

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 or in applying for a job, the EEOC may be able to help.

### Who is Protected?

- Employees (current and former), independent contractors 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, employers may not discriminate against you, regardless of your immigration status, on the basis of:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
- Age (40 and over)
- Disability
- Genetic information (including employer requests for, purchase, use, or disclosure of genetic tests; results of genetic tests; or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, participating in a discrimination lawsuit, investigation, or proceeding
- Harassment, coercion, or threat relating to exercising rights regarding workplace 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 nonverbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (including wages or compensation)
- Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral
- Recruiting or selecting new employees
- Recruitment or selection of employees
- Conduct that might reasonably discourage someone from reporting discrimination

### 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 contact 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)  
1-800-669-4882 (TDD)  
1-844-234-5122 (US video phone)

### Visit

[an EEOC field office \(Information at https://an.eeoc.gov/feldc/info.asp\)](http://an.eeoc.gov/feldc/info.asp)

### E-Mail

[info@eeoc.gov](mailto:info@eeoc.gov)

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

action to employ or advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

### Protected Veterans Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 USC 4212, prohibits employment discrimination against, and requires affirmative action by employers to hire, promote, and advance in employment veterans and certain spouses (i.e., within three years of discharge or release from active duty, active duty without honor or punishment, or Armed Forces service medical retirement).

### Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an EEOC proceeding, or otherwise opposes discrimination by federal law enforcement officers.

Any person who believes a contract is violated by nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP)

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, D.C.

1-800-367-4225 (toll free)

If you are denied, find hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a written online request to OFCCP Help Desk (<http://helpdesk.ofccp.gov/>) or by calling an OFCCP regional district office, listed in most telephone directories under U.S. Government, or District of Columbia, and OFCCP's Contact Webpage at <https://www.dhs.gov/eis-viv/index.cfm?id=offccp-contact>

## PROGRAMS OR ACTIVITIES RELEVANT FEDERAL FINANCIAL ASSISTANCE

### Race, Color, National Origin, Sex

Under the provisions of Title VI of the Civil Rights Act of 1964, as amended, Title VII of the Civil Rights Act of 1964, as amended, prohibitions on discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Enforcement of these prohibitions is the JV of the primary objective of the financial assistance is provision of employment, where employment discrimination may cause discrimination in providing services under such programs. Title VI of the Rehabilitation Independence of 1973 prohibits discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

### Individuals with Disabilities

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits 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 with or without reasonable accommodation, can perform the essential functions of the job.

Section 508 of the Rehabilitation Act provides for a remedy of an institution

**VA**

Department of Labor and Industry

**Seizure First Aid**

How to help someone having a seizure

REVIEW: 06/27/2023

1	<p><b>STAY</b> with the person until they are awake and alert after the seizure.</p> <p>✓ Time the seizure    ✓ Remain <b>calm</b>    ✓ Check for <b>medical ID</b></p>
2	<p>Keep the person <b>SAFE</b>.</p> <p>✓ Move or guide away from <b>harm</b></p>

<h1>3</h1>	<p>Turn the person onto their <b>SIDE</b> if they are not awake and aware.</p> <ul style="list-style-type: none"> <li>✓ Keep <b>airway clear</b></li> <li>✓ <b>Loosen tight clothes</b> around neck</li> <li>✓ Put <b>something small and soft</b> under the head</li> </ul>
<p>Call 911 if...</p>	<ul style="list-style-type: none"> <li>▶ Seizure lasts longer than 5 minutes</li> <li>▶ Person does not return to their usual state</li> <li>▶ Person is injured, pregnant, or sick</li> <li>▶ Repeated seizures</li> <li>▶ First time seizure</li> <li>▶ Difficulty breathing</li> <li>▶ Seizure occurs in water</li> </ul>
<p>Do NOT</p>	<ul style="list-style-type: none"> <li>✗ Do <b>NOT</b> restrain.</li> <li>✗ Do <b>NOT</b> put any objects in their mouth.</li> </ul> <p>✓ <b>Rescue medicines can be given</b> if prescribed by a health care professional</p>
<p>Learn More and Register for Training: <a href="https://www.epilepsy.com/firstaid">epilepsy.com/firstaid</a></p>	

**EPILEPSY FOUNDATION**  
[epilepsy.com](https://www.epilepsy.com)  
**24/7 Helpline: 1-800-332-1000**

**In Partnership with**  
 Virginia Department  
 of Labor and Industry

**VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY**

This publication was created by the Epilepsy Foundation, a nationwide network organization. This publication is made possible with funding from the Centers for Disease Control

Each employer shall furnish to each of its employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to the employees, and shall comply with occupational safety and health standards issued under the Law.

**Employees**

Each employer shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Law that apply to his own actions and conduct on the job.

**Inspection**

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

**Citation**

If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

The VOSH citation must be prominently displayed at or near the place of alleged violation for three days or until the violation is corrected, whichever is later, to warn employees of dangers that may exist there.

**Proposed Penalty**

The Law provides for mandatory penalties against private sector employers of up to \$16,287 for each serious violation and for optional penalties of up to \$16,287 for each other—less serious violation. Penalties of up to \$16,287 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$162,849 for each such violation.

Public Sector employers, all departments, agencies, institutions or other political subdivisions of the Commonwealth, are subject to the penalty provisions of 16VAC 25-60-260.

Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.

Employees or their representatives have the right to file a complaint with the nearest OSHA office requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. VOSH will withhold, on request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

**Discrimination**

It is illegal to retaliate against an employee for exercising any of your right under the law, including raising a safety or health concern with the employer or VOSH, or reporting a work-related injury or illness.

An employee who believes they have been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department of Labor and Industry within 60 days of the alleged discrimination.

**CASPA**

Complaints about State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety and Health Program.

**State Coverage**

The VOSH program shall apply to all public and private sector businesses in the State except for Federal agencies, businesses under the Atomic Energy Act, railroad rolling stock and tracks, certain Federal enclaves, and businesses covered by the Federal Maritime Jurisdiction.

**Voluntary Activity**

Voluntary efforts by the employer to assure its workplace is in compliance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Virginia Department of Labor and Industry addresses

**Recordkeeping**

Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordkeeping log (Form 300) is simpler to understand and use. Using the question and answer format, the revised recordkeeping rule provides guidance for recording occupational injuries and illnesses and explains how to classify specific cases. Smaller employers (10 or fewer employees) are exempt from most requirements. To see if your industry is partially exempt, visit the OSHA Website at [www.osha.gov/recordkeeping/pub3169ext.html](http://www.osha.gov/recordkeeping/pub3169ext.html).

**Accident Reporting**

All fatalities must be reported to VOSH within eight (8) hours. All injuries or illnesses that result in an in-patient hospitalization, amputation or loss of an eye must be reported to VOSH within twenty-four (24) hours. Failure to report may result in significant monetary penalties.

## VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

BROOKFIELD PLACE

6606 WEST BROAD ST., SUITE 500

RICHMOND, VIRGINIA 23230

VOICE (804) 371-2327

FAX (804) 371-6524

www.dli.virginia.gov

U.S. DEPARTMENT OF LABOR

OSHA REGIONAL ADMINISTRATOR

THE CURTIS CENTER, STE 740 WEST

170 SOUTH INDEPENDENCE MALE WEST

PHILADELPHIA, PA 19106-3309

(215) 861-4900

### OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

#### Headquarters

BROOKFIELD PLACE

6606 WEST BROAD STREET, SUITE 500

RICHMOND, VIRGINIA 23230

(804) 371-2327

#### Northern Virginia/Manassas

9400 INNOVATION DRIVE, SUITE 120,

MANASSAS, VA 20110.

(703) 392-0900

#### Southwest/Roanoke

BRANHAM VILLAGE

3013 PETERS CREEK ROAD

ROANOKE, VA 24019

(540) 562-3580

#### Lynchburg

3704 OLD FOREST ROAD

SUITE B

LYNCHBURG, VA 24051

(434) 385-0806

#### Central Virginia/Richmond

NORTH RIVER BUSINESS PARK

1570 EAST PARKWAY ROAD

RICHMOND, VA 23228

(804) 371-3104

#### Tidewater/Norfolk

6363 CENTER DRIVE

BUILDING 6, SUITE 101

NORFOLK, VA 23502

(757) 455-0891

#### Arlington

The Johnson Center

468 EAST MAIN STREET,

SUITE 114,

ARLINGTON, VA 24210

(276) 562-5465

#### Verona

P.O. Box 772

201 LEE HIGHWAY

VERONA, VA 24482

(540) 248-9280

### VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Gary G. Pan

Commissioner

### VIRGINIA SAFETY AND HEALTH CODES BOARD

EMPLOYERS: THIS POSTER MUST BE DISPLAYED IN A PROMINENT PLACE IN THE ESTABLISHMENT TO WHICH YOUR EMPLOYEES NORMALLY REPORT TO WORK.

REV. 08/2025

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