

- PROHIBITIONS Employers are generally prohibited from requiring or requesting any EXAMINEE employee or job applicant to take a lie detector test, and from discharging, RIGHTS 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 law does not apply to tests given by the Federal Government to certain ENFORCEMENT 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

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.

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.

Independent Contractor or Employee?

ATTENTION ALL EMPLOYEES, **EMPLOYERS, INDEPENDENT CONTRACTORS AND** SUBCONTRACTORS:

The law says that you are an employee unless:

- You are free from direction and control in performing your job, **AND**
- You perform work that is not part of the usual work done by the business that hired you **OR** is not performed on the business's premises, AND
- You are customarily engaged in an independently established trade, occupation, profession or business.

Your employer cannot consider you to be an independent contractor unless all three of these facts apply to your

IT IS AGAINST THE LAW FOR AN EMPLOYER TO **MISCLASSIFY EMPLOYEES AS INDEPENDENT** CONTRACTORS OR PAY EMPLOYEES OFF THE BOOKS.

Employee Rights:

- If you are an employee, you are entitled to:
- · Unemployment benefits, if unemployed through no fault of your own, able to work, and meet other eligibility requirements
- Workers' Compensation benefits for on-the-job injuries

It is a violation of this law for employers to retaliate against anyone who asserts their rights under the law. Retaliation subjects an employer to civil penalties, a lawsuit or both. If you have questions about whether you are an employee or independent contractor, or you want to file a complaint, call the Louisiana Workforce Commission Fraud Hotline at 1 (800) 201-3362.

Independent Contractors:

If you are an independent contractor, you must pay all taxes required by Louisiana and Federal Law.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

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. An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-CHILD LABOR farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours estrictions. Different rules apply in agricultural employment.
- Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based of TIP CREDIT tips received by their employees. Employers must pay tipped 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 combine 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
- The FLSA requires employers to provide reasonable break time for a nursing mother employee who is NURSING 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 MOTHERS milk. Employers are also required to 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
- ENFORCEMENT 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 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

You should report to your employer any occupational disease or personal injury that is

n case of an occupational disease, all claims are barred unless the employee files a

the employee knows or has reasonable grounds to believe that the disease is

n case of death arising from an occupational disease, all claims are barred unless the dependent(s) file a claim with the deceased employee's employer within one year of:

the date the claimant has reasonable grounds to believe that the death resulted

n case of injury or death caused by a work-related accident, an injured employee or

ne employer within 30 days of the injury. If notice is not given within 30 days, no ayments will be made for such injury or death. In addition, any fraudulent action by the mployer, employee, or any other person for the purpose of obtaining or defeating any

benefit or payment of workers' compensation shall subject such person to criminal as

The above mentioned notice should be filed with the employer at the address shown to

representative of a person claiming to be entitled to compensation, must give notice to

any person claiming to be entitled to compensation either as a claimant or as a

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 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

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay ADDITIONAL INFORMATION provisions. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariar
 - slands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both
 - 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 contractors are not.
 - Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



Workers' Compensation

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In the event yo

Formal Clair

If you desire an

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

A notice so given shall not be held invalid because of any inaccuracy in stating the time, place, nature or cause of injury, or otherwise, unless it is shown that the employer was in fact misled to his detriment thereby. Failure to give notice may not harm the employee if the employer knew of the accident or if the employer was not prejudiced by the delay or failure to give notice.	Notice shall be given by delivering it or sending it by certified mail or return receipt requested to: Employer Representative
Physicians	
In the event you are injured, you are entitled to select a physician of your choice for treatment. The employer may choose another physician and arrange an examination which you would be required to attend.	
Formal Claim	
In order to preserve your right to benefits under the Louisiana Workers' Compensation Law, you must file a formal claim with the Office of Workers' Compensation Administration within one year after the accident if payments have not been made or within one year after the last payment of weekly benefits.	Employer
Information	
If you desire any information regarding your rights and entitlement to benefits as prescribed by law, you may call or write to the Office of Workers' Compensation Administration, Post Office Box 94040, Baton Rouge, Louisiana 70804-9040 or telephone (225) 342-7555. Name and Address of Insurance Company	R.S. 23:1302 states that this notic should be posted in a convenient and conspicuous place in the employer's place of business. Revised May 2003



www.laworks.net

To file a new unemployment

or to get answers about your

online, visit us on the Web at

Unemployment Insurance

If you do not have access

to the internet, or prefer to

Insurance claim by phone,

call the Unemployment

Insurance Call Center at

manage your Unemployment

claim, reopen an existing

unemployment benefits,

claim, file for weekly

www.laworks.net

1-866-783-5567

Unemployment Insurance

The Net also permits polygraph testing, subject to restrictions, or certain
employees of private firms who are reasonably suspected of involvement in
a workplace incident (theft, embezzlement, etc.) that resulted in economic
loss to the employer.

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 detector tests



Age Discrimination

Sickle Cell Trait

Discrimination

			The prohibitions herein listed shall be limited	made a charge, testified, assisted, or
	ohibition of sickle cell it discrimination;	 Cause or attempt to cause an employer to discriminate against an individual in violation of the 	to individuals who are at least forty years of age.	participated in any manner in an investigation, proceeding, or litigation pursuant to the listed herein provisions.
	ceptions	provisions herein.	 A. It is unlawful for an employer to engage in any of the following practices: 	
A.	It is unlawful for an employer to engage in any of the following practices: 1. Fail or refuse to hire, or to	D. It is unlawful for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate	 Fail or refuse to hire, or to discharge, any individual or otherwise discriminate against any individual with respect to his compensation, or his terms, conditions, or privileges of employment because of the individual's age. 	E. It is unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by the employer or membership in or any classification or referration.
	discharge, any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because such individual has sickle cell trait.	against any member thereof or applicant for membership because such individual, member, or applicant for membership has opposed any practice made unlawful by this Section, or because the individual, member, or applicant for membership has made a	 Limit, segregate, or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee because of the individual's age. 	 F. It is not unlawful for an employer, employment agency, or labor organization to a complete specification, or discrimination based on age
	2. Limit, segregate, or classify his employees in any way which	charge, testified, assisted, or participated in any manner in an	 Reduce the wage rate of any employee in order to comply with the requirements 	engage in any of the following practices: 1. Take any action otherwise prohibited under
	would deprive or tend to deprive any individual of employment opportunities, or otherwise	investigation, proceeding, or litigation under the provisions herein. E. It is unlawful for an employer, labor	herein.	Subsection A, B, C, or E, where age is a bon fide occupational qualification reasonably necessary for the normal operation of the
	adversely affect his status as an employee, because such individual has sickle cell trait.	organization, or employment agency to print or publish, or cause to be printed or published, any notice or	B. It is unlawful for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of the individual's age,	particular business, or where the differentiation is based on reasonable factors other than age.
_	3. Reduce the wage rate of any employee in order to comply with the provisions herein.	advertisement relating to employment by such employer or membership in or any classification or referral for employment by such a labor organization, or relating to any	or to classify or refer for employment any individual on the basis of the individual's age.	 Take any action otherwise prohibited under Subsection A, B, C, or E to observe the term of a bona fide employee benefit plan, such a retirement, pension, or insurance plan, which is not a subterfuge to evade the purpose
В.	It is unlawful for an employment agency to fail to refer or refuse to refer for employment, or otherwise to discriminate against, any individual	classification or referral for employment by such employment agency indicating any preference, limitation, specification, or discrimination based on sickle cell	C. It is unlawful for a labor organization to engage in any of the following practices:	herein except that no such employee benefit plan shall excuse the failure to hire any individual.
	because such individual has sickle cell trait, or to classify or refer for employment any individual on the	trait.	 Exclude or expel from its membership, or otherwise to discriminate against any individual because of his age. 	 Discharge or otherwise discipline an individual for good cause.
0	basis that such individual has sickle cell trait.	Acts 1997, No. 1409, §1 If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at	 Limit, segregate, or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way 	Acts 1997, No. 1409
C.	It is unlawful for a labor organization to engage in any of the following practices: 1. Exclude or expel from its	1-888-248-0859 or visit us at www.gov.state.la.us/HumanRights/humanrights home.htm. LSA-R.S. 51:2231(c)	which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as	If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at 1-888-248- 0859 or visit us at www.gov.state.la.us/Human
	membership, or otherwise discriminate against, any individual because of sickle cell	Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises a notice, to be prepared by the Louisiana Workforce	an employee or as an applicant for employment, because of the individual's age.	Rights/humanrightshome.htm. LSA-R.S. 51:2231(c)
	 trait. Limit, segregate, or classify its membership, or classify or fail to 	Commission, setting forth information as the department deems appropriate to effectuate the purposes of this Part.	 Cause or attempt to cause an employer to discriminate against an individual in violation of the provisions herein. 	Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises, setting forth information to effectuate this purpose.
	refer or refuse to refer for employment any individual in	R.S. 23:352, 354		R.S. 23:311, 312
	any way which would deprive or tend to deprive any individual of	Revised April 2010	D. It is unlawful for an employer to discriminate against any of his employees or applicants for employment, for an employment agency	Revised April 2010
	employment opportunities, or limit such employment opportunities, or otherwise	WORKFORCE	to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for	WORKFORCE
	adversely affect his status as an employee or as an applicant for employment, solely because such individual has sickle cell	COMMISSION	membership because the individual, member, or applicant for membership has opposed any practice made unlawful by this Section, or because such individual,	COMMISSION
	trait.	www.laworks.net	member or applicant for membership has	www.laworks.net
	qual Opportunity Employer Program. Auxiliary iduals with disabilities. 1-800-259-5154 (TDD)	v aids and services are available upon request to	An Equal Opportunity Employer Program. Auxilia individuals with disabilities. 1-800-259-5154 (TDE	ry aids and services are available upon request to

Employer Consequences:

- Pursuant to Louisiana Employment Security Law R.S. 23:1711 (G): Penalties for misclassifying a worker as an independent contractor include:
- Fines of up to \$500 per worker per instance
- Imprisonment for up to 90 days
- Prohibited from contracting with any state agency or political subdivision of the state for 3 years.

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This notice must be posted in a LOUISIANA conspicuous place, setting forth **WORKFORCE** information to effectuate this purpose. COMMISSION R.S. 23:1711

September 2012

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Out-of-State

Motor Vehicles

Duties of employees and employers

A. Any person who is a resident of a state which requires registration of the motor vehicle or motor vehicles of a person who is employed in that state within thirty days of such employment, and who is employed in and maintains a residence in Louisiana and who operates one or more vehicles on the public streets and roads in Louisiana shall apply for a certificate of registration for each of those vehicles within thirty days of the date on which the person was employed in Louisiana.

Notice to Workers

Reporting Injury

work-related, even if you deem it to be minor.

claim with his/her employer within one year of the date that:

the employee is disabled as a result of the disease.

Occupational Disease or Death

the disease manifests itself.

from occupational disease

occupationally related.

the date of death.

Filing Notice

well as civil liabilities

the right.

Your employer is subject to the Louisiana Employment Security Law and is required to post this notice in a conspicuous place. Your employer has contributed to the Louisiana Trust Fund from which benefits are paid. No amount of contributions to the Trust Fund is deductible from your earnings.

Total Unemployment

- You may be eligible to receive unemployment insurance benefits provided:
- You are unemployed.
- You have registered for work.
- You are able to work, available for work, and actively conducting a search for work
- You have been paid wages by employers subject to the Louisiana Employment Security Law during your base period in an amount sufficient to qualify you under the law.

Disgualification

- You may be disqualified from drawing benefits on your claim if:
- You have left work voluntarily without good cause attributable to a substantial change made to the employment by the employer.
- You have been discharged for misconduct connected with your work
- You fail without good cause to: (a) apply for available suitable work, (b) accept suitable work when offered, or (c) return to your customary self-employment when directed.
- You have been discharged for the use of illegal drugs.

You may also be disqualified:

- For any week with respect to which the Administrator finds that your unemployment is due to a labor strike which is in active progress at the factory, establishment or other premises at which you are or were last employed, and in which you are participating, or in which you are interested.
- 2 For any week with respect to which or a part of which you have received or are seeking unemployment benefits under an unemployment insurance law of another state or the United States
- For any week with respect to which or a part of which you 3 are receiving or have received other remuneration (i.e., Workers' Compensation, pensions, vacation pay, wages in lieu of notice, or severance pay).

Penalties

If you make a false statement knowing it to be false or intentionally fail to disclose an important fact in order to receive or increase a benefit amount, you shall be disgualified for not more than the 52 weeks which immediately follow the week in which such determination is made and shall not be entitled to further benefits until cash repayment has been made or the claim for repayment has prescribed.

In addition, the law provides: Whoever makes a false statement or representation to the Agency knowing it to be false, or knowingly fails to disclose a material fact to obtain or increase any benefit or other payment under this Chapter, or under an employment security law of any other State, or the Federal Government, or of a foreign government, either for himself or for any other person, shall be guilty of a misdemeanor, and shall be fined not less than \$50 nor more than \$1,000 or imprisoned for not less than 30 days nor more than 90 days, or both, in the discretion of the court. Each such false statement or representation or failure to disclose a material fact shall constitute a separate offense



This notice must be posted in a

in the employer's place of

business.

R.S. 23:1621

convenient and conspicuous place

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

Genetic Discrimination

Gene	etics in the Workplace	Nondiscrimination	
Louisiana law forbids genetic discrimination and limits genetic testing in the workforce.		Louisiana law also provides that an employer, labor organization or employment	
Definitions		agency shall not discriminate on the basis of protected genetic information, and an employer, labor organization or joint labor management committee controlling apprenticeship, on-the-job training or other training program shall not discriminate on the	
Key terms are used to establish specific genetic discrimination and privacy protections. They are as follows:			
1.	"Genetic monitoring" is the periodic examination of employees to evaluate changes to their genetic material that	basis of protected genetic information. Exceptions	
	may have developed in the course of employment due to exposure to toxic substances in the workplace.	An employer, labor organization or employment agency may request protected genetic information with an offer of	
2.	"Genetic services" are defined as the health services provided to obtain, assess, or interpret genetic information for diagnostic or therapeutic purposes, or for genetic education or counseling.	employment. They may request, collect or purchase protected genetic information if there is a request for, or receipt of, genetic services and the effect of genetic monitoring of toxic substance shall be permitted in the workplace.	
3.	"Genetic test" means the analysis of human DNA, RNA, chromosomes, and those proteins and metabolites used to detect heritable or some somatic disease-related genotypes or karyotypes for clinical purposes. It must be generally accepted in the scientific	If you believe you have been discriminated against, please contact the Louisiana Commission on Human Rights at 1-888-248- 0859 or visit us at www.gov.state.la.us/ HumanRights/humanrights home.htm. LSA-R.S. 51:2231(c)	
	and medical communities to qualify under this definition.	This notice must be posted in a conspicuous place, setting forth information to effectuate this purpose.	
4.	"Protected genetic information" is information about the genetic tests of an individual or that of an individual's family	R.S. 23:302; R.S. 23:368 and 369	
	individual or that of an individual's family members, or the occurrence of a	Revised April 2010	



ights. Under 38 U.S.C. 4301 et seq. (USERRA) and 50 U.S.C. 3901 et seq. (SCRA) and state law R.S. 29:401 et seq. (MSRA), if you feel that you have been discriminated against or denied such rights on account of your service in the iniformed services, contact the Employer Support of the Guard and Reserve Committee at 1-800-336-4590, or log on to www.ESGR.org, or e-mail questions to questions@LAESGR.com.



www.laworks.net



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.

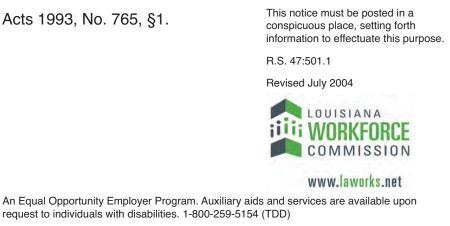
Contact OSHA. We can help.

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.

- B. Each employer in this state shall notify each person employed by that employer of the requirement of Subsection A of this Section. The notice shall be by direct communication at the time of employment and by posting a notice in a prominent location at the place of employment.
- C. The provisions of this Section shall not be applicable to members actively serving in the armed forces of the United States.



Timely Payment of Wages

Your employer has a duty to inform you at the time of your hire what your wage rate will be, how often you will be paid and how you will be paid, and of any subsequent changes thereto.

If your employer should, for reasons within his control, fail to pay you according to that agreement, you must first lodge a complaint with him

If no action is taken to resolve your complaint, you may report the violation to the Louisiana Workforce Commission

This notice must be posted in a conspicuous place, setting forth information to effectuate this purpos

R.S. 23:633(D)

Revised January 2016

An Equal Opportunity Employer Program. individuals with disabilities. 1-800-259-51

EMERGENCY NUMBERS CALL 911

POLICE:
AMBULANCE:
PHYSICIAN:
HOSPITAL:
FIRE DEPARTMENT:
POISON CONTROL:
OSHA:

disease, or medical condition or disorder in family members of the individual. LOUISIANA WORKFORCE COMMISSION An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with www.laworks.net abilities. 1-800-259-5154 (TDD)

EarnedIncomeCredit Er 2020

Notice to Employees of Federal Earned Income Tax Credit (EIC)

If you make \$50,000* or less, your employer should notify you at the time of hiring of the potential availability of Earned Income Tax Credits or Advance Earned Income Credits. Earned Income Tax Credits are reductions in federal income tax liability for which you may be eligible if you meet certain requirements. Additional information and forms for these programs can be obtained from your employer or the Internal Revenue Service.

- * Earned Income and adjusted gross income (AGI) must each be less than:
- \$50,594 (\$56,844 married filing jointly) with three or more qualifying children
- \$47,440 (\$53,330 married filing jointly) with two qualifying children
- \$41,756 (\$47,646 married filing jointly) with one qualifying child
- \$15,820 (\$21,710 married filing jointly) with no qualifying children

Advance Paym entsofE ITCE lminated

Effective December 31, 2010, Advanced Federal Earned Income Tax Credit (AEITC) became unavailable to workers.

Web at www.irs.gov or call toll-free at 1-800-829-1040.

Visit the IRS on the

The Education Jobs and Medicaid Assistance Act of 2010 signed into law August 10, 2010 repealed the Advance EITC. It will not be available to workers after December 31, 2010.

Individuals who received Advance EITC in any prior tax year should have filed a tax return to report the payments even if they owed no tax or did not get a refund.

Advance EITC, also known as AEITC, allowed certain workers to receive EITC in installments throughout the year, instead of a lump sum during the following filing season. To gualify for Advance EITC, an individual must have had at least one qualifying child. The amount of Advance EITC was limited to 60 percent of the maximum credit payable for a worker with one qualifying child.

If you need more information regarding the EITC or prior Advanced FITC received, you should contact the IRS at 1-800-829-1040 or visit the IRS Website at www.irs. gov. Additional EITC resources are also available at the IRS EITC Home page:

https://www.irs.gov/Credits-&-Deductions/Individuals/ Earned-Income-Tax-Credit/EITC-Income-Limits-Maximum Credit-Amounts-Next-Year

COMMISSION

ract are protected under Federal law from discri

Every employer shall keep

R.S. 23:15, 23:1018.2

Revised January 2020

conspicuously posted in or about the premises wherein any worker is

employed, a printed copy or abstract o

those labor laws which the Executive

Director may designate, in a form to be furnished by the Executive Director.

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on the basis of race, color, religion, sex or national origin, and requires affirma

Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations licants to and employees of most private employers, state and local gove rganizations are protected under Federal law from discrimination on the following bases

An Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-259-5154 (TDD)

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGI

Fitle VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pa inge benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy) tional origin. Religious discr includes failing to reasonably accommodate an employee's religious practices where the loes not impose undue hardship

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

The Age Di nent Act of 1967, as amended, protects applicants and employees 40 years of age or older from discri based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. SEX (WAGES)

n addition to sex discrimi ation prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex liscrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and esponsibility, under similar working conditions, in the same establishmen

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic tion 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 information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical istory); and requests for or receipt of genetic services by applicants, employees, or their family members. RETALIATION

ll of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a on proceeding, or otherwise opposes an unlawful employment practice WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

ion. To preserve the ability of EEOC to act on your behalf and to protect

on 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring notion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability disc making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is ar

and or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance yment 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 affirmativ 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 Force service medal was awarded

Employers Holding Federal Contracts or Subcontracts

on the following bases:

RETALIATION

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

INDIVIDUALS WITH DISABILITIES

action to ensure equality of opportunity in all aspects of employmen

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise oppose discrimination under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should conta-

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Const on Avenue, N.W., Washington, D. 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 a OFCCP regional or district office, listed in most telephone directories under U.S. Government. Department of Labor.

Programs or Activities Receiving Federal Financial Assistan 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 auton is concrete by find with the prima y objective of the manual assistance is provision employment, of where employments of anation causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 s employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

e.	WORKFORCE COMMISSION
	www.laworks.net
Auxiliary aids and services are available upon request to 54 (TDD)	



file a private lawsuit, should you ultimately t EEOC promptly when di he U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for ndividuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at vww.eeoc.gov.

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

9/3, as amended, prohi activity which receives Federal financial assistance. Discrit nination is prohibited in all aspects of employment against persons with disabilities who with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

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