



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

&

any job not

hazardous by

declared

the federal

What can



Definitio

Division of Human Rights

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other

If the behavior continues, the employee must immediately bring the matter to the attention of his/her supervisor. If the immediate supervisor is involved in the harassing activity, the violation should be reported to that supervisor's immediate supervisor, the department personnel officer, or the employee relations coordinator, who can be reached at (______).

If a supervisor or personnel officer knows of an incident of sexual harassment, they shall take appropriate remedial action immediately. If the alleged harassment involves any types of threats of physical harm to the victim, the alleged harasser may be suspended with pay. During such suspension, an investigation will be conducted by (______). If the investigation supports charges of business/organization name

sexual harassment, disciplinary action against the alleged harasser will take place and may include termination. If the investigation reveals that the charges were brought falsely and with malicious intent, the charging party may be subject to disciplinary action, including termination.

If an employee is dissatisfied with management's response to his/her complaint,

(i) ind calle hand as the pacepert,		E U.C. Citizon ID Cord (Form 1107)
and (2) An endorsement of the alien's	9. Driver's license issued by a Canadian government authority	 U.S. Citizen ID Card (Form I-197) Identification Card for Use of Resident
nonimmigrant status as long as that period of endorsement has not yet expired and the proposed	For persons under age 18 who are unable to present a document listed above:	 Citizen in the United States (Form I-179) 7. Employment authorization document issued by the Department of Homeland
employment is not in conflict with any restrictions or limitations identified on the form.	10. School record or report card	Security
6. Passport from the Federated States of	11. Clinic, doctor, or hospital record	
6. Passport from the Pederated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI	12. Day-care or nursery school record	

Examples of many of these documents appear in the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.

Guidelines to Federal Child Labor Laws

Youth Minimum Wage Program

A minimum wage of not less than \$4.25 may be paid to employees under the age of 20 for their first 90 consecutive calendar days of employment with any employer as long as their work does not displace other workers. After 90 consecutive days of employment, or when the worker reaches age 20 (whichever comes first), the worker must receive at least the Federal minimum wage

Warehousing and storage

Baking

limited to

Office and clerical work;

or comparative shopping;

and out of the hot grease or oil;

except in very limited circumstances.

Boiler or engine room work, whether in or about;

and utilize devices that automatically lower and raise the baskets in

Operating, setting up, adjusting, cleaning, oiling, or repairing power-

Freezers or meat coolers work, except minors may occasionally

Loading or unloading goods on or off trucks, railcars or conveyors

Outside window washing that involves working from window sills;

All work involving the use of ladders, scaffolds, or similar equipment;

Cashiering, selling, modeling, art work, advertising, window trimming,

Pricing and tagging goods, assembling orders, packing, or shelving;

Clean-up work and grounds maintenance—the young worker may

use vacuums and floor waxers, but he or she may not use power-

Work as a lifeguard at a traditional swimming pool or water

Meat processing and work in areas where meat is processed:

The jobs 14- and 15-year-old workers may legally perform are

enter a freezer for a short period of time to retrieve items

Maintenance or repair of a building or its equipment;

Warehouse work, except office and clerical work

Work of an intellectual or artistically creative nature;

Bagging and carrying out customer's orders;

driven mowers, cutters, and trimmers;

driven food slicers, grinders, choppers or cutters and bakery mixers;

Hour restrictions for non-agricultural employees	 Work as a ride attendant or ride operator at an amusement park or "dispatcher" at the top of elevated water slides; Driving motor vehicles or helping a driver; Youth peddling, sign waving, or door-to-door sales;
4 years old is the minimum age for non-agricultural employment overed by the FLSA. The <u>basic rules</u> for when and where a youth may ork are:	 Poultry catching or cooping; Lifeguarding at a natural environment such as a lake, river, ocean beach, quarry, pond (youth must be at least 15 years of age and properly certified to be a lifeguard at a traditional swimming pool or
Youth 18 years or older may perform any job, whether hazardous or not, for unlimited hours.	water amusement park);Public messenger jobs;Transporting persons or property;

Youth 16 or 17 years old may perform any non-hazardous job for

Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs. They cannot work

- More than 3 hours a day on school days, including Fridays; More than 18 hours per week in school weeks;
- More than 8 hours a day on non-school days More than 40 hours per week when school is not in session

Also, 14- and 15-year-olds may not work before 7:00 a.m., nor after 7:00 p.m., except from June 1 through Labor Day, when their permissible hours are extended to 9:00 p.m. Under a special provision outh 14 and 15 years old who are enrolled in an approved Work Experience and Career Exploration Program may be employed for up to 23 hours during school weeks and 3 hours on school days (including during school hours).

Prohibited Occupations for Non-**Agricultural Employees**

The child labor rules that apply to non-agricultural employment depend on the age of the young worker and the kind of job to be performed. 14 years old is the minimum age for non-agricultural employment covered by the FLSA. In addition to restrictions on hours, the Secretary of Labor as found that certain jobs are too hazardous for anyone under 18 years of age to perform. There are additional restrictions on where and in what jobs 14- and 15-year-olds can work. These rules must be bllowed unless one of the FLSA's child labor exemptions apply.

Work as a ride attendant or ride operator at an amusement park or a "dispatcher" at the top of elevated water slides and personal equipment the youth will use on the job site. Youth peddling, sign waving, or door-to-door sales; **Hazardous Occupations** Lifequarding at a natural environment such as a lake, river, ocean

Eighteen is the minimum age for employment in non-agricultural occupations declared hazardous by the Secretary of Labor. The rules properly certified to be a lifeguard at a traditional swimming pool or prohibiting working in hazardous occupations (HO) apply either on an industry basis, or on an occupational basis no matter what industry the job is in. Parents employing their own children are subject to these same rules. General exemptions apply to all of these occupations, while Workrooms where products are manufactured, mined or processed; limited apprentice/student-learner exemptions apply to those occupations marked with an *

Loading and unloading onto and from motor vehicles, the hand tools

Cooking, except with gas or electric grills that do not involve cooking over an open flame and with deep fat fryers that are equipped with These rules prohibit work in, or with the following:

- Manufacturing and storing of explosives HO 1. HO 2. Driving a motor vehicle and being an outside helper on a
 - notor vehicle Coal mining
- Forest fire fighting and fire prevention, timber tract HO 4. management, forestry services, logging, and saw mill occupations.
- HO 5.* Power-driven woodworking machines
- Exposure to radioactive substances HO 6. HO 7. Power-driven hoisting apparatus.
- Power-driven metal-forming, punching, and shearing HO 8.*
- nachines. Mining, other than coal mining. HO 10. Meat and poultry packing or processing (including the use of
- power-driven meat slicing machines) HO 11 Power-driven bakery machines.
- HO 12.* Balers, compactors, and paper-products machines. Manufacturing brick, tile, and related products.
- HO 13 Power-driven circular saws, band saws, guillotine shears, HO 14.*
- chain saws, reciprocating saws, wood chippers, and abrasive cutting discs.
- Wrecking, demolition, and shipbreaking operations. HO 15.
- HO 16.* Roofing operations and all work on or about a roof. Excavation operations. HO 17 *
- You can obtain more detail about any, or all of the above listings, by
- reviewing the child labor regulations. Non-

HO 3

HO 9.



POLICY: It is our policy to have a safe and healthful workplace. We have implemented an injury and illness prevention program for your protection and the protection of fellow workers.

and members of management are expected to follow all requirements of Federal, state

GOAL: Our main goal is to prevent accidents and illnesses in the workplace. Employees



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.

052020

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.



local	government	ts to ensure	e a safe	environ	nent.	

COMMUNICATION: We have made a commitment to provide a safe workplace and encourage you to make suggestions so that we can maintain a policy of prevention. If you have any questions, please contact the following persons in charge of safety at this company.

SAFETY DIRECTOR:

PHONE:

TIME:

SAFETY SUPERVISOR:

PHONE:

SAFETY MEETINGS

Employees will meet on a regular basis to receive safety training and information about our company's safety policies and procedures. All meetings are mandatory and will be conducted as follows:

PLACE:

EMERGENCY NUMBERS CALL 911 POLICE: AMBULANCE: PHYSICIAN:

HOSPITAL:

FIRE DEPARTMENT:

POISON CONTROL:

OSHA:

PAY DAY NOTICE

PAY DAY IS ON:

MONDAY	FRIDAY
TUESDAY	SATURDAY
WEDNESDAY	SUNDAY
THURSDAY	

PAY SCHEDULE IS:

WEEKLY	SEMI MONTHLY
BIWEEKLY	MONTHLY

PAYCHECKS ARE ISSUED ON THE:

 A youth 18 years or older may perform any job, whether hazardous or not. 	 Work as a lifeguard at a traditional swimming pool or water amusement park if at least 15 years of age and properly certified; Kitchen and other work in preparing and serving food and drinks, but only limited cooking duties and no baking (see below); 	Exemptions from Child Labor Rules in Non- Agriculture
 A youth 16 or 17 years old may perform any non-hazardous job. (See the list of hazardous occupations) 	 Cleaning fruits and vegetables; Cooking with gas or electric grills that do not involve cooking over ar open flame and with deep fat fryers that are equipped with and utilize 	Complete Child Labor Exemptions
 A youth 14 and 15 years old may not work in the manufacturing or mining industries, or in any hazardous job. (See the list of hazardous occupations) In addition, a 14- or 15-year-old may not work in the following occupations: 	 devices that automatically lower and raise the baskets in and out of the hot grease or oil; Clean cooking equipment, including the filtering, transporting and dispensing of oil and grease, but only when the surfaces of the equipment and liquids do not exceed 100° F; Pumping gas, cleaning and hand washing and polishing of cars and 	The Fair Labor Standards Act provides for certain exemptions. Youth younger than 16 years of age working in nonagricultural employment in a business solely owned by their parents or by persons <u>standing in place</u> of their parents, may work any time of day and for any number of hours. However, parents are prohibited from employing their child in manufacturing run any of the operations declared
The child labor rules also determine what types of jobs a youth may or may not perform.	trucks (but the young worker may not repair cars, use garage lifting rack, or work in pits);	manufacturing or mining or in any of the occupations declared hazardous by the Secretary of Labor.
A 14- or 15-year-old may not work in:	 Wrapping, weighing, pricing, stocking any goods as long as he or she doesn't work where meat is being prepared and doesn't work in freezers or meat coolers; 	In addition, the child labor rules do not apply to:Youth employed as actors or performers in motion pictures,
 Hazardous jobs identified by the Secretary of Labor; Manufacturing, processing, and mining occupations; Communications or public utilities jobs; Construction or repair jobs; Operating or assisting in operating power-driven machinery or hoisting apparatus other than typical office machines. 	 Delivery work by foot, bicycle, or public transportation; Riding in the passenger compartment of a motor vehicle except when a significant reason for the minor being a passenger in the vehicle is for the purpose of performing work in connection with the transporting—or assisting in the transporting of—other persons or property; 	 theatrical, radio, or television productions; Youth engaged in the delivery of newspapers to consumers; and Youth working at home in the making of wreaths composed of natural holly, pine, cedar, or other evergreens (including the harvesting of the evergreens).
Hour restrictions for agricultural employees	 If the youth is younger than 12, he or she can only work in agriculture on a farm if the farm is not required to pay the Federal minimum wage. Under the FLSA, <u>"small" farms</u> are exempt from the 	(b) Sow with suckling pigs, or cow with newborn calf with umbilical cord present.
The <u>hours restrictions</u> are the same for all youth, migrant children as well as local resident children.	minimum wage requirements. "Small" farm means any farm that did not use more than 500 "man-days" of agricultural labor in any calendar quarter (3-month period) during the preceding calendar	HO/A #5* Loading, unloading, felling, bucking, or skidding timber with a butt (large end) diameter of more than 6 inches.
 Once a young person turns 16 years old, he or she can work on any day, for any number of hours and in any job in agriculture. 	year. "Man-day" means any day during which an employee works at least one hour. If the farm is "small," workers under 12 years of age can only be employed with a parent's permission and only in non- based due is been as a second seco	HO/A #6* Working from a ladder or scaffold at a height of over 20 feet (working includes painting, repairing, or building structures, pruning trees, picking fruit, etc.).
 A youth 14 or 15 years old can work in agriculture, on any farm, but only during hours when school is not in session and only in non- hazardous jobs. 	hazardous jobs. Hazardous Occupations	HO/A #7 Driving a bus, truck, or automobile when transporting passengers, or riding on a tractor as a passenger or helper.
 If the youth is 12 or 13 years of age, he or she can only work in agriculture on a farm if a parent has given written permission, or a parent is working on the same farm. Again, the work can only be performed during hours when school is not in session and in non-hazardous jobs. 	The Secretary of Labor has found that the following agricultural occupations are hazardous for youths under 16 years of age. No youth under 16 years of age may be employed at any time in any of these hazardous occupations in agriculture (HO/A) unless specifically exempt <u>Exemptions</u> (*) will apply to HO/A #1 through #6 under limited circumstances.	 HO/A #8 Working inside: (a) A fruit, forage (feed), or grain storage structure designed to retain an oxygen deficient or toxic atmosphere - for example, a silo where fruit is left to ferment; (b) An upright silo within 2 weeks after silage (fodder) has been added or when a top unloading device is in operating
 If the youth is younger than 12, he or she can only work in agriculture on a farm if the farm is not required to pay the Federal minimum wage. Under the FLSA, <u>"small" farms</u> are exempt from the minimum wage requirements. "Small" farm means any farm that did 	HO/A #1* Operating a tractor of over 20 PTO (Power-Take-Off) horsepower, or connecting or disconnecting implements or parts to such a tractor.	position; (c) A manure pit; or, (d) A horizontal silo while operating a tractor for packing purposes.
not use more than 500 "man-days" of agricultural labor in any calendar quarter (3-month period) during the preceding calendar year. "Man-day" means any day during which an employee works at least one hour. If the farm is "small," workers under 12 years of age can be employed in non-hazardous jobs, but only during hours when school is not in session, and only with a parent's permission.	 HO/A #2* Operating or helping to operate any of the following machines (operating includes starting, stopping, adjusting, or feeding the machine or any other activity involving physical contact with the machine): (a) Corn picker, cotton picker, grain combine, hay mower, 	HO/A #9 Handling or applying agricultural chemicals if the chemicals are classified under the Federal Insecticide, Fungicide and Rodenticide Act as Toxicity Category I identified by the word "Danger" and/or "Poison" with skull and crossbones; or Toxicity Category II identified by the word "Warning" on the label. (Handling includes cleaning or decontaminating
Prohibited Occupations for	forage harvester, hay baler, potato digger, or mobile pea viner; (b) Feed grinder, crop dryer, forage blower, auger conveyor,	equipment, disposing of or returning empty containers, or serving as a flagman for aircraft applying agricultural chemicals.)
Agricultural Employees The child labor rules that apply to agricultural employment depend on	or the unloading mechanism of a non-gravity-type self- unloading wagon or trailer; or, (c) Power post-hole digger, power post driver, or	HO/A #10 Handling or using a blasting agent including, but not limited to dynamite, black powder, sensitized ammonium nitrate,
the age of the young worker and the kind of job to be performed. The rules are the same for all youth, migrant children as well as local resident children. In addition to restrictions on <u>hours</u> , the Secretary of	nonwalking-type rotary tiller. HO/A #3* Operating, or assisting to operate any of the following	blasting caps and primer cord. HO/A #11 Transporting, transferring, moving, or applying anhydrous
Labor has found that certain jobs in agriculture are too hazardous for anyone under 16 to perform.	machines (operating includes starting, stopping, adjusting, or feeding the machine, or any other activity involving physical contact with the machine):	ammonia (dry fertilizer). More detail about the above listings can be obtained by reviewing the
 Once a young person turns 16 years old, he or she can do any job in agriculture. 	(a) Trencher or earthmoving equipment;(b) Fork lift;	child labor regulations.
 A youth 14 or 15 years old can work in agriculture, on any farm, but only in non-hazardous jobs. 	(c) Potato combine; or, (d) Power-driven circular, band, or chain saw.	Agriculture
 A youth 12 or 13 years of age can only work in agriculture on a farm if a parent has given written permission or if a parent is working on 	HO/A #4* Working on a farm in a yard, pen, or stall occupied by a:	Complete Child Labor Exemptions
the same farm as his or her child, and only in non-hazardous jobs.	(a) Bull, boar, or stud horse maintained for breeding purposes; or	Youth of any age may be employed at any time, in any occupation in agriculture on a farm owned or operated by their parent or person <u>standing in place</u> of their parent.
La	1 Igualdad de Oportunidades en el Empleo es LA	LEY

La Igualdad de Oportunidades en el Empleo es LA LEY

calificado

ores privados, autoridades locales y estatales, instituciones educativas, agencias de empleo y organizaciones laborale .os solicitantes de empleo y los empleados de la mayoría de los empleadores privados, autoridades locales y estatales, instituciones tivas, agencias de empleo y organizaciones laborales están protegidos conforme a la ley federal contra la discriminación por cualquiera Los solicitantes de empleo y los empleados de compañías con un contrato o subcontrato gubernamental federal están pro las leves federales contra la discriminación por los siguientes motivos: de los siguientes motivos: RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL

RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL

tulo VII de la Ley de Derechos Civiles de 1964, y sus enm atación, ascenso, despido, sueldo, beneficios adicionales, capacitación laboral, clasificación, referencia, y otros os del empleo, debido a la raza, color, religión, sexo (incluido el embarazo) u origen nacional. La discriminación religiosa incluye el n onables para las prácticas religiosas de un empleado, cuando tales arreglos no impongan una dificultad indebida

ISCAPACIDAD

en contra la discriminación por una discapacidad en la contratación, ascenso, despido, sueldo, beneficios adicionales, capacitación clasificación, referencia, y otros aspectos del empleo. La discriminación por discapacidad incluye el no realizar los arreglos razonab ntales o físicas conocidas de un individuo con una discapacidad quien solicite empleo o sea empleado, salvo que

Ley Contra la Discriminación por Edad en el Empleo de 1967, y sus enmiendas, protége a los solicitantes de empleo y a los empleado: ngan 40 años de edad o más contra la discriminación por la edad en la contratación, ascenso, despido, sueldo, beneficios adicionales laboral, clasificación, referencia, y otros aspectos del empleo

SEXO (SALARIOS)

oición de la discriminación por sexo estipulada en el Título VII de la Ley de Derechos Civiles, y sus enmiendas, ey de Igualdad Salarial de 1963, y sus enmiendas, prohíbe la discriminación por sexo en el pago de salarios a los hombres y mujeres que alicen un trabajo sustancialmente similar, en empleos que requieran iguales destrezas, esfuerzos y responsabilidades, bajo condiciones minación por Información Genética de 2008 (GINA) protege a los solicitantes de empleo y a los

I futo fi de la Ley contra la Discriminación por información genetica de 2008 (GrixA) protege a los soficiantes de empleo y a los pleados contra la discriminación con basada en información genética, en la contratación, ascenso, despido, sueldo, beneficios adicionales, acitación laboral, clasificación, referencia, y otros aspectos del empleo. GINA también restringe la adquisición de la información genética parte de los empleadores y limita estrictamente la divulgación de la información genética. La información genética información genética parte de los empleadores y limita estrictamente la divulgación de la información genética. La información genética de contratación, sobre las pruebas genéticas de los solicitantes de empleo, los empleados o sus familiares; la manifestación de enfermedades o ordenes en los familiares (historial médico familiar); y las solicitudes o recibo de servicios genéticos por los solicitantes de empleo, los oleados o sus familiares REPRESALIA

na persona que presente un cargo de discriminació. ento de discriminación o se oponga a una práctica laboral ilegal ticipe en un procedii DUÉ DEBE HACER SI CONSIDERA QUE HA OCURRIDO UNA DISCRIMINACIÓN

en el empleo. Para conservar la capacidad del EEOC de actuar en su

y exige la aplicación de acción afirmativa para garantizar la igualdad en las oportunidades en todos los aspectos del empleo.
OS CON DISCAPACIDADES n 503 de la Ley de Rehabilitación de 1973, y sus enmiendas, protege a los individuos que califiquen contra la discriminación p pacidad en la contratación, ascenso, despido, sueldo, beneficios adicionales, capacitación laboral, clasificación, referencia, y otre del empleo. La discriminación por discapacidad incluye el no realizar los arreglos razonables para las limitaciones mentales o físi s de un individuo con una discapacidad quien solicite empleo o sea empleado, salvo que implique una dificultad indebida. La 03 también exige que los contratistas federales tomen las acciones afirmativas para emplear y ascender en el empleo a individuo s con discapacidades en todos los niveles laborales, incluido el nivel ejecutivo.
OS CON MEDALLAS DEL SERVICIO DE LAS FUERZAS ARMADAS Y VETERANOS DISCAPACITADOS, SEPARADOS RECIENTEMENT ESTATUS PROTEGIDO A sistencia a la Readaptación de los Veteranos de Vietnam de 1974, y sus enmiendas, 38 U.S.C. 4212, prohíbe la discriminació

Empleadores que tengan contratos o subcontratos federale

ntemente (dentro de los tres años dados de baja del servicio activo), otros veteranos protegidos (quienes havan prestado el servicio ar en una guerra o en una campaña o expedición para la cual se hava autorizado una insignia de campaña), y los veteranos con m ervicio de las Fuerzas Armadas (veteranos quienes, mientras se encontraban en el servicio activo, participaron en una operación m E.UU. para la cual se les otorgó una medalla del Servicio de las Fuerzas Armadas).

ntra una persona que presente un cargo de discriminación, participe en un procedimiento de la Oficina de de Contratos Federales (OFCCP), o quien se oponga a la discriminación de conformidad con estas leyes

ta ha incumplido sus obligaciones antidiscriminatorias o de acción afir

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 (número gratuito) o (202) 695-1337 (número TTY). También puede contactar a la OFCCP por el correo electrónico OFCCP-Public@dol.gov, o llamando a una oficina distrital o regional de la OFCCP, la cual puede encontrar en mayoría de los directorios telefónicos en la sección U.S. Government (Gobierno de los EE.UU.), Department of Labor (Departamento de

Programas o actividades que reciban asistencia financiera federa RAZA, COLOR, ORIGEN NACIONAL, SEXO

icionalmente a las protecciones del Título VII de la Ley de Derechos Civiles de 1964, y sus enmiendas, el Título VI de la Ley de rechos Civiles de 1964, y sus enmiendas, prohíbe la discriminación por raza, color u origen nacional en los programas o actividades e iban asistencia financiera federal. La discriminación en el empleo está cubierta por el Título VI si el objetivo principal de la asistencia financiera es la provisión del empleo, o donde la discriminación laboral cause o pueda causar una discriminación en la provisión de los servicios conforme a tales programas. El Título IX de las Enmiendas en la Educación de 1972 prohibe la discriminación en el empleo po motivo del seco en las actividades o programas educativos que reciban asistencia financiera federal.



e con el EEOC de manera oportuna cuando sospeche de la discriminación

20 (número 171Y gratuito para las personas con dificultades auditivas). La información de las oficinas de campo del EEOC está ponible en www.eeoc.gov o en la mayoría de los directorios telefónicos en la sección de Gobierno de los EE.UU. o Gobierno Federal. ede encontrar información adicional sobre el EEOC, incluida la información sobre la presentación de cargos, en www.eeoc.gov.

INDIVIDUOS CON DISCAPACIDADES

La Sección 504 de la Ley de Rehabilitación de 1973, y sus enmiendas, prohíbe la discriminación en el empleo por una discapacidad, en sión para la Igualdad de Oportunidades en el Empleo de los EE.UU. (EEOC), 1-800-669-4000 (número gratuito) o 1-800-669-las personas con discapacidades quienes, con o sin arreglos razonables, puedan realizar las funciones esenciales del trabajo. ialquier programa o actividad que reciba asistencia financiera federal. Se prohíbe la discriminación en todos los aspectos del empleo co

EEOC-P/E-1 (Revisado 11/09



