COLORADO & FEDERAL LABOR LAW POSTER

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT



The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be Who is Protected?

Know Your Rights: Workplace Discrimination is Illegal

managers and temporary employees Job applicants Union members and applicants for membership in a union What Organizations are Covered? Most private employers State and local governments (as employers).

• Employees (current and former), including

 Staffing agencies **What Types of Employment Discrimination are** Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

Educational institutions (as employers)

 Race Color Religion National origin

• Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity) Age (40 and older) Disability • Genetic information (including employer

requests for, or purchase, use, or disclosure

to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as

amended, protects applicants and employees of Federal contractors from

discrimination based on inquiring about, disclosing, or discussing their

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects

qualified individuals with disabilities from discrimination in hiring, promotion,

discharge, pay, fringe benefits, job training, classification, referral, and other

aspects of employment by Federal contractors. 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 to the employer. Section

503 also requires that Federal contractors take affirmative action to employ

and advance in employment qualified individuals with disabilities at all levels

employment discrimination on the basis of sex in educational programs or

Deductions from Employee Wages start January 1, 2023

deductions and sending them into the FAMLI Division on behalf of their employees once a quarter.

· Caring for a new child during the first year after the birth, adoption, or foster care placement of that child.

for sending the 0.45% employee share to the FAMLI Division.

\$2,500 over the previous year for work performed in Colorado.

The qualifying conditions for paid family and medical leave are:

• Caring for a family member with a serious health condition.

using the benefits calculator available at famli.colorado.gov.

• Making arrangements for a family member's military deployment.

Leave may be taken continuously, intermittently, or in the form of a reduced schedule

apply for benefits will be available on famli.colorado.gov in the last quarter of 2023.

to the FAMLI Division. Employers cannot make employees apply for FAMLI benefits.

Individuals who attempt to defraud the FAMLI program may be disqualified from receiving benefits.

responsible for paying for those benefits in the same amounts as before the leave began.

Employees and employers are encouraged to report FAMLI violations to the FAMLI Division.

Employees can appeal claim determinations to the FAMLI Division.

Retaliation, Discrimination, and Interference Prohibited

or restrictions. Private plans must be approved by the FAMLI Division.

THE HEALTHY FAMILIES & WORKPLACES ACT ("HFWA"): Paid Leave Rights

• All employees earn 1 hour of paid leave per 30 hours worked ("accrued leave"),

Employees are required to be paid their regular pay rate during leave, and the

• Up to 48 hours of unused accrued leave carries over for use during the next year.

• For details on specific situations (irregular hours, non-hourly pay, etc.), see

Up to 80 hours of supplemental leave applies in a public health emergency

Employees can use accrued leave for the following safety or health needs:

(1) a mental or physical illness, injury, or health condition that prevents work.

(2) domestic abuse, sexual assault, or criminal harassment leading to health,

(3) caring for a family member experiencing a condition described in category

(4) grieving, funeral/memorial attendance, or financial/legal needs after a

(5) due to inclement weather, power/heat/water loss, or other unexpected

(b) care for a family member whose school or place of care was closed; or

6) in a PHE, a public official closed the workplace, or the school or place of care

Employer Policies (Notice; Documentation; Incremental Use;

Privacy; and Paid Leave Records)

Written notice and posters. Employers must (1) provide notice to new

employees no later than other onboarding documents/policies; and (2) display

updated posters, and provide updated notices to current employees, by end

Notice for "foreseeable" leave. Employers may adopt "reasonable

procedures" in writing as to how employees should provide notice if they

require "foreseeable" leave, but **cannot deny paid leave** for noncompliance

An employer can require documentation to show that accrued leave

was for a qualifying reason only if leave was for four or more

consecutive work days (i.e. days when an employee would have worked,

Documentation is not required to *take* **accrued leave**, but can be required

as soon as an employee returns to work or separates from work (whichever is

To document leave for an employee's (or an employee's family member's)

health-related need, an employee may provide: (1) a document from a

health or social services provider if services were received and a document

can be obtained in reasonable time and without added expense; otherwise

Documentation as to domestic abuse, sexual assault, or criminal

shelter services provider) or (2) above, or legal document (restraining order,

If an employer reasonably deems an employee's documentation

deficient, the employer must: (A) notify the employee within seven days

of either receiving the documentation or the employee's return to work or

separation (whichever is sooner), and (B) give the employee at least seven

sooner). No documentation can be required for PHE leave.

occurrence, the employees needs to either (a) evacuate their residence, or

Coverage: All Colorado employers, of any size, must provide paid leave

• Caring for your own serious health condition.

Benefits start January 1, 2024

16 weeks.

wage replacement.

duration of the approved leave.

return from FAMLI leave.

exercising those rights.

Other Important Information

COLORADO

employer must continue their benefits

Wage Protection Rule 3.5, 7 CCR 1103-7

(PHE), until 4 weeks after the PHE ends.

including diagnosis or preventive care;

death of a family member;

of the employee's child.

not calendar days)

police report, etc.).

days to cure the deficiency.

(2) the employee's own writing.

relocation, legal, or other services needs;

FAMLI Division.

up to 48 hours a year

(1) or (2);

Job protection and continued benefits

of employment, including the executive level.

activities which receive Federal financial assistance.

compensation or the compensation of other applicants or employees.

of genetic tests, genetic services, or

family medical history)

following bases:

• Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation **What Employment Practices can be Challenged**

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

as Discriminatory? All aspects of employment, including: • Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion any of the following ways: Assignment Submit an inquiry through the EEOC's public portal

• Pay (unequal wages or compensation) • Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

 Job training Classification Referral • Obtaining or disclosing genetic information

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance

(OFCCP) enforces the nondiscrimination and affirmative action commitments Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination

of companies doing business with the Federal Government. If you are applying against, and requires affirmative action to recruit, employ, and advance in

for a job with, or are an employee of, a company with a Federal contract or employment, disabled veterans, recently separated veterans (i.e., within

subcontract, you are protected under Federal law from discrimination on the three years of discharge or release from active duty), active duty wartime or

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Retaliation Retaliation is prohibited against a person who files a complaint

Origin Executive Order 11246, as amended, prohibits employment of discrimination, participates in an OFCCP proceeding, or otherwise opposes

discrimination by Federal contractors based on race, color, religion, sex, sexual discrimination by Federal contractors under these Federal laws. Any person

orientation, gender identity, or national origin, and requires affirmative action who believes a contractor has violated its nondiscrimination or affirmative

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex In addition to the protections of Title VII Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as

of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of amended, prohibits employment discrimination on the basis of disability in any

1964, as amended, prohibits discrimination on the basis of race, color or program or activity which receives Federal financial assistance. Discrimination

national origin in programs or activities receiving Federal financial assistance. is prohibited in all aspects of employment against persons with disabilities

mployment discrimination is covered by Title VI if the primary objective of who, with or without reasonable accommodation, can perform the essentia the financial assistance is provision of employment, or where employment functions of the job. If you believe you have been discriminated against in a

discrimination causes or may cause discrimination in providing services program of any institution which receives Federal financial assistance, you

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an

employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination. For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

FAMLI PROGRAM

• The employee share of FAMLI premiums is set at 0.45% of employee wages through 2024. For 2025 and beyond, the director of the FAMLI Division

Starting in 2023, employers may begin deducting up to 0.45% from employees' wages for FAMLI contributions. This can be done through

a simple payroll deduction, and employees will notice the deduction on their regular paychecks. Employers are responsible for collecting those

Obtaining safe housing, care, and/or legal assistance in response to domestic violence, stalking, sexual assault, or sexual abuse.

You don't have to work for your employer a minimum amount of time in order to qualify for paid family and medical leave benefits.

· Employees may choose to use sick leave or other paid time off before using FAMLI benefits, but they are not required to do so.

· If FAMLI leave is used for a reason that also qualifies as leave under the federal FMLA, then the leave will also count as FMLA leave used.

· Employers and employees may mutually agree to supplement FAMLI benefits with sick leave or other paid time off in order to provide full

sets the premium rate according to a formula based on the monetary value of the fund each year. Employers with a total of ten or more employees

nationwide must also contribute an additional 0.45% of wages for a total of 0.9%, but employers with nine or fewer employees are only responsible

Starting in 2024, paid family and medical leave benefits are available to most Colorado employees who have a qualifying condition and who earned

Covered employees are entitled to up to 12 weeks of paid family and medical leave per year. Individuals with serious health conditions caused by

Leave will be paid at a rate of up to 90% of the employee's average weekly wage, based on a sliding scale. Employees may estimate their benefits by

Employees will not be able to file for benefits until the last quarter of 2023. Benefits will be available starting January 2024. Instructions on how to

Employees or their designated representatives apply for FAMLI benefits by submitting an application, along with required documentation, directly

Approved applications will be paid by the FAMLI Division within two weeks after the claim is properly filed, and every two weeks thereafter for the

Applications may be submitted in advance of the absence from work, and in some circumstances, they may be submitted after the absence

· Employers must maintain health care benefits for employees while they are on FAMLI leave, and both the employer and the employee remain

· Employers may not interfere with employees' rights under FAMLI, and may not discriminate or retaliate against them for

Employees who suffer retaliation, discrimination, or interference may file suit in court, or may file a complaint with the

· An employer may offer a private plan that provides the same benefits as the state FAMLI plan, and imposes no additional costs

An employee who has worked for the employer for at least 180 days is entitled to return to the same position, or an equivalent position, upon their

WORKPLACE PUBLIC HEALTH RIGHTS POSTER

Colorado Workplace Public Health Rights Poster:

PAID LEAVE, WHISTLEBLOWING, & PROTECTIVE EQUIPMENT

pregnancy complications or childbirth complications are entitled to up to 4 more weeks of paid family and medical leave per year for a total of

under such programs. Title IX of the Education Amendments of 1972 prohibits should immediately contact the Federal agency providing such assistance.

• Requesting or disclosing medical information Additional information of employees about the FFOC, including Conduct that might reasonably discourage information about filing a someone from opposing discrimination, filing a charge of discrimination, is charge, or participating in an investigation available at www.eeoc.gov. or proceeding

 Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or

E-Mail info@eeoc.gov

campaign badge veterans, or Armed Forces service medal veterans.

The Office of Federal Contract Compliance Programs (OFCCP)

submitting a question online to OFCCP's Help Desk at

2023 FAMLI Program Notice

of Labor and on OFCCP's "Contact Us" webpage at

https://www.dol.gov/agencies/ofccp/contact.

U.S. Department of Labor

Washington, D.C. 20210

1-800-397-6251 (toll-free)

200 Constitution Avenue, N.W.

action obligations under OFCCP's authorities should contact immediately:

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1

to access telecommunications relay services. OFCCP may also be contacted by

https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district

office, listed in most telephone directories under U.S. Government, Department

(Revised 6/27/2023)

CHILD LABOR 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 pregnancy accommodation hazardous by the Secretary of Labor. Youths 14 and 15 years old may **What can You Do if You Believe Discrimination** work outside school hours in various non-manufacturing, non-mining, has Occurred? Contact the EEOC promptly if you non-hazardous jobs with certain work hours restrictions. Different rules suspect discrimination. Do not delay, because apply in agricultural employment. there are strict time limits for filing a charge of TIP CREDIT Employers of "tipped employees" who meet certain discrimination (180 or 300 days, depending on conditions may claim a partial wage credit based on tips received by where you live/work). You can reach the EEOC in their employees. Employers must pay tipped employees a cash wage of

can readily see it.

worked over 40 in a workweek.

https://publicportal.eeoc.gov/Portal/Login.aspx wage, the employer must make up the difference. **PUMP AT WORK** The FLSA requires employers to provide reasonable **Call** 1–800–669–4000 (toll free) break time for a nursing employee to express breast milk for their 1-800-669-6820 (TTY) nursing child for one year after the child's birth each time the employee 1–844–234–5122 (ASL video phone) needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion Visit an EEOC field office (information at from coworkers and the public, which may be used by the employee to www.eeoc.gov/field-office)

express breast milk. **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 At least 1 ½ times your regular rate of pay for all hours

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 The law requires employers to display this poster where employees 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 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 provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the

Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. at least \$2.13 per hour if they claim a tip credit against their minimum Some state laws provide greater employee protections; employers wage obligation. If an employee's tips combined with the employer's must comply with both cash wage of at least \$2.13 per hour do not equal the minimum hourly 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.



FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

(WHD) enforces the FMLA for most employees Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month additional leave.

The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to To care for your spouse, child or parent with a serious mental or physical health Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemembe An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the serviceme You have the right to use FMLA leave in **one block of time.** When it is medically necessary or otherwise permitted, you may take FMLA leave intermi **separate blocks of time, or on a reduced schedule** by working less hours each

day or week. Read Fact Sheet #28M(c) for more information FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave m I eligible to take FMLA leave? You are an eligible employee if all of the ollowing apply: You work for a covered employer, You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12

Your employer has at least 50 employees within 75 miles of your work location. irline flight crew employees have different "hours of service" requirements. ou work for a **covered employer** if **one** of the following applies You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year. You work for an elementary or public or private secondary school, or by the Office of Personnel Management. ow do I request FMLA leave? Generally, to request FMLA leave you must:

Give notice at least 30 days before your need for FMLA leave, or

If advance notice is not possible, give notice as soon as possible.

COLORADO

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. You work for a public agency, such as a local, state or federal government the FMLA have been violated, Follow your employer's normal policies for requesting leave,

Vhat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law You do <u>not</u> have to share a medical diagnosis but must provide enough that provides eligible employees with job-protected leave for qualifying family information to your employer so they can determine whether the leave and medical reasons. The U.S. Department of Labor's Wage and Hour Division qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting

Your **employer may request certification** from a health care provider to verify nedical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination o supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If you are eligible for FMLA leave, your • Allow you to take job-protected time off work for a qualifying reason, Continue your group health plan coverage while you are on leave on the same

basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the Your **employer** cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify

eligible for FMLA leave. If your employer determines that you are eligible, your employer <u>must</u> notify you in writing: · About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave.

under the FMLA, your **employer** <u>must</u> **confirm whether you are eligible** or not

If you believe your rights under WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.





SCAN ME

WH1420 REV 04/23

COLORADO MINIMUM WAGE

COLORADO OVERTIME & MINIMUM PAY STANDARDS ORDER Effective 1/1/24: must update annually;

Colorado Minimum Wage: inflation-adjusted annually; \$14.42/hour in 2024, (Rule 3) • Employees must be paid at least minimum wage (whether hourly, salary, commission, piecework, etc.) unless exempt • Unemancipated minors can be paid 15% less than full minimum wage

("COMPS ORDER") #39, POSTER & NOTICE

 Use the highest minimum wage that applies; all local minimum wages are posted at ColoradoLaborLaw.gov Overtime: 1½ times regular pay rates for hours over 40 weekly, 12 daily, or 12 consecutive (Rule 4)

· Overtime is required each week over 40 hours, or day over 12, even if 2 or more weeks or days average fewer hours • Employers cannot provide time off ("comp time") instead of time-and-a-half premium pay for overtime hours Key variances/exemptions (all are detailed in Rules 2.3-2.4): Modified overtime in a small number of health care jobs; exemption for certain heavy vehicle drivers

No 40-hour weekly overtime in downhill ski/snowboard jobs (but 56-hour overtime for many under federal law) Agriculture: overtime after 48-56 hours (based on size and seasonality); extra breaks and pay on long days Meal Periods: 30 minutes uninterrupted and duty-free, for shifts over 5 hours (Rule 1.9)

• Can be unpaid, but only if employees are completely relieved of all duties, and allowed to pursue personal activities · If work makes uninterrupted meal periods impractical, eating on-duty must be permitted, and the time must be paid To the extent practical, meal periods must be at least 1 hour after starting and 1 hour before ending shifts

Rest Periods: 10 minutes, paid, every 4 hours (Rule 5.2)

#Work Hours: Up to 2 >2, up to 6 >6, up to 10 >10, up to 14 >14, up to 18 >22

must pay extra for time that would have been rest periods, including for non-hourly-paid employees

Need not be off-site, but must not include work, and should be in the middle of the 4 hours to the extent practical Rest periods are time worked for minimum wage and overtime purposes, and if employers do not authorize and permit rest periods, they

In some circumstances, 10-minute rest periods can be divided into two of 5 minutes (Rule 5.2.1) Agriculture: certain work requires more breaks; other is exempt (Rule 2.3, & Agricultural Labor Conditions Rules)

Time Worked: Pay for time employers allow performing labor/service for their benefit (Rule 1.9) All time on-premises, on duty, or at workplaces (but not just letting off-duty employees be on-premises), including: putting on/removing work clothes/gear (but not clothes worn outside work), cleanup/setup, or other off-clock duty, waiting for assignments at work, or receiving or sharing work-related information,

security/safety screening, or clocking/checking in or out, or waiting for any of the above tasks. Travel for employer benefit is time worked; normal home/work travel is not (details in Rule 1.9.2)

Sleep time, if sufficiently uninterrupted and lengthy, can be excluded in certain situations (details in Rule 1.9.3) **Deductions, Credits, Charges, & Withheld Pay** (Rule 6, and Article 4 of C.R.S. Title 8)

· Final pay: Owed promptly (if a termination by employer) or at next pay date (if employee resigned) · Vacation pay: Departing employees must be paid all accrued and unused vacation pay, including paid time off usable for vacation, without deducting or declaring forfeiture based on cause for termination, lack of resignation notice, etc.

Deductions from pay: Allowed if listed below or in C.R.S. 8-4-105 (including deductions required by law, in a written agreement for the benefit of the employee, for theft in a police report, or for property loss after audit/notice) Tip credits: Employers can pay up to \$3.02 below the highest applicable minimum wage (Colorado or local), if: (a) tips (not mandatory service charges) raise pay to full minimum, & (b) tips aren't diverted to non-tipped staff/owners Meal credits/deductions: Allowed for the cost or value (without employer profit) of voluntarily accepted meals

Lodging credits/deductions: Allowed if housing is voluntarily accepted by the employee, primarily for the employee's (not the employer's) benefit, recorded in writing, and limited to \$25 or \$100 per week (based on housing type) Uniforms: Must be provided at no cost unless they are ordinary clothes without special material or design; employers must pay for any special cleaning required, and cannot require deposits or deduct for ordinary wear and tear

Exemptions from COMPS (Rule 2.2 lists all; key exemptions are below) • Executives/supervisors, administrators, and professionals paid at least a salary (not hourly wages) of \$55,000 in 2024 (then inflation-adjusted in future years), except \$33.17/hour for highly technical computer work Other highly compensated, non-manual-labor employees paid at least 2.25 the above salary (\$123,750 in 2024)

 20% owners, or at a nonprofit the highest-paid/highest-ranked employee, if actively engaged in management · Various (not all) types of salespersons, taxi drivers, camp/outdoor education field staff, or property managers

Record-Keeping & Notices of Rights (Rule 7) • Employers must give all employees (and keep for three years) pay statements that include time worked, pay rate (including any tips and

This year's poster must be displayed where easily accessible, or if not practical (such as for remote workers), provided within one month of beginning work and when employees request a copy Employers must include a copy of this poster, or the COMPS Order, in any employment handbook or manual

Violation of notice of rights rules (posting or distribution), including by providing information undercutting this poster, may yield fines and/or ineligibility for employee-specific credits, deductions, or exemptions in COMPS **Complaint & Anti-Retaliation Rights** (Rule 8) • Employees can send the Division (contact info below) complaints or tips about violations, or file lawsuits in court Employers cannot retaliate against, or interfere with, employees exercising their rights

Owners and other individuals with control over work may be liable for certain violations — not just the business, even if the business is a corporation, partnership, or other entity separate from its owner(s) (Rule 1.6) Immigration status is irrelevant to these labor rights: the Division will not ask or report status in investigations or rulings, and it is illegal for anyone to use immigration status to interfere with these rights (Wage Protection Rule 4.8) This Poster is a summary and cannot be relied on as complete labor law information.

Anonymous tips are accepted; anonymity or confidentiality are protected if requested (Wage Protection Rule 4.7)

For all rules, fact sheets, translations, questions, or complaints, contact: DIVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.gov, cdle labor standards@state.co.us, 303-318-8441 / 888-390-7936

WITHHOLDING STATUS

UNEMPLOYMENT INSURANCE

YOU HAVE THE RIGHT TO BE:

Properly classified as an employee or an independent contractor

Paid accurately and timely for the services you perform

There are resources available to you if you believe you are being subject to improper classification or inaccurate payment practices by your

Employers are required to follow the law when paying hourly wages, overtime, and properly covering you for unemployment insurance and

Improper classification (often called misclassification) of employees as independent contractors and other labor law violations create many

If you believe you have been improperly classified as an independent contractor and are really performing duties that fit the criteria of an

criteria in Colorado Revised Statute 8-70-115. You can read the law online and find out more at coloradoui.gov/ProperClassification.

employee, visit colorado.gov/cdle/TipForm, or call us at 303-318-9100 and select Option 4. To be classified as an employee, you must meet the

As an employee, you are entitled to unemployment insurance benefits if you become unemployed through no fault of your own. Your employer

If you become unemployed and wish to file for unemployment insurance benefits, go to coloradoui.gov and click on File a Claim. If your hours

If you cannot access a computer, call one of the following numbers: 303-318-9000 (Denver-metro area) or 1-800-388-5515 (outside Denver-metro

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS NOTICE

Colorado Employment Security Act, 8-74-101(2);

Regulations Concerning Employment Security 7.3.1 through 7.3.5

Employers can download copies of this poster at coloradoui.gov/employer,

then click on Forms / Publications.

workers' compensation purposes. As a worker, you have certain rights as an employee vs. independent contractor.

area); hearing impaired 303-318-9016 (TDD Denver-metro area) or 1-800-894-7730 (TDD outside Denver-metro area).

NOTICE TO WORKERS

YOU MAY NEED TO CHECK YOUR WITHHOLDING

and information on this subject.

Internal Revenue Service www.irs.gov

IT STARTS WITH YOU

IRS

Department of the Treasury

Withholding Calculator at www.irs.gov/individuals on the IRS website.

Employer: Please post or publish this Bulletin Board Poster so that

your employees will see it. Please indicate where they can get forms

Since you last filed form W-4 with your employer did you... See your employer for a copy of Form W-4 or call the IRS at · Marry or divorce? 1-800-829-3676. Now is the time to check your withholding. For more details, get Gain or lose a dependent? Publication 919, How Do I Adjust My Tax Withholding?, or use the

Change your name? Were there major changes to... Your nonwage income (interest, dividends, capital gains, etc.)? • Your family wage income (you or your spouse started or ended a

last return, you may need to file a new form W-4.

employer. For more information, go to WorkRight.cdle.co.

problems, both for law-abiding businesses and for workers in Colorado.

contributes to unemployment insurance and cannot deduct this from your wages.

of work and pay are reduced, you may be entitled to partial unemployment benefits.

or interfere with use of leave by, an employee who: (1) requests or takes HFWA leave; (2) informs or assists another person in exercising HFWA rights; (3) files a HFWA complaint; or (4) cooperates/assists in investigation of a Your itemized deductions? Your tax credits? · If an employee's reasonable, good-faith HFWA complaint, request, If you can answer "YES"... or other activity is incorrect, an employer need not agree or grant it, but To any of these questions or you owed extra tax when you filed your

* 1876 */

<u>Updated July 14, 2023</u>

may be updated periodically

PROTECTED HEALTH/SAFETY EXPRESSION & WHISTLEBLOWING ("PHEW"): Worker Rights to Express Workplace Health/Safety Concerns & Use Protective Equipment

cannot act against the employee for it. Employees can face consequences for

• Incremental Use. Depending on employer policy, employees can use leave in

• Employee Privacy. Employers cannot require employees to disclose

'details" about an employee's (or their family's) HFWA-related health or safety

information; such information must be treated as a confidential medical record.

• Records must be retained and provided upon request. Employers must

provide documentation of the current amount of paid leave employees have

(1) available for use, and (2) already used during the current benefit year,

including any supplemental PHE leave. Information may be requested once

Retaliation or Interference with HFWA Rights

• Paid leave cannot be counted as an "absence" that may result in firing or

An employee can't be required to find a "replacement worker" or job

· An employer cannot fire, threaten, or otherwise retaliate against,

either hourly or six-minute increments.

another kind of adverse action.

coverage when taking paid leave.

per month or when the need for HFWA leave arises.

Coverage: All Employers and Employees, Plus Certain Independent Contractors

• PHEW covers not just "employers" and "employees," but all "principals" (an employer **or** a business with at least 5 independent contractors) and "workers" (employees or independent contractors working for a "principal"). Worker Rights to Oppose Workplace Health/Safety Violations:

• It is unlawful to **retaliate against, or interfere with,** the following acts: (1) **raising reasonable concerns,** including informally, to the principal, other workers, the government, or the public, about workplace violations of government health or safety rules, or a significant workplace health or safety threat:

(2) opposing or testifying, assisting, or participating in an investigation or proceeding about retaliation for, or interference with, the above-listed

· A principal need not address a worker's PHEW-related concern, but it still cannot fire or take other *action against* the worker for raising such a concern, as long as the concern was reasonable and in good-faith. Workers' Rights to Use Their Own Personal Protective Equipment ("PPE"):

 A worker must be allowed to voluntarily wear their own PPE (mask) faceguard, gloves, etc.) if the PPE (1) provides more protection than **harassment** can be a document or writing under (1) above (e.g. legal or equipment provided at the workplace, (2) is recommended by a government health agency (federal, state, or local), and (3) does not make the worker

> **COMPLAINT RIGHTS (under both HFWA & PHEW)** Report violations to the Division as complaints or anonymous tips, or file in court after exhausting pre-lawsuit remedies.

This Poster summarizes two Colorado workplace public health laws: C.R.S. § 8-13.3-401 et seq., (paid leave), and C.R.S. § 8-14.4-101 et seq.

(healthy and safety whistleblowing) including amendments current as of the date of this poster. It does not cover other health or safety laws, rules, and orders, including under the federal Occupational Safety and Health Act (OSHA), from the Colorado Department of Public Health and Environment (CDPHE), or from local public health agencies. Contact those agencies for such health and safety information *In a PHE, employees gain additional hours of leave for inability to work, testing, quarantining, caring for family in such situations, and related needs.

No PHE is now in effect; this poster will be updated if one is declared. This poster must be displayed where easily accessible to workers, shared with remote workers, provided in other languages as needed, and replaced with any annually updated versions. This Poster is a summary and cannot be relied on as complete labor law information.

For all rules, fact sheets, translations, questions, or complaints, contacts DIVISION OF LABOR STANDARDS & STATISTICS, ColoradoLaborLaw.gov, cdle_labor_standards@state.co.us, 303-318-8441 / 888-390-7936.

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers employer. The law does not preempt any provision of any State or local law

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

PROHIBITIONS 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.

EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered **THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE** in the private sector, subject to restrictions, to certain prospective employees EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of 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

from using lie detector tests either for pre-employment screening or or any collective bargaining agreement which is more restrictive with during the course of employment. respect to lie detector tests.

EXAMINEE RIGHTS 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.

> WAGE AND HOUR DIVISION
> UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION 1-866-487-9243

USTED TIENE EL DERECHO DE: ■ Estar correctamente clasificado como un empleado o un contratista independiente. Ser pagado correctamente y puntualmente por los servicios que realiza.

COLORADO

Hay recursos disponibles para usted si cree que está sujeto a una clasificación incorrecta o prácticas de pago incorrectas por parte de su empleador.

AVISO A LOS TRABAJADORES

Para obtener más información, visite WorkRight.cdle.co Los empleadores están obligados a cumplir con la ley al pagar salarios por hora, horas extras, y que lo cubra adecuadamente para propósitos del seguro de desempleo y compensación de trabajadores. Como trabajador usted tiene ciertos derechos, sea como empleado o contratista independiente. La clasificación incorrecta de los empleados como contratistas independientes y otras violaciones de la ley laboral crean muchos problemas, tanto para las empresas que respetan la lev y para los trabajadores en Colorado. Si cree que ha sido **clasificado incorrectamente** como un contratista independiente y realmente está desempeñando labores que encajan con los criterios de un empleado, visite colorado.gov/cdle/TipForm, o llámenos al 303-318-9100 y presione la Opción 4. Para ser clasificado como empleado,

debe cumplir con el criterio del Estatuto Revisado de Colorado (Colorado Revised Statute) 8-70-115. Puede leer la ley en línea (sólo en inglés) y obtener más información en coloradoui.gov/ProperClassification. imo *empleado*, usted tiene derecho a beneficios de seguro de desempleo al quedar sin empleo, y sin que haya sido su culpa. **Su empleado**i contribuye al seguro de desempleo y no puede deducirlo de su salario. Si se queda sin empleo y desea solicitar beneficios de seguro de desempleo, vaya a coloradoui.gov y haga clic en File a Claim. Si sus horas de trabajo

y sueldo han sido reducidas, usted puede tener derecho a beneficios parciales de desempleo Si no puede acceder a una computadora, llame a uno de los siguientes números: 303-318-9333 (área metropolitana de Denver) o al 1-866-422-0402 (fuera del área metropolitana de Denver); personas con dificultades auditivas 303-318-9016 (TDD Denver-metro area) o al 1-800-894-7730 (TDD fuera

POR LEY EL EMPLEADOR ESTÁ OBLIGADO A PUBLICAR ESTE AVISO

Colorado Employment Security Act (Ley de Seguridad de Empleo de Colorado), 8-74-101 (2); Regulations Concerning Employment Security (Reglamentos Relativos a la Seguridad de Empleo), 7.3.1 a 7.3.5 Los empleadores pueden descargar copias de este póster en coloradoui.gov/employer, luego hacer clic en Forms / Publications. **USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT**

• If you leave your job to perform military service, you have the right to elect

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and

to continue your existing employer-based health plan coverage for you

HEALTH INSURANCE PROTECTION

you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. **ENFORCEMENT** • The U.S. Department of Labor, Veterans Employment and Training

USERRA violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA

Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

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address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this

COLORADO Department of

Department of

of a place of public accommodation

applicants to the uniformed services.

You have the right to be reemployed in your civilian job if you leave that job

If you are eligible to be reemployed, you must be restored to the job

If you: • are a past or present member of the uniformed service; • have

applied for membership in the uniformed service; or • are obligated to

In addition, an employer may not retaliate against anyone assisting in the

enforcement of USERRA rights, including testifying or making a statement

in connection with a proceeding under USERRA, even if that person has no

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

and benefits you would have attained if you had not been absent due to

REEMPLOYMENT RIGHTS

conclusion of service; and

or under other than honorable conditions.

military service or, in some cases, a comparable job.

any benefit of employment, because of this status.

of your service;

service connection.

C.R.S. § 24-34-401 et seq. IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE: to REFUSE TO HIRE, to DISCHARGE, to PROMOTE or DEMOTE, to HARASS during the course of employment, or to discriminate IN MATTERS of COMPENSATION, TERMS, CONDITIONS, or PRIVILEGES of employment. BECAUSE OF: DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, RELIGION, AGE, NATIONAL

REASONABLE ACCOMMODATIONS FOR DISABILITIES: An employee with a disability is entitled to a reasonable accommodation(s) which is necessary to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the

PREGNANT WORKERS FAIRNESS ACT — C.R.S. § 24-34-402.3 An employee with a health condition(s) related to pregnancy or physical recovery

reasonable if its provision would result in an undue hardship on the employer's business. RETALIATION PROHIBITED — C.R.S. § 24-34-402(e) It is a discriminatory act to retaliate against a person who opposes a discriminatory practice or

employee to waive the right to disclose wage information. CROWN Act of 2020: Discrimination on the basis of one's race includes hair texture, hair type, or a protective hairstyle commonly or historically

TO FILE A COMPLAINT OF DISCRIMINATION, OR FOR MORE INFORMATION CONTACT

MAIN PHONE: 303-894-2997; HOTLINE ESPANOL: 720-432-4294; TOLL-FREE: 800-262-4845; V/TTD RELAY: 711; FAX: 303-894-7830; EMAIL: DORA CCRD@STATE.CO.US

CLAIMS ASSERTING EMPLOYMENT DISCRIMINATION MUST BE FILED AS A FORMAL

ccrd.colorado.gov

DISCRIMINATION IN PUBLIC ACCOMMODATIONS COLORADO

Colorado Law Prohibits Discrimination in places of: PUBLIC ACCOMMODATION C.R.S. § 24-34-601 et seq.

PLACE OF PUBLIC ACCOMMODATION MEANS: ANY PLACE OF BUSINESS engaged in any SALES to the PUBLIC and ANY PLACE OFFERING SERVICES, FACILITIES, PRIVILEGES, ADVANTAGES, or ACCOMMODATIONS to the PUBLIC.

BECAUSE OF: DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, MARITAL STATUS, NATIONAL ORIGIN or ANCESTRY. SERVICE ANIMALS C.R.S. § 24-34-803: SERVICE ANIMAL DESIGNATION IS LIMITED TO A DOG OR MINIATURE HORSE — EMOTIONAL SUPPORT

ANIMALS ARE NOT SERVICE ANIMALS. THE DOG MUST BE INDIVIDUALLY TRAINED TO PERFORM TASK(S) OR WORK RELATED TO A DISABILITY. THE MERE PRESENCE OF THE DOG MEANT TO PROVIDE EMOTIONAL SUPPORT/THERAPY/ AND/OR COMPANIONSHIP IS NOT SUFFICIENT TO MEET THE DEFINITION OF A SERVICE ANIMAL. AN ENTITY MAY NOT REQUIRE OR REQUEST A LICENSE, REGISTRATION, OR OTHER DESIGNATION CONFIRMING STATUS AS A SERVICE ANIMAL. AN ENTITY MAY MAKE THE FOLLOWING INQUIRIES: 1.) IS THIS DOG A SERVICE ANIMAL TRAINED TO PERFORM A TASK(S) OR WORK RELATED TO A DISABILITY?

A SERVICE ANIMAL MUST BE **UNDER THE CONTROL** OF ITS HANDLER AT ALL TIMES. THE HANDLER IS RESPONSIBLE FOR THE CARE OF THE SERVICE ANIMAL, INCLUDING TOILETING, FEEDING, AND OTHERWISE CARING FOR THE DOG. A SERVICE ANIMAL MAY BE DENIED ENTRY IF ITS

RETALIATION PROHIBITED: A PERSON WHO OPPOSES DISCRIMINATION, OR WHO PARTICIPATES IN THE INVESTIGATION OF DISCRIMINATION HAS ENGAGED IN PROTECTED ACTIVITY AND RETALIATION FOR ENGAGING IN A PROTECTED ACTIVITY IS PROHIBITED BY COLORADO LAW.

COLO. CIVIL RIGHTS COMM'N RULE 20.4 — DISCRIMINATORY SIGNAGE IN PLACES OF PUBLIC ACCOMMODATION: No person shall post or permit to be posted in any place of public accommodation any sign which states or implies the following: "WE RESERVE THE RIGHT TO **REFUSE SERVICE TO ANYONE"** — 3CCR708-1

CROWN Act of 2020: Discrimination on the basis of one's race includes hair texture, hair type, or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 9/13/20.

> MAIN PHONE: 303-894-2997; HOTLINE ESPANOL: 720-432-4294; TOLL-FREE: 800-262-4845; V/TTD RELAY: 711; FAX: 303-894-7830; EMAIL: DORA_CCRD@STATE.CO.US

PUBLIC ACCOMMODATION DISCRIMINATION COMPLAINTS MUST BE FILED WITHIN SIXTY (60) DAYS AFTER THE ALLEGED DISCRIMINATORY ACT OCCURRED.

Division Director, Aubrey Elenis, Esq.

COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT DIVISION OF LABOR | www.colorado.gov/cdle/labor **NOTICE OF PAYDAYS**

n accordance with 8-4-107, C.R.S.:

Every employer shall post and keep posted conspicuously at the place of work if practicable, or otherwise where it can be seen as employees come or go to their places of work, or at the office or nearest agency for payment kept by the employer a notice specifying the regular paydays and the time and place of payment, in accordance with the provisions of section 8-4-103, and also any changes concerning them that may occur from time to time.

EMPLOYEES ARE PAID ON REGULAR PAYDAYS AS FOLLOWS:



Job Safety and Health IT'S THE LAW!

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.

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) in an OSHA inspection and speak in private to the inspector.

days (by phone, online or by mail) if you have been retaliated against for using your

employer.

tests that measure hazards in the workplace, and the workplace injury and illness log.

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

 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.

of the alleged violations.

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



to perform service in the uniformed service and: and your dependents for up to 24 months while in the military. you ensure that your employer receives advance written or verbal notice • Even if you don't elect to continue coverage during your military service, you have five years or less of cumulative service in the uniformed services while with that particular employer; • you return to work or apply for reemployment in a timely manner after

you have not been separated from service with a disqualifying discharge Service (VETS) is authorized to investigate and resolve complaints of

serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or •

DISCRIMINATION IN EMPLOYMENT

EMPLOYMENT

ORIGIN or ANCESTRY, MARITAL STATUS or, in certain circumstances, MARRIAGE TO A COWORKER.

who participates in a discrimination investigation, proceeding or hearing.

SHARING WAGE INFORMATION PROTECTED — C.R.S. § 24-34-402(i) An employer shall not discharge, discipline, discriminate against, coerce,

intimidate, threaten, or interfere with an employee or person due to an inquiry, disclosure or discussion of wages. An employer shall not require an

Division Director, Aubrey Elenis, Esq.

TO FILE A COMPLAINT OF DISCRIMINATION, OR FOR MORE INFORMATION CONTACT

2.) WHAT IS THE TASK OR WORK THE DOG IS TRAINED TO PERFORM?

Pay periods can be no greater duration than a calendar month or 30 days, whichever is longer. Paydays must occur no later than 10 days following the close of each pay period. 8-4-103, C.R.S.

This form is provided as a courtesy by the Colorado Division of Labor Standards and Statistics. Other Notice of Paydays Posters may be acceptable provided that they contain the elements and information required by 8-4-107, C.R.S. OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

All workers have the right to:

Publication 213

Cat. No. 11047P

(Rev. 8-2009)

Receive information and training on

Participate (or have your representative)

File a complaint with OSHA within 30

Request copies of your medical records,

This poster is available free from OSHA.

Contact OSHA. We can help.

U.S. Department of Justice Office of Special Counsel Employer Support Of The Guard And Reserve 1-800-336-4590 U.S. Department of Labor

Colorado Law Prohibits Discrimination in:

from childbirth is entitled to a reasonable accommodation(s) necessary to perform the essential functions of the job. An accommodation is not

ANIMALS MUST BE ALLOWED IN DINING AREAS AND IN SELF SERVICE FOOD LINES. AN ENTITY MAY NOT CHARGE FEES FOR ALLOWING A SERVICE ANIMAL TO BE PRESENT.

THE COLORADO CIVIL RIGHTS DIVISION; 1560 BROADWAY, LOBBY WELCOME CENTER, SUITE #110, DENVER, CO 80202

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

associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 9/13/20.

COMPLAINT WITHIN 300-DAYS* FROM NOTICE OF THE EMPLOYMENT ACTION.

IT IS A DISCRIMINATORY PRACTICE AND UNLAWFUL FOR A PERSON DIRECTLY OR INDIRECTLY TO: REFUSE, WITHHOLD FROM, or DENY to an individual or a group FULL and EQUAL ENJOYMENT of the GOODS, SERVICES, FACILITIES, PRIVILEGES, ADVANTAGES, or ACCOMMODATIONS

PRESENCE WOULD RESULT IN A FUNDAMENTAL ALTERATION OF THE NATURE OF THE ENTITIES' OPERATIONS AND/OR MAINTENANCE OF A STERILE ENVIRONMENT. THE MERE PRESENCE OF A SERVICE ANIMAL IS NOT GROUNDS FOR A VIOLATION OF THE HEALTH CODE. SERVICE



See any OSHA citations issued to your

Post OSHA citations at or near the place

COLORADO :: | IT STARTS WITH YOU