# New York State Postings



## NEW YORK STATE Human Rights

#### THIS ESTABLISHMENT IS SUBJECT TO THE NEW YORK STATE HUMAN RIGHTS LAW (EXECUTIVE LAW, ARTICLE 15)

ESTE ESTABLECIMIENTO ESTÁ SUJETO A LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK (LEY EJECUTIVA, SECCIÓN 15)

1-888-392-3644

WWW DHR NY GOV

DECRIMINATION BASED UPON AGE, RACE, CREED, COLOR, NATIONAL ORIGIN, SEXUAL ORIENTATION, MILITARY STATUS, SEX, PREGNANCY, GENDER INDERTY OR EXPRESSION, DISABILITY OR MARTIAL, STATUS IS PROHIBITED BY THE NEW YORK STATE HUMAN RIGHTS LAW. SEXUAL NARASSMENT ON HARASSMENT BASED UPON ANY OF THESE PROTECTIC CLASSES ALSO IS PROHIBITED.

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ALLIMPATITIES staff leferary 1, 2000, only employment with 4 error employmes are sorred in BMC/VIETER MARKER, Landi Marker, Landie Marker, Mar	ALL CREAT TRANSFERRAL PLAN BALLINNS, FRANCHE FOR PRIVISES, MANTENACE AND ESPAN G PRIVISES PLANES & FUELL COMPONENTIVE STARE AS INSTRUMENTS, INTEL REPORTER AND HIDDAL PHEFS, CLERK, PARKS AND GOVERNMENT OFFICES Daugino. Phefs, CLERK, PARKS AND GOVERNMENT OFFICES Daugino. Dayle ceta a component of clerk particular econtradions. Rescalad economistics for person with claudition may also to registry. DIOLATINE NETTUTIONS			
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REVITAL LESSE OF SALE OF MUSING, LAND AND COMMERCIAL SPACE, INCLUDING ACTIVITIES OF REAL ESTATE BROKERS AND SALES PEOPLE Mac prohibite derivination en the basis of lawful autore of income (for semsple houring vouchen, disability berefts, child apport; familiel status (families with children or being pregrant; prior arrest or sealed conviction; commercial boycotts or blockburger;	EXPRESS ANY DESCRIMMATION If you wish to file a formal compliant with the Division of Haman Right, you must do so within one year after the discrimention eccurred. The University services are provide free of charge. If you with to file a compliant in State Court, you may do so within these word of the discrimination. You may do so			
Nearonable accemendations and modifications for persons with disabilities may also be required. Does not apply to: (1) nortial of an apartment in an overer-occupied bao durally house (2) norticidant of all contex is a housing accommodation to individuals of the same acc (2) norticid of a nortic bar bocquent of a house or apartment	within these years of the discrimination. You may not like both with the bidsion and the State Court. Restatistion for filling a compatibility. You may file a compliant with the Division if you have been retrafiated against. FOR FURTHER RECONSTRUCT, WHITE OF CALL THE DIVERSITY OF A COUNTRY.			
(4) sale, rental, or lease of accommodations of housing exclusively to persons 55 years of age or older, and the spause of such persons	ONE FORDHAM PLAZA, 4TH FLOOR, BROKK, NY 10458			

LA LEY DE DERECHOS HUMANOS DEL ESTADO DE NUEVA YORK PROHÍBE LA DISCRIMINACIÓN POR EDAD, RAZA, CREDO, COLOR, ORIGEN NACIONAL, ORIENTACIÓN SEXUAL, ESTATUS MILITAR, SEXO, EMBARAZO, IDENTIDAD O EXPRESIÓN DE GÉNERO, DISCAPACIDAD O ESTADO CIVIL. TAMBIÉN ESTÁ PROHIBIDO EL ACOSO SEXUAL O EL ACOSO POR CUALQUIERA DE ESTAS CLASES PROTEGIDAS.

TODOS LOS EMPLEADORES (hasta el 8 de febrero de 2020, selo los empleadores de cuatro o más personas), AGENCUAS DE EMPLEO, DEGANIZACIONES DE TRABAJO Y PROGRAMAS DE CAPACITACIÓN DE AMPENDICES	TODAS TRANSACCIONES CREDITICIAS INCLUYENDO FINANCIAMENTO PARA LA COMPRA, MANTEMMIENTO Y REPARACIÓN DE VIVIENDAS LUGARES DE ALOJAMIENTO PÓBLICO. COMO			
stimismo, está prohibida la discriminación en el empireo sobre la base de la observancia del Statuist o períodican religioses; peinados sociados con la reo también es oplica a los áreas enumeradas a continuación armento previo o tendentes presidencias canadicatos prediscos prediscos pretentos. el estudo	RESTAURANTES, HOTELES, HOSPITALES Y Consultorios Médicos, clubs, parques y officinas del cobierno.			
antecedentes penales; las caractenisticas geneticas precisiponentes; el estaco civit; las condiciones relacionadas con el embaraza.	Excepción:			
Es posible que sera necesario hacer accendos naonables para parsenas con discapacidades y condiciones relacionadas con el embarazo incluyendo lastación. Un arregio nzonable es una adaptación a un teolajo o entorno laboral que cerritto sue un porsena con discapacidad rusilen las tareca coenciales de	La edad no es una clasificación cubierta respecto a los alejamientos públicos. Es posible que sera necesario realizar arregios rezonables para personas con discapacidades.			
pre permita que cala persona con escapacidad relacer als careas esenciales de un trabaio de manera razonable.	INSTITUCIONES EDUCATIVAS			
También están cubiertos: trabajadores domésticos están protegidos en casos acoso y represalias; internos y no empleados cuales trabajan en el lugar de tobaio locr vieimetos trabajaderes temperarias o contributentes) están cerebecidos	Tedas las escuelas públicas y escuelas privadas sin ánimo de lucra, en todos los niveles, excluyendo escuelas dirigidas por organizaciones religiosas.			
de toda discriminación descrita ambo.	PUBLICIDAD Y SOLICITUDES RELACIONADAS CON EL			
ALCONLER, ARRENDAMIENTO O VENTA DE VIVIENDA, TERRENO O ESPACIO Confercial incluyendo actividades de adente de Bienes Raíces y Vendedores	EMPLEO, LOS INNUEBLES, LOS LUGARES DE ALOJAMIENTO PÚBLICO Y LAS TRANSACCIONES CREDITICIAS NO DEBEN EXPRESAR MINGUN ACTO DISCRIMINITORIO			
También está prohibido: la discriminación a base de taente de ingreso legal (por ejerujo axias, beneficias de discapacidad, manutención de niños); estado familiar (tomilias con niños o en estado de embarazo); arresto previo o condena estado; baicot comercial o acesos manbilismo.	Si desea presentar una demanda farmal ante la División de Derechas Humanos, debe hacierlo dentro de un año desde que ocuma la discriminación. Los servicios de la División se ofrecen sin canzo.			
También es posible que sera necesario realizar modificaciones y arregios razonables para personas con discapacidades.	Uivision se orrecen sin cargo. Si desea presentar una demanda ante el Tribunal			
Exceptiones:	Estatel, puede hacerte dentro de los tres años desde que ocurriera la discritalización. No raunde consenter un			
(1) alguiler de un aportamento en una casa para dos familias ocupadas por el	que ocurriera la discriminación. Ne puede presentar un demanda ante la División y ante el Tribunal Entatal.			
duela	Se prohíben las represaílas por presentar una			
(2) restricciones de todas las habitaciones en una vivienda para individuos del mismo sexo	demanda u oponerse a prácticas discriminatorias. Puede presentar una demanda ante la División si			
(3) alquiler de una habitación por parte del ocupante de una casa o apartamento	sufrió represallas.			
(4) venta, alquiler o arrendamiento de alojamiento en una casa exclusivamente a personas mayores de 55 años y al cónyage de dictas personas.	PARA OBTENER MÁS INFORMACIÓN, ESCRIBA O LLAME A LA OFICINA MÁS CERCANA DE LA DIVISIÓN, OFICINA CENTRAL:			
También se prohibo: discriminación en vivienda sobre la base del estado civil (por ejemplo, familias con hijos).	ONE FORDHAM PLAZA, 4TH FLOOR, BRONX, NY 10458			

Notice of Employee Rights, Protections, and **Obligations Under Labor Law Section 740** 

#### **Prohibited Retaliatory** Personnel Action by Employers Effective January 26, 2022

WE ARE YOUR DOL

nucusure to a patient body shall not ppply to an employ-makes such discioure to a public body unless the empl han made a good hith effort to notify into or the employ-bringing the activity, policy or practice to the attention of supervisor of the employer and has attorded such emplo reaccentable apportunity to correct each activity, policy or practice. Such employer and ficcation shall not be required

playee reasonably believes that reporting to the isor would result in a destruction of exidence or other almont of the activity, policy or practice;

concentration to the scheme, powery or practice, such activity, policy or practice could reasonably be expecte to lead to endangering the welfare of a minor; the employee reasonably believes that expecting to the supervisor would result in physical harm to the employee or any other persons; or

the employee reasonably believes that the supervisor is strendy aware of the activity, policy or practice and will not correct such activity, policy or practice.

ection is violation of this section realy institution a solid action is a court of comparison at yields in the real of a solid threat is a both of the section within havy years after the adapted rehalitory action was taken.
(Any action authorized by this sociation may be brought in the county is which the adapted rehalitory action accursed, in the county in which the comparison tradition, or in the cou-in which the employment that principal place of bothers.

Citta Depart

Division of Labor Standards Harriman State Office Campus Building 12, Albany, NY 12226

- n employer for wages employees, or natural ractors to carry out states enterprise who
- ayer" means any person, firm, partnership, insti ation, or association that employs one or more
- nacted feder order; (ii) such statute romutgated pursua ve order; or (iii) any , ruling or order.
- des the following: is Congress, any state legislature, or i vernmental body, or any member or
- any federal, state, or local court, or any member or employee thereof, or any grand or petit jury.

- any federal, state or local de branch of government: or
- division, board, bureau, office, committee, or mission of any of the public bodies described in senamates (i) through (v) of this camerash. alistory action" reservs an adverse action taken by an loyer or his or her spent to discharge, threaten, penalize, and the second sec
- arge, suspension, or de toph actions that work
- e suspected citizenship or immigration status o e's family or household member, as defined in two of section four hundred fifty-nine-o of the ces law, to a federal, state, or local agency.
- nplayee; or who has ive action regarding the n of which the employee yer shall not take any retailatory action whether or not within the scope of the

- www.mes before, any public body or, hearing or inquiry into any such by such employeer re-, activity, polic

To Be Posted Conspicuously in easily accessible and well-lighted places customarily frequented by employees and applicants for employment.

) a civil penalty dollars; and/ar

Division of Labor Standards NEW YORK Department

#### Summary of New York State Child Labor Law, Permitted Working Hours for Minors Under 18 Years of Age

Age of Minor Girls and Boys		Industry or Occupation	Maximum			
			Daily Hours	Week/y Hours	Days per Week	Permitted Hours
Attending School, When school is in ansister	14 and 15	All occupations except form work, newspaper carrier and street trades.	3 hours on school days. 8 hours on other days.	181	6	7 AM to 7 PM
	16 and 17	All occupations eccept farm work, newspaper carrier and street trades.	4 hours on clays preceding school days: Monday, Tassclay, Wodnosday, Thunsday <sup>2</sup> . 8 hours on: Friday, Saturday, Sunday and Holidays <sup>4</sup> .	284	64	6 AM to 10 PM <sup>9</sup>
Attending School, When school is not in session (vacation):	14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours4	484	64	6 AM to Midnight <sup>4</sup>
Not Attending School:	16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours <sup>4</sup>	484	64	6 AM to Midnight <sup>4</sup>
Farm Work:	12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	-	-	June 21 to Labor Day. 7 AM to 7 PM. Day after Labor Day to June 20, 9 AM to 4 PM.
	14 to 18	Any farm work.	-	-	-	-
Newspaper Carriers:	11 to 18	Dalivers, or selbs and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.	-	-	5 AM to 7 PM or 30 minutes prior to surgert, whichever is later
Street Trades:	14 to 18	Self-employed work in public places selling newspapers or work as a beetblack.	4 hours on school days. 5 hours on other days.	-	-	6 AM to 7 PM
hours on a school day, 23 2 Students 16 and 17 enn work up to 6 hours on a o when school is in session Program. 3 6 AM to 10 PM or until n	proved work/study program cone-weak when school is proved Cooperative Educa a school day other than a he hours are in conjunction written parental and educ y and until midnight on day	For more information about New York State Child Labor Laws and provisions place with the Department of Labor's weeking at http://www.ibbor.rrg.ov.if.you have questions, plasme and them to creat the Onlines factor below at: New York State Department of Labor, Division of Labor Standards:				

1 Students 14 and 15 encoded is an approved work/httply program may work 3 hours on a school day, 23 hours in any one-weak when achool is in session. 2 Students 16 and 17 encided is an approved Cooperative Education Program may work up to 6 hours on a day proveding a school day other than a Studiey or Holday when achool is in teacking, as long as the hours are in conjunction with the 36 AM to 10 PM or until midnight with written parental and educational authorities consent on day preceding a school day and until midnight on day preceding a non-school day with written parental consent.

ion does not apply to minors employed in resort hotels or restaurants 4 This pr

Additional Child Labor Law Information Automatic United Labor Law Information The Employer must post a schedule of work hours for minists under 18 years doi in the establishment. An Employment Cartificate (Working Paper) is required for all employed minore under 18 years ofd.

ler Child Laber Laws violations: First violation: maximum \$1,000\*

c or maximum penary. Section 14A of the Workers' Compensation Law provides double emission and death benefits for minors illegisly employed. There are many prohibited occupations for minors in New York State.

NEW YORK CORRECTION LAW • ARTICLE 23-A

#### LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY CONVICTED OF **ONE OR MORE CRIMINAL OFFENSES**

White decimination against persons previo icited of one or more criminal offenses prohil factors to be considered concerning a previo nal conviction; presumption. Written statement upon decial of license or

§750. Definitions. For the purposes of this article, the following terms shall have the following meanings: (1) "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, baard or commission

(2) "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons. a. (attorship\* means that the nature of criminal ch the person was convicted has a direct bearing ability to perform one or more of the duties or necessarily related to the losnee, oncertainty or (3) "Direct relat anduct for which

(b) in gastion. (d) "Licence" means any certificate. Increase, permit or grant of permission required by the lower of this state, it publical subdivisions on intermentations are a condition for the hardware business, or profession. Provided, however, that "Komma "shall use in the proposes of this satish, include any locence operation to own, processes, carry, or Ir easy explosion, pixel, handgura, mit, schaping, or other finant.

(5) "Employment" means any occupation, vocation o ployment, or any form of vocational or educational to oxidad, however, that "employment" shall not, for the rposes of this article, include membership in any law forement agency. r private employer, who has pr f one or more criminal offensee ction, and to any license or em encoded on a second of the second of

WORKERS' COMPENSATION es: Refer to notice of compliance/certificate of insurance fro loyer's insurance Carrier. If you have any further inquiries, p

IINEMPI OYMENT INSURANCE



#### e, wre, radio or electromagnetic, tical systems may be subject to r and by any lawful means. CUD/62 CW



#### Minimum Wage hourly rates effective 12/31/2022 - 12/30/2023 New York City Large Employers (11 or more employees) Small Employers (10 or less employees) \$15.00 \$15.00 Minimum Wage Minimum Wage Overtime after 40 hours ertime after 40 hours \$22.50 \$22.5 Tipped Workers Overtime after 40 hours Tipped Workers Overtime after 40 hours \$15.00 \$22.50 \$15.00 \$22.50 Long Island and Westchester County Remainder of New York State \$15.00 \$14.20 Minimum Wage Minimum Wage Overtime after 40 hours \$22.50 Overtime after 40 hours \$21.30 Tipped Workers \$15.00 Tipped Workers \$14.20 Overtime after 40 hours Overtime after 40 hours \$22.50 \$21.30 If you have questions, need more information or want to file a complaint, www.labor.ny.gov/minimumwage or call: 1-888-469-7365. redits and Allowances that may duce your pay below the minimum age rates shown above: Tips – Beginning December 31, 2020, your employer must pay the full applicable minimum ways rate, and cannot take any tip credit. Extra Pay you may be owed in addition to the minimum wage rates shown above: nown above: Overtime – You must be paid 1½ times your regular rate of pay (no-less than amounts shown above) for weekly hours over 40 (or 44 for residential employees). Exceptions: Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate. and cannot take any tip credit. Meals and lodging - Your employer may claim a limited amount of your wages for meals and lodging that they provide to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are - strend be minimum wage rate. Callinin page - Hypo to work as acheduled and your employee sends you have sarily you may be emiliated to eath hours of pay at the sends of the send of the s Post in Plain View Minimum Wage Poster (11/22) Notice to Employers / Employees

Attention Miscellaneous

**Industry Employees** 

WE ARE YOUR DOL

Stavyork Departm

e saw which requires posting a notice regarding the aspects o n Wage notice from the U.S. Dept. of Labor Fair Labor Standard bor; where Federal and state law have different minimum way This Posting is for Informational Purposes Only

## NEW YORK PAID FAMILY LEAVE (PFL)

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G BOND with a child Paid Family Leave quarantine or isol

PFL Benefits

67% Wage Benefits Receive 67% of your aver weekly wage, up to a cap.

Up to 12 Weeks of Leave

Can be taken all at once, or full-day increments.

Strong Protections

Return to same or comparable job.

Continued health insurance.

No discrimination or retaliation.

State Leave

MENTAL HEALTH AND SUBSTANCE ABUSE RESOURCES

.. rans Affairs

ifeline: 16.net Text: 988

/AboutVDP

All calls and texts are free and confidential

confidential U.S. Department of Veterans Affair Veterans Crisis Line: www.veteranscrisisline.net Call: 988, press 1 Text: 838255

nd Crisis Li Suicide a mmw.vete Call: 988

CARE for a family member ASSIST military families eso be available for use in situations when you or your minor dependent child are under an orde ue to COVID-19. See PaidFamilVLeave.nv.cov/COVID19 for full details. How to Request PFL Who Can Request PFL? Complete request forms and submit to your employer's insurance carrier. Senerally, Employees Who: • Work for a private employer in New York State, or a public employer who has opted in. Carrier pays or denies benefits within 18 days of receiving your completed receiver\* Meet the time-worked requirements: Resources Full-time (regularly work 20 more hours/week), after 26 consecutive weeks of

PaidFamilyLeave.ny.go Visit the website for PR, request forms. 844-337-6303 Call the toll-free PFL Helpline 8:30 a.m. to 4:30 p.m. • Monday – Friday

ar if foreseeable

STRONG FAMILIES, STRONG NEW YORK

### **VETERAN BENEFITS AND SERVICES**

NYS Department of Tax and Finance • Information for military personnel and veterans: tax.ny.gov/pit/file/military\_page.htm

Property tax exemptions: tax.ny.gov/pit/property/examption /vetexempt.htm

EDUCATION, WORKFORCE, AND

TRAINING RESOURCES

Veteran Readiness and Employment (VR&E) Program: www.benefits.va.gov/vocrehab New York State Civil Service Credits for Veterans Program: www.cs.rrg.gv

VYS Domestic and Sexual Violence Hotlin Call: 800-942-9596 Text: 844-997-2121 NYS Workplace Sexual Harassment Hotlin Call: 1-800-H4RASS-3

1-ISUO-HARASS-3 Department of Motor Vehicles: Veteran Status Designation Photo Document: designation-photo-document

YORK

Veteran License Plate: dmv.ny.gov/plates /military-and-veterans

ADDITIONAL RESOURCES

Part-time (regularly work fewer than 20 hours/week), after 175

The following resources and hotlines are available at no-cost to help veterans understand their rights protections, benefits, and accommodations: dol.nv.gov/veteran-benefits-and-services

TAX BENEFITS NEW YORK STATE DIVISION OF VETERANS' SERVICES Website: veterans.ny.gov Help Line: 1-888-838-7697 Email: DVSinfo@veterans.nv.ovv

Services: Legal, education, employment and volunteer, financial, health care, and

NEW YORK STATE Department of Labor Veterans' program

ite: dol.ny.gov/services-veta Help Line: 1-888-469-7365 Email: Ask.Veta@labor.ny.gov

Services: Workforce and training resources, unemployment insurance, Experience Counts program, and mo

The New York Stale Department of Labo is an Equal Opportunity Employer/Torgan. Auxiliary aides and services are available upon request and free of charge to individuals with disabilises TTY/TDD 711 or 1-807-982-202 (Employ / 1-877-982-4886.

Binployees : For additional information on our services, speak to your focal sales associate or visit us a www.adp.com The ADP Logo All other conduc ts and marks are the pr



ALLC 20230112

**Compliance Date** January 2023



SP-NY-E



article are applicable, shall be deneed or acted up; individual's having been previously convicted of or by reason of a finding of lack of "good moral chars based upon the fact that the individual has previo, more criminal offense, unless: (1) There is a direct relationship between one or more of the previous criminal fernses and the specific license or employment sought or held by the individual; (2) the issuance or continuation of the license or the granting or continuation of employment would involve an unreasonable risk to property or to the safety or fore of specific individuals or the general public. the empoyment would involve an unreasonable risk to property or to welfare of specific individuals or the general public. **3733.** Suchors the econsidered conserving a provious criminal or presumption. 1. In making a determination pursuant to action sover fifty-have of this chapter, the public agency or private employer shall or following factors: (a) The public policy of this state, as expressed in this act, to encourage the licensum and employment of persons previously convicted of one or more criming

mination against persons nses prohibited. No apple or license held by an inclu

Buffalo District 290 Main Street Room 226 Buffalo, NY 14202 (716) 847-7141

New York Oity Distri 75 Varick Street 7th Floor New York, NY 10013 (212) 775-3880

Syracuse District 313 East Washington Room 121 Synacuse, NY 13202 (315) 428-4057

Junn Uffice Campus Bidg. 12 Room 185A Albany, NY 12240 (518) 457-2730

arden City Distric 10 Oak Street

Suite 101 Garden City, NY 11530 (516) 794-8195

Rochester Sub-District 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550

White Plains District 120 Bioomingdale Road White Plains, NY 10605 (914) 997-9521

(b) The specific duties and responsibilities necessarily related to the license or amployment sought or held by the person. (c) The bearing, if any, the criminal offense or offenses for which the parson was includy connicted will have on his filtense or ability to perform one or more such time or reproved hitter. utes or response tetles. (d) The time which has elapsed since the occurrence of the criminal offense or Accurate

age of the person at the time of occurrence of the oriminal offense or

offense. (i) The seriourness of the offense or effenses. (ii) Any information produced by the person, or produced on his behalt, in r to his invikuliation and good conduct. (iii) The ingelimous theorem of the packing approximation of the person pack property, and the safety and welders of specific individuals or the person pack - b manking advectmentaries resources the control name the bandle (the hand

prepert, and the safety and wellse of specific individuals or the ge-12. In radiog a deterministic practance to section seems hundred chapter, the public agency or private employer shall also give consid-solutions of relief nero ideabilities or a continueat of geode contact appleant, which conflictant shall create a presumption of mhabilität the offenes or offeness specified bearin. **5754.** Within solutionent upon deniel efficience or more contained of any persons previous/provided to any or more original offeness. The offence or offences specified Therein. §754. Written statement upon denial of license or employment. At the requ, of any person periouxly connicted of one or more oriminal offences who has be deteid a locense or employment, a public agency or private employer shall pro-within thirty days of a request, a written statement setting both the reasons for such detaid.

such denial. \$755. Enforcement. 1. In relation to actions by public agencies, the provisions of this active denial be reforceable by a proceeding loxagit pursuant to article averdy-eight of the only parable stars and relate. 2. In relation to actions by grainate employment, the provisions of this article shall be adversable in the default of the article stars.

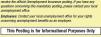
<sub>spin</sub> or the onl process law and rules. Aution to actions by private employers, the provisions of this article shall sable by the division of human rights pursuant to the powers and as of torih in article fishen of the accounty law, and, concurrently, by the city corrensision on human rights.

system telepho photo-c all time

It shall be a defense to any action brought pursuant to thi section that the retailatory action was predicated upon grounds other than the employee's exercise of any rights mothered to this section ief. In any action brought pursuant to sub-tion, the court may order relief as follows the reinstatement of the employee to the same before the relationy action, or to an equivaler front pay in licu thereat; wer; I full fringe benefits and seniority rights ir lost wages, benefits and other remanerator; ii) the payment by the employer of reasonable costs, disbursements, and attorney's fees: i) the payment by the employer of punitive damages, if the violation was willful, malicipus or warton.

arded to an employer if the court deten brought by an employee under this sec n law or in fer\*

This Posting is for Informational Purpo





# 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
- Union members and applicants for membership in a union
- Job applicants

#### What Organizations are Covered?

- Most private employers
- Educational institutions (as employers)
- State and local governments (as employers)
- Unions
- Staffing agencies

# 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 bases of:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability

- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

# What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, firing, or lay-off
  Harassment (including
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or practice
- Benefits

- Job training
- Classification
- Referral
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding.

# What can You Do if You Believe Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

- Call 1–800–669–4000 (toll free) 1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone)
- Visit an EEOC field office (information at www.eeoc.gov/field-office)
- E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.



### **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

### 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, and requires affirmative action 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 compensation or the compensation of other applicants or employees.

#### 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 of employment, including the executive level.

### **Protected Veteran Status**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

#### Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1–800–397–6251 (toll-free)

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 submitting a question online to OFCCP's Help Desk at *https://ofccphelpdesk.dol.gov/s/*, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at *https://www.dol.gov/agencies/ofccp/contact*.

## PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

#### Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

#### **Individuals with Disabilities**

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

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