

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 in your workplace, you may be able to file a charge with the EEOC.

Who is Protected? Employees (current and former), including managers and temporary employees. What Organizations are Covered? All employers with one or more employees. What Types of Discrimination are Prohibited? Race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, genetic information, and retaliation.

How to File a Charge: You must file a charge with the EEOC within 180 days of the date of the alleged discrimination. You can file a charge with the EEOC online or by mail.

What Happens Next? The EEOC will attempt to mediate the dispute. If mediation fails, the EEOC will investigate the charge. If the EEOC finds evidence of discrimination, it may attempt to resolve the dispute through conciliation.

What if the EEOC Finds Discrimination? The EEOC may issue a finding of discrimination. If the employer refuses to comply with the EEOC's findings, you may file a lawsuit in federal court.

Retaliation: It is illegal for an employer to retaliate against you for filing a charge with the EEOC or for participating in an EEOC investigation.

Disability Discrimination: The ADA prohibits employers from discriminating against qualified individuals with disabilities. An employer must provide reasonable accommodations to qualified individuals with disabilities.

Age Discrimination: The ADEA prohibits employers from discriminating against individuals who are 40 years of age or older. Age is not a factor in hiring, firing, or promotion decisions.

Genetic Information: The GINA prohibits employers from discriminating against individuals based on their genetic information. Employers are prohibited from requesting or testing an individual's genetic information.

Retaliation: It is illegal for an employer to retaliate against you for filing a charge with the EEOC or for participating in an EEOC investigation. Retaliation includes firing, demotion, or harassment.

Child Labor Laws: Child Labor Laws of the State of Maine provide protection for people under the age of 18 in both agricultural and non-agricultural jobs. The Maine Department of Labor administers the laws, which all employers must follow.

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VIDEO DISPLAY TERMINALS

The Maine Video Display Terminal (VDT) law gives certain rights to people who use computers for work. This poster is available online at no charge and may be copied: https://www.maine.gov/labor/posters/

Education and training MSRA Title 26, §251. Every employer shall establish an education and training program for all operators as provided in this section. 1. Requirements: An employer's education and training program must be provided both orally and in writing, except that an employer that uses fewer than 5 terminals at one location may provide the education and training program in writing only.

Regular Paydays for Employees of: Weekly, Bi-Weekly, Monthly, Other. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

WITHHOLDING STATUS: You may need to check your withholding status if you are a new hire or if you have changed your status. The Maine Department of Labor provides information on how to check your status.

UNEMPLOYMENT INSURANCE: The Maine Department of Labor provides information on unemployment insurance benefits. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

HUMAN RIGHTS ACT: The Maine Human Rights Act prohibits discrimination based on race, color, sex, sexual orientation, age, physical or mental disability, genetic information, religion, and ancestry or national origin. The Maine Department of Labor provides information on how to file a claim.

EQUAL OPPORTUNITY IS THE LAW: The Maine Department of Labor provides information on equal employment opportunity. The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

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FMLA - 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. The U.S. Department of Labor (DOL) enforces the FMLA.

Eligible employees are those who work for 12 workweeks of FMLA leave in a 12-month period. The FMLA covers the birth, adoption or foster placement of a child with you, or your serious mental or physical health condition that makes you unable to work.

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