

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

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 you.

Who is Protected? Employees (current and former), including managers and temporary employees. Job applicants. Union members and applicants for membership in a union. What Organizations are Covered by EEOC?

Who is Not Protected? Individuals who are not citizens of the United States. Government contractors. Federal contractors. Federal employees.

What Types of Workplace Discrimination are Illegal? Race, color, national origin, sex, sexual orientation, gender identity, or genetic information.

What Types of Workplace Discrimination are Not Illegal? Age discrimination. Disability discrimination. Political affiliation. Marital status.

How to File a Charge. You must file a charge with the EEOC within 180 days of the date of the alleged discrimination.

What Happens Next? The EEOC will attempt to mediate the dispute. If mediation fails, the EEOC will investigate the charge.

What is a Right to Sue Letter? If you do not receive a final decision from the EEOC within 180 days, you can file a lawsuit in federal court.

What is the EEOC's Role? The EEOC is responsible for enforcing federal laws that prohibit employers from discriminating against employees.

Contact Information. EEOC Office: 400 ... Telephone: 1-800-745-9970. Website: www.eeoc.gov

Language Access. The EEOC provides language assistance to help you understand the process.

Disability Discrimination. The EEOC enforces laws that prohibit employers from discriminating against individuals with disabilities.

Retaliation. It is illegal for an employer to take any adverse action against an employee for filing a charge or participating in an investigation.

What is the EEOC's Mission? To ensure that all Americans have the right to work free from discrimination.

What is the EEOC's Role in the Workplace? To provide education and guidance to employers and employees.

What is the EEOC's Role in the Community? To promote a fair and equitable workplace.

What is the EEOC's Role in the Future? To continue to enforce and promote anti-discrimination laws.

What is the EEOC's Role in the Past? To provide a fair and equitable workplace for all.

What is the EEOC's Role in the Present? To ensure a fair and equitable workplace for all.

What is the EEOC's Role in the Future? To continue to enforce and promote anti-discrimination laws.

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VIRGINIA EARNED INCOME TAX CREDIT

Did you know Virginia has an income tax credit for low-income, working individuals and families? This credit is available to individuals who have a gross annual income of less than \$10,000.

Who is Eligible? Individuals who are at least 18 years old, a resident of Virginia, and have a gross annual income of less than \$10,000.

What is the Credit Amount? The credit is equal to 10% of the individual's earned income, up to a maximum of \$1,000.

How to Claim the Credit. The credit is claimed on the individual's state income tax return.

Additional Information. For more information, visit the Virginia Department of Taxation website.

Contact Information. Virginia Department of Taxation, 1100 North Second Street, Richmond, VA 23219.

Website. www.tax.virginia.gov

Phone. 804-367-8031, 1-804-339-1307

Find Out If You Qualify. Use the online eligibility tool to determine if you are eligible for the credit.

Two ways to increase your income: 1. The Federal Earned Income Tax Credit. 2. The Virginia Credit for Low Income Individuals.

Anti-Discrimination Notice. It is illegal to discriminate against an individual based on race, color, national origin, sex, sexual orientation, gender identity, or genetic information.

Federal Minimum Wage. As of July 24, 2009, the federal minimum wage is \$7.25 per hour.

Employee Rights Under the Fair Labor Standards Act. This act sets minimum wage, overtime pay, and child labor standards.

Payday Notice. Employees must be notified of their scheduled payday in advance.

Unemployment Compensation. This act provides for temporary unemployment benefits to eligible workers.

Notice to Workers. Workers should be notified of their rights under the Fair Labor Standards Act.

Employee Polygraph Protection Act. This act prohibits employers from using lie detector tests to screen or monitor employees.

Disability Accommodations. Employers are required to provide reasonable accommodations for individuals with disabilities.

Virginia Human Rights Act. This act prohibits employers from discriminating against individuals based on race, color, national origin, sex, sexual orientation, gender identity, or genetic information.

Family and Medical Leave Act. This act provides for unpaid, job-protected leave for eligible employees for certain family and medical reasons.

Covenant Not to Compete Notice. This notice informs an employee that their employment is terminable at will and that they are prohibited from competing with their employer.

Workers' Compensation. This act provides for medical and disability benefits for workers who are injured or become disabled on the job.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Your Rights Under USERRA. This act provides for the reemployment of individuals who have served in the uniformed services of the United States.

Reemployment Rights. Employees who have been absent from work for military service are entitled to be reinstated to their former position.

Health Insurance Protection. Employees who have been absent from work for military service are entitled to have their health insurance reinstated.

Retaliation. It is illegal for an employer to take any adverse action against an employee for serving in the uniformed services.

Additional Information. For more information, visit the U.S. Department of Labor website.

Contact Information. U.S. Department of Labor, 200 North Pennsylvania Avenue, N.W., Washington, DC 20045.

Website. www.dol.gov

Phone. 1-866-4-USA-DOL

Reasonable Accommodations for Pregnancy. Employers are required to provide reasonable accommodations for pregnant employees.

Virginia Human Rights Act. This act prohibits employers from discriminating against individuals based on race, color, national origin, sex, sexual orientation, gender identity, or genetic information.

Seizure First Aid Poster. This poster provides information on how to help someone who is experiencing a seizure.

Stay with the person until they are awake and alert after the seizure.

Turn the person onto their side if they are not awake and alert.

Seizure lasts longer than 5 minutes.

Person does not return to their usual state.

Person is injured, pregnant, or sick.

Do NOT restrain.

Do NOT put any objects in their mouth.

Rescue medicines can be given if prescribed by a health care professional.

Learn more: epilepsy.com/firstaid

24/7 Helpline: 1-800-332-1000

Call 911 if...

Do NOT

Occupational Safety and Health Protection. This act provides for a safe and healthful workplace for all employees.

Job Safety and Health Protection. This act provides for a safe and healthful workplace for all employees.

Employers. Employers are required to provide a safe and healthful workplace.

Complaint. Employees who are injured or become ill on the job can file a complaint with the OSHA.

Employees. Employees should be aware of their rights under the Occupational Safety and Health Act.

Inspection. OSHA inspectors have the authority to enter workplaces to inspect for safety and health hazards.

Proposed Penalty. Employers who violate OSHA regulations may face civil penalties.

Citation. OSHA may issue citations and propose penalties for violations.

Recordkeeping. Employers are required to maintain records of workplace injuries and illnesses.

Accident Reporting. Fatalities and serious injuries must be reported to OSHA within a certain time frame.

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DISCRIMINATION VIRGINIA HUMAN RIGHTS ACT

Code of Virginia - Title 2.2, Chapter 3. This act prohibits employers from discriminating against individuals based on race, color, national origin, sex, sexual orientation, gender identity, or genetic information.

Complaints may be filed with: OFFICE OF THE ATTORNEY GENERAL, Division of Human Rights, 202 North 9th Street, Richmond, Virginia 23219.

What is the policy of the Commonwealth of Virginia to? Safeguard all individuals within the Commonwealth from unlawful discrimination.

Conduct that violates any Virginia or federal state or regulation governing discrimination is an unlawful discriminatory practice under the Virginia Human Rights Act.

Unlawful Discriminatory Practice Defined. This act defines what constitutes an unlawful discriminatory practice.

Complaints may be filed with: OFFICE OF THE ATTORNEY GENERAL, Division of Human Rights, 202 North 9th Street, Richmond, Virginia 23219.

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EMPLOYEE POLYGRAPH PROTECTION ACT

This act prohibits employers from using lie detector tests to screen or monitor employees. It also provides for the enforcement of this act.

Who is the Act Intended to Protect? Employees who are subject to lie detector tests.

What is the Purpose of the Act? To protect employees from the misuse of lie detector tests.

What are the Provisions of the Act? The act prohibits employers from using lie detector tests for employment purposes.

What are the Penalties? Employers who violate the act may face civil penalties.

What are the Remedies? Employees who have been subjected to lie detector tests may seek legal relief.

What are the Exceptions? The act does not prohibit lie detector tests for certain purposes.

What are the Definitions? The act defines key terms used throughout the statute.

What are the References? This act is part of the Code of Virginia, Title 28, Chapter 10.

What are the Citations? This act is cited as 28 VAC 10-01 through 10-17.

What are the Amendments? The act has been amended several times since its enactment.

What are the Comments? The act is intended to protect employees from the misuse of lie detector tests.

What are the Notes? The act is a key piece of legislation for employee protection.

What are the References? This act is part of the Code of Virginia, Title 28, Chapter 10.

What are the Citations? This act is cited as 28 VAC 10-01 through 10-17.

DISABILITY ACCOMMODATIONS

Employers are required to provide reasonable accommodations for individuals with disabilities. This act defines what constitutes a reasonable accommodation.

Who is the Act Intended to Protect? Employees with disabilities who need accommodations.

What is the Purpose of the Act? To ensure that individuals with disabilities have an equal opportunity to work.

What are the Provisions of the Act? The act requires employers to provide reasonable accommodations.

What are the Penalties? Employers who violate the act may face civil penalties.

What are the Remedies? Employees who have not received accommodations may seek legal relief.

What are the Definitions? The act defines key terms used throughout the statute.

What are the References? This act is part of the Code of Virginia, Title 20, Chapter 9.

What are the Citations? This act is cited as 20 VAC 9-01 through 9-08.

What are the Amendments? The act has been amended several times since its enactment.

What are the Comments? The act is intended to ensure that individuals with disabilities have an equal opportunity to work.

What are the Notes? The act is a key piece of legislation for disability accommodations.

What are the References? This act is part of the Code of Virginia, Title 20, Chapter 9.

What are the Citations? This act is cited as 20 VAC 9-01 through 9-08.

What are the Amendments? The act has been amended several times since its enactment.

WORKERS' COMPENSATION

This act provides for medical and disability benefits for workers who are injured or become disabled on the job. It also provides for the enforcement of this act.

Who is the Act Intended to Protect? Workers who are injured or become disabled on the job.

What is the Purpose of the Act? To provide medical and disability benefits for injured workers.

What are the Provisions of the Act? The act provides for the payment of workers' compensation benefits.

What are the Penalties? Employers who violate the act may face civil penalties.

What are the Remedies? Injured workers may seek legal relief if they are not receiving benefits.

What are the Definitions? The act defines key terms used throughout the statute.

What are the References? This act is part of the Code of Virginia, Title 65, Chapter 5.

What are the Citations? This act is cited as 65 VAC 5-01 through 5-07.

What are the Amendments? The act has been amended several times since its enactment.

What are the Comments? The act is intended to provide medical and disability benefits for injured workers.

What are the Notes? The act is a key piece of legislation for workers' compensation.

What are the References? This act is part of the Code of Virginia, Title 65, Chapter 5.

What are the Citations? This act is cited as 65 VAC 5-01 through 5-07.

What are the Amendments? The act has been amended several times since its enactment.