

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.

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.

WORKERS' COMPENSATION

This notice must be posted and maintained by the employer in one or more conspicuous places. Workers Compensation Rights and Responsibilities Your employer is subject to the Kansas Workers Compensation Law which provides compensation for job-related injuries.

DISCRIMINATION

KANSAS LAW PROVIDES Equal opportunity in employment without regard to race, religion, color, sex, disability, national origin, ancestry, or age. Genetic testing and screening is also prohibited.

ANTI-DISCRIMINATION NOTICE

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

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

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NO SMOKING NOTICE

NO SMOKING Smoking prohibited by state law. www.KSmokefree.org 1-877-416-8547

FAIR HOUSING ACT

WANTED: FAIR HOUSING Without regard to race, religion, color, sex, race by association, national origin, ancestry, familial status, disabilities, retaliation in the areas of sales, rentals, financing and other terms and conditions.

PAYDAY NOTICE

Regular Paydays for Employees of (Company Name) Shall be as follows: Weekly, Bi-Weekly, Monthly, Other

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING If you can answer "YES"... To any of these questions or you need a new form when you filed your last return, you may need to file a new Form W-4.

UNEMPLOYMENT INSURANCE

Unemployment Insurance (UI) is a program that provides temporary financial assistance to workers who have lost their jobs through no fault of their own. Funding for UI Benefits comes from taxes paid by employers.

Qualifications

You must be able to work, available for work and seeking suitable employment to be eligible for Unemployment Insurance benefits. UI benefits are intended to replace some of the income you lost to assist with basic needs until you find new work.

Apply at KansasUI.gov

KDOL Contact Center 785-575-1460 Toll Free: 800-292-6333 Monday - Wednesday & Friday: 8 a.m. - 4 p.m.

HUMAN TRAFFICKING

Are you or someone you know being sold for sex or forced to work for little or no pay and cannot leave? There is a way out. Here's how:

Contact the National Human Trafficking Resource Center

Call 1-888-373-7888 toll free and confidential or text HELP or INFO to Befree (2337333) The Hotline and Text line can be used to:

STOP HUMAN TRAFFICKING IN KANSAS

1-888-373-7888 CALL TEXT LIVE CHAT SCAN If you or someone you know is a victim of human trafficking, there is help.

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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.

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | 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.

CHILD LABOR LAWS

CHILD LABOR LAWS NOTICE Kansas Hour Restrictions This poster is only required to be displayed if you employ youth under 18 years of age and are NOT covered under the federal Fair Labor Standards Act (FLSA).

EQUAL OPPORTUNITY IN PUBLIC ACCOMMODATIONS

Without regard to: RACE, RELIGION, COLOR, SEX, DISABILITY, NATIONAL ORIGIN, OR ANCESTRY IN THE FULL AND EQUAL USE AND ENJOYMENT OF GOODS, SERVICES, AND FACILITIES OFFERED BY PLACES OF PUBLIC ACCOMMODATIONS WITHIN THE STATE OF KANSAS.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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.

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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.

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