# EMPLOYEE RIGHTS **UNDER THE FAMILY AND MEDICAL LEAVE ACT**

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

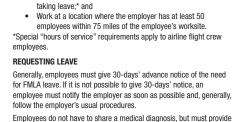
### weeks of unpaid, job-protected leave in a 12-month period for the The birth of a child or placement of a child for adoption or foster To bond with a child (leave must be taken within 1 year of the

An employee does not need to use leave in one block. When it is

Eligible employees who work for a covered employer can take up to 12 Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health nsurance coverage as if the employees were not on leave. To care for the employee's spouse, child, or parent who has a Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; An employer may not interfere with an individual's FMLA rights or For qualifying exigencies related to the foreign deployment of a retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in military member who is the employee's spouse, child, or any proceeding under or related to the FMLA. parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious

An employee who works for a covered employer must meet thre criteria in order to be eligible for FMLA leave. The employee must: Have worked for the employer for at least 12 months: nedically necessary or otherwise permitted, employees may take leave Have at least 1,250 hours of service in the 12 months before



certification is incomplete, it must provide a written notice indicating

for a reason that may qualify under the FMLA, the employer must noti the employee if he or she is eligible for FMLA leave and, if eligible, FMLA. If the employee is not eligible, the employer must provide a ugh information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include forming an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perfor is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. discrimination or supersede any state or local law or collectiv Employers can require a certification or periodic recertification

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is

imployers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA Employees may file a complaint with the U.S. Department of Labor Wage and Hour Division, or may bring a private lawsuit against an argaining agreement that provides greater family or medical leav supporting the need for leave. If the employer determines that the

For additional information or to file a complaint:

1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



WH1420 REV 04/16

# **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

Ref.: 29 USC, Ch. 28, Sec. 2619

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. Federal, State and local governments are not affected by the law. Also, the **EXEMPTIONS** 

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.

law does not apply to tests given by the Federal Government to certain

employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic

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

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.



# **Notice of Hours** (CHILD LABOR)

Employment Standards 401 SW Topeka Blvd. Topeka, KS 66603-3182 (785) 296-5000 www.dol.ks.gov

IT SHALL BE A VIOLATION OF LAW for any child under 16 years of age to be employed, permitted or suffered to work in the business establishment before 7 a.m., or after 10 p.m., on days preceding a school day, or for more than eight hours per day, or 40 hours per week when school is not in session.

FURTHER, IT SHALL BE A VIOLATION OF LAW to employ, permit or suffer to work any child under 18 years of age in any vocation which has been declared by Rule or Regulation of the Secretary of Labor to be dangerous or injurious to the life, health, morals or welfare of a minor.

WORK PERMITS SHALL BE REQUIRED when the minor is under 16 years of age and ONLY when such minor is NOT enrolled in or attending any secondary school.

**NOTICE OF HOURS** (KSA 38-605) that every employer shall keep this notice posted in a conspicuous place near the principal entrance in an establishment where children under 16 years of age are employed, permitted or suffered to work. This notice shall state the maximum number of hours each child may be required or permitted to work, on each day of the week, the hours of commencing and stopping

This poster is not required and should not be posted if you are covered under the Federal Child Labor Law. If you are unsure, it is suggested that you contact the U.S. Department of Labor for information. You may contact the following federal office:

work and the hours allowed for dinner and other meals.

Wage and Hour Division Gateway Tower II 400 State Ave., Suite 1010 Kansas City, KS 66101 (913) 551-5721 Toll Free (866) 487-9243



Ref.: Kansas Statute 38-605

# **Job Safety and Health** IT'S THE LAW!

### All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

### **Employers must:**

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

### **Notice to Workers About UNEMPLOYMENT INSURANCE**

Our organization participates in the Kansas Unemployment Insurance Program. Should you become unemployed, you can learn about unemployment benefits and apply online at www.GetKansasBenefits.gov.

If you are unable to apply online, you can apply for benefits by calling the Kansas Unemployment Contact CHILD LABOR

If you have suffered

**MAIN OFFICE** 

**TOPEKA:** 

900 S.W. JACKSON

SUITE 568-SOUTH

TOPEKA, KANSAS

66612-1258

Fax (785) 296-0589

TTY (785) 296-0245

Toll-Free

(888) 793-6874

discrimination in recruitment,

hiring, placement, promotion,

transfer, training, compensation,

layoff, or termination contact...

**KANSAS HUMAN RIGHTS** 

**COMMISSION AREA OFFICES:** 

WICHITA OFFICE:

300 W. DOUGLAS

WICHITA, KS 67202

Voice (316) 337-6270

Fax (316) 337-7376

**DODGE CITY** 

**OFFICE:** 

**MILITARY PLAZA** 

**OFFICES** 

**SUITE 220** 

(620) 225-4804

Fax (620) 225-4986

### Kansas Unemployment Contact Center

Kansas City Area	(913) 596-3500
Topeka Area	(785) 575-1460
Wichita Area	(316) 383-9947
Toll free outside these areas	(800) 292-6333
Kansas Relay Center (TTY)	(800) 766-3777

Claims specialists are available Monday through Friday from 8:00 a.m. until 4:15 p.m., except on state holidays.

The Kansas Unemployment Insurance Program is administered by: KANSAS DEPARTMENT OF LABOR 401 SW Topeka Blvd. Topeka, KS 66603-3182

Aviso Para el Trabajador Sobre **EL SEGURO DE DESEMPLEO** 

Nuestra organización participa en el programa del Seguro de Desempleo de Kansas. Si acaso llega ser desempleado puede aprender mas sobre los beneficios de desempleo y aplicar en www.GetKansasBenefits.gov.

Si no puede aplicar por la Internet, usted puede aplicar por beneficios de desempleo al llamar al Centro de Contacto de Desempleo de Kansas.

### Centro de Contacto de Desempleo de Kansas (913) 596-3500 Área de Kansas City.

Tirea de Italisas City	$(\mathcal{I}_{1}\mathcal{I}_{J})$	JJ0-JJ00
Área de Topeka	(785)	575-1460
Área de Wichita	(316)	383-9947
Si vive fuera de las áreas de llamadas	(800)	292-6333
Kansas Relay Center (TTY)	(800)	766-3777

Disponibilidad de Especialistas de Reclamo lunes - viernes 8:00 a.m. - 4:15 p.m. La oficina esta cerrada durante los días festivos reconocidos por el estado de Kansas.

El programa de Seguro de Desempleo de Kansas es administrado por: KANSAS DEPARTMENT OF LABOR 401 SW Topeka Blvd. Topeka, KS 66603-3182 Kansas

K-CNS 405 (Rev. 12-17)

Ref.: KSA §44-709





# **EMERGENCY NUMBERS CALL 911**

POLICE: AMBULANCE: PHYSICIAN: HOSPITAL:

FIRE DEPARTMENT: POISON CONTROL:

### **PAY DAY NOTICE**

**PAY DAY IS ON:** ■ MONDAY

■ WEDNESDAY

☐ TUESDAY

☐ FRIDAY ■ SATURDAY □ SUNDAY

☐ THURSDAY **PAY SCHEDULE IS:** 

□ WEEKLY □ BIWEEKLY

□ SEMI MONTHLY ■ MONTHLY

**PAYCHECKS ARE ISSUED ON THE:** OF THE MONTH TIME:

# **EMPLOYEE RIGHTS**

UNDER THE FAIR LABOR STANDARDS ACT

**FEDERAL MINIMUM WAGE** 

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

> and 15 years old may work outside school hours in various non-manufacturing, non-manufacturing, non-hazardous jobs with certain work hours restrictions. Different rules apply in 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

> 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

are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA

**TIP CREDIT** 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. **NURSING** 

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to **MOTHERS** 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

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The **ENFORCEMENT** Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations

· Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. ADDITIONAL Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. **INFORMATION** Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent









# **Kansas Disponen OPORTUNIDADES IGUALES** con respecto a

Reclutamiento · Colocación · Nombramiento · Promoción · Transferencia • Enseñanza • Instruccion • Aprendizaje • Compensasción · Rebaja de empleo · Teminación de empleo · Condiciones en el trabajo · Acosamiento ·

Genéticeos También y Pryebos Desperdicios Se prohiben



COMISIÓN DE DERECHOS HUMANOS

DODGE CITY OFFICE

Military Plaza Offices

Suite 220

100 Military Plaza

Dodge City, Kansas 67801

Voice (620) 225-4804

Fax (620) 225-4986

MAIN OFFICE TOPEKA 900 S.W. Jackson Suite 568 South Topeka, Kansas 66612 Voice (785) 296-3206 Fax (785) 296-0589 TTY (785) 296-0245 Toll-Free (888) 793-6874

> WICHITA OFFICE 300 W. Douglas Suite 220 Wichita, Kansas 67202 Voice (316) 337-6270 Fax (316) 337-7376

Ref.: KSA §44-1012

This notice must be posted and maintained by the employer in one or more conspicuous places.

### **Workers Compensation Rights and Responsibilities** Your employer is subject to the Kansas Workers Compensation Law which provides compensation for job-related injuries.

This notice applies to dates of accidents on or after April 25, 2013. Este aviso aplica a las fechas de los accidentes a partir de Abril 25, 2013.

### WHAT TO DO IF AN INJURY **OCCURS ON THE JOB**

**NOTIFY YOUR EMPLOYER IMMEDIATELY.** Per K.S.A. 44-520, a claim may be denied if an employee fails to notify their employer within the earliest of the following dates: (A) 20 calendar days from the date of accident or the date of injury by repetitive trauma; (B) if the employee is working for the employer against whom benefits are being sought and such employee seeks medical treatment for any injury by accident or repetitive trauma, 20 calendar days from the date such medical treatment is sought; or (C) if the employee no longer works for the employer against whom benefits are being sought, 10 calendar days after the employee's last day of actual work for the employer.

Notice may be given orally or in writing. Where notice is provided orally, if the employer has designated an individual or department to whom notice must be given and such designation has been communicated in writing to the employee, notice to any other individual or department shall be insufficient under this section. If the employer has not designated an individual or department to whom notice must be given, notice must be provided to a supervisor or manager.

Where notice is provided in writing, notice must be sent to

a supervisor or manager at the employee's principal location of

The notice, whether provided orally or in writing, shall include the time, date, place, person injured and particulars of such injury. It must be apparent from the content of the notice that the employee is claiming benefits under the workers compensation act or has suffered a work-related injury. BENEFITS. Benefits are paid by the employer's

insurance carrier or self insurance program. Benefits include medical treatment, partial wage replacement for lost time and additional benefits if the injury results in permanent disability. An employer is required to furnish all necessary medical treatment and has the right to designate the treating physician. If the employee seeks treatment from a doctor not authorized by the employer, the employer or its insurance carrier is only liable up to \$500.00 dollars for the unauthorized medical treatment.

### **QUE HACER SI UNA LESIÓN OCURRE EN EL TRABAJO**

NOTIFIQUE A SU EMPLEADOR INMEDIATAMENTE. De acuerdo con el artículo de ley K.S.A. 44-520, un reclamo puede ser negado si el empleado no notifica a su empleador dentro de antes de las siguientes fechas: (A) 20 días a partir de la fecha del accidente o la fecha de la lesión debido a trauma por movimientos repetitivos; (B) si el empleado está trabajando con el empleador en contra del cual se están buscando beneficios y dicho empleado busca tratamiento médico por cualquier lesión por accidente o trauma repetitiva, 20 días a partir de la fecha que dicho tratamiento médico ha sido obtenido; o (C) si el empleado ya no trabaja para el empleador en contra del cual se están buscando beneficios, 10 días después del último día de trabajo para dicho empleador.

El aviso puede darse oralmente o por escrito. Donde el aviso se da oralmente, si el empleador ha designado un individuo o departamento a quien el aviso se debe dar y tal designación ha sido comunicada por escrito al empleado, aviso a cualquier otro individuo o departamento deberá ser insuficiente bajo esta sección. Si el empleador no ha designado a un individuo o departamento a quien se debe dar el aviso, el aviso puede darse a un supervisor o gerente. Donde el aviso se hace por escrito, el aviso debe ser enviado

a un supervisor o gerente de la oficina principal de empleo del El aviso, sea que se haga oralmente o por escrito, debe incluir la hora, fecha, lugar, persona lesionada y detalles de tal lesión. Debe ser visible a partir del contenido del aviso, que el empleado está

reclamando beneficios bajo la ley de compensación del trabajador o

que ha sufrido una lesión relacionada con el trabajo. BENEFICIOS. Los beneficios son pagados por la compañía aseguradora del empleador o programa de seguro propio. Los beneficios incluyen tratamiento médico, reemplazo de sueldo parcial por tiempo perdido y beneficios adicionales si la lesión resulta en incapacidad permanente. El empleador debe proporcionar todo el tratamiento médico necesario y tiene el derecho de designar el doctor para dicho tratamiento. Si el empleado busca tratamiento con un doctor que no ha sido autorizado por el empleador, el empleador o su compañía aseguradora serán responsables de pagar solamente los

Telephone (Teléfono de la Aseguradora)

primeros \$500.00 dólares para tratamiento médico no autorizado. WHERE TO GET HELP WITH YOUR CLAIM (DÓNDE CONSEGUIR AYUDA CON SU RECLAMO):

Employer's Insurance Carrier (Compañía Aseguradora del Empleador)

Address (Dirección de la Aseguradora) For questions about Workers Compensation Law, contact (Para preguntas acerca de la Ley de Compensación del Trabajador): KANSAS DEPARTMENT OF LABOR Website: www.dol.ks.gov/workcomp/default.aspx

Email: KDOL.wc@ks.gov Division of Workers Compensation/Ombudsman Phone: (800) 332-0353 or (785) 296-4000 401 SW Topeka Blvd., Suite 2, Topeka, KS 66603-3105 Persons with impaired hearing or speech utilizing a telecommunications device may access the above number(s) by using the Kansas Relay Center at (800) 766-3777. KANSAS DEPARTMENT OF LABOR www.dol.ks.gov K-WC 40-A (3-18)

### Private Employers, State and Local Governments, Educational Institutions **Employment Agencies and Labor Organizations**

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

Applicants to and employees of most private employers, state and local governments, educational institutions

employment agencies and labor organizations are protected under Federal law from discrimination on the

of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years

working conditions, in the same establishment Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes informatio

in family members (family medical history); and requests for or receipt of genetic services by applicants,

### All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment

employees, or their family members

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC

to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is section. Additional information about EEOC, including information about charge filing, is available at financial assistance, you should immediately contact the Federal agency providing such assistance.

EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

Equal Employment Opportunity is THE LAW

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. INDIVIDUALS WITH DISABILITIES Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discriminatio

on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification,

referral, and other aspects of employment. Disability discrimination includes not making reasonable

accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level. DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has

been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded). Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY).

OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor. Programs or Activities Receiving Federal Financial Assistance about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders RACE, COLOR, NATIONAL ORIGIN, SEX In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the

Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment 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 who, with or without reasonable

mmodation, can perform the essential functions of the job. available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government If you believe you have been discriminated against in a program of any institution which receives Federal

EEOC-P/E-1 (Revised 11/09)

08/2016-04/24/19 THA-83716

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