

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 prohibit employment practices that discriminate against workers based on race, color, sex, religion, national origin, age, disability, and genetic information. You have the right to be free 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.
Union members and applicants for membership in a union.
Most private employers.
State and local governments (as employers).
Educational institutions (as employers).
Staffing agencies.
What Types of Workplace Discrimination are Illegal?
Under the EEOC's laws, an employer 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 older)
• Disability
• Genetic information (including employer requests for, purchase, use, or disclosure of genetic tests, genetic services, or family medical history).

EMPLOYERS VIOLATING 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 contractor or subcontractor of the Federal Government, you may be protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, EEOC Item 1246, as amended, and Disability. The OFCCP also enforces affirmative action requirements for contractors and subcontractors of the Federal Government. If you believe you've been discriminated against at work or in applying for a job with, or are an employee of, a contractor or subcontractor of the Federal Government, you may be protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, EEOC Item 1246, as amended, and Disability. The OFCCP also enforces affirmative action requirements for contractors and subcontractors of the Federal Government. If you believe you've been discriminated against at work or in applying for a job with, or are an employee of, a contractor or subcontractor of the Federal Government, you may be protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, EEOC Item 1246, as amended, and Disability. The OFCCP also enforces affirmative action requirements for contractors and subcontractors of the Federal Government.

PROTECTIONS FOR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
This section provides information about the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of race, color, sex, religion, national origin, age, disability, and genetic information. The Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of race, color, sex, religion, national origin, age, disability, and genetic information. The Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of race, color, sex, religion, national origin, age, disability, and genetic information. The Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of race, color, sex, religion, national origin, age, disability, and genetic information.

CALIFORNIA MINIMUM WAGE

Effective January 1, 2025	Employees with 26 or More Employees*	Employees with 1-25 Employees*
Effective January 1, 2025 Minimum Wage: \$16.50 per hour	\$16.50	\$15.00
Effective January 1, 2024 Minimum Wage: \$16.00 per hour	\$16.00	\$14.50
Effective January 1, 2023 Minimum Wage: \$15.50 per hour	\$15.50	\$14.00

FAMILY CARE AND MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE
Under California law, an employee may have the right to take job-protected leave to care for his or her serious health condition or a family member with a serious health condition, or to bond with a new child in his or her family. California law also requires employers to provide job-protected leave to employees who are caring for a family member with a serious health condition, or to bond with a new child in his or her family. California law also requires employers to provide job-protected leave to employees who are caring for a family member with a serious health condition, or to bond with a new child in his or her family.

CALIFORNIA & FEDERAL LABOR LAW POSTER

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE
If you are pregnant, have a pregnancy-related medical condition, or are recovering from childbirth, you have certain rights and obligations under California and Federal labor law. This poster explains your rights and obligations as a pregnant employee.

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TRANSFERRING RIGHTS IN THE WORKPLACE
The rights of employees who are transferring to a new employer under California law are explained in this poster.

THE RIGHTS OF EMPLOYEES WHO ARE TRANSFERRED OR GENDER NONCONFORMING
This poster explains the rights of employees who are transferred or are gender nonconforming under California law.

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 or certain types of service in the National Disaster Medical Service. 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 reinstated into your civilian job if you leave that job to perform military or national service. You also have the right to be reinstated into your civilian job if you leave that job to perform military or national service. You also have the right to be reinstated into your civilian job if you leave that job to perform military or national service.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: <https://www.dhs.gov/geninfo/vets/programs/userra/poster>

CALIFORNIA LAW PROHIBITS WORKPLACE DISCRIMINATION & HARASSMENT
The California Civil Rights Department (CRD) enforces laws that protect you from illegal discrimination and harassment based on race, sex, religion, national origin, age, disability, and genetic information.

CRD ENFORCES LAWS THAT PROTECT YOU FROM ILLEGAL DISCRIMINATION AND HARASSMENT
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EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

Minimum Wage	Maximum Hour	Minimum Rest Period
\$16.50 per hour	8 hours	10 minutes

FEDERAL MINIMUM WAGE
The Federal Minimum Wage is \$7.25 per hour, effective July 24, 2009.

NOTICE TO EMPLOYEES
Your employer is required to post this notice in a conspicuous place where all employees can see it.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
The Fair Labor Standards Act (FLSA) sets minimum wage, overtime pay, and child labor standards. This poster explains your rights under the FLSA.

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WORKERS' COMPENSATION

STATE OF CALIFORNIA - DEPARTMENT OF INDUSTRIAL RELATIONS | Division of Workers' Compensation
Notice to Employees - Injuries Caused by Work
If you are injured or become ill as a result of your work, you may be eligible for workers' compensation benefits. This poster explains your rights and the steps you should take to file a claim.

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UNEMPLOYMENT INSURANCE
Unemployment insurance (UI) provides partial wage replacement when you are unemployed for a certain period of time.

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NO SMOKING ALLOWED
No smoking or open flames are permitted in designated areas of the workplace.

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ACCESS TO MEDICAL AND EXPOSURE RECORDS
Employees have the right to access their medical and exposure records under certain circumstances.

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EMPLOYEE PHOTOGRAPH PROTECTION ACT
The Employee Photograph Protection Act prohibits private employers from requiring employees to have their photographs taken for identification purposes.

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EMERGENCY INFORMATION
This poster provides information about emergency procedures in the workplace.

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SPECIAL RULES APPLY FOR WORK AROUND HAZARDOUS SUBSTANCES
Employees working with hazardous substances must follow special safety rules to protect themselves and others.

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WHISTLEBLOWERS ARE PROTECTED
Whistleblowers are protected from retaliation for reporting workplace violations.

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PAYDAY NOTICE
Employees must be notified of their payday in advance.

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SAFETY AND HEALTH PROTECTION ON THE JOB

California law provides workplace safety and health protections for workers through regulations enforced by the Division of Occupational Safety and Health (Cal/OSHA).

WHAT AN EMPLOYER MUST DO:
Employers must provide a safe and healthy workplace for their employees.

WHAT AN EMPLOYER MUST NEVER DO:
Employers must not discriminate against employees who report safety concerns.

EMPLOYEES HAVE CERTAIN WORKPLACE SAFETY & HEALTH RIGHTS:
Employees have the right to a safe and healthy workplace.

EMPLOYERS ALSO HAVE CERTAIN RESPONSIBILITIES:
Employers must take steps to ensure workplace safety and health.

Who is protected?
Whistleblowers are protected from retaliation for reporting workplace violations.

What is a whistleblower?
A whistleblower is an employee who discloses information to a government or law enforcement agency.

What protections are afforded to whistleblowers?
Whistleblowers are protected from retaliation for reporting workplace violations.

What are the consequences of retaliation?
Retaliation against a whistleblower is illegal under California law.

How to report improper acts?
Employees can report workplace violations to the appropriate government agency.

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