

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.

DISCRIMINATION
Equal Employment Opportunity is the Law
Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations with six or more persons are protected under State and Federal law from discrimination on the following bases:

FMLA - FAMILY AND MEDICAL LEAVE ACT
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.

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.

PAYDAY NOTICE
Regular Paydays for Employees of
(Company Name)
Shall be as follows:
Weekly Bi-Weekly Monthly Other

EMPLOYEE POLYGRAPH PROTECTION ACT
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.

INDIANA MINIMUM WAGE
INDIANA'S MINIMUM WAGE LAW
\$7.25 per hour
Both the federal and Indiana state minimum wage increased from \$6.55 per hour to \$7.25 per hour, effective July 24, 2009.

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed Form W-4 with your employer did you...
W-4: Married or divorced?
W-4: Gain or lose a dependent?
W-4: Change your name?

CHILD LABOR LAWS
Teen Work Hour Restrictions
Employers of minors who are 14, 15, 16 or 17 years of age are required by law to post the maximum number of hours minors may be permitted to work each day of the week.

VETERAN BENEFITS AND SERVICES
Did you Serve in the U.S. Military? Are you Still Serving?
Active Duty Reserves National Guard
VETERAN BENEFITS & SERVICES
Substance Abuse & Mental Health Treatment
Federal Disability Compensation

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
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.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION
SAFETY AND HEALTH PROTECTION ON THE JOB
INTRODUCTION:
The intent of the Indiana Occupational Safety and Health Act of 1974, Indiana Code 22-8-1.1, is to assure, so far as possible, safe and healthful working conditions for the workers in the State.

WORKERS' COMPENSATION
WORKER'S COMPENSATION NOTICE
Your employer is required to provide for payment of benefits under the Worker's Compensation Act of the State of Indiana. Any employee who is injured while at work should report the injury immediately to their supervisor, employer, or designated representative.

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

UNEMPLOYMENT INSURANCE
This Business is Subject to Indiana's Unemployment Insurance Laws
If you lose your job or work less than full time, you may be eligible for unemployment insurance benefits. Information is available on-line at www.in.gov/dwd. Computers are available at any Indiana WorkOne Center.

FEDERAL MINIMUM WAGE
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.

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT
This Business is Subject to Indiana's Unemployment Insurance Laws
If you lose your job or work less than full time, you may be eligible for unemployment insurance benefits. Information is available on-line at www.in.gov/dwd.

INDIANA DEPARTMENT OF LABOR/BUREAU OF CHILD LABOR
402 West Washington Street, Room W195, Indianapolis, Indiana 46204
Phone: (317) 232-2655 • Fax: (317) 232-3790 • TTY: Voice: 1-800-743-3333
E-Mail: youthemployment@dol.in.gov • Web: www.in.gov/dol/youthemployment.htm

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