

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? Most private employers. State and local governments (as employers). Educational institutions (as employers).

What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, Age (40 and older), Disability, Genetic Information (including employer requests for, or purchase, use, or disclosure of genetic test results, genetic services, or family medical history).

Employers Holding Federal Contracts or Subcontracts. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces non-discrimination and affirmative action commitments of companies doing business with the Federal Government.

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin. Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity or national origin.

Federal Minimum Wage. Employee Rights Under the Fair Labor Standards Act. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009.

VICTIMS OF DOMESTIC OR SEXUAL VIOLENCE LEAVE TIME ALLOWED

EMPLOYEES who are victims of domestic or sexual violence, or have a family or household member who is a victim of domestic or sexual violence, may take unpaid leave from work to address such violence by:

- Seeking medical attention for, or recovering from, physical or psychological injuries caused by such violence.
Obtaining services from a victim services organization.
Obtaining psychological or other counseling.
Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or employee's family or household.
Seeking legal assistance or remedies to ensure health and safety.

EMPLOYER: May request certification that the employee or member of family or household is a victim as described above. Must restore the employee to the position of employment held prior to the reporting of domestic or sexual violence or an equivalent position.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT. Occupational Safety and Health Administration. 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 work-related injury or illness, without being retaliated against.

Workers 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.

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

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

EMPLOYEE POLYGRAPH PROTECTION ACT

Employee Polygraph Protection Act. The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

UNEMPLOYMENT INSURANCE

UNEMPLOYMENT INSURANCE BENEFITS NOTICE TO WORKERS. Your employer is subject to the Missouri Employment Security Law and pays tax contributions to cover unemployment insurance (UI) benefits in case you become unemployed through no fault of your own.

WHEN TO APPLY FOR UI BENEFITS. If you are unemployed, laid off or working less than full time. If you lose your job through no fault of your own or quit for a valid reason related to the work or the employer.

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee.

MINIMUM WAGE. MISSOURI MINIMUM WAGE IN EFFECT FOR PRIVATE EMPLOYERS FOR 2024. \$12.30 PER HOUR.

EMPLOYER RIGHTS. An employer who unlawfully pays sub-minimum wages will be liable for the full amount of wages due plus twice the amount left unpaid as liquidated damages.

EMPLOYER RIGHTS. An employer who does not pay the minimum wage may be liable for the full amount of wages due plus twice the amount left unpaid as liquidated damages.

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USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. YOUR RIGHTS UNDER USERRA. 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.

CHILD LABOR LAWS. MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS. YOUTH EMPLOYMENT LIST. Employees are required to post this list of employed youth under the age of 16 in the workplace.

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FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you've filed Form W-4 with your employer did you: Marry or divorce? Change your name? Change your address? Your family wage income (you, your spouse, partner or ended a job)?

DISCRIMINATION. IN EMPLOYMENT IS PROHIBITED. The Missouri Human Rights Act makes it illegal to discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability, or age (40 through 69).

DISCRIMINATION. IN PLACES OF PUBLIC ACCOMMODATION IS PROHIBITED. The Missouri Human Rights Act makes it illegal for places of public accommodation to deny access to or treat someone unequally because of an individual's race, color, religion, national origin, ancestry, sex, or disability.

WORKERS' COMPENSATION. MISSOURI DIVISION OF WORKERS' COMPENSATION. Insurance Company, Third Party Administrator, Service Company, or Designated Individual If Self-Insured.

EMPLOYEE INFORMATION. The Missouri Division of Workers' Compensation (DWC) administers programs for workers who have been injured on the job or exposed to an occupational disease arising out of and in the course of employment.

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