dakota**

July 1, 2025 to June 30, 2026

**SOUTH DAKOTA DEPT. OF LABOR & REGULATION**

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Third finger	30
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Any other toe	10
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Foot	125
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**Rehabilitation** – An employee suffering dismemberment from an occupational disease or an injury, and unable to return to his/her usual and customary line of employment, is entitled to receive disability compensation at the rate provided by Section III-D during the period he or she is engaged in a program of rehabilitation which is reasonably necessary for restoration to suitable, substantial and gainful employment. An injured employee desiring rehabilitation services should contact the Division of Labor and Management for further information.

**C. Death Benefits**  
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WH1420

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**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 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 (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.


**EXAMINEE RIGHTS**  
Where polygraph tests are permitted, they are subject to numerous strict standards concerning the 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 persons.

**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.

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

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WH1462

REV. 02/2022

**SD**

Department of Labor and Regulation

**Notice to Employers: Availability of Unemployment Compensation**

Employees in this establishment are covered under the South Dakota Reemployment Assistance (RA) law. Benefits are available to workers who become unemployed or whose working hours are reduced to less than full-time, if they are:

- Able to work,
- Available for full-time work, and
- Meet certain eligibility requirements.

*Employees who voluntarily quit without good cause, are discharged or suspended for misconduct, or refuse to accept suitable work may be denied benefits.*

You may file an RA claim in the first week employment ends or hours are reduced.

If you have questions about the status of your RA claim, you can call the Customer Service Center at 605.626.4252, email [DLRRAClaims@state.sd.us](mailto:DLRRAClaims@state.sd.us), or log in to your account.

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**SOUTH DAKOTA DEPT. OF LABOR & REGULATION**

**REEMPLOYMENT ASSISTANCE DIVISION**  
420 S ROOSEVELT ST  
PO BOX 4730  
ABERDEEN, SD 57402-4730

**VI. Requirements of Employer**

**A. Record-keeping**  
Every employer coming under the provisions of this title shall keep a record of all injuries, fatal or otherwise, sustained by his employees in the course of their employment. The record shall be completed within seven days, not counting Sundays and legal holidays, after any employer has knowledge of the occurrence of an injury which requires medical treatment other than minor first aid or which incapacitates the employee for a period of at least seven calendar days.

Failure to comply may result in a fine of \$100. The employer must also report the injury to its case management plan within 24 hours of the injury.

**VI. Requirements of Insurer**  
The insurer of the claimant must submit a copy of the injury report to the Department of Labor and Regulation within 10 days. Failure to comply may result in a fine of \$100.

The insurer (or the employer if self-insured) shall make an investigation of the claim and notify the injured employee and the Department of Labor and Regulation in writing within 20 days if denying liability for the reported injury in whole or in part. This period may be extended up to 30 additional days if approved by the Department of Labor and Regulation. Failure to comply may result in a \$100 fine. The insurer or self-insurer who denies liability in whole or in part must state the reasons and notify the claimant of the right to a hearing.

If the claim is denied, the injured employee has two years from the date of notification from the insurer or self-insurer to file a Petition for Hearing with the Department of Labor and Regulation.

**VII. Mediation**  
If the employer/insurer and the injured employee do not agree as to compensability in whole or in part, either party may request the Department to conduct a mediation. Lawyers are not required.

**VIII. Fraud**  
To report fraudulent collection of workers' compensation benefits contact the Department of Labor and Regulation, Division of Insurance.

**IX. Lack of Insurance or Self-Insurance**  
If an employer fails to provide workers' compensation coverage under the provisions of South Dakota law, an injured employee or the dependents of a deceased employee may proceed against the employer in an action at law to recover damages for the personal injury or death, or may elect to proceed against the employer in circuit court under the provisions of the workers' compensation law as if the employer had elected to operate thereunder. The measure of benefits for the employee shall be all medical expenses and twice the amount of disability or death compensation allowed under the law.

**X. Administration**  
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- Monthly Payment Reports (Form DLR-LM-107)
- Payment for Rehabilitation (Form DLR-LM-113)

**XI. More Information**  
Contact the Division of Labor and Management at:

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**MISSOURI RIVER PLAZA**  
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**PIERRE, SD 57501**  
**PHONE: 605.773.3681**  
**FAX: 605.773.4211**

Office Hours: Monday-Friday, 8 a.m. to 5 p.m. (Central time)  
Visit [dclr.sd.gov](http://dclr.sd.gov) and click on the Workers' Compensation button.

Auxiliary aids and services available upon request to individuals with disabilities. State and federal laws require the Department of Labor and Regulation to provide services to all qualified persons without regard to race, color, creed, religion, age, sex, ancestry, political affiliation or belief, national origin, or disability.

**SD**

Department of Labor and Regulation


**Safety on the Job**

**TOGETHER WE CAN SAVE EVERYONE A CHIEF'S MORE**

**BE PART OF THE SAFETY TEAM**

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

1-866-487-9243  
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WH1462

REV. 02/2024

**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's 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, 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 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 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 live/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)  
1-800-669-6820 (TTY)  
1-844-234-5122 (ASL video phone)


**Visit** an EEOC field office (information at [www.eeoc.gov/field-office](http://www.eeoc.gov/field-office))

**E-Mail** [info@eeoc.gov](mailto:info@eeoc.gov)

Additional information about the EEOC, including how to avoid filing a charge of discrimination, is available at [www.eeoc.gov](http://www.eeoc.gov).

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UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243  
[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)



WH1088

REV. 06/27/2023

**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